

The Giver

A publication of the KenGen Foundation


KenGen Foundation
Touching lives, enabling communities

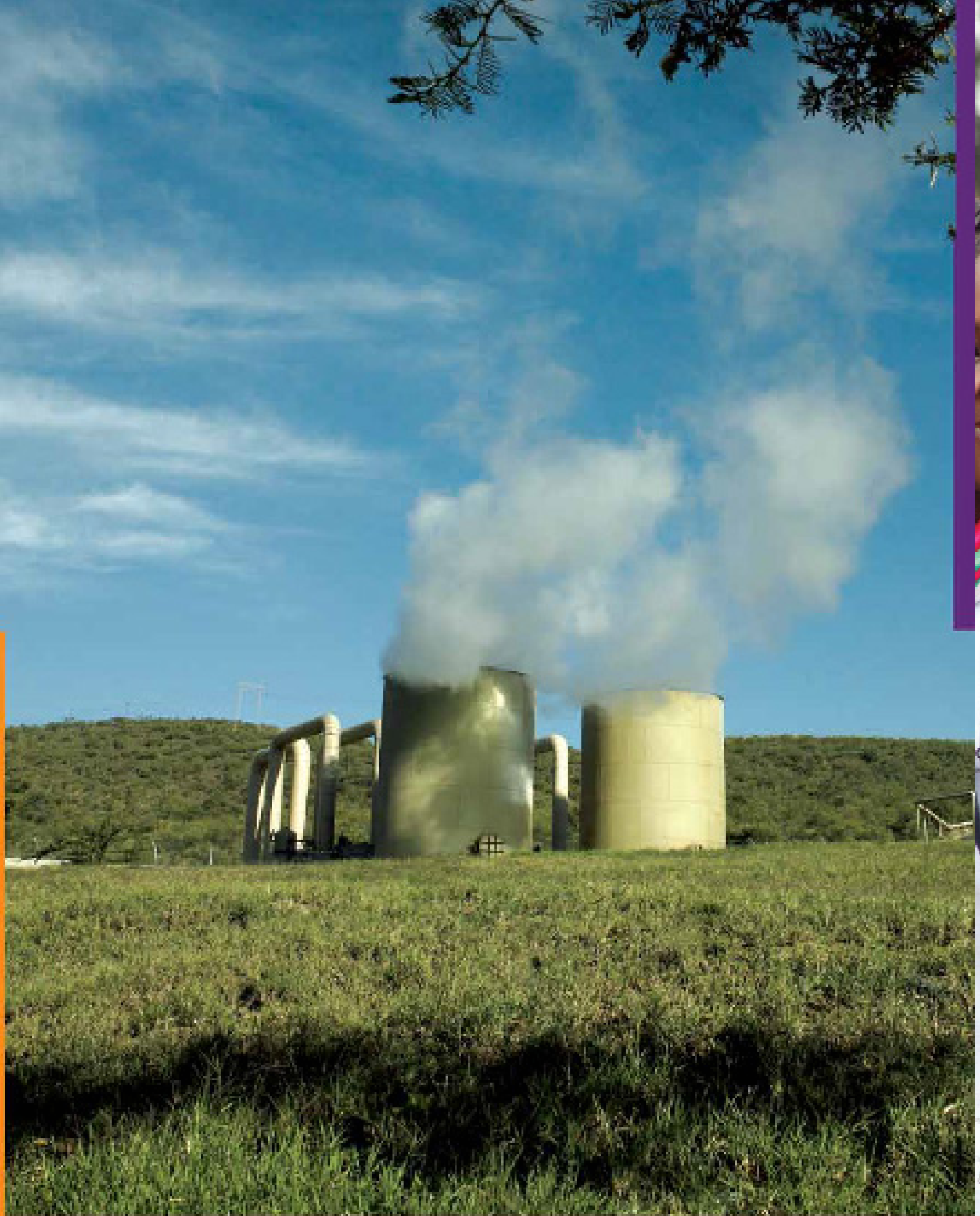
October 2015

The Giver Initiative Delivers

KenGen Staff Commit to Support CSI activities

Annual Mentorship Program Inducts Staff Mentors

10 Years of KenGen Education Scholarships



As Kenya's economy continues to grow, few things will be more important to its development than a sufficient supply of power. KenGen is the country's largest generator of electricity and supplies the power that drives everything from our industries to the light in our homes. As Kenya grows, KenGen plans to continue leading the way in generating enough power to meet the country's electricity demands. KenGen, energy for the nation.



The Giver

The Giver Monthly is a free for distribution publication of the KenGen Foundation.

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The KenGen Foundation was established in the year 2012 to upscale and take charge of the company's Corporate Social Investment programs.

Since its establishment, the Foundation has been involved in various activities. These include afforestation programs; expansion of the education program to include mentorship; and the establishment of partnerships and other fundraising activities.

This issue is a one off collectors edition. Subsequent quarterly Giver newsletters will be published and distributed online.

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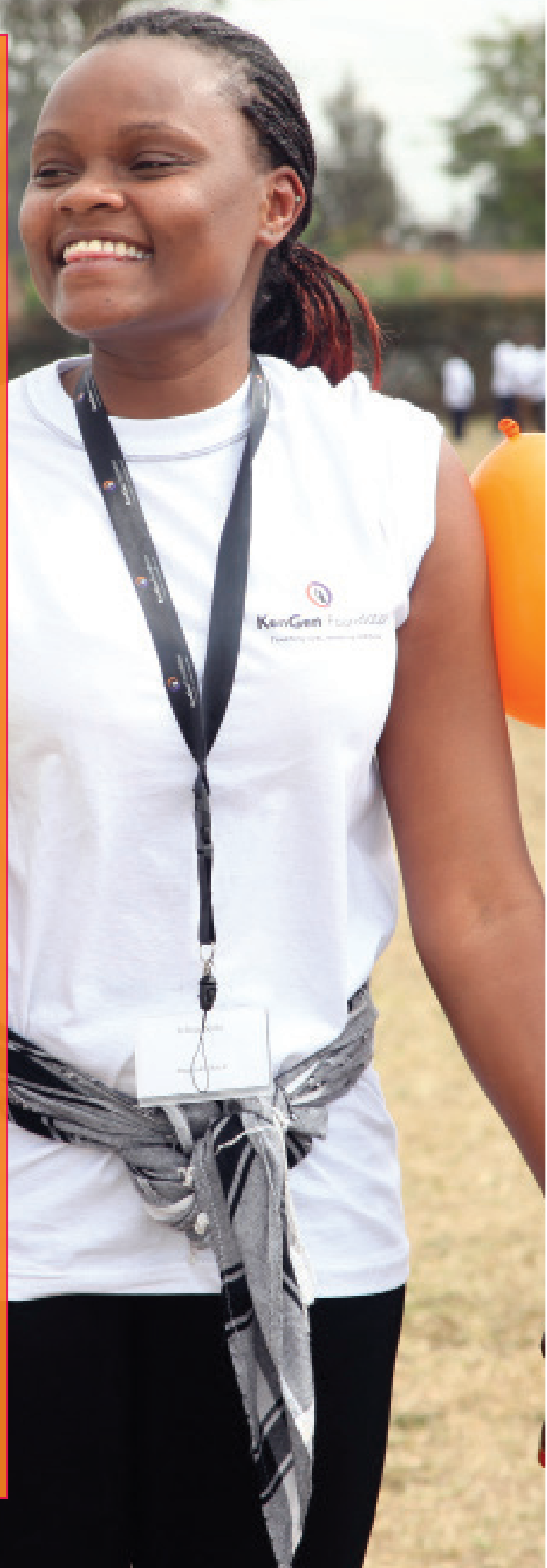


