



# Annual Report 2022

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## WORD FROM THE DIRECTOR

Dear Esteemed Partners,

2022 stands out as an incredibly eventful and triumphant year in my role as Executive Director at ICE. With a return to the traditional office setting and the gradual fading of the COVID-19 disruption, our organization dedicated its efforts to recouping the time lost in the past two years. This proactive approach led to the acceleration of various projects that had been hindered by the pandemic.

Throughout the year, ICE placed a strong emphasis on enhancing our engagement with multiple stakeholders to ensure the sustainable execution of our initiatives. We fostered robust connections with research institutions and academia, enlisting individuals and organizations to support our evidence-based interventions.

In 2022, our commitment to expanding our advocacy efforts was evident through our deep involvement in policy work. This endeavor enabled us to actively participate in forest policy enforcement by assisting communities in developing participatory forest management plans. Additionally, ICE played a pivotal role in guiding the formulation of agroecology policies in Murang'a and Kiambu counties, while also contributing as essential stakeholders in Meru and Tharaka Nithi Counties. Notably, this dedicated work led to the enactment of an agroecology ACT and policy for Murang'a.

This year marked the initiation of the implementation of ICE's new strategic plan for the period 2022-2026, and all our undertakings were in alignment with this forward-looking roadmap.

I want to express my heartfelt appreciation for your unwavering support in helping us fulfill our mission. As we look ahead to 2023, I am eager to embark on a new year filled with significant achievements and valuable learning experiences as we continue to serve our communities.

Warm regards,

Martin Mwenda Muriuki  
Executive Director

## INTRODUCTION

### 1. About ICE

The Institute for Culture and Ecology (ICE) is a Kenyan non-governmental organization (NGO) that was established in 2006 under the NGO Coordination Act. ICE was established in response to a clear need in Kenya to promote culture's inherent and natural role in environmental and resource management.

ICE works with communities to rediscover the significance of local knowledge and naturally endowed resources/potentials in improving livelihoods and conserving the environment. As a result, communities can take control of their own development and break free from the cycle of poverty.

ICE collaborates with like-minded organizations, institutions, and individuals, Nationally, Regionally and globally. .

### 2. Purpose and Direction

**ICE Mandate:** To promote environmental conservation and natural resource management through buttressing traditional knowledge in community-based environmental and resource management initiatives and facilitating cultural-based learning that would lead to social and ecological wellbeing of the earth community.

**Vision:** Empowered communities living in healthy ecosystems.

**Mission:** To enhance resilience of ecological systems and community livelihoods using diverse knowledge systems.

**Core values;** In order to deliver on its mandate ICE is guided by the following principles:

1. Respect for diversity: ICE accommodates diverse cultures as a way of promoting mutual respect and nurturing relationships.
2. Equity: ICE believes in equal opportunities for all irrespective of gender, religion and ability.
3. Accountability: ICE embraces openness and responsibility in all its actions and activities.
4. Professionalism: ICE upholds work ethics and diligence in its undertakings.

### 3. ICE Target Beneficiaries

Small-scale farmers [including men and women], people with special needs (those with disabilities and HIV/AIDS), and youth in and out of school are the focus of ICE. ICE has been working in Kiambu, Machakos, Tharaka-Nithi, Murang'a, Embu, Kilifi and Meru counties for the past twelve years on various projects. Serving over 10,000 families (61 percent women and 39 percent men). ICE will continue to expand and deepen its work in these counties, as well as expand into other counties based on need and potential.

### Programmes Implementation

ICE partners with like-minded organizations, institutions, county and national government departments, and individuals at national, regional, and global levels to gather diverse knowledge systems and achieve effective implementation of innovative culture-based strategies, as well as undertake advocacy initiatives.

## **ICE Approaches**

Implementing ICE programs is essential for preserving and transmitting traditional knowledge and cultural heritage. These programs aim to bridge generational and cultural gaps, fostering mutual understanding and cooperation. To effectively implement ICE programs, various key approaches are used:

### **Capacity Development:**

Capacity development is a fundamental approach in ICE programs. It involves training and empowering individuals within communities to become leaders, educators, or facilitators. By enhancing their skills and knowledge, these community members can effectively participate in the preservation and transmission of cultural and intergenerational knowledge.

