



# CEO's Message

## Welcoming 2023

2022 was an eventful year, full of initiatives for AIRD, for me, as well as for you all. This included our strategic growth, expansion, and investment in 2 new Country Programs, Ethiopia, and South Sudan. Our program growth, specifically in Ethiopia was an untraditional one, with AIRD using its own reserve seed fund to open a new Country program. The important lessons to be drawn from this experience will guide our future strategic growth to new Countries and regions globally.

As we enter 2023, we're taking a moment to reflect on this past year, but more importantly, we are looking forward to where we are headed.

Our Business Operation Model change journey primarily focuses on organizational alignment, investing strategically in 3 critical areas, viz. diversification, establishing an infrastructure compatible with current and future aggressive growth and expansion as well building and instilling a performance-based accountability and positive organizational culture.

Integrating vehicle maintenance and a repair project in Mbarara into a bigger and more sustainable program i.e. multi-purpose skills development center for youth, women, refugees, people with disability, and internally displaced population is also a crucial undertaking.

A talent search and recruitment of senior management team members and key staff for our head office is also an on-going process.

We are also very excited by the opportunity to partner with WFP which could be a great potential for the future of AIRD, including its strategic growth and diversification.

Another development to be excited about is the ongoing partnership discussion between AIRD and CAP Youth Empowerment Institute, located in Kenya, regarding planning and execution of, a multi-purpose basic employable skills training and empowerment project that

AIRD already launched in the Western part of Uganda. The forward motion for 2023 will be a continuation of these major initiatives, including defining and delivering the best business operating model and aligning our corporate 2021-2025 strategy accordingly. This will gear AIRD to sustain what it is already doing, position for aggressive growth, remain competitive, relevant, and impactful

With all the work slated for 2023, it wouldn't be possible without a force of dedicated individuals and resources making it all real. It takes proper strategy and systematic planning, budgeting, loyalty, and commitment to take such initiatives from conceptualization to actualization as well performance-based accountability across AIRD as an organization.

As I look ahead to the New Year, I'm led with a sense of optimism at the prospect of a brighter year than the one to which we've just bid farewell.



**Fikru Abebe Abebe**