



THE
LUTHERAN
WORLD
FEDERATION

Department for
World Service

LWF ETHIOPIA

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**ANNUAL
REPORT
2015**



THE
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WORLD
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REPRESENTATIVE'S MESSAGE

For I know the plans I have for you, declares the LORD, plans for welfare and not for evil, to give you a future and a hope. Jeremiah 29:11

Dear partners and colleagues,
The time has come again to look back on the year past taking stock of our collective achievements, challenges faced and identifying emerging issues that will most likely shape the months and year to come.

New country strategy (CS)
Organizationally, the year 2015 was marked by the LWF Ethiopia new country strategy (CS) 2016-2021 development. The CS will be submitted to the LWF DWS Committee for World Service (CWS) meeting in Beit Jala, Palestine in January of 2016.

The new (CS) focusses on geographic focus with the introduction of the Regional Coordination office (RCOs) for development intervention and envisages a new organizational structure envisaging a leaner and more efficient organization, outcome of an organizational study carried out as part of the CS process.

THE THEORY OF CHANGE (TOC)
summarizing the assumptions, preconditions, organizational and programmatic objectives and expected outcomes over the next six years is presented on pages 35.

DATUM PERFICIEMUS MUNUS
Programmatically, at the end of 2015, LWF Ethiopia phased out three long running projects: the Abaya and Goro Food Security and Livelihoods Projects in Oromia Regional State as well as the WASH project from Buramino Refugee camp in Dolo Ado, Somali regional State after nine and four years of dedicated service to the host and refugee communities, respectively.

The two development projects were handed over to the local communities and authorities with whom LWF

Ethiopia worked hand in hand for the past nine years and which therefore presages a sustainable future for the infrastructure and social services built by LWF Ethiopia.

The Buramino water supply system and WASH services were handed over to the Norwegian Refugee Council (NRC) in coordination with the United Nations High Commissioner for Refugees (UNHCR) and the Administration for Refugee and Returnees Affair (ARRA) as the dream for a durable solution such as voluntary repatriation, resettlement or local integration for Somali refugees remain elusive.

We would like this opportunity to thank all of LWF Ethiopia's partners which supported these three projects over the years, especially the Church of Sweden (COS) and the Evangelical Lutheran Church in America (ELCA) and the United Nations High Commissioner for Refugees (UNHCR).

FUNDING
LWF Ethiopia's total project income in 2015 is EUR 5,496,847. We would like to extend our sincere thanks to all of our partners which financially contributed to the country program as well as accompanied us with their prayers, and technical backstopping, namely the Bureau for Population Refugees and Migration (BPRM), Canadian Lutheran World Relief (CLWR), Canadian Foodgrains Bank (CFGB), Church of Sweden (COS), Dan Church Aid (DCA), ECHO, Evangelical Lutheran Church in America (ELCA), Icelandic Church Aid (ICA),) German National Committee (GNC), Manitoba Council for International Cooperation (MCIC) and the United Nations High Commissioner for Refugees (UNHCR).

PARTNERSHIP
At the national level, excellent cooperation with various partners and stakeholders especially with the Ethiopian Evangelical Lutheran Church Mekane Yesus (EECMY), the ACT Ethiopia Forum, the United Nations High Commissioner for refugees (UNHCR), Administration for Refugee and Returnee Affair (ARRA), National Disaster Management Commission (NDMC), the Bureau for Finance and Economic Development (BoFED) in Amhara, Oromia and Somali regional States and the Consortium for Christian Relief and Development Association (CCRDA) greatly contributed to the results achieved during the year.

We thank all partners and stakeholders for the collaborative efforts to the benefit of the host and refugee communities we jointly seek to serve.

EMERGING ISSUE
As we prepare to consign 2015 to history, Ethiopia is bearing the brunt of the devastating impact of the pre-El Niño failure of the spring (belg) rains, the El Niño-induced late onset, erratic and early cessation of summer (kremt) rains affecting hundreds of thousands of people in 429 (64%) districts out of a total of 670 districts in the country.

Ethiopia is one of the countries severely affected by both the El Niño and la Niña weather phenomena that visit some regions every so many years and which recently have increased in both intensity and frequency. In Ethiopia, their passage is marked by and associated with severe droughts.

For Ethiopia, climate change is real making the climate change talks in Paris in 2015 even more urgent and poignant. We thank our partners for the support as we face this devastating disaster that threatens to thwart great strides made in economic growth over the past two decades. As Jeremiah promises, we are filled with hope both by the deal struck in Paris to bring back humanity from the brink and in the short-term by the fact that, historically, post-El Niño rains have been good.

We hope that this report gives you a glimpse of the many achievements that were possible thanks to your continued support, the commitment and dedication of LWF Ethiopia staffs and the active engagement of the people we seek to serve.

With sincere thanks,





MESSAGE FROM THE PRESIDENT OF EECMY

Dear friends in Christ, As we all know, LWF/DWS has been working in Ethiopian partnership with the Ethiopian Evangelical Church Mekane Yesus (EECMY) over 40years since LWF/DWS started working in Ethiopia through the invitation of the Church. This longstanding partnership has been of immense advantage for both, as was witnessed by the many results and success stories achieved over the years in saving the lives of hundreds of thousands socio-economically vulnerable Ethiopians and refugees who sought refuge in Ethiopia through countless emergency relief and development projects.

The last six years of this long partnership was guided by the country strategy 2009-2014 which elapsed in 2014 and followed by the one year period interim to allow an end of strategy evaluation and the development of a new six-year country strategy. The Church and her diaconal arm, the Development and Social Services Commission (DASSC) actively engaged in the evaluation, the development of the new strategy and the validation workshop. However the Letter of Understanding (LoU) between EECMY and LWF/DWS is to be reviewed and revised during the next strategy period taking into consideration the current regulatory framework, the prevailing development, humanitarian contexts in Ethiopia and changing regional and global socio-economic and political dynamics. Given the dynamism and changes both in the global and national environments, EECMY acknowledges that LWF Ethiopia is at a crossroad and requires careful attention to remain relevant and vibrant by making the necessary changes in its operational environment in both the response to emergency programs as well as its development program efforts to create a resilient community through its programs. This might also lead to review of organizational structure and change process that may culminate in more efficient LWF-Ethiopia program in order to serve even better the people the organization works with.

The new country strategy envisages that disaster risk reduction, sustainable livelihood, community empowerment and organizational effectiveness are coined as strategic priority areas. It is my belief that without the materialization of the last mentioned strategic priority areas. (i.e. organizational effectiveness), the achievement of the other strategic priority areas would be questionable. Streamlining the manpower structure and aiming at reducing expenses at all possible structures become very crucial in order to direct the resources towards the main program components and target beneficiaries in the respective priority areas and interventions. These tasks are daunting tasks that highly demand commitment and cooperation from both within the organization as well as partners. It is EECMY's firm belief that this new strategic plan process will fully be supported by LWF Ethiopia's partners and that the longstanding partnership of the LWF-DWS and the EECMY will continue in the coming six years.

God bless,
Rev. Dr. WakSeyoum Idosa



WHO WE ARE

Lutheran World Federation

Established
in
1947

Communion
of 145 churches
in 98
countries

Communion
office in
Geneva

Organized
in to four
Departments

OUR VISION

People in Ethiopian society meet their priority needs, and improve their quality of life.

OUR MISSION

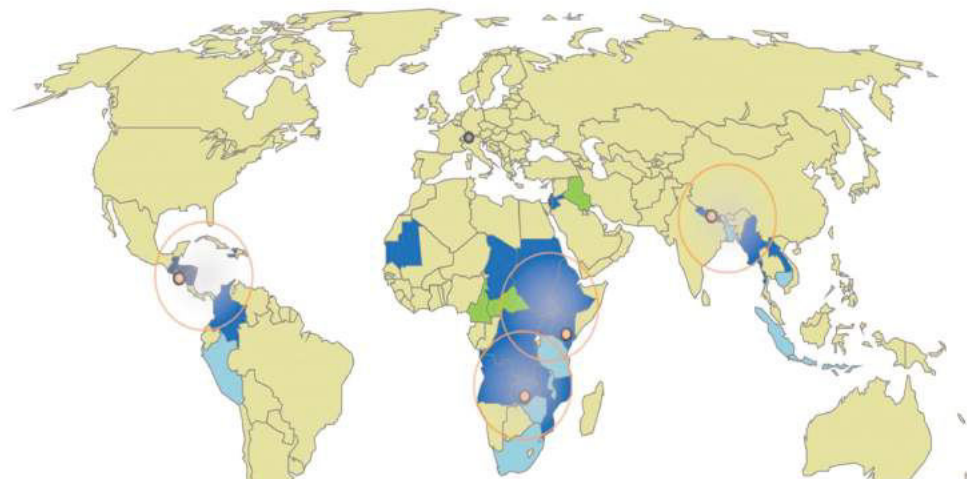
Inspired by God's love to humanity, LWF Ethiopia works together with communities for their empowerment, as agents of their own development, to practice their rights, and to live in harmony with their social and natural environment

OUR CORE VALUES

- Dignity and Justice
- Compassion and Commitment
- Inclusiveness and Participation
- Accountability and Transparency

DEPARTMENT FOR WORLD SERVICE (DWS)

Department for World Service (DWS), one of the four departments, is internationally recognized humanitarian and development arm of LWF. With country programs in 32 countries in Africa, Asia, Middle East and Latin America and the Caribbean, DWS reaches a total of over 2 million people through responding to disaster strikes, working in established programs and with other humanitarian partners.



World Service around the World in January 2015	
	2 Regional Programs (6 countries)
	15 Country Programs (16 countries)
	8 Associate Programs (8 countries)
	2 Humanitarian Operations (3 countries)
	4 Regional Emergency Hubs (C.America/Caribbean - Horn/East/Central Africa - Asia/S.E.Asia - Sthrn Africa)

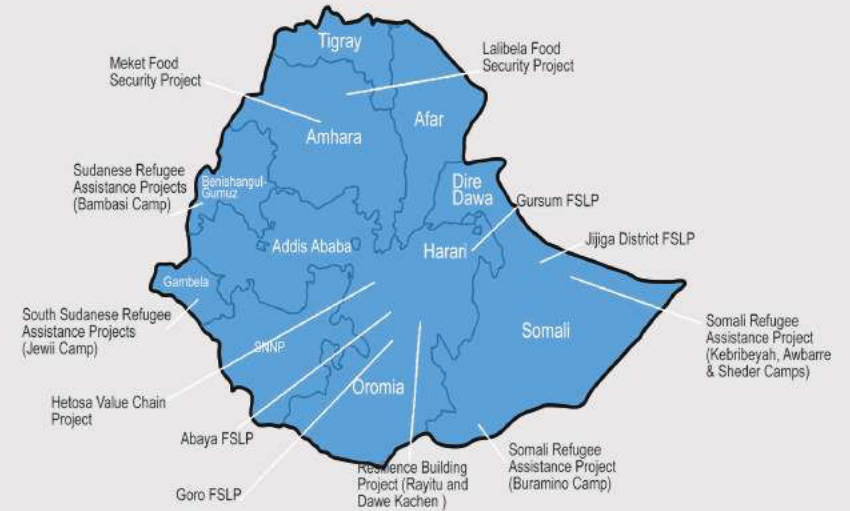


LWF ETHIOPIA

LWF Ethiopia is one of DWS's 15 country programs and has been operational in Ethiopia for over four decades, after establishing its presence in 1973 at the request of the Ethiopian Evangelical Church (EECMY) to alleviate the suffering caused by the severe drought in Ethiopia at the time. By 1985, LWF Ethiopia had expanded and become one of the main international organizations providing a large-scale humanitarian assistance to millions of famine-affected people through a Joint Relief Program.

