



ANNUAL REPORT

JULY 2024 TO JUNE 2025



Accreditation
Advisory
Advocacy

A vertical strip on the left side of the page shows a building with a glass facade and a flagpole with a flag. The rest of the page has a solid orange background.

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WELCOME



It is an honor, on behalf of our Board, to welcome you to our 10th Annual General Meeting of the African Council for Accreditation & Accountability [AfCAA] and to also wish you and the ministries you represent God's favor and wisdom for 2026.

Since taking over the Chair of our organization from Mrs. Valentine Gitoho in September 2025, it has been my privilege to work more closely with our Management Staff and get to know our members better even as AfCAA grows out of the difficulties and challenges of the recent post-COVID years by the Grace of God.

Thanksgiving for Valentine's Tenure

I am sure you will all join me in expressing our collective thanks to Valentine for her steadfast, visionary and selfless leadership of AfCAA from the very beginning. We have in her a great repository of our shared history, commitment and enduring faith that AfCAA's best days are still ahead of us. Valentine Gitoho remains a key part of our development and future focus as well as a valued honorary member of the Board.

Thanksgiving for the Members, Board and Management

It is you, our esteemed Members, that remain the reason for our existence and labour; we sincerely thank you for allowing AfCAA to partner and serve you through the years and we warmly welcome our new members to further enhance the cause of Accountability so needed in our Continent and the world today.

The hard work of Accrediting, Training and Serving our Members every day, is only possible because of our dedicated Staff, Assessors, Trainers and Representatives – we could never thank them enough. We pray that the Lord God, who sees their labour of love and commitment to serve with excellence, will reward them richly beyond all expectation. I must single out our new Executive Director Mrs. Pauline Kamau, who has risen to the task of leadership and expansion at AfCAA, since taking the reins from Michael Wamache; whose own exemplary service we are so grateful to have experienced during a tough season for the organization. The task of governing AfCAA is only possible by the sacrifice made by our dedicated and internationally located Board members who have consistently and collectively shared the wealth of their wisdom and resources in support of AfCAA over the years – fellow Board Members, I thank you sincerely.

Throughout the year many dedicated volunteers have served on our Board Committees and added much value to Board decisions and Management direction – we are grateful for your time and support.



The Challenge Ahead

AfCAA's unique services and role in the continent remain vital for so many more Christian organizations, institutions, and Christian-led businesses. We have so many more nations to make aware of the need for Accreditation and Accountability at local and national levels. We cannot do this without your advocacy and introductions to those not yet a part of the AfCAA family.

Financial Stability

We are still feeling the impact of the financial challenge experienced as a result of COVID-19, whereas some strides have been made, we still need to clear outstanding debts, which we expect to do through our NEHEMIAH 500 INITIATIVE. I request all our friends and partners, together with your networks, to prayerfully consider supporting this solution. Details are available from the AfCAA Office.

Future beckoning now (a new generation emerging...)

We focus on growing our footprint in Sub-Saharan Africa, recognizing that as we enter the threshold of the second Quarter of the 21st Century – we have a sacred duty to support the mission and ministry to our continent's youth. Many of our esteemed Members are already passionately engaged in this much needed outreach and discipleship – we want to come alongside as many Members (old and new) as possible in the course of 2026 and beyond.

Conclusion

Our calling to disciple the nations (and institutions) of Africa is one that demands our prayers and dependence on the Lord God every day. I am encouraged by the expressions of faith in Him evident in all our Members are doing and in the words of our Annual Theme for 2026 at my local church, Christ is the Answer Ministries [CITAM] – Is Anything Too Hard for the LORD? Taken from Genesis 18:14; may these words be strength for your journey as well.

Serving together in Christ,

Rev Kwame Rubadiri

Executive Director's Message



Dear AfCAA Family,
I greet you all in the name of our Lord and Savior, Jesus Christ.

It is with great honour and appreciation that I present the Executive Director's Report for the period of July 1, 2024, to June 30, 2025. This past year has been significant in many ways. Most notably, by God's gracious enabling, AfCAA reached a major milestone—celebrating ten years since its registration in January 2015.