Table of **Contents**



Corporate

- 8** Journey Towards a 3 Year Strategic Plan
- 10** Kamburu Dam REsort Gets a Big Nod from Consultants



Education

- 12** KenGen Foundation's Second Successful Annual Mentorship
- 17** KenGen Foundation's Induct's Staff into the Mentorship Programme
- 20** KenGen Celebrates 10 years of Education Scholarships



Environment



- 27** Schools Green Initiative Challenge Phase I winds up
- 28** Green Initiative Challenge Phase II Gets Bigger
- 30** Corporate Social Investment activities at Sondu Miriu



Giver Initiative

- 32** Comprehensive Giver Initiative Report
- 36** KenGen Foundation Honours all Givers across all KenGen Installations



A word from the **Managing Trustee**

We are glad to present the first edition of the Giver Magazine which will be delivered to you quarterly on a digital format.

Over the last two and a half years, the Foundation team has worked hard to establish a functional institution able to serve and execute the mandate it was established for. This issue highlights some of the activities we have engaged in, most of which could not have succeeded without participation of members of staff.

I wish to thank all KenGen staff for welcoming the Foundation and getting involved in many of our activities, first and foremost, because they understood what the Foundation stands for, besides being charitable in their own hearts. As a corporate citizen, KenGen embraces the act of Giving as any charitable individual, and the greatest expression of this has been through its staff.

We are proud at how all our set pillars, Education, Environment and Water & Sanitation have been given a new focus as capsualized in a 3-year strategic plan that has set very clear goals of where we want to be within that period. We are humbled at the way KenGen staff have embraced the Giver Initiative - over 40 per cent of them joining the initiative within a period of 4 months. And the number keeps growing as more and more staff declare their wish to become Givers through the Foundation.

We are also proud for the innovations we have brought in advancing the impact of the Education Pillar. Our sponsored students are today being enriched through a comprehensive mentorship program designed to prepare them more adequately. This will enable them play their role of building the nation in a more focused way, hence fulfilling the reason why the company is spending substantial resources on the program. Kudos to the staff who are contributing to this endeavor in many ways, some as mentors, and others through cash and in kind.

Our major focus going forward is to ensure we harness more resources to do bigger and more impactful programs that will transform and enrich the lives of the communities we target. We are already making headways towards major partnerships through an aggressive fundraising campaign to enable us deliver on this. And with a great Company and enthusiastic staff behind us, we know we have great internal partners as we journey ahead.

My team and I can only say a Big THANK YOU to all of you for being part of us. We can't take your contributions and commitment for granted. You have made us feel like one BIG GIVING family. Enjoy the reading.

■ Mike Njeru, Managing Trustee - KenGen Foundation



Meet the **Board of Trustees**



Eng. Albert Mugo
Chairman, Board of Trustees



Rebecca Miano
Trustee



Mike Njeru
Managing Trustee



Grace Chepkwony
Trustee



Alfred Oseko
Trustee



Henry Nyachae
Trustee

The **Foundation's Staff**



Mike Njeru
Managing Trustee



Cathy Kwena
Senior Fundraising Officer



Anthony Igecha
Senior Programs Officer



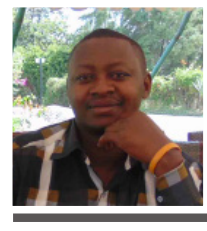
Ernest Nyamasyo
Communications Officer



Dorcas Arama
Accounts Officer



Lydia Mbaka
Administration Officer



Joseph Muthee
Logistics Coordinator

Our Partners

Since inception, the Foundation has partnered with like-minded organisations to deliver on its three key pillars of sustainability. The following are some of the partners we have worked with in the last two years:



www.education.go.ke



nema
mazingira yetu | uhai wetu | wajibu wetu

www.nema.go.ke



Prosperity With Purpose

www.betterglobeforestry.com



www.lvnwsb.go.ke



www.stareheboyscentre.ac.ke



NURTURING TALENT, GROWING ORGANISATIONS

www.resourceassociates.co.ke



Energy Regulatory Commission

www.erc.go.ke



KENYA
Forest Service

www.kenyaforestservice.org



Bamburi
cement

Part of you. From the start

www.lafarge.co.ke



www.tanathi.go.ke



Quality healthcare for children

www.gerties.org



Microsoft

www.microsoft.com/africa/4afrika



inua dada
The Inua Dada Foundation

www.inuadadafoundation.org

The Journey Towards a 3 Year

STRATEGIC PLAN

2016 -2019

Cathy Kwenā,

The KenGen Foundation has finalized its 2016 – 2019 Strategic Plan that outlines the organisations future plans on delivering on its vision and mission. The strategy also maps the way forward on strengthening the Foundation's Corporate Social Investment activities focusing on the three key pillars of sustainability namely Education, Environment, Water and Sanitation.

Reflecting the newly unveiled global Sustainable Development Goals, the strategy focuses on concise goals, activities and resources required for achievement of the Foundation's mission in delivering Impactful and sustainable programs, stakeholder

partnerships and engagement, organizational health and financial sustainability.

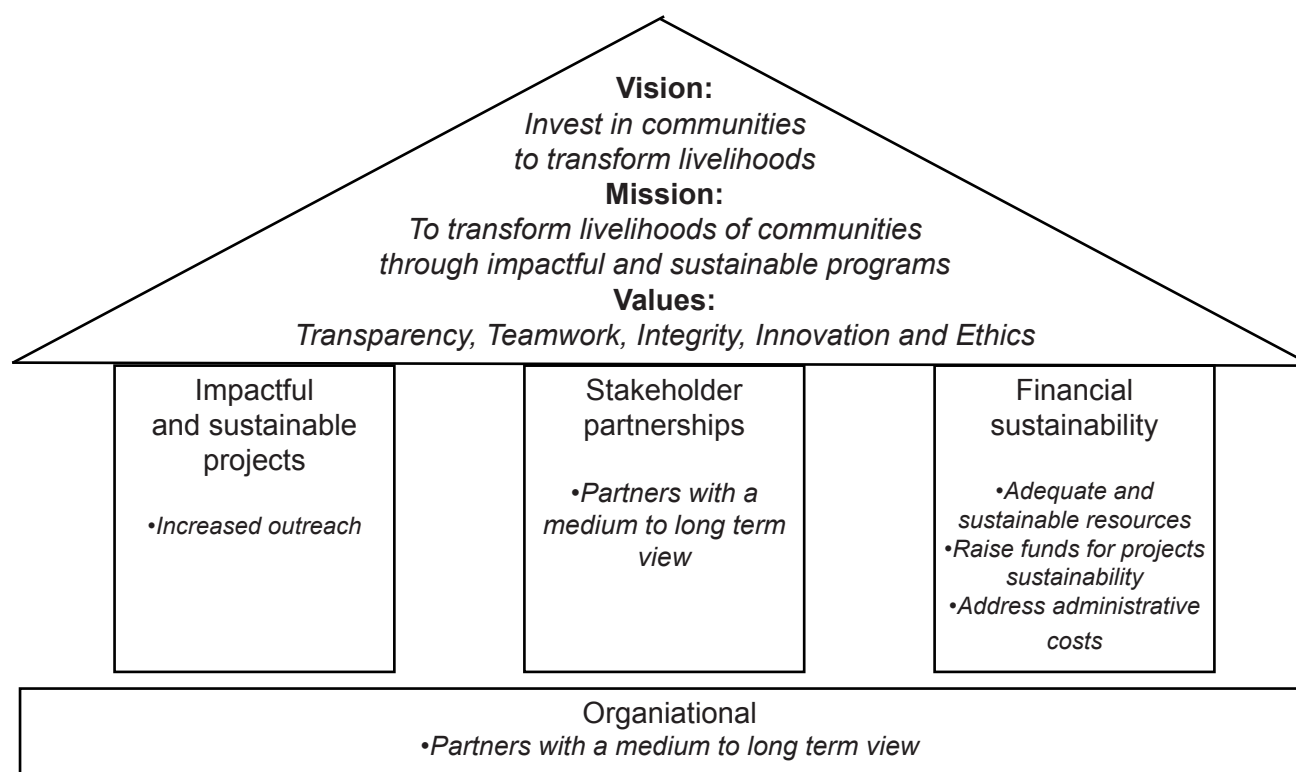
The main goals of the strategic plan revolve around enhancing the livelihoods of communities through the mitigation of environmental degradation and the enhancement of social services; implementation of sustainable and scalable long-term projects; collaboration with strong long-term project partners, and the involvement of KenGen's staff in the Foundation's projects and activities.