### **Eco-Cultural Mapping and Calendars:**

Eco-cultural mapping is a process of documenting and mapping the relationship between culture and the environment. This approach helps communities identify important cultural sites, practices, and resources tied to their surroundings. Eco-cultural calendars, meanwhile, assist in scheduling and celebrating cultural events and practices based on environmental indicators, such as seasons, lunar cycles, or agricultural activities.

### **Material Support:**

Providing material support, such as funding of activities, resources, or infrastructure, is crucial for the sustainability of ICE programs. This support helps communities preserve their cultural practices, including traditional art forms, languages, and rituals. It also helps in enhancing community livelihoods by offering communities support to undertake livelihood projects. Also, material support is critical to the conservation aspect of ICE programs in that communities are supported with trees, water harvesting and storage and beekeeping materials.

### **Learning Exchanges:**

Learning exchanges involve individuals or groups from different generations and cultures coming together to share knowledge and experiences. These exchanges facilitate the transfer of skills and cultural understanding. Participants often engage in workshops, seminars, or hands-on activities to foster intergenerational and intercultural learning.

### **Intergenerational and Intergender Dialogues:**

Open and respectful dialogues between different generations and genders are essential for fostering mutual understanding and cooperation. These dialogues allow for the exchange of ideas, perspectives, and experiences. They help to address generational and gender-based conflicts and promote social cohesion within communities.

### **Policy Formulation and Influencing:**

Advocacy and policy formulation are important approaches in promoting the integration of intergenerational and intercultural education into broader education and development agendas. ICE works with policymakers to ensure that relevant policies, curricula, and regulations support the preservation and transmission of traditional knowledge and culture and are integrated in legislations.

## **Networking and Partnerships:**

Establishing networks and partnerships with other organizations, both local and international provides ICE programs with valuable resources, expertise, and exposure. Collaborations with academic institutions, cultural organizations, NGOs, and government agencies is critical to ICE initiatives since they help in reaching a broader audience and access additional support.

In summary, implementing ICE programs requires a multifaceted approach that combines capacity development, eco-cultural mapping, material support, learning exchanges, intergenerational and intergender dialogues, policy formulation, and networking. These approaches collectively work to ensure the preservation and transmission of cultural heritage and traditional knowledge while promoting mutual respect and understanding among different generations and cultures.

## **ACHIEVED RESULTS FOR THE YEAR**

This report is a synthesis of outputs and outcomes from ICE work undertaken in the period January to December 2022. ICE activities in Kenya focused on working with target communities across seven counties to protect critical community ecosystems and promote ecologically sustainable agricultural practices.

### **1) A summary of achieved progress/results towards the programme/project objectives stated in the application during the reporting period.**

#### **Objective 1: To enhance environmental regeneration and sustainable use of 5 critical ecosystems in the target areas by December 2026**

##### **Outcome1: Increased tree cover in 5 critical ecosystems and public spaces by December 2026**

During the reporting period, a total of 4,005 indigenous trees were successfully planted during the short rains (October-November) in Uplands Forest, located in Kiambu. This reforestation effort was carried out in collaboration between ICE, the Kenya Forest Service (KFS), the Sustainable Agriculture Community Development Programme (SACDEP), and the Community Sustainable Development Programme (COSDEP). Furthermore, ICE actively participated in a tree planting event organized by Integrated Forestry Management and Consultancy Services (IFCMS), in partnership with KFS, where 2,000 seedlings were planted in Karura Forest within Kiambu County. It is worth noting that these forest ecosystems are integral components of the broader Aberdare Forest, which serves as a vital watershed and a rich source of biodiversity. The implementation of these activities faced significant challenges due to persistent dry weather conditions resulting from changes in climate patterns.