Since then LWF Ethiopia has managed to become well established in the country and was able to create constant, reliable and cooperative partnerships with local government agencies; including the Administration for Refugees and Returnees Agency (ARRA); the UNHCR, as well as with disadvantaged communities and its target population as LWF's work is based on community participation, transparency, accountability and long-term engagement. To further on assist those in the most vulnerable position, in remote areas, 258 staff members (213 male and 45 female) were working for LWF Ethiopia. LWF Ethiopia implemented 12 projects through the respective field office. With an annual budget of EUR 5,503,187 LWF Ethiopia was able to build resilience and sustainable livelihoods to 192,015 targeted right holders as well as provide humanitarian assistance to 199,234 refugees through WASH, Livelihoods, environmental protection and psycho-social support.

MAP OF PROJECTS IN 2015



The year in numbers

S.N.	Name of the Project	Project No.	Donor	Budget in Euro	Target Group	Sector	Type of Beneficiaries	2015 Target			2015 Actual		
								Female	Male	Total	Female	Male	Total
1	Goro FSLP	03-4231	Co/SIELCA	238,697	Food Insecure and Resource-Poor communities	Agriculture and Sustainable Livelihoods	Direct	700	1200	1900	705	1428	2184
							Indirect	800	1150	2050	700	2100	2800
							Total	1500	2350	3850	1405	3528	4984
2	Jigjiga FSLP	03-4232	ICA	301,780	Agro-pastoral communities who are mainly resource-poor/informalized	Potable Water Supply	Direct	80	100	180	80	115	195
							Indirect	150	500	650	100	200	300
							Total	230	600	830	180	315	495
3	Abaya FSLP	03-4230	Co/SIELCA	222,436	Food Insecure and Resource-Poor communities	Environment and Natural Resources Management	Direct	2000	1500	3500	1947	2055	4002
							Indirect	1000	3100	4100	1000	1000	2000
							Total	3000	4600	7600	2947	3055	6002
4	Garamu FSLP	03-4708	BWAELCA	957,702	Agro-pastoral communities who are mainly resource-poor/informalized	Agriculture and Sustainable Livelihoods	Direct	3420	3070	6490	3420	3070	6490
							Indirect	380	270	650	380	270	650
							Total	4220	3340	7560	4220	3340	7560
5	Doko Aso Somali Refugees Ass. Project	03-4712	UNHCR	439,489	Small Refugees	WASH	Direct	751	1328	2117	843	1431	2274
							Indirect	1250	1570	2820	1307	1651	2958
							Total	2001	2898	4901	2150	3082	5232
6	Metel Food Security Enhancement Project	03-4990_4718	DCA/DA/DANDA	119,343	Food Insecure and Resource-Poor communities	Environment and Natural Resources Management	Direct	323	1120	1443	323	1121	1444
							Indirect	988	2432	3420	988	2517	3505
							Total	1311	3552	4863	1311	3638	4949
7	Lalibela Food Security Project	03-4697	CLWR/CFGB	235,980	Food Insecure and Resource-Poor communities	WASH	Direct	3788	6976	10776	3788	6982	10770
							Indirect	1250	2760	4010	1250	2760	4010
							Total	5038	9736	14786	5038	9742	14780
8	Doko Aso Somali Refugees Ass. Project	03-4712	UNHCR	439,489	Small Refugees & Host Communities	WASH	Direct	111	1859	1970	111	1859	1970
							Indirect	3420	7524	10944	3420	7524	10944
							Total	3531	9383	12914	3531	9383	12914
9	Gambella S. Sudanese Refugees Ass. Project	03-4689	GHC	49,634	South Sudanese Refugees & Host Communities	WASH	Direct	315	678	993	315	678	993
							Indirect	181	488	669	181	488	669
							Total	496	1166	1662	496	1166	1662
10	Bambasi Sudanese Refugees Ass. Project	03-4710_4713,4714,4716	BPRM/UNHCR, CoS, OMLR	357,966.00	Sudanese Refugees & Host Communities	WASH	Direct	178	803	981	178	803	981
							Indirect	157	180	343	157	180	343
							Total	335	983	1324	335	983	1324
11	Bale Resilience Building Project	03-4711	DCA/ECHO	607,702	Vulnerable pastoralist communities in emergency prone areas	WASH	Direct	463	541	1004	463	541	1004
							Indirect	1877	1789	3666	1144	2236	3440
							Total	2340	2330	4670	1607	2777	4384
12	Hebasa Value Chain Project	03-4681	CLWR	350,716	Food Insecure and Resource-Poor communities	Agriculture and Sustainable Livelihoods	Direct	2118	18984	21102	21154	18730	20884
							Indirect	584	346	930	498	320	791
							Total	2702	19330	22032	26152	19050	21675
Total				4,941,254			Direct	27904	20402	48306	27904	20402	48306
							Indirect	3451	3314	6765	3451	3314	6765
							Total	31355	23716	55071	31355	23716	55071





SUSTAINABLE LIVELIHOODS

FOOD SECURITY AND LIVELIHOOD

Ethiopia has a history of extreme weather phenomena that have resulted in recurring famines and other large-scale disasters over the last four decades. In between famines of, at times, of biblical proportions, millions of people depend on food assistance every year because of chronic food insecurity. With climate change and cyclical weather phenomena like En Niño and La Niña wreaking havoc on farming communities as was the case in 2015, millions more will be at risk to disasters and to chronic food insecurity.

Ensuring food security at the household level is one of the pillars of LWF Ethiopia's strategy objective of building sustainable livelihoods. Focusing on developing the capacities of communities in becoming food secure and overcoming challenges of their environment, LWF Ethiopia implements food security and livelihood projects in different regions.

In 2015, LWF Ethiopia was operational in Amhara, Oromia, and Somali regional states implementing xxx food security and livelihood projects. These projects supported communities in Abaya, Goro, Rayitu, Gursum, Hetosa, Lalibela, Meket and Jijiga benefiting a total of 192,015 people.

The areas of intervention for the food security and livelihood projects were:

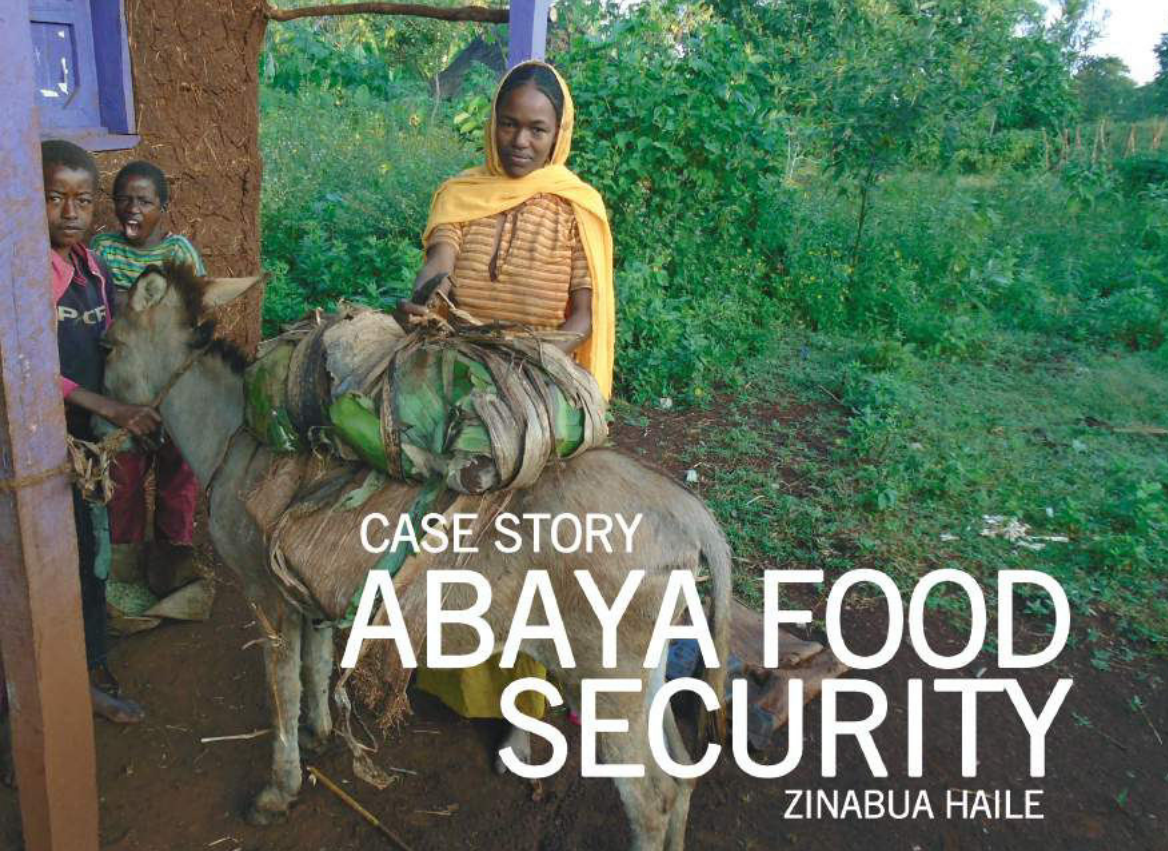
- Capacity development trainings to farmers on irrigation agronomy, conservation agriculture technology, cash transfer programming
- Provision of seeds (vegetables, grains and cereals) and agricultural tools
- Natural resource management through physical structures such as irrigation schemes, soil conservation structures, access roads and establishment of nursery sites
- Support vulnerable groups including women, to have access to income generating activities
- Creating access to potable water

TIMELINE:

DEVELOPMENT OF THE SUSTAINABLE LIVELIHOODS PROGRAM

- Since the 70s LWF has been implementing development interventions in areas frequently affected by natural calamities, constantly fighting against food insecurity.
- **1985** The Soil and Water Conservation Program was established, which became LWF's flag ship in development work and was a respond to the severe drought and famine situation in the country. The projects focused on constructing micro-dams, hillside terracing, reforestation, irrigation systems and feeder roads were designed as long term community development scheme. Before the end of 2000 150 durable and locally maintained irrigation facilities have been constructed. Whereby about 31,600 hectares of farmland was irrigated which provided food security of 165,067 households all over the country.
- **2004** LWF launched the Integrated Community Development Project as the focus shifted from the beforehand mainly infrastructure-focused development to an integrated development approach.
- **2011** the subsequent and present Food Security and Livelihood Project approach was developed and piloted.