A detailed list of activities to achieve the Foundation's vision and mission includes doubling the outreach of the Foundation's key pillars through

the establishment of a project implementation framework, and the total integration of the Foundation's programmes with KenGen's activities.

For sustainability, the strategy outlines a long-term partnership framework, which includes corporate organisations and state offices, and engagement methodologies of the KenGen Board, Management and Staff in participating in the Foundation's activities.

The strategy also outlines the optimization of the Foundation's processes through the strengthening of policies and procedures.



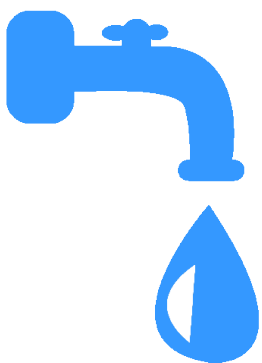
Strategic Areas of Focus



Education



Environment



Water & Sanitation





The Kamburu Dam Resort

Get a Big Nod from Consultants

The proposed Kamburu Dam Resort will be a 4-star eco-resort that will include 16 cottages with 44 double rooms, and 20 triple rooms with a total capacity of 148 beds, translating to 54,020 bed nights a year.

 Anthony Igecha

Consultants undertaking a feasibility study for a resort and conferencing center at Kamburu Dam have given the project a high viability score.

The proposed Kamburu Dam Resort will be a 4-star eco-resort that will include 16 cottages with 44 double rooms, and 20 triple rooms with a total capacity of 148 beds, translating to 54,020 bed nights a year.

The plan for the resort also includes ultra-modern conference facilities, a business centre, restaurants, bar areas, out door entertainment spaces, a mini theatre, a gym and a spa.

The feasibility study undertook an assessment to determine and judge the viability of initiating the resort. In excess of this, the consultancy proposed the facility profile, architectural, interior designs, business plan and executed an Environmental Impact Assessment (EIA) to establish the associated environmental impacts and how they should be mitigated.

The proposed Kamburu Dam Resort is within the Eastern Kenya Tourist Circuit covering the Counties of Machakos, Embu and Meru. Despite the low tourism development in the circuit, the destination boasts of unique natural habitats, flora, and fauna resulting in diverse tourist attractions for the safari enthusiasts.

The main tourist area is Meru National Park, which offers exclusive and specialized wildlife safaris targeting the middle to upper income international tourist.

The Kamburu Dam area has un-spoilt and undiscovered environment with rock formations, islands, natural forests, and water features within beautiful landscapes. The eco-system is very delicate as the area is semi-arid and local communities are dependent on the dam for water and energy, therefore low visitor carrying capacity is recommended.

The proposed Kamburu resort is aimed at defining a unique multi-experience travel product for the domestic travel market segment of

corporate and independent travelers. The objective is to develop a tourist resort catering for the Meetings, Incentive, Conference and Events (MICE) Market for the surrounding areas and an exclusive eco-resort for independent adventure travelers.

The proposed resort will be a new concept in tourism resort development in Kenya, firstly due to the fact that the main target market is domestic and secondly due to the offer of multiple experiences and products within one destination.

The study also provides critical physical planning recommendations for the resort business plan. It is critical that design plans are in line with market needs and expected cash flow.

The feasibility study ascertained beyond any reasonable doubts that the project is viable. The facility will fast track the opening of the Eastern Tourism Circuit and create a conference destination at Kamburu.



DRIVING KENYA

As Kenya's economy continues to grow, few things will be more important to its development than a sufficient supply of power. KenGen is the country's largest generator of electricity and supplies the power that drives everything from our industries to the light in our homes. As Kenya grows, KenGen plans to continue leading the way in generating enough power to meet the country's electricity demands. KenGen, energy for the nation.



KenGen
Energy for the nation.



Foundation Hosts

Second Mentorship Programme

Ernest Nyamasyo

The KenGen Foundation successfully hosts 2nd Annual Mentorship session at Starehe Boys' Center in Nairobi from 16 – 19 August 2015.

Keeping up with last year's success, this year's mentorship schedule was designed by top trainers for individual classes from Form 1 to Form 4, with university students having their own sessions.

The programme attracted leading professionals at the top of their fields to deliver motivational talks and create a platform that encourages the students towards becoming transformational leaders of tomorrow by interacting and learning from the great leaders of today.

During the three days of mentorship, the students participated in group

lectures, interactive meetings and team building sessions facilitated by Peak Performance. They were guided through an in-depth confidence training exercise within an environment that encouraged peer relationships, networking, and the exchange of ideas and experiences.

The students were also treated to talks by representatives of successful companies and individual role models. They sought and received life advice that encouraged them to build strong alliances and set out their education and career strategies. The lectures, materials, assessments, and executive guidance delivered through

the programme are of tremendous value to the future development of the students.

The Annual Mentorship Programme is an integral component of the Education pillar of KenGen's Corporate Social Investment, and is aligned with the Foundation's strategy of executing transformational sustainable programmes.

The 2015 Scholarships Award ceremony was held at the conclusion of the Mentorship programme.

Above: KenGen's management with the 2015 Education Scholarship recipients

The **Annual Mentorship** 2015



Clock wise from left: Students warming up for the 2015 Annual Mentorship Programme; Sheila Kariuki from Resource Associates engaging the KenGen Mentors; Mike Njeru giving his opening remarks on the first day of the Annual Mentorship; Students participating in outdoor group activities; Wanjira Kamwere from Microsoft 4 Afrika Initiative addressing the students; students during a class mentorship session.