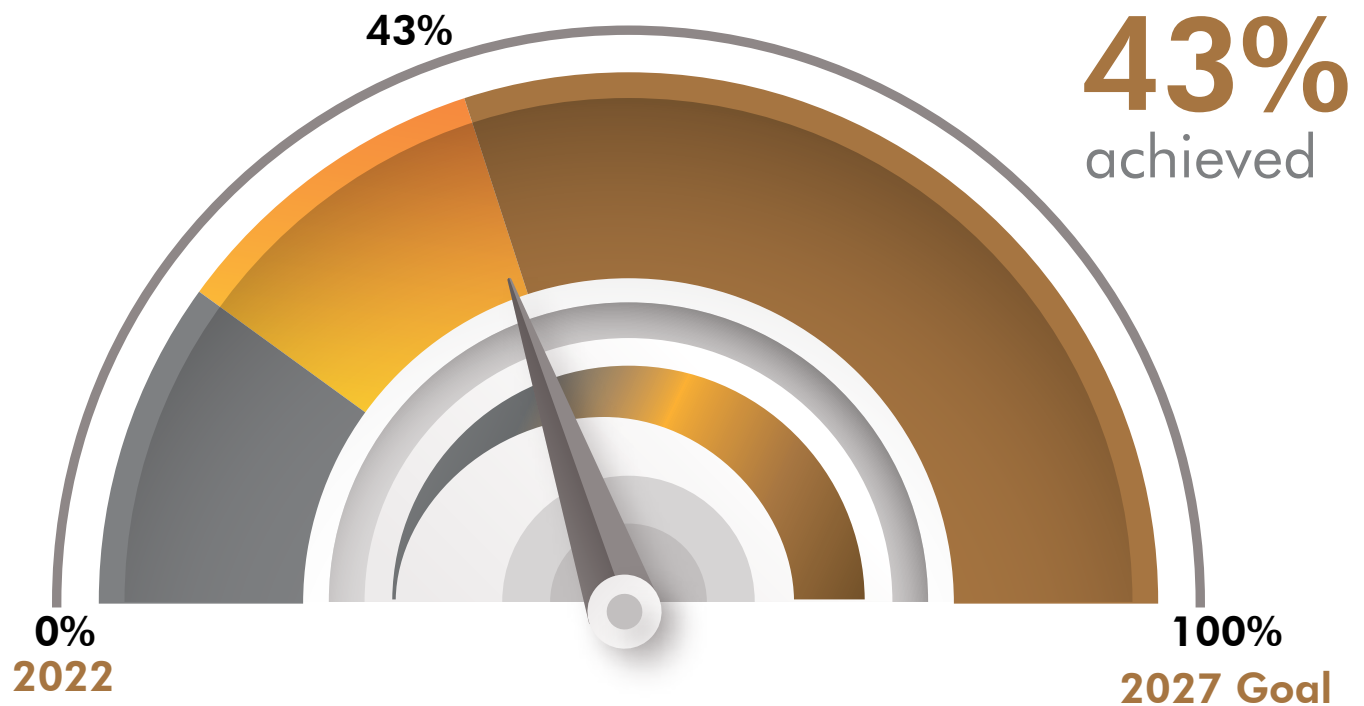
What a remarkable journey it has been—ten years of grace, steadfast growth, and unwavering commitment to our calling. Through strengthened partnerships and faithful service, we have continued to advance our mission of promoting accountability and biblical stewardship throughout Africa.



That said, I would like to take this opportunity to acknowledge and celebrate the significant leadership transition that took place toward the end of last year, following the conclusion of our outgoing Executive Director, Michael Wamache's contract. We sincerely appreciate his diligence, dedication, and commitment to service throughout his tenure. His professionalism and support in ensuring a smooth and seamless transition have been an immense blessing to me and, by extension, to the entire AfCAA family.

Our Strategic Plan (2022–2027) reached its mid-term milestone, and the mid-term review has been very encouraging. We are pleased to report that we have achieved 43% of our overall strategic objectives thus far. As we move into the next phase of implementation, we remain confident and committed, trusting in God's guidance as we continue working toward the full realization of our Strategic Plan.

We are pleased to announce the addition of two new members to AfCAA's membership as of the last financial year. AfCAA has now grown to a total of 28 members across 10 countries in sub-Saharan Africa, out of the 44 countries in the region.



During the 2024/2025 financial year, AfCAA experienced a decline in income across all revenue streams, with the most significant decrease recorded in sponsorships under Project 38, which focuses on securing sponsors for expansion into new African regions. This decline presented challenges for the organization.

However, AfCAA has since taken proactive steps to address these challenges and is now on a renewed upward trajectory. The organization has adopted new measures aimed at strengthening financial sustainability and ensuring long-term growth and stability.

We continue with the implementation of the Integrated Management System (IMS), now at the final stages of Phase I which will aid in the automation of the accredited services. These achievements affirm our shared vision of building credible, Christ-centered organizations that operate with integrity.