To raise community awareness, a total of five (5) awareness creation forums were conducted in Meru, Tharaka Nithi, and Kiambu, with a primary focus on environmental conservation. Additionally, the capacity of two Community Forest Associations, namely, Uplands CFA and Imenti CFA, was strengthened through training programs that emphasized the importance of conserving critical ecosystems. In support of Imenti Forest CFA in Meru, a water tank was provided to facilitate water storage for the cultivation of seedlings, essential for the rehabilitation of degraded areas within the Imenti forest, which is part of the larger Mt. Kenya Forest ecosystem. Moreover, members of Imenti CFA were supplied with 10 Langstroth beehives to be placed within the forest, while an additional 11 beehives were distributed to community members living

in proximity to the forest. This initiative aimed to provide an alternative non-timber livelihood source and contribute to the conservation efforts of the forest.

***Outcome 1.2: 8 Community ecological governance systems strengthened and actively involved in management of critical ecosystems.***

Two training sessions were conducted for the conservation groups Kianda Kia Tharaka and Vamweki in Kivaa-Machakos County. These training sessions focused on the conservation of critical ecosystems, particularly sacred natural sites. Additionally, community members had the opportunity to review eco-cultural maps and calendars that had been created in the past to provide guidance for restoring the Ntugi and Kivaa forested hills.

Five community dialogues were organized to discuss the conservation of critical and community-conserved ecosystems. These dialogues covered various topics, including intergenerational communication, gender perspectives, and the review of eco-cultural maps and calendars. These dialogues took place in Kivaa, Tharaka, and three Kaya forests: Kaya Fungo, Kaya Jibana, and Kaya Rabai, all located in Kilifi County along the Kenyan Coast. In total, 123 members participated in these dialogues with the aim of increasing the involvement of youth and women in the conservation efforts of the Kaya Forests, which are currently facing threats of destruction and are considered sacred forests.

Furthermore, two members of the ICE staff and one community member were provided with support to attend the first African Protected Areas Congress (APAC) held in Kigali, Rwanda, in July 2022. Their participation aimed to showcase the community-led conservation initiatives and their potential to contribute to conservation work addressing local, regional, and global needs.

**Objective 2: To enhance food, seed sovereignty and economic empowerment among 6000 households in target project areas by December 2026.**

***Outcome 2.1: Improved agricultural yields and nutrition among 6000 households in target project areas by December 2026***

In line with this outcome, ICE provided support to farmers in Meru and Murangá Counties by supplying them with 1,323 macadamia seedlings and 625 avocado seedlings. These seedlings were planted during the rainy seasons in both April and Nov-Dec. Additionally, 26 Langstroth beehives were distributed to farmers in Embu, Tharaka Nithi, and Meru Counties, with the goal of helping them diversify their livelihoods for improved nutrition and economic empowerment.

Additionally, a total of 35 training sessions covering various agroecological practices were conducted, including push-pull technology, biological pest and disease control methods, agroforestry, farm preparation, biofertilizer production, and the use of manure for crop cultivation. These training programs aimed to impart knowledge to community members about sustainable practices that could enhance food production and promote healthier and safer food consumption by reducing the reliance on inorganic inputs.

To promote exchange of ideas, four exchange learning visits were organized in Meru, Murangá, and Kiambu Counties, where farmers had the opportunity to visit their successful counterparts engaged in agroforestry practices, especially in macadamia and avocado production, beekeeping, and other agroecological approaches. This initiative aimed to facilitate peer-to-peer learning, allowing farmers to adopt and replicate successful practices shared by their peers in their own farming activities.

A variety of Information, Education and Communication (IEC) materials ranging from brochures, online newsletter, T-shirts, and roll-up banners were produced for information and knowledge sharing. One brochure documented the success stories of farmers practicing agroecology, while the other focused on the principles of agroecology. These materials were created to raise awareness about the benefits of agroecology in enhancing food security and income. The banners were used to enhance the visibility of ICE and provide updated information about the organization.

Furthermore, two training sessions were conducted for representatives from various farmer groups in Kiambu County. These participants were taken to the Grow Biointensive Agricultural Centre of Kenya (G-BIACK) to learn about post-harvest management, including seed storage for future seasons after harvesting.