CASE STORY

ABAYA FOOD SECURITY

ZINABUA HAILE

Abaya Food Security and Livelihood Project had been implemented in Abaya district of Borana zone since 2006 with the support of CoS, ELCA and Finn Church Aid. Until the end of 2015, the project reached 30,980 people half which were women. As a strategy to reach the poor and vulnerable, the project organized 11 savings and credit associations that have 541 women and 150 men members. These associations' so far mobilized savings of birr 861,650.00 and disbursed loan of birr 679,080.00 to 374 members in 2015. Each credit association use to provide loan of birr 1,000 to 4,000 to each member every year and collect them with 10% interest at the end of each year. In addition they collect saving of birr 30 to 100 every month from each member.

Previously these women with their family were under abject poverty and had no means to access loan to work with and improve their livelihoods Zinabua Haile aged 32 lives in Wadeyi-Qajima Kebele, one of the Abaya FSLP intervention areas. She is married and has four boys and a girl. Her husband "Haile" is 35 years old. They were living on casual labor that could not cover their family's daily food need. They have a small piece of land but no oxen to plough it. Due to this, her husband Haile was desperate with the life they lead and used to drink often. His drinking habits made him violent towards his wife and children.

Zinabua also claim that she was very shy and afraid to communicate freely with neighbors because she had no confidence to do so partly because she was poor. With concerted effort made by Abaya ICDP and community development groups at their kebele, she became member of Nagelle Women Saving and Credit Cooperative society established at their village in 2011.

She said she was to quit the membership because she could not develop trust in the group and also it was very difficult for her to continue saving 10 birr per month. She couldn't also believe that the group will give her credit without any collateral on such a smaller interest rate i.e. 1%. The interest rate she experienced was 120% of the loan from local money lenders (usurers) which was extremely exploitative and even inaccessible by poor families like Zinabua. With repeated clarification and negotiation by the group leaders and the project animator she was convinced and continued saving with the group.

Zinabua continued "After I saved birr 200 in the group, I applied for credit. Considering my problem the credit committee approved my application. "God bless them"! Because, it wasn't an easy task to screen 35 out of 78 members who applied for the loan. When I received the loan it was my first time to count 1,000 birr in my life. As soon as I received the loan in December 2011, I ran away to my home and sent the news to my husband, Haile, who was far away to work as an agricultural laborer. As he came to home, we discussed on my plan with the money and reached on consensus. We went to market and bought a bull with birr 900. My husband Haile had taken the responsibility of pairing the ox with others' ox in our neighbor and ploughed our small piece of land.

We were trained by LWF-Abaya project on improved agricultural practice and provided with maize and teff seeds on credit and planted on our small piece of land. Since then my husband gave up his excessive drinking and was occupied with working our farm. We harvested green pod of maize and sold the surplus of for birr 1,350. From sales of this maize we bought another ox for birr 1,000 to pair them to plough our land for the next rain. We sold the harvested teff in the same year and paid back our loan. Now we have a pair of oxen plough, milking cow, donkey and our housing improved from dilapidated grass thatched to corrugated iron sheet roofed one. All of our school aged children i.e. 3boys and a girl are going to school in our village built by LWF Ethiopia and the community's contribution.

Zinabua also sees the change in her. She communicates well and interacts actively with her community and also she is considered as leader in her community that many want to emulate her ways to success.

Zinabua added "no more poverty; my husband has also stopped his alcohol; peace and prosperity has come to my family. I am now among the middle income families in my village".

HUMANITARIAN RESPONSE

REFUGEE OPERATIONS

Migration and displacement have become a global condition for millions of people and the worldwide number of people migrating has constantly increased since 2005. By the end of 2014, 59.5 million individuals were forcibly displaced worldwide. In 2015 the number increased and is still rising (UNHCR Mid-Year-Trends- 2015.) Analogous to this development, there has been a sharp increase in refugee numbers over the past 5 years in Ethiopia and in August 2014 Ethiopia became the largest refugee-hosting nation in Africa and the 5th major refugee-hosting country worldwide with over 700 000 refugees. But hosting refugees escaping from conflict and instability has a long history in the country. For over 40 years refugees of the surrounding countries have been coming to Ethiopia, seeking safety and protection. Nowadays the majority of refugees are from South Sudan, but as well large numbers from Eritrea, Somalia and Sudan. LWF Ethiopia's work with refugees follows a long tradition as its refugee assistance can be traced back to the 80s, in a Refugee Settlement Project to Sudanese Refugees in Gambella from 1983 to 1987.

Close to thirty years later, LWF Ethiopia's recent intervention in refugee assistance came as a response to the Somali refugee crisis in the eastern parts of Ethiopia in Somali region (Jijiga). Therefore in 2007 LWF Ethiopia expanded its emergency response to cover also refugee assistance. The Somali refugee program in Sheder, AwBarre and Kebribeyah camps was later extended to Dollo Ado, following a massive influx of Somali refugees due to the 2011 drought crisis in the Horn of Africa. During the same year because of the conflicts in Sudan, an influx of Sudanese mostly from the Blue Nile state started arriving into Benishangul-Gumuz regional state in Western Ethiopia which led LWF Ethiopia to open a new refugee assistance project in Sherkole and then Bambasi camp in 2012.

In 2014 an overwhelming influx of refugees, alone between January and August nearly 200,000 new arrivals, displaced by the conflict in South Sudan sought safety in Gambella region and LWF Ethiopia started with refugee operations there as well.

In 2015 LWF Ethiopia was operating in 5 refugee camps, working with Somali, South Sudanese, and Sudanese refugees. In every refugee operation LWF Ethiopia uses the "Do not harm" approach ensuring that all humanitarian initiatives include both refugee and host communities to mitigate potential conflict. LWF Ethiopia also builds in components of disaster risk reduction and livelihood activities alongside the emergency provision.

TIMELINE: DEVELOPMENT OF THE HUMANITARIAN PROGRAM

- **1973-** LWF world Services started operating in Ethiopia as a response to the prevailing famine in the 1970s in Gojam and Wollo provinces. Over the next twelve years humanitarian response remained the principal intervention area until the birth of the Soil and Water Conservation project (SWCP) in 1985.
- **1983-** From 1983 to 1987, LWF World Services Ethiopia implemented the Itang Refugee Resettlement Program in Gambella following the influx of the then Sudanese fleeing civil war in Sudan. During that period, LWF world Services Ethiopia also provided medical assistance to Ethiopia returnees from Somalia and Djibouti in kelafo, Haraghe Province in the for primary health care, nutrition, medical supplies, and public health infrastructure improvement. Also during that period and into the following decade, the celebrated joint Relief Partnership, (JRP) a humanitarian response mechanism composed by LWF, Ethiopian Evangelical Church Mekane Yesus (EECMY), The Ethiopian Catholic Secretariat, the Catholic Relief Service (CRS) and the Ethiopian Orthodox Church (EOC) was a pioneer of ecumenical alliance for emergency response as well as the pre cursor of ACT international formed in 1995. JRP reached millions of drought -affected people in both government and TPLF-held areas through the Southern Line Operation in North Wollo and Tigray.
- **2007-** Twenty years later, LWF World Service Ethiopia started operating in Aw-Barre and Sheder refugee camps following the large influx of refugees from Somalia Nine years on, LWF world Service Ethiopia continues to provide water supply and livelihood support.
- **2011-** In 2011 more influxes started seeking protection and asylum in Ethiopia primarily Sudan into Benishangul Gumuz Regional state followed by more Somalis into the Doo Ado camps in Somali Region. LWF World Service Ethiopia operated in Bambasi, Heliweyn and Buramino refugee camps and continues to provide WASH, Livelihoods, Environmental Protection, household energy and psychosocial support in Bambasi refugee camp.
- **2013-** At the end 2013, LWF World Services Ethiopia was back in Gambella with a new influx from South Sudan, the youngest nation in the world to respond to the humanitarian crises primary in Leitchour refugee camp until May 2015 when the refugees were relocated to the new camp Jewii. LWF World Services Ethiopia followed the refugees from Leitchour to Jewii and continues to operate there providing livelihoods and community -based psychosocial support.
- **2015-** As this annual report goes to print, LWF World Ethiopia Prepares to respond to the El Niño induced drought threatening to affect over 10 million Ethiopians as well as continue to provide essential service in Aw-Barre, Bambasi, Jewii and Sheder Camps.



WASH ACHIEVEMENTS IN 2015

- 25, 10.4, 11.2 and 17.5 liters of water per person per day distributed to refugees in Bambasi, Buramino, Jewi, Awbarre and Sheder refugee camps.
- 78% of families in Bambasi have a family latrine
- 24 persons per drop hole/seat in communal latrines and 164 UDDTs for 328 households in Buramino
- 684,000 liters of water treated at two water treatment plants in Jewii

WASH

In 2015, LWF Ethiopia provided potable water in Sheder and Awbarre camps in Jiiga, water and hygiene services in Buramino camp in Dolo Ado, Bambasi camp in Assosa and in Gambella region, Leitchour camp before its closing in May and then in Jewii refugee camp. With its expertise and long-term experience LWF Ethiopia implements emergency water supply, constructs permanent water systems and promotes hygiene and sanitation. Therefore borehole drilling, drainage and pipe network systems, safe water handling and storage, awareness raising, constructing/ rehabilitating/ decommissioning of latrines, solid waste management and community mobilization and other services and facilities are necessary to successfully address the needs of water and sanitation. LWF Ethiopia places a main focus on collaborating with the communities and its structures to reinforce the community based water management system and strengthen the ownership of the refugees own water supply as well as to ensure smooth transition and exit strategy. School WASH Clubs and WASH Committees had been established and school clubs and community health and hygiene promoters had been trained in every WASH operation to increase and deepen the knowledge on WASH issues of the camp residents. Particularly important are trainings through the school clubs as school children can transmit their knowledge and skills to their families.