Accountability is essential for any thriving organization. It begins with Christ-centered individuals who lead and serve within those institutions. When one individual's light shines brightly, it radiates outward, illuminating the entire space and bringing glory to our Father in heaven (Matthew 5:16).

At AfCAA, we exist to support Christ-centered institutions by equipping Christ-centered individuals to let their light of accountability shine. Our vision is simple yet powerful: one individual transformed, one institution strengthened, and ultimately, a continent illuminated.

As accountability grows within each leader and organization, Africa is progressively illuminated by the light of integrity. This is demonstrated through honesty, transparency, and faithful adherence to AfCAA's biblical standards in every sphere of calling and service.

I take this opportunity to sincerely thank our ever-dedicated staff team, our Assessors and Consultants, our Country and Regional representatives, our Board members—both current and past—our Ministry partners, and our Peer accountability bodies. Your commitment and faithful service continue to strengthen the work and witness of AfCAA.

We thank God for guidance in partnerships that continues to flourish, expanding our reach and deepening our impact across the continent. Together, we remain steadfast in our commitment to strengthening Christ-centered institutions and promoting biblical standards of accountability throughout Africa.

Thank you for your unwavering support. Your dedication to biblical accountability is the driving force behind our collective mission. Let us continue this journey of accountability, integrity, and credibility together.

In God's Service,

Pauline Kamau-Kimani

EXECUTIVE DIRECTOR, AfCAA

About AfCAA: Who We Are and Our Journey



The African Council for Accreditation and Accountability (AfCAA) exists to be the light for Christian organizations, promoting accountability, transparency, and integrity throughout Africa. Guided by the verse from Matthew 5:14-16

"You are the light of the world. A town built on a hill cannot be hidden..."

AfCAA strives to equip Churches, Christian nonprofits, and businesses with the tools to uphold the highest ethical standards in their operations.



Vision:

Africa's organizations rooted on biblical standards.



Mission:

To bring about public trust in organizations through accreditation, advisory, and advocacy in compliance with Biblical standards.



Philosophy:

Enhancing Accountability.

AfCAA is built upon seven core values: Excellence, Stewardship, Accountability, Diligence, Credibility, Wisdom, and Self-discipline. These principles drive our work to inspire Christian organizations to lead by example.

AfCAA's journey began in 1995 at the Stewardship Commission of the Association of Evangelicals in Africa (AEA) meeting. However, it was not until 2015, after years of planning and prayer, that AfCAA was officially registered as a non-profit organization. In 2016, AfCAA was formally launched in Nairobi, Kenya, with a partnership agreement signed with the Evangelical Council for Financial Accountability (ECFA), solidifying ongoing collaboration.

Since then, AfCAA has grown into a Pan-African movement that accredits, trains, and advocates for accountability among Christian institutions. During the 2024–2025 period, we expanded our reach by accrediting new organizations, offering impactful advisory services, and promoting stewardship and accountability in Africa's faith-based sector.

With prayer as our foundation and unwavering faith, AfCAA continues to serve as a beacon of light and integrity. We remain committed to partnering with like-minded organizations to glorify God and promote a culture of accountability throughout Africa. To Him be the glory for all we have achieved and for what is yet to come.

What we do

The African Council for Accreditation and Accountability (AfCAA) stands as a faith-based Pan-African organization dedicated to partnering with Christ-centered institutions across Africa. Our primary mission is to cultivate public trust, accountability, and institutional credibility, through our Accreditation, Advisory, and Advocacy programs. We achieve this mission by adhering to seven Biblical Standards: Doctrinal Foundation, Leadership & Governance, Talent Management, Learning & Innovation, Cultural Differences, Acceptance and Interdependence, Financial management and disclosure, and finally resource mobilization.

Our services are primarily categorized into three programs:



Accreditation:

This is the core function of AfCAA. Through this, we formally recognize organizations that have successfully achieved compliance with our seven Standards of Accountability Standards. also, recognition not only highlights their commitment to these standards but also, their dedication to fostering public trust.



Advisory:

We provide training, consultancy services, and research to equip Christian organizations with the knowledge, tools, and Biblical wisdom necessary for effective growth.



Advocacy:

AfCAA advocates among Christian individuals and organizations, emphasizing the importance of compliance with Biblical standards, public trust, and accountability. Additionally, we influence policy and address other matters of interest to Christianity and Christian organizations.

Highlights of AfCAA Activities

We give glory to God for the work He has enabled us to accomplish, all for His glory. This year, we were able to carry out various activities across our different programs, and we are pleased to share the impact we have made.



2

Accreditation:

We successfully accredited **2 new organizations** across Africa.