ICE staff were also supported to attend a food fair organized by Pelum Kenya in Kangari during the launch of the Kangari Organic Market in Murangá County. At the fair, farmers displayed a variety of foods, including indigenous and traditional foods produced organically.

### **Outcome 2.2: Increased household incomes among 1500 households in the target project areas by December 2026**

Numerous training initiatives were implemented to augment household income. In Murang'a and Meru Counties, a total of twelve (12) training sessions were conducted, concentrating on three key farm enterprises: agroforestry (5), dairy and fodder production (2). Additionally, five (5) beekeeping workshops took place in Embu, Tharaka Nithi, and Meru Counties.

Thirteen (13) educational farm visits were meticulously organized to facilitate valuable learning opportunities for both farmers and staff. These visits encompassed a range of farm enterprises, such as beekeeping, agroforestry, and dairy production, and engaged a diverse array of individuals and institutions.

Moreover, five (5) VSLA (Village Savings and Loan Association) training sessions were systematically executed in Meru, Murang'a, Embu, and Tharaka Nithi Counties, with the primary objective of bolstering farmers' income and improving their livelihoods.

Finally, three (3) beekeeping training programs were conducted, with a strong emphasis on raising awareness and building the capacity of farmers in honey aggregation, value addition, and marketing. The overarching aim was to elevate household incomes, thereby enhancing overall livelihoods.

### **OBJECTIVE 3: To strengthen campaign and advocacy capacities among target communities and to influence decisions, policies, and programs on Natural Resource Management (NRM), Food Sovereignty (FS) and relevant emerging issues in target project areas by December 2026**

#### ***Outcome 3.1: 7 community advocacy networks actively engaging in influencing decisions, policies and programs on NRM, FS and other emerging human right issues.***

This outcome focused on ensuring that community advocacy networks were actively engaged in shaping decisions, policies, and programs related to natural resource management (NRM), food security (FS), and various emerging human rights issues. To further this mission, a series of impactful initiatives have been undertaken:

**Empowering Community Members through Advocacy Training:** Four community advocacy training sessions were undertaken for residents of Murang'a, Meru, Embu, and Tharaka Nithi Counties, where they were equipped with essential lobbying and advocacy skills. These workshops aimed to foster the capacity of project community members in advocating for their needs and concerns.

**Strengthening Knowledge through Forums in Kiambu:** In Kiambu County, two forums were organized, bringing together extension officers and representatives from farmer groups. The primary objective was to enhance their knowledge and capacity in lobbying and advocacy for the widespread adoption of agroecological practices among farmers within the County.

**Promoting Agroecology through Farmer Field Day:** A Farmer Field Day event was conducted in Kiambu County, with the central focus on raising awareness among community members regarding agroecology policies. These policies are geared toward promoting the production of safe and healthy food. The event served as an informative platform for the community to understand and appreciate the significance of these policies.

**Engaging Agricultural Ward Officers on Agroecology Bill:** In Kiambu, a forum was held to engage Agricultural Ward Extension Officers, educating them on the ongoing development of County Agroecology Bill and their pivotal role in implementing it once it is enacted into law. This collaboration aimed at ensuring the effective implementation of agroecological practices within the community.

**Addressing Climate Change Awareness:** To tackle the pressing issue of climate change, a sensitization forum was organized in Kiambu County. It served to raise awareness about the necessity of adopting adaptive measures to combat the adverse effects of climate change. The initiative aimed to reduce community vulnerability by providing them with essential information on climate change mitigation.

**Mobilizing Against GMO Products:** Two community forums were convened to educate local farmers on the critical importance of lobbying and advocating for government intervention to halt the introduction and circulation of genetically modified organism (GMO) products in the country. These forums served as a platform to create collective awareness and mobilize the community to safeguard their interests in food safety and security.

In summary, these initiatives demonstrated the proactive engagement of community advocacy networks in advocating for essential issues such as agroecology, climate change, and GMO products. They not only empowered community members but also equipped local authorities with the knowledge and tools needed to contribute effectively to the well-being of their communities and the broader society.