LIVELIHOODS, ENVIRONMENTAL PROTECTION IN REFUGEE CAMP SETTINGS

Due to limited livelihood options, refugees are heavily dependent on monthly World Food Program (WFP) rations for nutrition. Many refugees sell part of their rations to supplement their dietary intake with other food types (fresh vegetables for example) and non-food items adversely affecting amount and nutritional and reducing the recommended calorie intake. The LWF Ethiopia livelihood projects in refugee settings consist of backyard gardening, vegetable gardening through drip irrigation, mushroom and poultry production at the household level. LWF Ethiopia works in close cooperation with refugee and host communities in planning, designing implementing, and monitoring activities as the participation of people of concern and capacity building of community committees strengthens the sense of ownership and ensures the sustainability of all projects.

Hence, LWF Ethiopia seeks opportunities to explore the refugees capacity and potential in order to design livelihood interventions based on already existing knowledge and strengths. Particularly for longstanding refugee situations a certain degree of independence and autonomy is essential to avoid dependency syndromes by restoring their dignity and empowering to rebuild their lives.

Livelihood and Environment Achievements in 2015:

- 32,000 forest, ornamental and fruit tree seedlings distributed and planted in Bambasi camp
- 500 refugees supported by backyard gardening in Bambasi
- 331 refugees in Jiigjia supported through backyard gardening, poultry production and agricultural assistance

COMMUNITY BASED PSYCHOSOCIAL SUPPORT (CBPS)

The problems and effects of displacement and migration are felt at individual, family, community and society level. Often, it destroys normal social structures of protection, increase risk of exposure to social problems and amplifies social inequalities and injustice. The humanitarian crisis itself and the destruction of everyday life that follows among other things are a major cause to social and psychological problems experienced by refugees. Simultaneous to provision of basic services that address pressing physical needs, services that address the psychosocial problems of refugees need to be in place to ensure a holistic wellbeing.

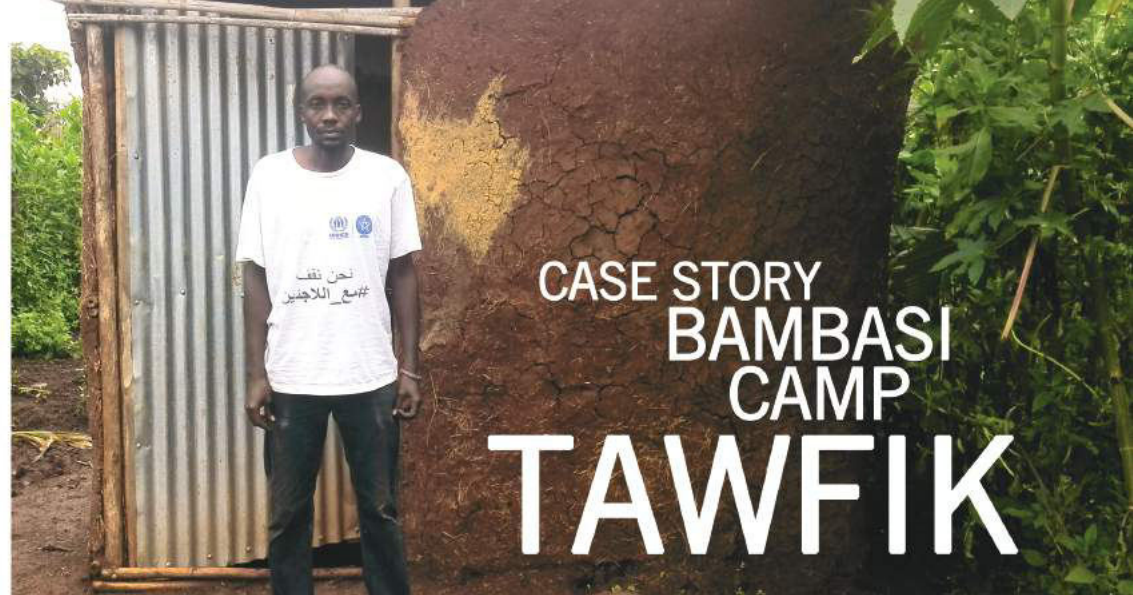
To respond to the social and psychological needs of refugees and assist them in their road to recovery, LWF Ethiopia implements Community Based Psychosocial Support (CBPS) to refugees as part of a larger assistance program in Bambasi camp.

By integrating elements of education, income generation opportunities, conflict resolutions, socio-cultural events, mobilizing refugee self-help structures through recreation and community participation.

LWF Ethiopia utilizes the refugee community's capacity for recovery and resilience to foster positive relations among the community members and to promote self-reliance.

CBPS ACHIEVEMENTS IN 2015:

- 1,800 refugees supported by house to house visits
- 300 refugees attending adult education classes graduated



"I was born in a war zone, I want this cycle to be broken and I don't want my future child to live the life that I lived"

Tofik now 27, was born and raised in Sudan's Blue Nile State in a place called Yabus. He lived with his parents and siblings. As it is a custom in their community, Tofik's father married two wives and had 7 sons and 2 daughters.

When the war broke out in the region, Tofik was about to receive his Degree in Communication and Media Studies from Omdurman Islamic University in Sudan. He had high hopes for his career in media and journalism and was waiting for the opportunity to put his love for writing into good use.

Unfortunately, everything turned upside down for him personally as well as professionally. When the conflict erupted in 2011, he left his community and crossed the Ethiopian border on foot. He walked from Yabus to Asosa for 3 days (night and day) and then reached the Bambasi refugee camp. He lost his three brothers (one 16 and two of them 4 years old) who were killed during the war. He resently traced one of his brothers in Sherkole refugee camp in Asosa. He was separated from the rest of his family when they were displaced. He has not been able to verify the whereabouts of the rest of his family members. He does not have information on whether they are alive or dead. He has heard some of his relatives are alive however, he could not find anyone who can give him definite information.

As he describes his ordeal during the war he said, "what I have gone through no one could imagine unless they were part of it". In addition to his own suffering, having to witness airplanes bombing people and homes, destroying social and community structures, as well as watching the bodies of children, women and the elderly floating in the Dam Manrur stream had left him traumatized. Having to experience a humanitarian crisis up close and personal has made him question how such atrocities could happen in such a modern era.

"while trying to walk to protected areas, I saw children, women and elderly people dead on the side of the road no one there to bury them that really broke me inside" He was deeply affected by the situation of victims of war, survivors of Gender Based Violence (GBV), unaccompanied children and people who were sleeping in the wilderness. He carried the burden of others in addition to his own tragedy. Towards the beginning, it was difficult for him to learn to deal with his traumas, adapt to the changing environment and socialize with new people from different clans and culture or just doing simple every day things.

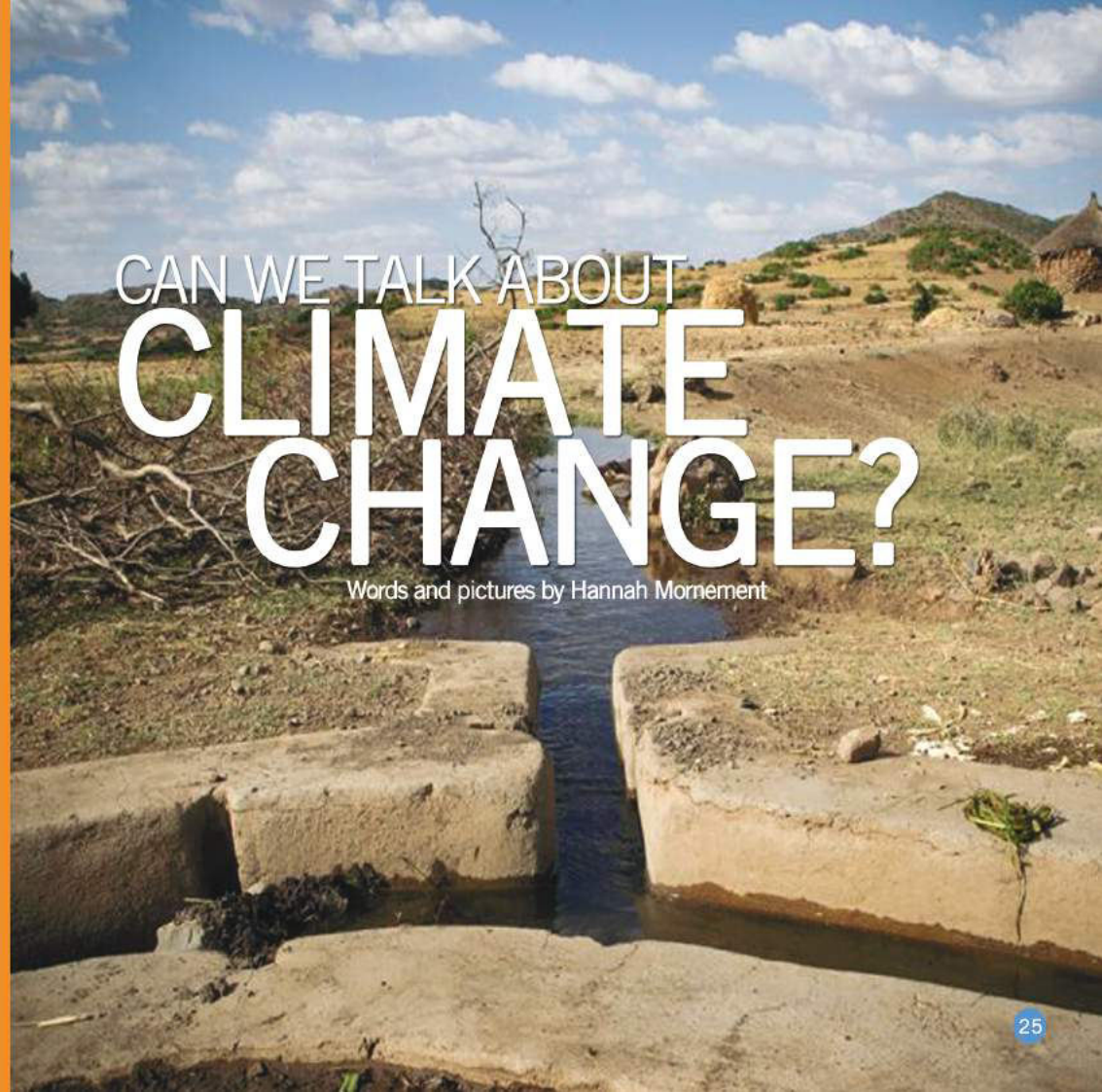
He tried to avoid all that by sleeping all day. His lack of skills to deal with a traumatic experience led him to drink heavily in order to numb the pain he felt almost every second. He was in the verge of serious mental breakdown when he was spotted by one of LWF's psychosocial assistants. He recalls the first day he met the psychosocial assistant, "Mukta came in to the place where I and 11 others were drinking to introduce himself and what LWF is doing. We did not want to hear what he had to say, we didn't care." He continues to tell the story of how a strong bond was established between the two after the first encounter. "Mukta was wise," he added, "he approached me another time as a friend. He didn't ask me too many questions. He made me his friend first."