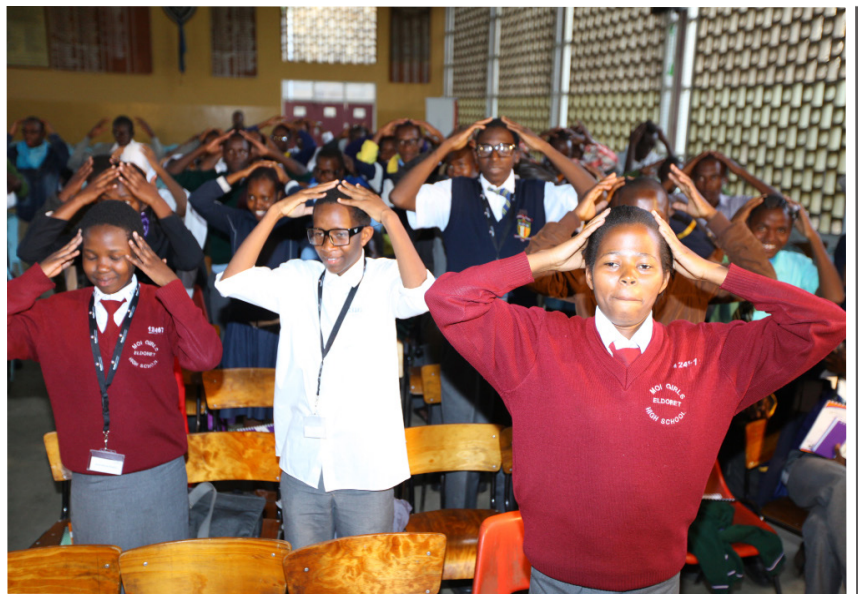
The Annual Mo



Top from left: Students team up during the Annual Mentorship; Students encourage cooperation; Secondary school students performing stretching exercises during an afternoon session; Centre from left: University students participating in a session; secondary school student participating in a session; Bottom from left: Ephantus Maina giving a general talk to all participants during the session; Secondary School girl students being inspired by Daddy Owen; Gospel artist Daddy Owen performing; Foundation poses for a group photo.



Mentorship 2015



...ing a confidence training session
...s out door group activities to
...School participants perform
...noon mentorship session;
...ts having a good time during a
...concentrate during a group class

...from Haki Foundation gives
...ng the Annual Mentorship,
...g entertained by gospel artist
...Owen from the Malaika
...o with some of the participants.



Givers inducted in Mentorship



The mentors with their mentees during the Annual Mentorship



2015 marks the second year of success for the KenGen Foundation Annual Mentorship Programme with the inclusion of KenGen's staff taking up the crucial roles of mentors.

Ernest Nyamasyo

The KenGen Foundation's Annual Mentorship has evolved into a unique programme that pairs in-house mentors with mentees in an opportunity for professional growth and development. Mentors help their mentees identify career goals, involve them in hands-on learning opportunities, and facilitate internal and external networking.

The Annual Mentorship Programme falls under the Education Scholarship programme and emphasises on enhancing academic performance, character, social and leadership development of all participating students.

According to the Foundation's Senior Programs Officer Anthony Igecha, "The mentorship's broader goal is the creation of a strong relationship between the Foundation, who serves as mentor, a role model, and life coach, and the beneficiaries.

The students require a lot of nurturing and guidance. The defined expectation is improving the mentee's academic skills and acquiring new skills and knowledge as we build relationship."

The holistic mentoring enshrined in the vision of the Annual Mentorship Programme guides the students in discovering their potentials and talents that they are endowed with, and project them onto the path that will lead them to become tomorrow's

transformational leaders. In addition to personal mentoring, students are also exposed to peer-mentoring and coaching opportunities during the annual leadership congress, which attracts leading professionals at the top of their fields through a series of lectures and workshops. This creates a platform that allows the students and transformational leaders of tomorrow, to interact with and learn from the great leaders of today.

Since its inception two years ago, the KenGen Foundation has helped nurture and mentor students under its Education Scholarships programme who have gone forth into the real world and are now leaving their imprint onto the people around them through their professions, personalities, and amazing sense of community.

Since its start, the Annual Mentorship Programme has built a reputation as a not-to-miss event that operates and feels like it's one big family, and continues to groom future leaders and entrepreneurs in the various disciplines of study and careers.

The Annual Mentorship Programme is an annual event that gives value to the scholars, with the Foundation engaging every student under its wings to benefit from the innovative mind, the warm spirit and the giving nature of KenGen, and also from motivational speakers.

Staff Ment



Top from left: Catherine Munut
Kamau - Upper Tana; John Ow
Center from left: Janet Ag'eng'o -
Turkwell
Bottom from left: Gedi Kamila -
Eastern Hydros; Mentors grou p



ors on the job



hi - Central Office; Harrison
oko - Sondu Miriu;
- Kipevu; Leonard Ruto -
Garissa; Florence Mwele -
photo.



10 Years of KenGen Scholarships

■ Mike Njeru

KenGen has invested over KSh. 17.5 million in education scholarships for tomorrow's leaders, with over 350 students benefiting from the program since it was rolled out in 2005.

2015 marks a special year for the KenGen Foundation's Education Scholarships Programme. This year, the programme celebrates 10 years of success since its inception in 2005.

It also marks the year of graduation for seven sponsored university students with First Class Honours in their various disciplines from different universities, automatically giving them a chance for employment at KenGen as per the company's CSI policy.

In the past decade, KenGen has invested over KSh. 17.5 million in education scholarships, with over 350 students benefiting from the programme since it rolled out in 2005.

The Education Scholarship Programme, which aims to provide needy students from the Company's areas of operations a chance at education, continues to offer 18 secondary school scholarships, and 18 university scholarship annually. The scholarships offer the

beneficiaries opportunities to achieve academic excellence while at the same time opening doors to great careers and better futures.

The central goal of this programme is to enable beneficiaries realise their dreams and achieve their life goals through the achievement of a holistic education. It aims at assisting

students fully realize their potential and enable them become better citizens and major players in the realisation of this country's social and economic goals. The programme reaches out to a very diverse audience including the girl child and also students with disabilities.

According to the KenGen Foundation





The KenGen M.D and Chairman of the Foundation Mr. Albert Mugo (second from left), Director of Starehe Boys Center Mr. Mathew Kithyaka, and the Chairman of KenGen Mr. Joshua Choge during the awarding of the Education Scholarships, 2015

Senior Programmes Officer Anthony Igecha “It takes someone special to be a teacher; a person who cares for others, and aims to help students grow to their fullest potential. KenGen is that special person and it’s actually making a substantial difference in the future of children in Kenya.”

While it is KenGen that gives out

these scholarships, the actual work towards achieving and realising the goals set out lie with individual beneficiaries, who are encouraged to take full advantage of the programme as the scholarships are offered to only those who deserve.

The Education Scholarships

Programme is part of the KenGen Foundation’s 3 pillars of Corporate Social Investment, and includes the Annual Mentorship Programme and schools infrastructure support. It is facilitated by the KenGen Company and managed by the KenGen



Scholarship **Students** to Benefit through Introduction of **Upkeep Allowances**

The funds are intended to enable all the university-sponsored students enjoy the full scholarship

 Dorcas Arama

Three years ago, the Kenyan government permitted 15 constituent colleges of universities to upgrade their status to full universities as part of its drive to meet growing demand for higher education. This led to a sudden upsurge in the number of public universities from seven to twenty two.