#### **Objective 4: Increased strategic collaborations and partnerships on NRM, FSEE and CAL work by December 2026**

In the year 2022, ICE embarked on a series of dynamic and impactful strategic collaborations, forging meaningful partnerships with a diverse array of stakeholders. These collaborations extended to 12 significant connections with various actors, including renowned researchers, Kenya Forest Service (KFS), Kenya Wildlife Service (KWS), and multiple key players within the agroecology value chain.

The overarching aim behind these strategic collaborations was to uncover and nurture areas of harmonious cooperation, all in the pursuit of furthering ICE's mission. These partnerships were rooted in a profound commitment to advancing ICE's work and broadening its reach.

The forums initiated with researchers and other pivotal actors within the agroecology value chain were transformative. These gatherings involved the active participation of the farmers who have been essential collaborators with ICE. The purpose was to foster closer connections and links between these vital stakeholders, thereby ensuring sustainability and facilitating the exchange of invaluable knowledge through the robust collaborations that were established.

As a means of increasing strategic collaborations, two ICE staff and one community member took part in the Africa Protected Areas Congress (APAC) in Kigali, Rwanda where they held a side event to share on community driven conservation efforts. The congress exposed ICE to what other organizations are doing in the area of conservation and also gave the organization a platform to meet other like-minded organizations and individuals for future collaboration.

This not only strengthened the bonds within the agroecological community but also enabled the seamless sharing of insights and innovations, amplifying the positive impact of ICE's work on a wider scale.

**OBJECTIVE 5: To enhance evidence-based programming, learning and adoption of new innovations, obtaining evidence needed for ICE programmes in target project areas by December 2026**

To enhance the implementation of evidence-based programming and facilitate the adoption of innovative practices, ICE undertook a series of initiatives. These activities encompassed comprehensive training for seven ICE staff members in monitoring and evaluation, equipping them with the essential skills required to effectively assess and report on project progress and outcomes. Additionally, eight staff members were sent on an exposure visit to Kilifi, one of ICE's project areas, in order to gain a deep understanding of the ongoing activities and assess the impact of ICE's conservation and protection efforts on the Kaya forests.

ICE also extended support to the establishment of two community learning centers, namely Kivaa and Tharaka Nithi.

**Objective 6: To enhance organizational capacity for effective and efficient implementation of its mandate by December 2026**

The ICE advisory board convened for its annual meeting, where extensive and insightful discussions regarding ICE's ongoing progress toward realizing its overarching vision were discussed. The purpose of this gathering was not only to reflect upon the institution's achievements and endeavors but also to make consequential decisions regarding how ICE could further enhance its effectiveness and efficiency in fulfilling its mission.

Throughout the reporting period, ICE took significant steps to enhance its operational capabilities and efficiency. One noteworthy development involved the acquisition of a state-of-the-art computer system, for the finance office. This strategic investment was intended to streamline financial processes, reduce turnaround times, and ultimately improve the overall efficiency and effectiveness of ICE's financial operations.

Moreover, ICE demonstrated a proactive commitment to expanding its outreach and impact. With the invaluable support of the MIVA Foundation, BV Foundation, and SSNC, the institution acquired a brand-new motor vehicle. By obtaining this vehicle, ICE has not only increased its operational mobility but has also reinforced its dedication to reaching out to communities in need, fostering collaboration, and ensuring that its mission is extended to the farthest corners of its service regions.

In summation, the annual ICE advisory board meeting served as a platform for deep and meaningful discussions on the institution's journey toward achieving its visionary objectives. These strategic actions were undertaken with the clear intention of enhancing ICE's operational efficiency and expanding its outreach capabilities, underlining its commitment to making a lasting difference in the communities it serves.

## **2) Evaluations undertaken**

During the reporting period, external consultants conducted two end-of-project evaluations for two projects: **(1) Promoting non-timber and ecological practices for food and income security** and **(2) Harnessing indigenous knowledge for the rehabilitation of community forests and sacred natural sites in Kilifi County**. These projects were funded by the Biovision Foundation and the Global Environmental Facility (GEF), respectively.