Even though the two men are from different clans, their friendship grew stronger with no restrictions. It was a comfort for Tofik to find someone there to talk to as a friend. Eventually he started to share his stories and the psychological and social stressors in his life. Being able to talk to others, meeting people like him and participating in the various psychosocial activities outlined by LWF's Community Based Psychosocial Support (CBPS) project has given a sense of calmness. After almost four years in Bamabasi camp, he has learned new ways of coping with his traumatic experience. Although he visualizes the traumatic experiences from time to time, Tofik feels he is able to deal with it better. In addition to the support from LWF's staff and psychosocial assistants, he uses his love for writing to deal with his emotions.

Currently, Tofik is working as an animator for LWF Ethiopia's "sustainable household energy and fuel usage" project. He feels he's life has a purpose now as he is involved in assisting this community. In his spare time, he reads, writes (his experience, his emotions and short stories) and socialized with others at the cafeteria as well as a youth center located in the camp.

The humanitarian crisis going on in the region is still a concern to Tofik. He wonders what the future holds for him and the others. He asks, "when it is all going to end? When can people return to their normal lives and live peacefully in a place they call home? When will the wait for peace be over?"

Among other things, Tofik's traumatic experience, the process he went through for a better healing and his aspiration for the future is the story of thousands of children, women and men from different walks of life affected by one humanitarian crisis.



After an intense two weeks of negotiations at the climate change summit in Paris a historic agreement was reached - to limit the global rise in temperatures to below 2 degrees - but this year for the people of Northern Ethiopia it is too late. El Niño a global climate phenomenon caused by high sea surface temperatures in the equatorial Pacific has already driven up global temperatures.

Experts say that 2016 will leave 10's of millions hungry and cause water shortages and disease outbreaks. Within Ethiopia's spectacular landscape hides a country that is no stranger to climate variability. So in addition to their usual struggles Ethiopians already living in poverty are experiencing the additional affects of global warming. A country where its economy depends heavily on agriculture, with over 80% of it's 93 million population small scale farmers and pastoralists, it is now bearing the brunt of this negative impact leading to increased poverty, water scarcity and food insecurity. By January 2016 the United Nations have predicted that 15 million people will need food aid. With the enormity of this emergency the Ethiopian government has revised up its emergency funding appeal from US \$237m in August to US \$600m to the end of 2015. However this current drought is set to be the worst in 30 years.

"This is the worst I have seen it" said Woday Gelaye, 75, who has been farming in this area for over 60 years. "Because of the recurrent drought and the heavy, short rainy season even this chickpea crop has been put back." Extending his hand he shows me just a few small chickpea pulses. After the failure of his crops earlier in the season the Lutheran World Federation (LWF) provided Woday with 31kgs of seeds, but this crop too is meagre. Having had to sell his ox to buy additional food for his wife, 8 children and 4 grandchildren he no longer has the

help needed to plough his other 2 small fields - and now has nothing left to sell. His situation is sadly not remarkable.



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Chickpea harvest, Meket, Ethiopia



Copyright © by Hannah Mornement

Woday Gelaye, 013 kebele, Meket, Ethiopia

It is estimated that 73,000 in this region of Ethiopia have been affected by the failed crops due to the unpredictable climate, and will need emergency food aid to tide them over before the next harvest in a few months time. There are currently only 768 people benefitting from the LWF Emergency Seed Program.

Woday, however is one of the lucky beneficiaries. Just 2 hours down the dusty road from Meket to Lalibela, blending into the thirsty landscape a brother and sister live on a small farm with her 3 year old child. Debre, 21 and Baye, 19, are not part of the LWF Food Security Project and are just weeks away from having absolutely nothing left.

"The rain started late, we thought we were managing well, but when the crops were at knee level the heavy rain came Woday Gelaye, 013 kebele, Meket, Ethiopia and destroyed everything. After that to survive we started to sell our goats, sheep and cows. My biggest fear now is that if the government doesn't help soon we will have to leave - migrate to a nearby district or perhaps Sudan." Livestock are the lifeblood of these arid lowlands, but more and more families are having to sell their cattle before they too perish, leaving them even more vulnerable than before.



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Debre and Baye's small farm, Lalibela region, Ethiopia



Things have to change if the people are going to survive generation after generation in this region. The LWF, who have been working in Ethiopia for 43 years and in this region for the last 10, are doing just that - with their Food Security Project. Budgeted for 3 years it was started at the end of 2014 and is benefiting around 4,670 people, just 2.7% of the districts 167,429 population. It is comprised of an irrigation scheme, irrigation agronomy and crop production, vegetable production, compost technology, conservation agriculture - introduced by CLWR (Canadian Lutheran World Relief) - water management, seedling production and distribution amongst other agricultural related tasks. All these projects are using tools that are available to the farmers, manure for example and with a team of experts LWF are teaching them how to get the most out of the land.



Shamble, 46, has already profited within the first year. He has been part of LWF's Food Security Project in Midaghe for a year. He has been trained in irrigation agronomy along with crop and vegetable production. "I was also trained in compost production and given an improved variety of drought resistant teff." An integral component of the Ethiopian diet. "I have also benefited from the cash for work scheme, digging the irrigation trench, and working as a guard overnight. My life and my families life has really improved, I have built a new house and been able to buy some sheep and cows."



Trees are a fundamental component being introduced back into the landscape by LWF. Providing vital shade for crops as well as essential nutrients for the soil. Areas made barren due to felling for houses and firewood, leaving a land desperate for any nourishment and relief from the burning sun, are contributing to the year on year poor soil quality. LWF have recognised this and our marking out land where the water table is dangerously low using GPS mapping devices then using it for conservation and the reintroduction of indigenous species.

Free roaming animals also cause huge problems for farmers so with the launch of dedicated conservation areas vital work is being done to increase the parched lands water table and re-establish crucial soil nutrients. Shamsha is one area in particular. Animals are not allowed to graze here and farmers are fined heavily if they do. Conservation agriculture is vital if the land is to endure the perpetual climate change in this region. The basic principle is to minimise soil disturbance in order to stabilise it's structure, increase fertility and balance the eco system.

The farmers and their families work extremely hard alongside the staff from LWF as they know that these measures are integral to their farming practices.



Conservation agriculture, Shamsha, Lalibela region, Ethiopia



Conservation agriculture, including irrigation construction, tree planting, an applemango fruit, Lalibela region, Ethiopia

Plants such as Sesbania which help to fix the nitrogen levels in the soil and also provide vital cattle feed are planted along with fast growing Moringa trees with it's fantastic medical properties. Vetiver with it's strong network of roots provide stability throughout the stone walled terrace structures holding them strong against the heavy rain and landslides.

These are just some of the species being grown and systems in place, and results are already showing from just the last 12 months. With the construction of a small dam and 7km of irrigation waterways, built by the local farmers on a cash for work basis, these areas of Medagie and Shumsha are slowly regenerating.

A nursery has been introduced at Medagie where farmers learn about soil management, composting and grow cash crops for sale at the local markets. Crops are being harvested 3 times a year instead of once.

Here farmers and their families are able to make enough money to send their children to school, to feed them a better more nutritious diet. They are also encouraged to reach out to farmers who are not lucky enough to be part of this project by creating farmer to farmer extensions.



Women make up a large part of the work force, often back breaking in nature.

(Left) Meretse, 55 and his compost.
(Above) Cattle dung fertilizer

Compost technology and the introduction of cattle dung for fertiliser are also a huge part of this Food Security Project. The soil badly needs nutrients, and with the help of LWF team members they have created a program that is easy to understand and even easier to implement.