238
people

Advisory:

A total of **238 people** were impacted by the training sessions conducted.



200
Individuals

Advocacy:

Over 200 individuals across Africa were educated about the significance of accreditation, accountability, and the work that AfCAA undertakes.

Accreditation Highlights: June 2024 - July 2025



During this reporting period, two organizations achieved the mark of accreditation. First, Paths University of Africa in Guinea joined the esteemed ranks of accredited institutions as of November 1, 2024, achieving the seal of gold accreditation. This status signifies the institution's dedication to the seven biblical standards of accountability.

Additionally, Uganda Martyrs Seminary – Namugongo was recognized for its efforts and became a member of AFCAA on June 15, 2025, earning silver certification. This achievement signifies the seminary's commitment to adhering to five standards of accountability.

Their recent accreditations not only enhance their reputation but also contribute positively to our ongoing commitment to excellence in Christian Organizations. As we look to the next financial year, we eagerly anticipate more institutions joining the ranks of accredited members, further elevating the accountability of Christian Organizations.



Uganda Martyrs Seminary

From June 2024 to July 2025, the African Council for Accreditation and Accountability (AfCAA) implemented a series of advisory initiatives aimed at enhancing the skills and knowledge of professionals across various sectors. These targeted programs focused on strengthening competencies in finance, human resources, governance, and knowledge management, demonstrating AfCAA's commitment to fostering professional development and building capacity within the African community.

Advisory Initiatives:

01

- > Finance for Non-Finance Managers Training, held on November 28-29, 2024, this training was attended by 7 participants.

02

- > Fundraising Training in Francophone Togo, conducted on November 19, 2024, this training aimed to enhance fundraising capabilities in the region and had an attendance of 20 participants.

03

- > Free Webinar on Governance and Relationship Models in partnership with Governance Matters, this webinar took place on November 21, 2024, and was attended by 30 participants.

04

- > Free Webinar on Practical Fundraising Tools, led by Redina Kolaneci on April 24, 2025. This session discussed practical fundraising principles grounded in Biblical wisdom.

05

- > HR Management in Changing Times Workshop, this workshop was held on September 5-6, 2024, with 10 participants in attendance.

06

- > HR Legal Webinar: HR Contracts held on February 6, 2025. This webinar aimed to help 60 individuals understand the legal aspects of human resources in Kenya and other countries.

07

- > Knowledge Management through AI in African Organizations. This event took place on April 11, 2025, with 21 participants from member organizations.

08

- > Vision Boarding Webinar focused on strategic planning and goal setting. This webinar was held on January 24, 2025, and attended by 65 participants.

09

- > Finance for Non-Finance Managers training conducted at St. Paul's University from January 27-29, 2025. This course was attended by 25 participants from the University's affiliate colleges.

These initiatives reflect AfCAA's dedication to equipping professionals with the necessary skills to thrive in a continuously evolving environment.



Finance for non-finance managers training



Finance for non-finance managers training

AFFILIATE COLLEGES - FINANCE FOR NON-FINANCE MANAGER TRAINING



Finance for Non-finance managers course at St Pauls University



Enhancing knowledge management in African organizations through AI

HR-Legal Compliance Webinar Testimonials

- 1 This webinar has opened my eyes to some common mistakes we, as HR practitioners, make when entering in
- 2 Have been refreshed about the major laws of Kenya
- 3 "It was so enlightening, plus I have seen loopholes in our organisation.
- 4 Being a Christian organization, the training has enabled us to revisit areas to consult

Knowledge Management training

- 1 The training has raised necessary questions about what we can do better.
- 2 I got to learn how I can integrate AI to make the HR process easier.
- 3 Brought perspective on I can use AI to improve operations in my organization
- 4 Review our KM policies as well as write a KM policy for their organization



HR management in changing times



In the years 2024-2025, the Africa Council for Accreditation and Accountability (AfCAA) was actively engaged in key advocacy initiatives aimed at strengthening its presence and mission across the continent. These efforts reflect AfCAA's unwavering commitment to equipping Christian organizations and promoting collaboration within the global Christian community.

One significant event was a meeting held in Ghana on October 22, 2024, between Mr. Michael Wamache, AfCAA's Executive Director, Pastor Edward Mantey, the Ghana Regional Representative, and Mad. Afia Amanor. This meeting focused on strategies to enhance and grow AfCAA's influence in Ghana.