The Biovision Foundation report revealed that the project successfully achieved 95% of its set targets, with active involvement from community groups, which included the target beneficiaries. Agroecology initiatives and alternative livelihood options, such as beekeeping, were also highly successful. However, the project encountered challenges, including delays caused by the emergence of the Covid-19 pandemic. The report recommended intensifying group marketing for honey, macadamia, and avocado products to empower farmers in negotiations with processors, encouraging more youth and men to participate in project activities, setting up demonstration plots for ongoing learning, and promoting investment options in Village Savings and Loaning Association (VSLA) groups to increase members' income.

Regarding the GEF project, despite the interruptions caused by the Covid-19 pandemic, ICE successfully met the project objectives. Community members' perception and attitude towards the Kaya elders were positively impacted, and the Kaya elders embraced the inclusion of women and youth in the conservation of the Kaya forests due to project interventions. This created a foundation for the formation of multi-stakeholder platforms aimed at ensuring the sustainability of conservation and protection efforts for the Kaya Forest. The recommendations included the need for continuous community sensitization campaigns, establishing a strong working relationship between the Kaya elders and local administration, and annual review of community action plans to incorporate emerging issues that could affect project protection and conservation measures.

Additionally, a baseline survey was conducted for a project titled **"Enhancing climate change resilience of communities living adjacent to water catchments and sacred forest ecosystems in Eastern Kenya."** This project is being implemented in Meru and Tharaka Counties, focusing on the Imenti forest and Ntugi hill as target ecosystems. The baseline survey was crucial in providing ICE with a better understanding of the project area. The report identified stakeholders operating within the ecosystems, the livelihood options of communities living near the target ecosystems, and the areas of the forest that were degraded, along with the protection measures in place, while also highlighting gaps in protection and conservation efforts. This background information helped the ICE project team to review its activities to ensure that the proposed initiatives would effectively address the challenges and gaps in conservation, protection, and management efforts within the target ecosystems.

## **3) A description of activities that strengthen gender relations and/or gender equality among the target group during the reporting period.**

During the reporting period, ICE remained steadfast in its commitment to promoting gender and social inclusivity. ICE's approach involved the active promotion of gender equity and equality in the execution of its activities, ensuring that both female and male beneficiaries, as well as youth, are provided with equal opportunities to participate in project-related endeavours. In the same reporting period, it was noted that there was a decrease in the level of engagement of men and youth in ICE activities.

To address this decline, ICE took proactive steps to encourage men to identify specific activities in which they could actively participate. Furthermore, ICE conducted individual follow-up assessments to ascertain whether there were any challenges or barriers preventing men and youth from engaging in the ongoing activities. The aim was to understand the factors inhibiting their participation and work towards finding solutions to overcome them.

Looking ahead to future project periods, ICE has formulated a strategy to establish youth groups, with the goal of ensuring active involvement of youth in their initiatives. Additionally, ICE plans to develop tailored activities and initiatives specifically designed for the youth demographic. These measures have been put in place to enhance youth engagement and contribute to a more inclusive and equitable environment within ICE's projects.

## **Challenges, Lessons Learnt and Recommendations**

### **Challenges**

The following challenges were reported during the implementation of ICE programs:

**Prolonged Dry Season:** One of the significant challenges encountered in 2022 was the prolonged dry season. This extended period of dry weather interfered with the planned tree planting activities and also affected farmers initiatives. The activities had initially scheduled these activities, but the unusual weather conditions disrupted the planting schedule, calling for the need to alter the plans.

**Impact of Climate Change:** We also had to contend with the adverse effects of climate change, which posed numerous challenges to local farmers. The changing climate patterns affected agricultural practices and yields, undermining the livelihoods of the target beneficiaries. In response to this challenge, ICE sought to address climate-related issues through its planned activities, such as introducing resilient farming techniques and promoting agroecology.