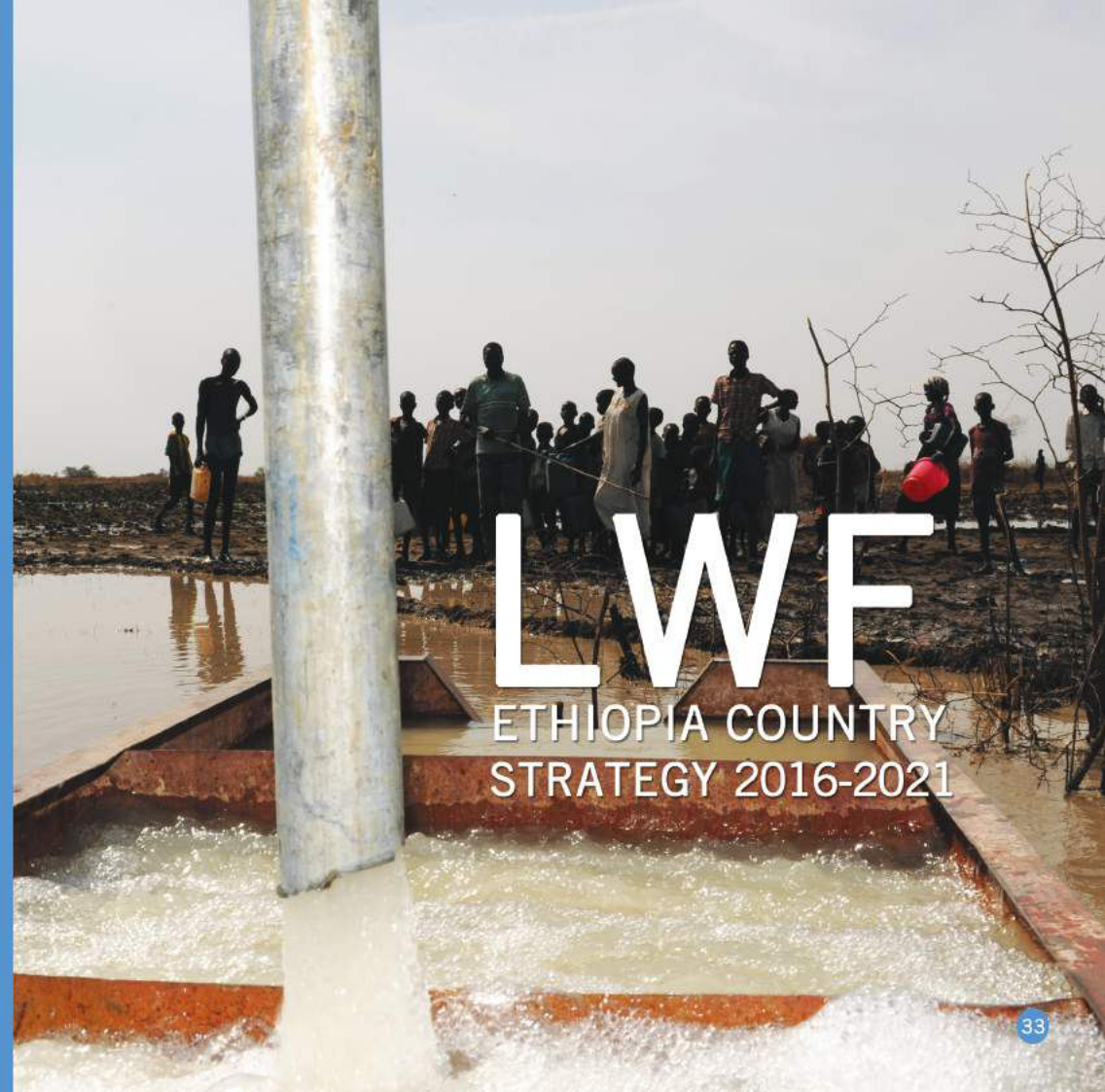


Climate phenomena like El Niño are not new occurrences, but scientists say that global warming has contributed to making them larger and more damaging. Without projects like LWF's Food Security Program the people of Ethiopia face a bleak future. This is a country that has suffered for decades but is desperately trying to help itself. We can not afford turn a blind eye. Millions of peoples lives and livelihoods are at stake.

Development projects like these that are teaching farmers better practices and helping them become more self-sufficient are crucial if the future generations are to survive. Over the years Ethiopia has become synonymous with 'famine and drought' however the government have been working hard along with NGO's to extinguish this image. Roads are being built in order to facilitate the movement of supplies to the most isolated regions, funding of various institutions and programs for the improvement of crop yields and the re-establishment of the DPPC (Disaster Prevention Preparedness Commission) are all helping to work towards this goal.



(From left to right) LWF team
Tefera Hailu - Natural Resource Conservation Supervisor
Yetbarek Fantew-Community development Facilitator
Gezahegn Mamo - Agricultural Extension Officer
Asrate Deressa - Construction Supervisor





Opening speech by
Rev Dr. Wakseyoum Idossa,
President of EECMY

From October 21-23 LWF Ethiopia held its country strategy workshop with all stakeholders at the Dessalegn Hotel to discuss the new six-year draft country strategy 2016-2021 during which LWF received rich comments, additions, and constructive criticisms by partners, donors and staffs alike which informed the final draft country strategy prior to the submission to the Committee for World Service's approval meeting in Beit Jala, Palestine in January of 2016.

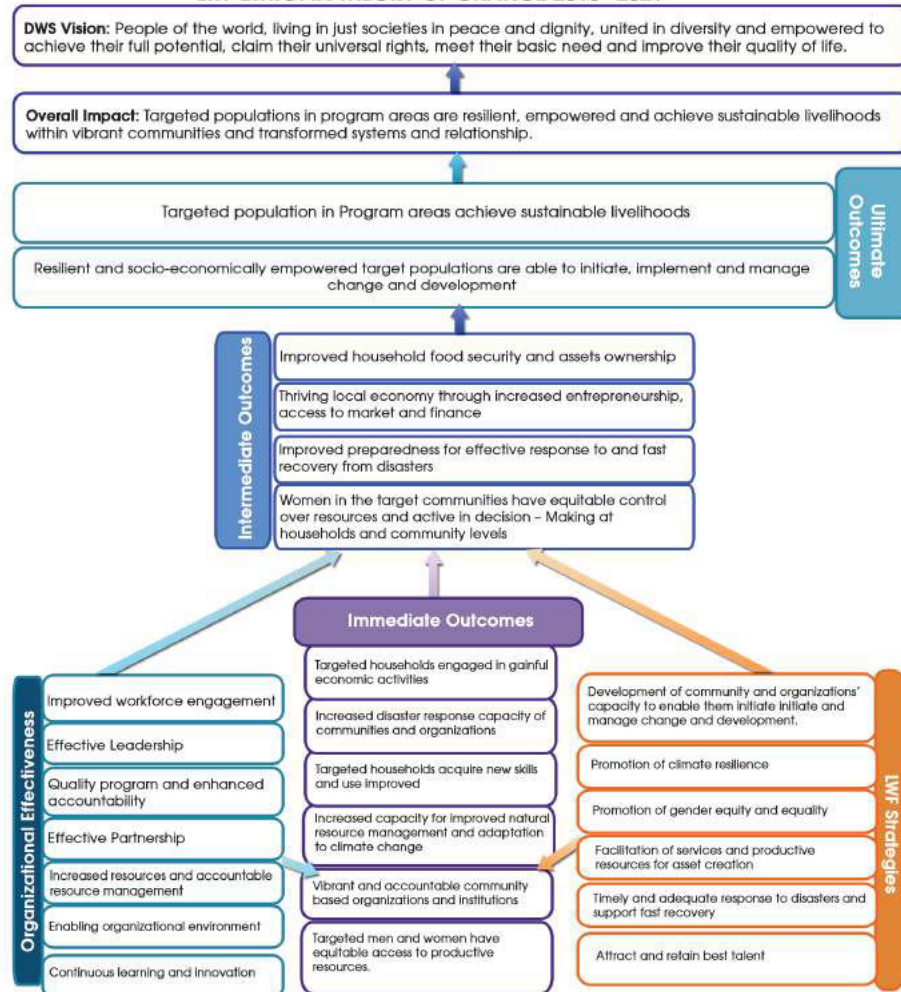
The workshop was opened by Rev Dr. Wakseyoum Idossa, President of the Ethiopian Evangelical Lutheran Church of Ethiopia (EECMY) and member of the LWF Council and CWS.

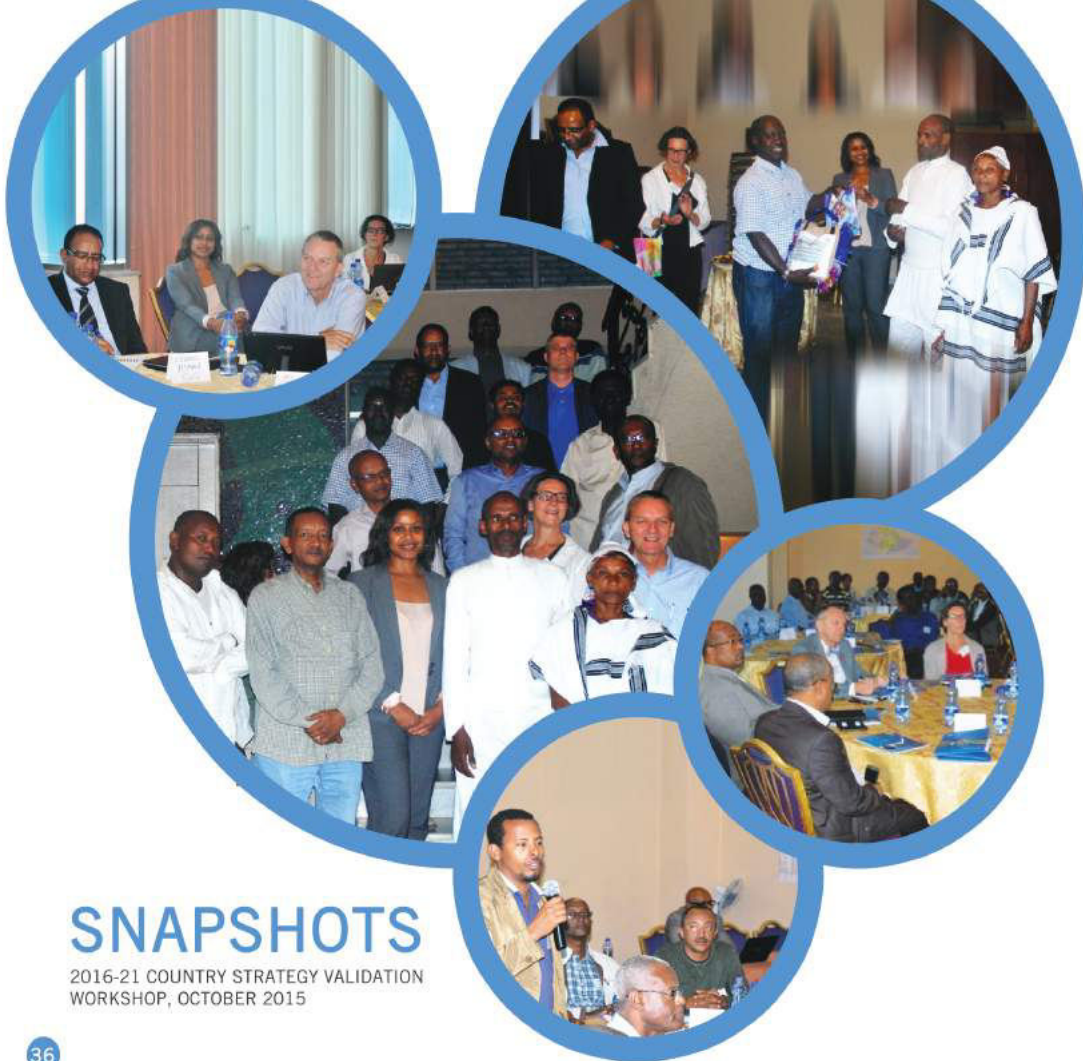
The draft strategy, which focuses on programmatic focus (geographic and thematic) as well as an organizational restructuring, seeks to forge a new path for LWF Ethiopia building on strengths and addressing areas of concern identified in the 2009-2014 end-of-strategy evaluation for the coming six years, was well received by all its stakeholders.

LWF Ethiopia acknowledges the constructive criticisms especially with regards to gender, namely the lack of women's participation both in the workshop and the lack of women in decision-making position, criticisms that LWF Ethiopia also shares whole heartedly. The criticism is well taken and LWF Ethiopia would like to highlight what it has -- and is doing -- to make LWF Ethiopia an equal opportunity employer dedicated to gender equity even though the male-female ratio still does not quite reflect the efforts invested to address the deplorable situation. LWF Ethiopia dedicates pages XX to XX of this Annual report to highlight women's contribution to the work and mission of LWF Ethiopia through the eyes of women in management position as well as of an intern.