The universities were given mandate to admit all qualifying students, leading to an accommodation crisis, as the infrastructure was inadequate to cater for the new numbers. Universities were stretched to their limits, and the extra students were forced to look for cheap and affordable accommodation outside the institutions, usually at sub standard and dangerous neighbourhoods.

But for the University students under the KenGen Foundation's Education Scholarships programme, things are about to get better. This is after the Foundation's Board of Directors approved the disbursement of accommodation and food allowance for the 90 students under the programme.

The total sum per student is Ksh. 50,000 per year, with Ksh. 25,000 transferred to their accounts at the beginning each semester. The funds are intended to enable all the university-sponsored students enjoy the full scholarship since most of them come from poor backgrounds and are in need.

According to the Foundation's Managing Trustee Mike Njeru, "As a result of the lack of accommodation due to few resources on most

campuses, the students have been forced to cater for their own accommodation outside the university compounds. This has proven to be very expensive and time consuming exercise. It has also exposed some students to poor living standards in questionable neighbourhoods that are reflecting poorly in their performance, and in extension, their sponsor".

The Foundation is proactive in its endeavour to improve academic performance of the university students and the allowances seek to enable the students excel in their studies, and be comfortable so as to attain improved academic outcomes as envisaged in the awarding of the scholarships

Job Opportunities

Come Knocking for Best KenGen Scholarship Students

■ Anthony Igecha

This consideration is given to the students under our scholarships who attain the set score in a technical or other subject observable in the KenGen HR requirements.

Paul Kamau, Melisa Nkapieni, and Kevin Omondi all work at KenGen.

Paul is an ICT Support specialist with a Bachelor of Science degree in Information Technology from the Jomo Kenyatta University of Science and Technology. Melisa is a Geochemist with a Bachelor of Science degree in Biochemistry from Moi University, and Kevin is an Engineer.

The three are former beneficiaries of the KenGen Education Scholarship programme, graduates with First Class Honours from their respective universities. They are also part of

a select few to be rewarded with automatic employment at KenGen as per the company's Corporate Social Investment (CSI) policy.

The three are examples of what happens when opportunities come knocking in the form of the KenGen Education scholarships, which are aimed at providing needy students from the Company's areas of operations a chance at education for great careers and better future.

So far, the Company has employed four former beneficiaries at different power plants, with several more expected to join the work force this year. This consideration is given to

the students under our scholarships who attain first class honours in a technical or other subject observable in the KenGen HR requirements.

Apart from Paul, Kevin and Melisa, the company is processing seven new students who have since graduated

Graduate unemployment rates have spiralled across the country as too few graduates have a chance of being supported in their quest for meaningful employment. The current unemployment rate is at 40%, which means that 4 out of 10 Kenyans are unemployed. Most of these are young people in their 20s who have just left school.

The gradual increase of private and affordable colleges, and parallel university programmes has steadily increased the number of graduates hitting the job market every year. There is a university college in all towns and cities and many tertiary colleges being converted into fully

certified universities;.

The selection and awarding process of KenGen scholarships is very competitive. Applicants of university scholarships must attain a score of B+ or above and must receive regular admission to a public university.



The **KenGen Alumni:**

Coming Together to Give Back

 Cathy Kwena



She was the first student to be supported by KenGen in her education, and went on to graduate with a Bachelor of Science degree in Civil Engineering from the University of Nairobi in 2004. She currently works at Davies & Shirliff as the Product Manager.

Lillian joins other former beneficiaries of the Education Scholarship program in forming the KenGen Foundation Alumni club, whose primary objectives are forming networks, and tapping into the different areas of expertise for the benefit of the current beneficiaries, and the Foundation.

The KenGen Foundation will host the first alumni cocktail event this year in Nairobi, with the event expecting to attract a majority of the Education Scholarship beneficiaries. This is the first time that all alumni will be meeting at the same place for a common cause.

Ever since the Education Scholarship was launched, many beneficiaries of the program have gone to live successful lives. The KenGen Alumni Club is a great opportunity for the former students to celebrate and give back to the program, and also assist the current beneficiaries.

Ever since Lillian W. Maigo was awarded a one-off school fees payment for her form 2 year in secondary school by the KenGen Ol Karia power installation in 1994, she has been forever grateful.

Ever since the Education Scholarship was launched, many beneficiaries of the program have gone to live successful lives. The KenGen Alumni Club is a great opportunity for the former students to celebrate and give

back to the programme, and also assist the current beneficiaries.

The KenGen Education Scholarship program currently has 156 scholars enrolled; with 78 in Secondary Schools and 78 in universities. It has benefitted over 500 students from its installation areas, especially from the arid and semi arid area since its inception. KenGen has invested over Kshs. 600 million in the last 10 years in scholarships for secondary school and university students, and in schools' infrastructural developments in many parts of the country.

“The central goal of the Education Scholarship program is to enable beneficiaries realise their dreams and life goals through the achievement of holistic education”, said the KenGen Foundation Managing Trustee Mike Njeru. “It aims to assist bright needy students to fully utilize their potential and enable them become impeccable citizens and major players in the realization of the country's social and economic goals.”

KenGen supports all students under the Education Scholarships program to ensure that world-class students, despite their financial backgrounds, can achieve world-class education.

Having students with diverse experiences and backgrounds makes the educational experience outside of the classroom that much more valuable.

Some of our **Alumni Speak out...**

"The KenGen Education Scholarship is a program that has touched and transformed the lives of many young people who probably would not have made it in life without such support. It is an opportunity that young people should maximise and built their strong career future." - **Elizabeth Kisyang'a**, Mass Communication, Maseno University - 2012



"It's through KenGen foundation education scholarship program and the mentorship program that my life has taken a brighter future direction. Through your program my dreams are going to become true [...]. May God bless KenGen as a whole as you strive to help the bright needy children from the society as you did to me." - **Monicah Kanini**, Bachelor of Commerce - Accounting, Egerton University - 2014

"[...] I wouldn't have been able to join the university leave alone pursue any course, but thanks to the full university scholarship, I got a once in a lifetime opportunity to be able to pursue the career of my choice and made me to be what I am today, a civil engineer [...]" - **Abdalla M. Twaha**, Civil Engineering, Masinde Muliro University Of Science And Technology - 2014



"It is your attitude not your aptitude that determines your altitude. Thank you KenGen, thank you all and may God bless you" - **Keziah Njoki Ngari**, Business Administration and IT, Maseno University - 2014



Schools' Green Initiative Challenge Expansion Project



The KenGen Foundation,
in collaboration with Better Globe
Forestry Ltd and Bamburi Cement
Ltd, are joining hands with schools
to **GREEN OUR ENVIRONMENT**
one **SCHOOL** at a time!

REGISTER your school to
participate in the Green Initiative
Challenge Expansion Project and
stand a chance to **WIN** big prizes!

Project partners:



Support partners:



Schools Green Initiative Challenge Phase I winds up

Amos Mbutu

The project aimed at promoting environmental awareness through participation of students and the wider school community.