**General Elections and Prolonged Campaign Period:** The occurrence of general elections had a notable impact on the project's timeline. The campaign period leading up to the elections was marked by heightened political activities, which, in turn, extended the duration of campaign-related events. This extended election campaign period inadvertently delayed the project's activities, particularly those that required government presence.

**Change of Government and Transition of Officers:** The change of government at any level resulted in new officers assuming office, and this transition process, at times, led to delays in project implementation. Particularly, advocacy work that necessitated government involvement faced setbacks as the newly appointed officials had to familiarize themselves with the project's objectives and activities, causing delays in decision-making and action.

The program team worked diligently to address these challenges and adapt to the evolving circumstances. Mitigation strategies, including revising schedules, engaging in stakeholder consultations, and building strong relationships with government entities, were implemented to navigate these obstacles and ensure the successful execution of the programs objectives. While these challenges were significant, they also provided valuable insights into the resilience and adaptability of the organization in the face of various external factors.

## **Lessons Learnt and Recommendations**

### **Multistakeholder Engagement:**

**Lesson:** Multistakeholder engagement is critical for the success of ICE projects.

We learned that involving various sectors in ICE work fosters collaboration and results in more comprehensive solutions. Engaging diverse stakeholders not only brought in varied perspectives but also helped in building a multisectoral approach, which was essential for addressing complex issues effectively.

**Recommendation:** Continue to prioritize and strengthen multistakeholder engagement in all ICE initiatives.

### **Government Goodwill:**

**Lesson:** Government goodwill is crucial for project success and sustainability.

Our experiences in 2022 highlighted that projects with strong government support have a higher chance of success. Government buy-in ensures the necessary resources, regulatory support, and long-term commitment to project goals.

**Recommendation:** Maintain ongoing engagement with government bodies to secure their continued support and involvement.

### **Staff Capacity Building:**

**Lesson:** Staff capacity is directly linked to the success of project implementation.

We recognized that well-trained and empowered staff are more effective in executing project tasks. Capacity building not only enhanced the skills and knowledge of our team but also boosted their confidence and motivation.

**Recommendation:** Prioritize continuous training and development opportunities for staff to ensure the success of future ICE projects.