Meeting with Ghana Regional Representative



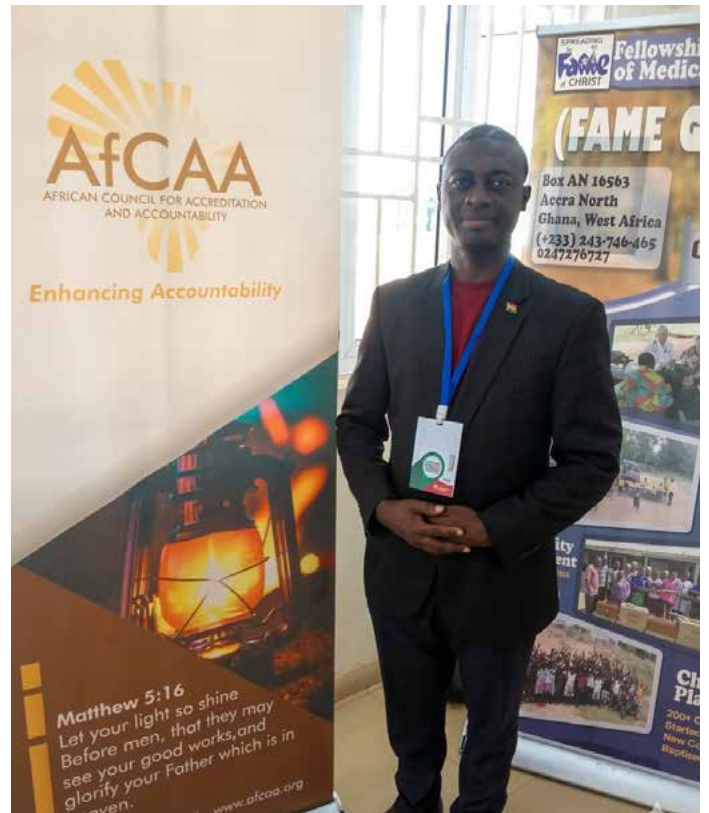
Additionally, Valentine Gitoh, the AfCAA Board Chair, along with Mr. Michael Wamache, represented AfCAA at the Fourth Lausanne Congress in October 2024. The congress aimed to promote global church collaboration for discipling nations by 2050. AfCAA is committed to continuing its mission of equipping Christian organizations across Africa, aligning with the Lausanne Movement's vision of proclaiming Christ together to the world.

4th Lausanne Conference in Seoul

Advocacy Initiatives

Moreover, Ps. Edward Mantey made a significant contribution by attending the General Annual Missions Conference in Ghana from November 13 to 15, 2024. During this conference, he effectively communicated AfCAA's vision and mission, engaging attendees and raising awareness about the organization's initiatives.

By actively participating in significant events and engaging with local communities, AfCAA continues to work toward its goal of equipping Christian organizations and promoting a unified Christian voice on the continent.