We wish to thank all participants who participated in the CS workshop from near and far to enrich the CS 2016-2021. Special thanks to the two participants from our targeted communities from Abaya (Demekech Abreham) and Goro (Mohammed Haji Temam), representing the 7851 strong target communities who graced the workshop and whose witness was the epitome of what the achievements and changes are possible when programming is rooted in genuine and dignified participation in programming.

LWF ETHIOPIA THEORY OF CHANGE 2016 -2021





SNAPSHOTS

2016-21 COUNTRY STRATEGY VALIDATION WORKSHOP, OCTOBER 2015

WE ARE LWF ETHIOPIA

STAFF BREAKDOWN

A total of 291 (242 male and 49 female) served LWF Ethiopia and the people it seeks to serve in 2015. The lopsided male-female ratio continues to be a major concern, especially at the management level. There were only three female management staff in 2015 and all at the headquarters level. Attracting women to position remains major challenge despite the introduction of affirmative action during the recruitment process. Please see the experience of women in management position by Tigist Gebreyes, female management staff on pages 36 and 37 in the section : in her own words.



Attracting women to field positions remains a major challenge despite the introduction of affirmative action and other measures to woo female candidates. There are many factors contributing to this low number of female staff in decision-making and field positions. The main reason is socio-cultural pressure that still keeps Ethiopian women from breaking the proverbial glass ceiling.

As one can deduce from the numbers, 85% of LWF staff is located in the field, closer to the people it seeks to serve. The downside of that is that, women, especially married with children, do not find positions in remote areas attractive. Those dare to defy existing deeply entrenched socio-cultural norms and mores are very few and far between. Women with children tend to stay with their family as reproductive role is mostly played by women in the Ethiopian society.

To curb some of these obstacles, LWF Ethiopia has explored ways to make the working environment more women and children-friendly as most field locations are not equipped with adequate facilities and services for women and children. Child-friendly spaces-cum-day care, gender-segregated accommodation and health sanitation facilities are not available. However, even if the political will is there, the economic means are not, namely because all of these facilities and services fall under the 30% administrative costs as per the Directive 02/2011 also popularly known as the '70:30 rule' --and therefore are the first budget items to be dropped when trying to comply with the directive.



Security is the other major consideration as LWF Ethiopia operates in remote location where security is at times a concern such as refugee camps close to the border areas with unstable countries.

Despite the uphill battle, LWF Ethiopia is encouraged by the small, incremental changes and by the fostering of enabling environments both at the institutional and national levels. We invite you read about the experiences of women in management position by one of LWF staffs; Mrs. Tigist Gebreyes, who is the long serving, dedicated and passionate advocate of LWF Ethiopia, and Ms Heidi Lehto, was an intern who hails from Finland and who enthusiastically served LWF Ethiopia for 1.5 years.



IN HER OWN WORDS: WOMEN IN MANAGEMENT

TIGIST GEBREYES, HR & ADMIN AND GENERAL SERVICES OFFICER

I had a desire to work for an international non-governmental organization and I was delighted to be recruited as an employee for LWF Ethiopia. I remembered the day I joined LWF Ethiopia, it was on February 27, 1987. I was hired as an Administrative Secretary for the Soil and Water Conservation Project in Debrebrehan. It was exciting and scary at the same time as it was something new for me and it was also the first time I left my home town Addis Ababa for work. Soil and Water Conservation Project was considered as the "flagship of LWF Ethiopia". I feel proud to be part of one the teams that contributed so much to the protection of environment and ultimately support vulnerable communities.

As I had the opportunity to perform duties related to administrative issues in addition to my secretarial responsibilities, I found myself being interested in human resource and administration. My interest and hard work in this regard was recognized by my supervisors who encouraged me to do more with my capacity. I joined the Human Resource and Administration Department at the Head Office, and have been serving as HR and General Service Officer.

My career developed within the organization and I am comfortable with the job I love. I like working with people. It gives me great pleasure to welcome newly recruited employees, assist them to integrate to our LWF family and be there to facilitate their needs.

Recently, I found myself being drawn to a new passion. I have been part of a three year capacity building training on Community Based Psychosocial Support (CBPS) Programming and Implementation. Among other things, it is an adventure to learn concepts of CBPS, mainstreaming of CBPS and the techniques for stress management, staff care and development. The skills that I have acquired through experience are now being supported with a formal training which I am eager to graduate in 2016.

Going back to my HR roots, in my view and experience LWF Ethiopia's recruitment process provides equal opportunity for all applicants. Employment is on the basis of merit and not on the basis of religion, ethnicity, age, marital status or disability.

I witness the principle applied during my long years' of service. I believe this principle is ongoing and value of the organization.

One of the challenging areas for HR and the organization as whole is, having and maintaining a gender balance particularly in management positions. I have noticed the effort to hire female employees particularly to management positions has not always been easy. This was due to few or no competent female applicants responding to vacancy calls, female applicants not finishing the recruitment process either by being absent on interviews or declining to start job when offered claiming unaffordable salary and/or remoteness of the area.

Though these challenges are persistent, there were times where there were more women in senior management positions than men. In 2013/2014, there were three top level female managers (the Resident Representative, the Program Coordinator and the Finance Manager) and in 2003/2005 the Resident Representative and the HR Manager (in 2003/2005) were female. This is happened due to a collective effort by Geneva Office and Ethiopia Program to create more opportunities for women with experience in managerial posts.

In my opinion, empowering women through education requires the combined effort from women, their families and the government. I believe the number of educated women is still behind compared to educated men. Unsuitable working conditions, unattractive benefit packages, lack of opportunities for work and being passed over during promotion discourages women. In addition to these, lack of exposure to work in remote area leads women to be less experienced than men. Though attempts by organizations to respond to the issue of recruiting women for higher positions is increasingly visible, eradicating the perception that women performer less than men is a very gradual achievement. Encouraging women to apply for all positions including management positions should continue and reach a consistency level.



HEIDI LEHTO, AN INTERN'S VIEW OF LWF ETHIOPIA

Arriving to Addis Ababa in January 2014 –just in time for the celebration of Timkat- for 3-month internship, I had no idea I would still make my daily commute to the LWF Ethiopia office in Arat Kilo some 1.5 years later. I had approached the LWF DWS HQ in Geneva upon the recommendation of my colleagues at Finn Church Aid, and in hope that what I lacked in technical skills, I could make up with my incessant quest for more knowledge and eagerness to apply that to the great work that LWF does in Ethiopia.

Under the driven leadership of 2 iron ladies, those qualities were nurtured and I was given a great opportunity to learn, to grow both professionally and personally, and, most importantly, to understand and witness the spectrum of human resilience.

As coinciding with my arrival, Ethiopia was receiving the unprecedented flood of arrivals of South Sudanese refugees fleeing the horrors of civil war, I found myself navigating the complexities of a humanitarian emergency operations on the ground.

With LWF leading the WASH response in a refugee camp –a camp that was doomed from the start- I was part of an all-male team that only spoke of pumps, pipes and valves. As you may imagine, speaking 'engineer' does not come naturally to a sociologist. Yet, within weeks, I could spew FRC, HPDE pipes and VIP latrines jargon without feeling utterly out-of-place. I also developed unyielding and boundless respect and admiration for the Nuer women, managing an unmanageable situation of displacement, loss and acute deprivation, yet with dignity I could only hope to possess someday. Their strength seemed unparalleled, and it is an image I will carry with me through the darkest of days.

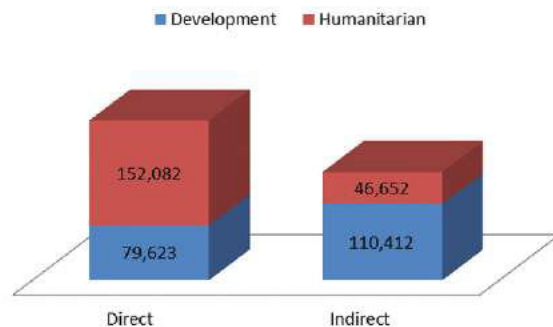
Over time, conveying this image and storytelling became part of my job description as a communications officer, although wearing many hats is part of the INGO world, including LWF that exposes most of the staff to tasks and situations that require you to embark on unchartered waters. Sometimes literally; while in Gambella, I was presented with the following challenge: 10,000 soaps and buckets needed to be delivered to a flooded refugee camp, with 1 hour to find a boat owner willing to do the arduous journey, and find the labour for the off and on-loading of the supplies. Never have I been so delighted to see a rickety river boat disappear into the horizon, with the sun setting on the crocodile-infested Baro River.

Safe to say, the stint with LWF Ethiopia was a steep and intensely rewarding learning curve for me. None of this could have been possible without the unwavering support and encouragement I received from the management throughout my time in Ethiopia. I will remain infinitely grateful not only to them, but to the entire LWF Ethiopia staff who carry out their demanding daily work with compassion, commitment and humility.

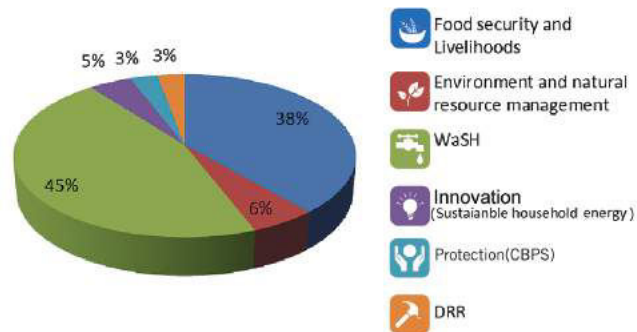
From my current duty station in the neighboring Sudan, I still keep one eye on how the country of 13 months of sunshine shoulders the responsibility of ever increasing influxes of conflict affected people. And how my colleagues at LWF support in these commendable efforts to protect those most vulnerable of all.



Reach by sector in 2015



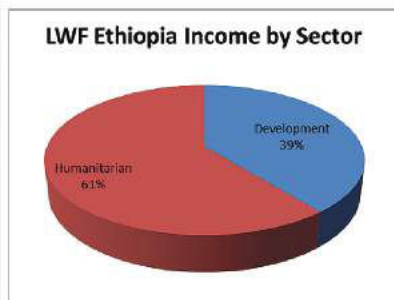
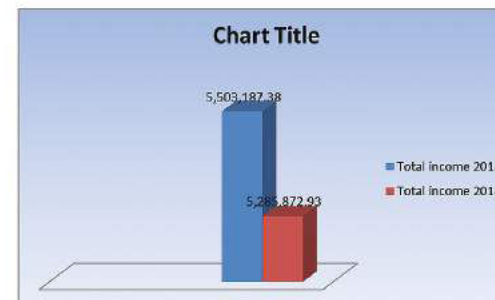
Reach by subsector in 2015



LWF ETHIOPIA'S REACH

LWF Ethiopia operates in Amhara, Benishangul-Gumuz, Gambella, Oromia and Somali regional states for both humanitarian, resilience building and development programming. The total reach of the LWF Ethiopia programming was a 233,685 (116,569 male 117,116 female) direct and 157,064 (99,478 male and 57,586 female) indirect beneficiaries in both host and refugees communities.