Six schools from Masinga and Mbeere sub-counties are the finalists of KenGen Foundation's Green Initiative Challenge Phase I, after the final Monitoring and Evaluation exercise carried out on the top 23 schools that qualified from the initial 81 schools registered.

Kaewa Secondary School, Masinga leads the pack with the highest point having showed dedication in sustaining their woodlots and involvement from both the teachers and students in the schools afforestation program.

Makutano DEB Primary School from Mbeere, and Kithoni Secondary School from Masinga both tied at second place due to their innovations in taking care of their seedlings. Mwera Primary School, Mbeere, and Karangare Secondary School, Masinga both tied at the third place.

The Green Initiative Challenge (GIC) Pilot project was launched in October 2013, with 81 schools in the 7- Forks area. The aim of the pilot was to address massive deforestation in the semi-arid areas of Machakos and Embu Counties through a rural schools-led initiative.



A school woodlot developed during GIC Phase I

The project aimed at promoting environmental awareness through participation of students and the wider school community. It involves planting tree seedlings and nurturing them to develop woodlots at their institutions for environmental and commercial benefits.

Participating schools received multi-purpose *Cassia siamea* (Muveshi) and *Melia volkensii* (Mukau) tree seedlings for their 0.5acre school plots. *Cassia siamea*, a fast growing tree that provides wood, while *Melia volkensii* gives highly commercially valuable timber.

A total of 24,584 seedlings were distributed, and with survival rate of 55.5% only 13,644 seedlings survived. The *Melia volkensii* species had a higher survival rates of 61% while the *Cassia Siamea* had a survival rate of 50%

From the monitoring data, innovations enhance the survival of the seedlings and are necessary in

the achievement of excellent survival rates. The data also showed that combined innovative techniques ranging from water conservation techniques, to soil conservation techniques improved the results, and that the schools which showed absolute commitment in their woodlot management performed better overall.

Persistent drought, extreme temperatures, pests, diseases, and poor soil structures are some of the challenges that faced the schools during phase I of the afforestation challenge. The monitoring and evaluation teams' recommendations ranged from more involvement of the schools' management in the project, to increased monitoring and capacity building so as to ensure fair competition standards are adopted.

The winning schools are set to win infrastructural upgrades such as water tanks and the winning student will also have a chance to tour one of KenGen's power installations.



Bruno Pescheux Country CEO Bamburi Cement Ltd., KenGen MD Mr. Albert Mugo and, Jean-Paul Deprins Managing Director Better Globe Forestry, Kenya.

The Green Initiative Challenge Phase II

Ernest Nyamasyo

Gets Bigger

The GIC program is a KenGen Foundation project in line with Kenya's 2030 'Greening Kenya' flagship programme that assists schools in water catchment and arid and semi-arid areas in tree planting activities.

300,000 commercial and wood fuel trees and 113,956 fruits trees are set to be planted in 919 new schools in the next 10 years after the signing of a Memorandum of

Understanding between the KenGen Foundation, Better Globe Forestry Ltd, and Bamburi Cement Ltd, for the Green Initiative Challenge Expansion Project on 24th June 2015.

The partnership will see the greening of schools at Embu, Machakos and Makeni counties at a cost of Ksh.120, 000,000 and will involve over 140,000 school children by 2018.

The mapping for the schools for the afforestation exercise is currently ongoing at the three counties involving the project's staff and Monitoring and Evaluation officers.

The GIC program is a KenGen Foundation project in line with Kenya's 2030 'Greening Kenya' flagship programme that assists schools in water catchment and arid and semi-arid areas in tree planting activities.

The schools greening exercise will have a huge impact in the environment of the three counties.

The trees will directly help vulnerable ecosystems and endangered habitats, mitigate the effects of climate change, and provide alternative sources of energy and income for schools.

The trial project, which kicked off two years ago, enlisted 81 schools, already boasting of enviable small forests and

woodlots that are slowly changing the schools' compound environment.

This is the first time fruit trees are being introduced in the project together with *Cassia siamea* and *Melia volkensii*. *Cassia siamea* is locally known as Muveshi and is suitable for sustainable firewood production, while *Melia volkensii* is known as Mukau, and gives high quality commercial timber.

The project is designed as a challenge to participating schools, mainly due to the dry weather conditions in the areas, with prizes awarded based on the highest survival rate of seedlings and use of innovation. The best performing schools stand to benefit from education scholarships and infrastructural developments including cash awards, water tanks, rain water harvesting systems among others.

The GIC

Project Partners



Better Globe Forestry Ltd is a private afforestation company that is part of the Norwegian 'Better Globe Group'. The company focuses on poverty reduction through massive tree-planting and sustainable agricultural programs, microfinance schemes, educational programs and water supply for rural communities. It also publishes Miti, The Tree Business Magazine for Africa.

Better Globe Forestry Ltd has committed to support the Green Initiative Challenge expansion project through:

- Provision of *Melia Volkensii* tree seedlings
- Monitoring and Evaluation Equipment and activities
- Capacity Building Activities
- Miti and Bingwa magazines subscription for participating schools

Bamburi Cement Ltd is a cement manufacturer and a re-known corporate conservationist. It is part of the French Lafarge Group of companies that specialize in building materials (cement, construction aggregates, and concrete.

Bamburi Cement Ltd is entering the GIC Expansion Project with KenGen Foundation that will bring a total in-kind

and monetary contribution that will go to:

- Provision of full secondary education scholarships for 8 best performing students from the participating schools;
- Provision of infrastructure, construction, or rehabilitation grants for 20 schools in total;
- Environmental Education trips and sessions for 8 best performing schools.



Getting the **Seedlings Ready** for the Schools' Green Initiative Challenge Expansion

 Ernest Nyamasyo

With the impending El-Nino rains just a few weeks away, the tree and fruit seedlings for the Green Initiative Challenge (GIC) Phase II Expansion Project are ready for transplanting at the targeted schools.

The *Cassia siamea* and *Melia volkensii* tree seedlings are now more than a foot in height, and have already started sprouting, while 5,000

paw-paw seedlings are awaiting distribution.

Cassia siamea is locally known as Muveshi and is suitable for sustainable firewood production, while *Melia volkensii* is known as Mukau, and gives high quality commercial timber. This is the first time fruit trees are being introduced in the project including Passion fruit trees, following the success of Phase I.

“We are excited to begin the next phase of the Green Initiative Challenge”, said Amos Mbutu, the KenGen Environment Officer at 7-Forks. “ We have so far successfully mapped out 120 schools that will participate in the afforestation project, and we hope to harness the on-coming rainfalls to nurture the trees until maturity”, he added.

Corporate Social Investment at Sondu Miriu

■ Tom Were

For the past 12 years, KenGen has been involved in the afforestation of Nyakach district and its environs through distribution of thousands of seedlings each year to the area residents. As part of its Corporate Social Investment activities, the company set up a 1.5 acres tree nursery at the Sondu Miriu Staff Camp from where it has been raising and distributing various seedlings towards conservation of the Sondu Miriu River catchment area. The nursery has issued an average of 15,000 seedlings annually.

Sondu Miriu River gets its water from the upper water catchment area of the Mau Forest complex but the loss of vegetation is a major cause of soil erosion in the area. The area is prone to dangerous floods during the rainy season, and in some parts, families have been evacuated severally when the situation surpassed the extremes.