General annual missions conference in Ghana

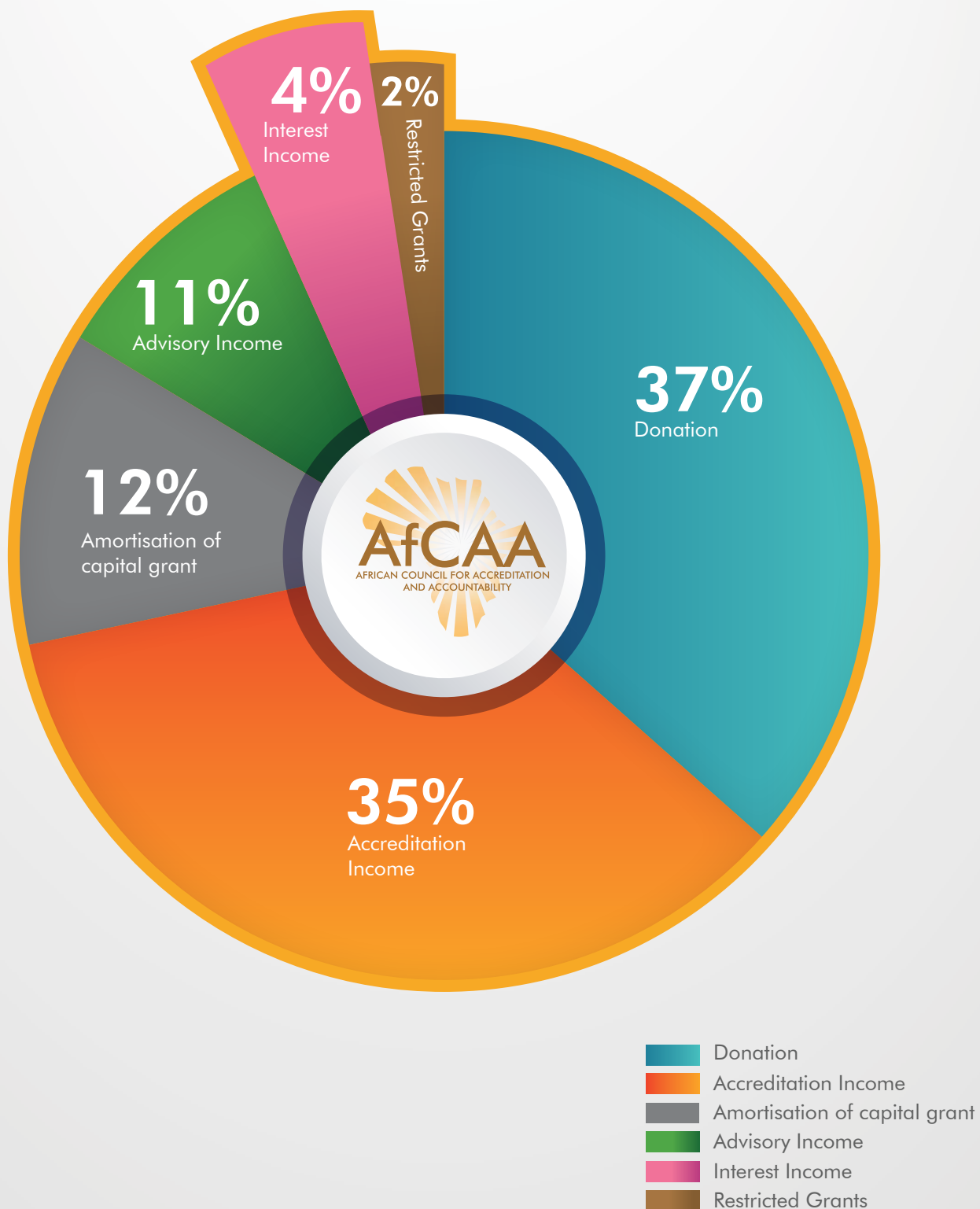


Nigeria Breakfast meeting by Rev. Samuel Obanyiyi, Dr. Lucy Mugenyi & Mr. Michael Wamache

STATEMENT OF INCOME AND EXPENDITURE

	2025	2024
Income	Shs	Shs
		(Restated)*
Restricted grants	103,330	59,244
Accreditation income	2,209,494	5,887,637
Advisory income	683,303	2,601,577
Donation	2,310,863	5,876,584
Interest income	253,252	103,834
Amortisation of capital grant	753,316	42,116
Total income	6,313,558	14,570,992
Less: expenses		
Program costs	5,331,836	11,161,618
Administration expenses	3,043,078	3,425,867
Establishment Expenses	700,548	1,432,253
Total expenses	9,075,462	16,019,738
(Deficit) before tax	(2,761,904)	(1,448,746)
Tax charge	(177,011)	(6,798)
(Deficit) for the year	(2,938,915)	(1,455,544)

Income



STATEMENT OF FINANCIAL POSITION

	2025	2024
EQUITY	Shs	Shs
		(Restated)
Accumulated (deficit)	(24,128,132)	(21,189,217)
Non current liabilities		
Capital grant	1,754,001	2,507,317
	(22,374,131)	(18,681,900)
Non current assets		
Equipment	208,939	252,922
Intangible assets	1,545,062	1,991,328
	1,754,001	2,244,250
Current assets		
Trade receivables	130,265	551,951
Cash and cash equivalents	90,511	1,752,794
Current tax	-	2,696
	220,776	2,307,441
Current liabilities		
Deferred income	1,023,448	28,978
Payables	23,151,147	23,204,613
Current tax	174,313	-
	24,348,908	23,233,591
Net current (liabilities)	(24,128,132)	(20,926,150)
	(22,374,131)	(18,681,900)