### **Gender-Specific Project Implementation:**

**Lesson:** Gender-specific project implementation is essential for inclusivity.

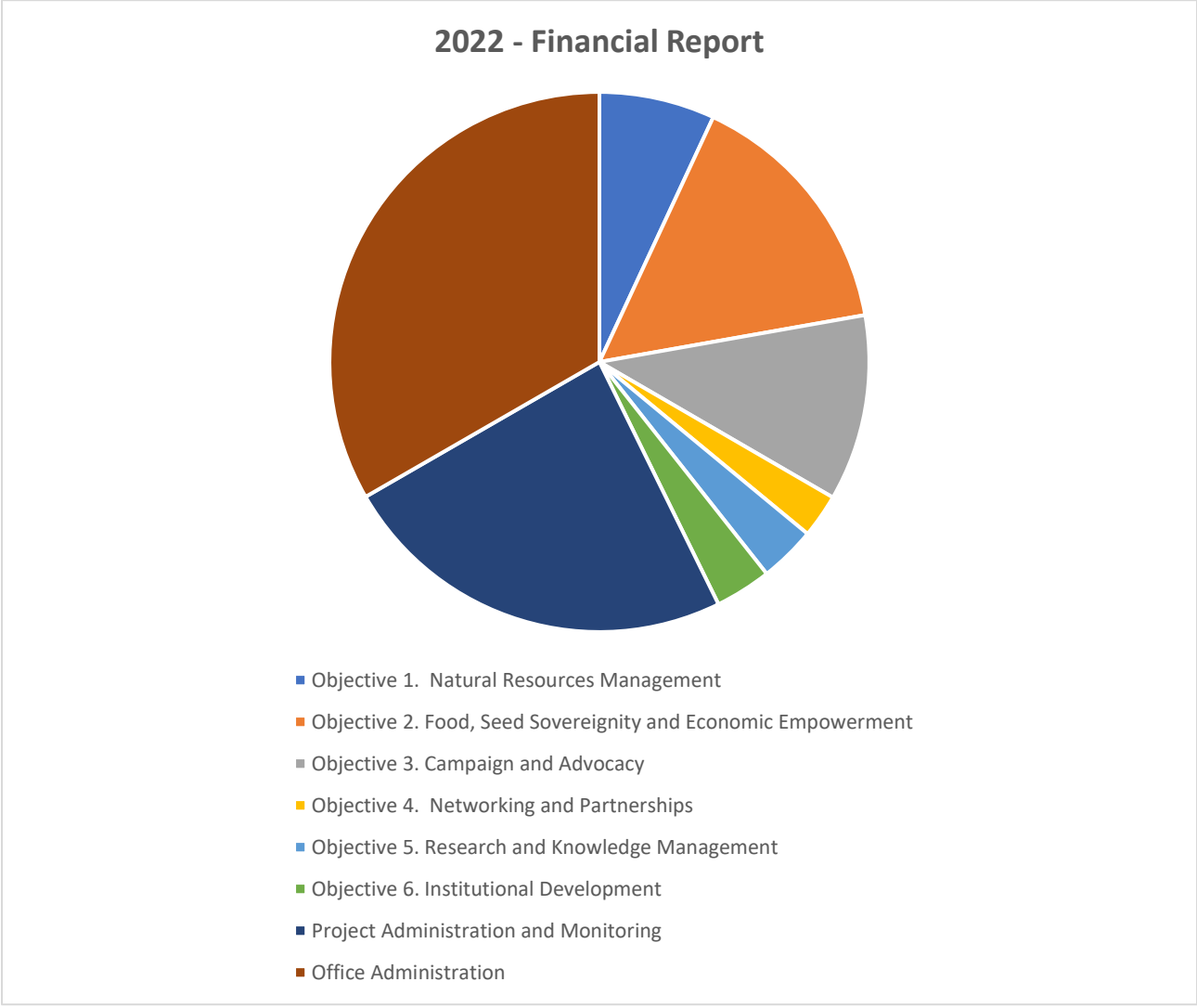
In 2022, we learned that gender inclusivity is a fundamental aspect of any project's success. Ensuring that gender-specific activities are integrated into our projects is not only a matter of equity but also contributes to better outcomes by addressing the diverse needs of the population.

**Recommendation:** Continue to incorporate gender-specific considerations in project design and execution to ensure representation and equality.

**Conclusion:**

The lessons learned in 2022 have provided us with valuable insights into the path forward in our quest to achieve ICE objectives. Multistakeholder engagement, government goodwill, staff capacity building, and gender-specific project implementation continue to be the cornerstones of success in our endeavors. By continually applying these lessons, we are confident in our ability to create a positive impact and work towards a better future.

**FINANCIAL REPORT**



## **APPRECIATION**

We extend our heartfelt gratitude to our funding partners and all our collaborators for their invaluable support throughout 2022. Their unwavering support and enthusiasm have played a pivotal role in realizing ICE's mission, which is to enhance the quality of life for communities in Kenya by promoting sustainable livelihoods. We are committed to continuing our journey together, making a positive impact on the lives of these communities.

ICE would like to express our deep appreciation for the national and county governments of Meru, Machakos, Embu, Murang'a, Kiambu, Tharaka-Nithi, and Kilifi. Their support has created a conducive environment for our operations, allowing us to work towards our shared goals effectively.

A special and heartfelt thank you goes out to the dedicated community members who actively participated in the implementation of all ICE projects, ensuring the successful achievement of our mission and delivering the maximum possible benefits to those we serve.

### **ICE PARTNERS**

1. African Biodiversity Network (ABN)
2. Biodiversity and Biosafety Association of Kenya (BIBA)
3. Biovision Foundation
4. Both Ends
5. Coady International Institute
6. Compass Africa
7. Participatory Ecological Land Use Management Kenya (PELUM-K)
8. Swedish Society for Nature Conservation (SSNC)
9. UNDP - Small Grant Programme /Global Environment Facility (SGP/GEF)

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