The tree nursery already acts as a training facility for local Community Based Organisations and the surrounding communities intending to start their own nurseries, apart from offering attachment opportunities to students from tertiary institutions.

The tree nursery nurtures a variety of seedlings including *Acacia Senegal*, *Acrocarpus fraxinifolius*, *Cassia siamea*, *Casuarina jaghuniana*, *Cupressus lusitanica*, *Eucalyptus camaldeless*, *Gravellea robusta*, *Markhamia lutea*, Pawpaw, *Pinus patula*, *Podocepus paleatus*, *Spathodea nilotica*, *Terminalia brownii* and *Terminalia mentalis*.

Despite the usual challenges of unreliable rainfall and encroachment, the project aims to increase seedlings production to 100,000 annually, some of which will be used in partnerships with other like-minded organisations in conservation efforts of the Upper Mau Catchment area. A new project is also under way targeting the greening

of 400 acres of Koguta Hill. KenGen Foundation will spearhead these new projects.

The Sondu Miriu Corporate Social Investment efforts have also established several water projects in five locations within the area made of boreholes and a water treatment plant.

The communities living adjacent to the Sondu Miriu power plant also benefit from the installation of hand pumps along the water channel that connects the Sondu Miriu power and Sangolo power plants.



The Employee Giver Initiative Report

– Our Strength in Numbers...

 Dorcas Arama

KenGen Foundation undertook its launch and staff orientation from late January to late February 2015 in the following areas: Olkaria, Upper Tana; Masinga, Kiambere, Kipevu, Sondu and Gogo.

During the orientation sessions, the Foundation launched its 'KenGen Employee Giver initiative' - a program through which KenGen staff can voluntarily contribute to and/or participate in the company's Corporate Social Investment projects. The rationale for the Employee Giver Initiative is to assist

in increasing staff's attitude and feelings of ownership and affiliation to the company's projects specifically its community ones. Additionally, it aims to help in diversifying finance sources for community projects.

Following the launch of 'The KenGen Employee Giver Initiative' the Foundation received over 350 subscriptions both in monetary, time & skills support. The expected monthly contribution is currently Ksh. 130,400 which is approximately Kshs. 1.5 M annually.

The staff commitment are recorded in a database and in liason with HR and Finance departments, the above monthly monetary contribution deductions as well as one-off contributions amounting to Kshs. 148,000 were effected in June 2015.

The staff who volunteered their contribution in terms of time and skills are also being engaged in the Foundation's Mentorship program. The following is a breakdown of the Employee Giver Initiative contributions per area.

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EMPLOYEE GIVER INITIATIVE SUBSCRIPTIONS PER AREA

AREA	STATIONS PER AREA	MONTHLY MONETARY DONATIONS (with & without Time/ Skills)	ONE-OFF MONETARY DONATIONS (with & without Time/ Skills)	TIME & SKILLS	TOTAL STAFF REGISTERED IN GIVER INITIATIVE	TOTAL STAFF NOS. PER KENGEN STATION	PERCENTAGE OF REGISTERED STAFF VERSUS TOTAL STAFF IN STATIONS
CENTRAL OFFICE	Stima Plaza & Sacco Offices, RBS & Foundation (excluding Embakasi & Garissa)	85	16	82	145	448	32%
OLKARIA	3 KenGen Rigs, Olkaria I & II Offices & Stations (excluding Eburru)	70	24	81	135	1100	12%
LOWER TANA	Kiambere, Masinga, Kamburu & Kindaruma (excluding Gitaru)	29	12	41	59	245	24%
WESTERN HYDROS	Sondu Miriu & Sangoro (excluding Gogo & Turkwel)	36	3	30	46	102	45%
COAST	Kipevu (excluding Lamu)	32	11	22	51	122	42%
UPPER TANA	Wanjii, Tana & Sagana Falls	36	1	36	71	141	50%
TOTALS		288	67	152	507	2,158	

The Philanthropic Engineer

Ernest Nyamasyo

“Lives are not transformed en masse, but rather one at a time. This initiative of KenGen provides a means of achieving this by focusing on the environment, education, and water and sanitation.”

When Nathan Ngumi was approached to sign up for the KenGen Employee Giver Initiative, he didn't waste a lot of time filling in the necessary blanks. So what's so special about him, you ask? Well...

Born and raised in Nairobi, Nathan

currently works as an engineer in the Technical Services department, Operations Division at KenGen's 7-Forks, Gitaru. His main duties involve providing technical support to machine operators at the stations, attending to breakdowns and general maintenance works.



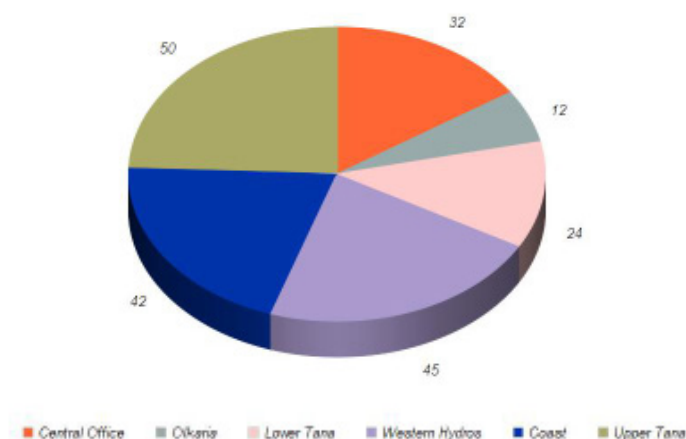
But what you didn't know about Nathan, is that he is currently the biggest subscriber to the KenGen

continues on page 35

MONTHLY CONTRIBUTION BREAKDOWN

AREA	SUBSCRIPTION	ENDOWMENT	EDUCATION	ENVIRONMENT	WATER & SANITATION	TOTAL
Central Office	45,200	4,400	1,000	0	0	50,600
Olkaria	28,000	200	700	200	600	29,700
Lower Tana	16,200	1,000	4,500	1,000	3,000	25,700
Western Hydros	15,100	0	100	0	0	15,200
Coast	15,700	0	0	0	0	15,700
Upper Tana	9,800	1,800	900	900	300	13,700
TOTALS	130,000	7,400	7,200	2,100	3,900	150,600

PERCENTAGE OF REGISTERED STAFF IN THE EGI VERSUS TOTAL STAFF PER AREA



ONE-OFF MONETARY CONTRIBUTION

AREA	ENDOWMENT	EDUCATION	ENVIRONMENT	WATER & SANITATION	TOTAL AMOUNT
Central Office	5,500	40,000	500	500	46,500
Olkaria	19,000	23,700	2,500	1200	46,400
Lower Tana	1,000	25,200	1,200	0	27,400
Western Hydros	500	0	1,000	10,000	11,500
Coast	3,700	12,000	500	0	16,200
Upper Tana	0	0	0	0	0
TOTALS	29,700	100,900	5,700	11,700	148,000



The KenGen Employee Giver Initiative

– Charity Begins at Home!

■ Dorcas Arama

It is often said that no matter how big our problems are, somebody else has a bigger problem, a tougher road, and a more heartrending story than ours.