Building Bridges through Partnerships



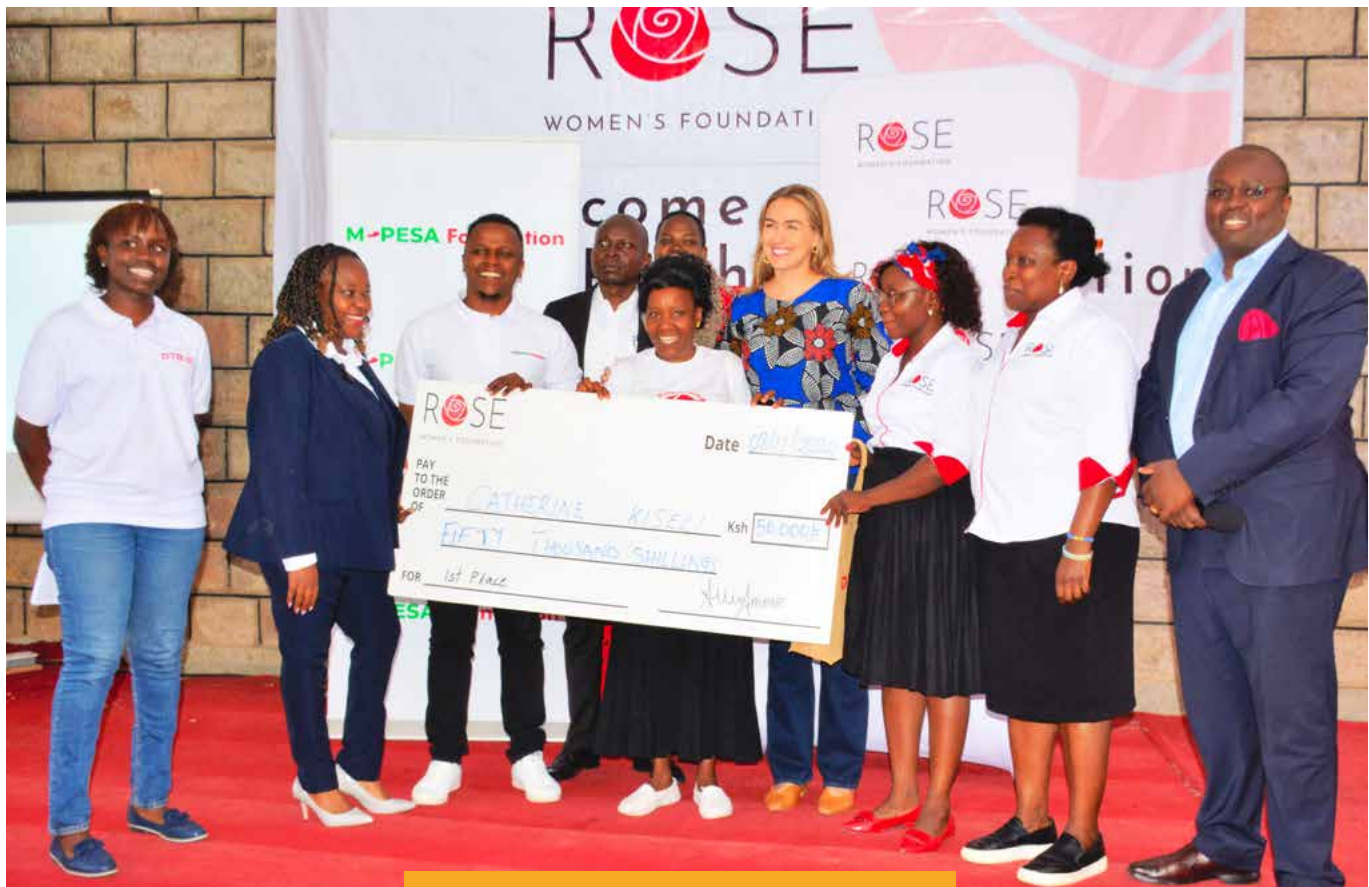
As AfCAA continues to strive for excellence in advancing transparency and accountability across Africa, our partnerships play a pivotal role in achieving our mission. In 2024-2025, we are proud to highlight several collaborations that have significantly contributed to our growth and the empowerment of communities.

Our collaboration with Global Trust Partners has been essential in enhancing our operational frameworks. Their expertise has allowed us to strengthen our membership numbers and improve the learning experience for our members, ensuring that we remain both effective and sustainable. During the year, we were privileged to receive generous support from Global Trust Partners toward the development of a new income-generating initiative centered on the publication and distribution of four stewardship resources: *The Choice*, *The Council*, *The Sower*, and *Trust*.

This initiative represents a significant step toward strengthening AfCAA's financial sustainability while simultaneously enriching our ecosystem with high-quality stewardship content. By making these resources more widely accessible, we are equipping leaders and institutions with practical tools for responsible governance, ethical leadership, and practical biblical stewardship.

Beyond revenue generation, this collaboration enhances knowledge sharing across our network and reinforces our commitment to building a culture of trust, accountability, and stewardship throughout the communities we serve.

In addition, we are grateful to Governance Matters for their engaging governance webinar series and the provision of free e-book materials to our members, which have provided our members with invaluable resources. We are also grateful to Redina Kolaneci from Fifty-four, whose partnership provided our members with a free webinar on fundraising tools.