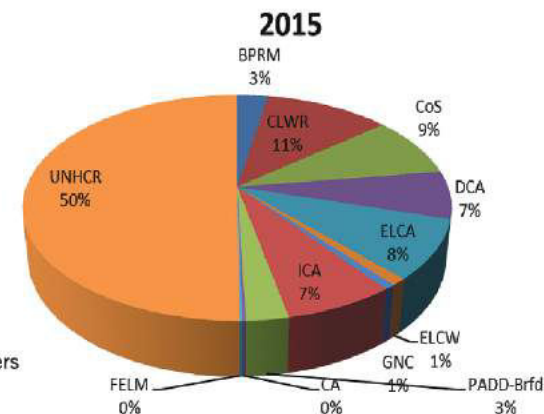
FINANCIAL STATEMENT



LWF Ethiopia Income by partner in

LWF ETHIOPIA'S

total income for 2015 was EUR 5,496,847 representing a 4% increase from the total 2014 income. Thank you again for all of our partners that supported and accompanied LWF Ethiopia in 2015.



LWF STAFF LIST

Head Office Staff	Field Offices Staff		
Finance Unit	Abaya Food Security & Livelihood Project	Worgelu Jebena	Mohammed Idle
Belete Tadesse	Ayala Gobana	Worku Regassa (Until May)	Mohammed Yimam
Dechassa Sekala	Damisse Turi	Wulewal Moges	Mowlide Muhmed
Dessale Molla (From May)	Fikadu Gamada	Zaineba Seid	(32) Muhiidin Ahmed
Elias Selfu	Geremew Guta	Awberra Somali Refugee Assistance Project	Muktar Filfi
Esheta Bekela (Until July)	Mariam Jarsc	Abadir Abdi	Mursal Abdulkarim
Gemetchu Likassa (Until April)	Million Tessema	Abdi Farah	Mustafa Esseye
Genet Seyoum	Senat Zerdu	Abdi Ismael	Niman Mohammed
Hiwot Kassaye	Sintayehu Batta	Abdi Tahir	Omer Mohammed
Samuel Kassa	(9) Tamene Hordofa	Abdi Umer	Roble Abdi
HR & Administration Unit		Abdifetah Hassan	Teslamawit Kelema
Abebe Kassie	Tesfaye Geremew	Abdulahi Hassan	Tatek G/Selassie
Assefa Degaga	Wondwossen Assefa	Abebe Alemu	Tesfaye Erago
Debebe Abebe	Zirihun Bariso	(13) Abebe Dersseh	Tesfaye Soboka
Dubale Yilma	Assosa Sudanese Refugee Assistance Project	Abraham Dinku	Worqu Dessalegn (From October)
Emkulu Yihyeis	Abaynesh Abate	Amraraw Chanie	Yassin Omer (From October)
Fikreab Amssau	Abdu Messa	Aden Abdullahi	Yibirwork Habtamu (Until September)
Genet Worke	Abdulahi Jima	Admasu Ayano (From October)	Yimer Aragaw
Letemichael Amans (Until November)	Abiyot Kebede (Until October)	Ahmed Dawud	Dollo Ado Somali Refugee Assistance Project
Minasse Kebede	Abazen Aragaw	Ahmed Hirsi	Abdi Ibrahim (From June)
Solomon Tesegaw	Abraham Berhane (From October)	Ali Aw Hassan	Abdifetah Mohamed (From November)
Tibebu Lemma	Adamtie Yigzaw	Ali Meel	Abdifahi Umar
Tiglet Gebreyes	Andualem Tefera	Arab Mohamad	Abdinasir Umar
Tiruwork Assefa	Ashenafi Mamo	Arab Yusuf	Abdirhman Mohammed (From October)
Wassihun Girma	Bizunesh Achalu (From July)	Dawit Tekaye	Abdulahi Moalim (From October)
Wondale Mengste	Dawit Abebe (From July)	Deika Ali	Abdufetihi Kalif (From June)
Workafarahu Eshale	Desalegn Baamo (From July)	Enyew Leul	Abebe Beshada (Until December)
Yalew Tesgaye	Desalegn Damena	Habib Ebandrye	Adan Noor (From October)
Yeshihareg Shiferaw	(18) Ephrem Wegayehu (From April)	Hassan Awjibri	Adow Somo
Program Coordination Unit		Getachew Alito (Until April)	Alli Somo
Abdelkader Ibrahim	Getahun Hailu	Hewan Werela (Until September)	Aregash Demissie
Binuk Kebede (Until October)	Issa Mussa	Kadir Bati	Beleynesh Terefe (From June)
Bogale Gelaye (From September)	Jafar Kalifa	Lakew Bezuneh	Deek Dahir (Until September)
Endashaw Malatu	Kahnuu Moges (From March)	Menbere Demissie	Deko Nuno
Gemehissa Abdiyo (Until July)	Kaasa Yirtaw	Meron Million (From July)	Getu Woli (Until November)
Johanna Leppanen (Until April)	Mohammed Jima	Messay Asrat	Hassen Abdi (From June)
Million Shiferaw (From June)	Mohammed Mussa	Mohamed Ismael	Hassen Abdulle (From February)
Moges Tamene (From May)	Rahmetela Issa	Mohamed Mehadi	Hussen Abdulkadi
Tensay Alemayehu (From June)	(9) Selesman Ibrahim	Mohamed Mohamad Gedi	Ibrahim Aden
Resident Representative		Tadelle Demissie (From July)	Issa Umer
Genet Alemayehu	Temesgen Tadesse	Mohamed Mussei	Issak Mohamed
Sophia Gebreyes	Tesfahun Abraham	Mohammed Abdulahi (Until July)	Jemila Omar (From June)
Tadesu Seyoum	(3) Usman Ibrahim	Mohammed Aden	Kadi Dhale

Mehad Ibrahim (From November)	Beletihem Negash	Jijiga Food Security & Livelihood Project	Dawit Abi
Mehamed Umar (From February)	Fekadu Genete	Ahmed Nur Abib	Husein Umar
Melaku Daba (Until June)	Fisum Alemu (From September)	Anteneh Tadesse	Muhammedsalih Boru
Mervan Awel	Gemetchu Robele	Defekadu Alemayehu (From July)	Nesru Temam (From June)
Muhammadin Haji	Mitike Alemayehu (Until November)	Hinda Ahmad	Sharjame Jima (From September)
Muktar Shaie	Muluken Assefa (From September)	Ismile Ali	Umar Bati
Nuyra Hassen (From June)	Nasir Kedir (From June)	Mehadi Omer	(6)
Salado Ibrahim (From June)	Sebsbe Wolde (Until October)	Mohammed Hussien	Total Staff (291)
Shiniwa Teshome	Selfu Mengesha (Until October)	Motalign Beyene	
Teweleda Berhe	Shimelis Admasu (From September)	Negussie Kebede	
Usman Hassen (From June)	Shimelis Desalegn	Nesheho Neman (From May)	
Usman Somo	Tamirat Husen (From August)	Tesfaye Kassa	
Wondwossen Getaneh	Tesfahun Moges (From October)	Wondwossen Shewargizaw	(12)
Wubishet Mamo (Until August)	Tesgaye Dechassa (From June)	Lalibela Food Security & Livelihood Project	
Yoseph Haile (From February)	Tesfaye Woldeyesus (Until November)	(21) Abebech Mihret (From February)	
Yoseph Manaye (Until April)	Garsum Food Security & Livelihood Project	Askale Achenef	
Zirihun Teshome	(41) Abdurrahman Mussa	Asrat Doressa	
Gambella Sudanese Refugee Assistance Project	Abinet Addisu (From June)	Beleynesh Tigabu (From July)	
Abraham Gossaye (Until June)	Bereket Agdew (From June)	Berlew Akene	
Adanech Tadele	Dajale Berhanu (Until November)	Fekadu Mesfin	
Alemneh Tilehan	Eyob Gazahegn (From June)	Gezahegn Mamo	
Bazezew Chanie	Hana Jalela (From June)	Habillamu Akene	
Dugnawit Ashagre	Mahlet Diagnachew (From March)	Kidano Kassaye	
Firehwot Mekonnen (Until September)	Nestawet Amare	Muhsin Yimam (From March)	
Habtamu Kebede (From October)	Misgana Hidata	Tanku Dejene	
Hafuu Tadesse	Moges Abera (From February)	Tefera Hailu	
Hydar Yasin	Ngus Woldeessestie (From June)	Yitbarek Fentaw (From February)	
Joseph Wathaka	Shambel Mohammed (From March)	Yitbarek Frew (From February)	
Manushet Tulu	Yeshiemebet Zenebe (Until July)	(13) Zebiba Mohammed	(15)
Million Mekonnen (From October)	Retessa Vaino Chair Project	Mekot Food Security Enhancement Project	
Ojwo Ojwo (From February)	Ababa Solomon	Abraham Kassele (Until November)	
Tesfaye Diro (Until July)	Aklilu Bekele (Until June)	Alemayehu Ibrahim	
Tesfu Engida (Until May)	Alemayehu HiMarlam	Amelework Birhanu (Until November)	
Tewelida Abtosh (Until April)	Arega Diriba	Marye Biset (Until November)	
Wagari Wakjira	Daniel Teshome (From May)	Melese Getaneh (Until November)	
Yonas Tesgaye (From March)	(16) Gaddisse Gebiasa	Misgan Demtie (Until November)	
Goro Food Security & Livelihood Project	Getahun Birhanu	Nogalegn G/Hiwot (Until October)	
Abebe Lisha	Habib Kedir	Solomon Masresha (Until October)	
Adem Edris	Samrawit Girma	Yalemwork Gelaw (Until November)	
Ahmerashad Abda	Sisay Tadesse	Zenaw Abate (Until November)	(10)
Alayu Zawude	Teshite Jeido	Rayita & Dawe Resilience Building Project	
Adaw Dasyalaw	Wogene Teklu	Adisu Burayu (From September)	
Awel Tuko	(13) Yosef Tewodros	Bekar Mamo (From June)	

OUR PARTNERS IN 2015



- 7% Fund from the US based Organization
- 12% Fund from Canadian NGO's
- 37% Fund from European Based NGO's
- 44% Fund from UN-HCR Addis Ababa Representation

WE THANK YOU FOR YOUR SUPPORT!