One of the greatest challenges we face is the quest to live selflessly. This is because society has raised us to always strive for the number one position, or for an advantage over others when involved in any activity. In anything we do or are requested to do, the most likely question we always ask ourselves is "what's in it for me? Or what will I get in return?", and so we rarely find time to help others in need. We are simply not interested in other people, only focusing on what we want, what we need and what we feel will most benefit us.

It is often said that no matter how big our problems are, somebody else has a bigger problem, a tougher road, and a more heartrending story than ours.

A story is told about a man who always complained to God because he had no shoes, until he met someone without legs. Irrespective of our

means we can make a difference in somebody else's life, ease their burden, and give some fresh new hope if we resolve to live not for money but for our fellow brothers and sisters.

Yes, I got bit by the Obama bug. From reading his life story, I learnt that his most productive years were spent as a community organizer. I think God looks at what we do and our motives, and rewards us accordingly. For his community service, Obama was being prepared for the great work that lay ahead, as the President of the United States of America. To live a fulfilled life and leave behind a legacy, we have to learn to live for our fellow humans.

In Obama's own words, "The best way to not feel hopeless is to get up and do something. Don't wait for good things to happen to you.

If you go out and make some good things happen, you will fill the world with hope, you will fill yourself with hope."

You might think that you do not have anything to give, but you have! You can give your time, you can share your knowledge and expertise, your experience, you can mentor someone or give your monetary support! The KenGen Foundation Giver Initiative provides us with all these avenues where we can participate in the company's Corporate Social Investment. Donating time or money is a way to deepen our personal connection with something we all believe in, in a meaningful and personal way that will fill the world with hope.

John Buyan, the author of a greatest classical book *The Pilgrim's progress* said that we have not lived today until we have done something for someone who cannot pay us back. Let's make the decision that we will live to give, and be on the lookout each day for those around us. That way we will have filled the world with hope! *Yes, charity begins at home.*

The Philanthropic Engineer

continues from page 33

Employee Giver Initiative, having pledged the largest percentage of his salary to the Corporate Social Investment exercise!

But what was his inspiration, you ask? What motivated him to become a philanthropist?

Well, according to his own words, “My motivation to sign up for the KenGen Employee Giver Initiative is a firm conviction that having been blessed by God with employment in this organization, I should give back to the local communities and the country in practical tangible ways that impact real lives, going above and beyond conventional corporate social responsibility and public relations exercises. Granted, CSR and PR are good, but have limited reach and effect in terms of actual lives touched and improved.

The government strives to uplift the lives of all Kenyans, but the reality on the ground is that not everybody is reached by the state. There are many communities especially in rural areas that ‘fall through the cracks of the state’s development net’. These are the people who can benefit best from assistance given by employed Kenyans of good will.”

Nathan graduated in Electrical Engineering from the University of Nairobi in 2011, and then enrolled in an engineering course before joining KenGen in 2013.



Nathan being awarded with a certificate and a badge of appreciation by Engineer Francis Kawa during the Giver Appreciation Ceremony at 7-Forks.

After undergoing the company’s mandatory graduate engineer training programme, he was initially posted at the Central Workshop, Nairobi, before being transferred to Gitaru, and has the following to add for the KenGen Employee Giver Initiative:

“Lives are not transformed en masse, but rather one at a time. This initiative of KenGen provides a means of achieving this by focusing on the environment, education, and water and sanitation. Participants can give of their time, money and skills and expertise in any of the areas of focus.”

“I wish to encourage other KenGen employees to consider signing up for this initiative. It will contribute significantly to building the KenGen brand. It will also make KenGen a corporate leader in transforming lives of Kenyans for the better, hopefully inspiring other corporate organizations in Kenya and beyond to do the same. Imagine how much Kenya would change if all employees of each organization, whether in the public or private sector, engaged in constructive activities in their communities! Most importantly, through it many Kenyans’ lives can be improved tangibly”, he concludes.

Foundation Honours Given



Nairobi - Central Office



Western Hydros



Upper Tana



7-Forks

'S across all KenGen Power Plants



Kipevu



Olkaria

The Role of Staff in **Corporate Social Investment** Activities

Lydia Mbaka



Meaning Of Corporate Social Investment

In the 21st century, Corporate Social Investment activities are increasingly becoming the main Public Relations channel in most organizations. CSI activities have been highlighted to offer great positives in relation to a company's brand and social image. Whether CSI activities can be equated to Public Relations exercises or not is a debate that has continued in many circles.

This however does not mean that CSI activities do not have a effect on the company's profile and are mere PR exercises. They aim at uplifting communities and improve their quality of life through sustainable programs. KenGen's CSI activities can be summarized as the recognition that the company is made of up of real people, who live in local communities, who contribute their resources for positive social impact, including but not limited to philanthropy and employee giving.

The KenGen Foundation

KenGen upscaled its Social giving by establishing the KenGen Foundation in 2012 as the main driver of its CSI. Focused on three pillars of Education, Environment, Water, and Sanitation, the key objective of the Foundation is to implement focused, strategic expansion of KenGen's Corporate Social Investment activities, and to mobilize additional resources to enable more sustainable projects.

KenGen Staff's Role in CSI Activities

KenGen's staff involvements in CSI activities play a significant role in cultivating the company's relationship with the communities at the areas of operation. Staff can be involved in two ways. The first one consists of providing financial resources, time, and skills under the Foundation's Employee Giver Initiative, an ongoing exercise that so far has 30% of employees involved. The second way is a bit different from the traditional definition of CSI. This involves

coming up with innovative ways that are in the best interest of the society which include water harvesting and energy saving inventions, poverty alleviation strategies, and gender specific projects, among others.

The integration and successful implementation of these is a show of true commitment by the employees to the company's values and goes beyond the defined CSI activities. It is a way of brand promotion and positioning in line with the true nature of business competition. Getting the word out about corporate donations, employee volunteer programs, or other CSR initiatives is a powerful branding tool that can build publicity for the company in both online and in print media. Finally, the greatest benefit of promoting employee CSI involvement in the workplace is the creation of a positive working environment within the company. When employees feel they are working for a company that truly cares for others, they are likely to be more enthusiastic and engaged in giving as a way of life. This can build a sense of community and teamwork, which eventually brings everyone together and leads to happier, more productive employees.

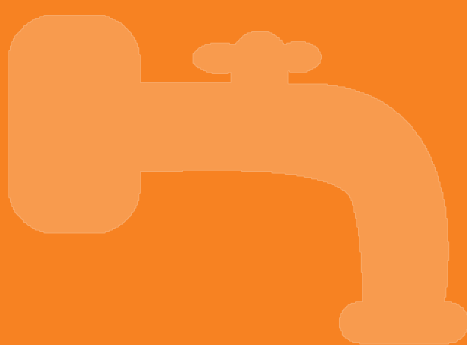
Parting shot: "When working on your strategic plans for the upcoming year, make sure you take some time and look at the programs your company undertakes in order to build a better community and corporate environment for everyone involved. Let us embrace giving" – Lydia



FUELING KENYA

As Kenya's economy continues to grow, few things will be more important to its development than a sufficient supply of power. KenGen is the country's largest generator of electricity and supplies the power that drives everything from our industries to the light in our homes. As Kenya grows, KenGen plans to continue leading the way in generating enough power to meet the country's electricity demands. KenGen, energy for the nation.





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