Rose Women Foundation Competition

In November 2024, AfCAA proudly participated in the Annual Pitch Competition organized by the Rose Women Foundation. This event marked the conclusion of a year-long training program for female entrepreneurs. Six inspiring women presented their innovative business ideas, and three outstanding entrepreneurs were recognized for their deep understanding of their respective markets, each receiving cash prizes. Michael Wamache, AfCAA's Executive Director, had the privilege of serving as a judge, lending his expertise to support these impactful ventures. This event demonstrated our commitment to empowering Christian-led organizations.

Most importantly, we extend our heartfelt gratitude to all individuals and institutions that continue to back AfCAA's mission through donations, advisory roles, and advocacy. Your unwavering support has been vital in helping us achieve our goals, and we cherish the partnerships we have built.

As we look forward to the coming year, we are excited about the potential for further collaborations that will drive positive change across Africa. Together, we can continue to make a lasting impact on our communities and beyond. Thank you for your continued support and for believing in our mission.



Rose Women Foundation Competition

How You Can Get Involved:



AfCAA believes in collaboration and community engagement to promote transparency and accountability within Christian organizations across Africa. We invite individuals and organizations to join us in several ways:



Membership and Accreditation:

Become part of our growing network of accredited Christian organizations. By joining us, you commit to upholding biblical standards of accountability and integrity, and you will receive personalized guidance to help your organization grow.



Partnerships:

Collaborate with us through training programs, research initiatives, and advocacy projects that enhance transparency and governance in faith-based organizations.



Volunteering:

Consider volunteering with AfCAA and share your expertise in training and accreditation. Your contributions can significantly expand our reach to more organizations across Africa.



Support Request:

We invite you to partner with us financially as we continue to expand our reach across Africa. Your donations help fund our accreditation, advisory, and advocacy programs. Every contribution supports our mission of promoting accountability and excellence in faith-based organizations.

- With a donation of \$1,000, you will help us accredit a church, Christian non-profit, or Christian-owned business.
- With a donation of \$150, your contribution will enable AfCAA to provide essential training to one person, equipping them with the necessary tools for positive transformation.
- For contributions or partnerships, please contact us directly at Pauline.kamau@afcaa.org or call us at +25479663787.



Growth of Our Outreach:

Please pray for our continued expansion into new regions, particularly as we aim to reach more organizations across Africa with the message of accountability.



Resource Mobilization:

Pray for the provision of financial resources and partnerships that will sustain and expand our programs.



Leadership Wisdom:

Pray for wisdom for our leadership team and board members as they make decisions to further our vision.



Impacted Organizations:

Pray for the Christian organizations with which we work, that they may continue to operate with integrity, transparency, and excellence

Photos of Board Members



Rev. Kwame Rubadiri
AfCAA Chairperson



Valentine Gitoho
Honorary Board Chair



Rev. Clive Lawler
AfCAA Vice Chair



Andrew Ranja



Rev. Dr. Lydia Mwaniki



Dr. Edmond Vanderpuye



Rev. Angele Wilson



Bukola Awosika

Photos of Regional Representatives & Country Coordinator



Rev. Samuel Obaniyi
Nigeria



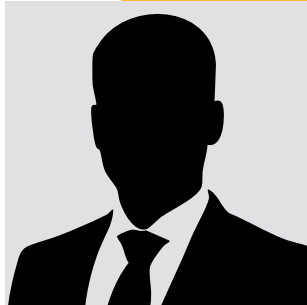
Edward Mantey
Anglophone - West Africa



Dr. Siegfried
Southern Africa



Dr. Comlan Deh
Francophone



Rev. Dr. Dzikamai
Mudenda

Photos of Staff



Pauline Kamau K.
AfCAA Executive Director



Michael M. Wamache
Former Executive Director



Dr. Lucy Mugenyi
Member Services Manager



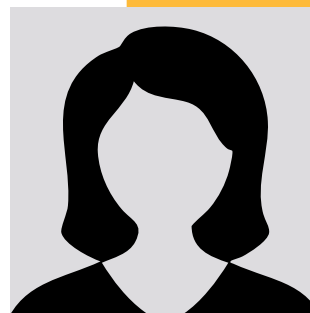
Peter Waruingi
IT Consultant



Stella Omoganda
Member Services Assistant



Annette Wangechi
Comm. & Admin Asst.



Emily Kathure,
Finance Consultant.



**Annual General
Meeting**



Contact Information

LOCATION:

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Twitter: AfCAA Org

Instagram: AfCAA_org

YouTube: AfCAA