



CEO's Monthly Message (October 2025)

Dear Team,

Warm greetings to each of you, wherever you are serving. As we near the end of another year, I am deeply grateful for how far we have come together. Your dedication and hard work continue to sustain AIRD's mission even amidst the challenges, not to mention the financial crisis that has hit the humanitarian sector very hard.

Navigating the Funding Crisis

As I have previously shared, our organization continues to operate under tight financial conditions. Unfortunately, this situation has not only affected the implementation of our activities for refugees and host communities but has also had a direct impact on some of our staff and programs.

I sincerely thank each of you for your steadfastness and commitment during this difficult period. These are unusual times and require a firm leadership at all levels making bold but critical decisions not to mention closer scrutiny to finance and cash flow, cost effectiveness and efficiency, de-prioritization, doing more with little resource and off-course use this as an opportunity to more aggressively pursue diversification of our funding and donors, partners, thematic programs, geographic areas of growth, expansion and strategic investment and target groups. Let us continue to remain focused, innovative, and be hopeful. Even with limited resources, we can still ensure meaningful impact at the grassroots level through collaboration and creativity.

Corporate Strategy

The evaluation of the 2021–2025 Corporate Strategy is now in its final stages. This process has been invaluable in helping us identify our key achievements, challenges, and lessons that will inform our next strategic direction.

Work is also underway to finalize the 2026–2030 AIRD Corporate Strategy, which will guide our next phase of growth and impact. Once completed, we will share the details with all staff. Please look out for further communication on this. As this is a "No Body Left Behind" critical consultation process, I would like to take this opportunity to thank all the team who have participated and contributed to the process, as well as our HQ Program Team led by Marc Meyer, DoP and the Task Force members-Lebreton and Wubeshet.

Once again, I wish to commend all country teams for their dedicated efforts toward finalizing the respective 2026–2030 Country Strategic Plans in a marathon time. These plans will enable us to better understand and respond to the unique contexts in which we operate, allowing us to serve refugees and host communities more effectively.

Diversifying Our Programming

To strengthen and stabilize our funding base, we must continue to diversify our programming beyond logistics. Many country programs have already begun exploring and implementing new approaches, and I commend these efforts. Let us continue to think innovatively and strategically to attract a wider range of partners and donors while expanding our areas of impact.

Business Development Success

I would like to extend heartfelt congratulations to AIRD South Sudan for securing an additional USD 162,087 from the African Development Bank through UNHCR. This brings their 2025 budget to USD 1,654,123. The new funds will support flood mitigation efforts, construction of bridges, latrine blocks, cooking stoves, and offices in host communities. This achievement reflects our continued credibility and the confidence that partners have in our work.

Corporate Governance in Action

AIRD Tanzania recently hosted a visit by the AIRD Tanzania Country Board to Kasulu and Kibondo field offices. The Board witnessed firsthand the positive impact of our work through interactions with staff, partners, and beneficiaries.

Such visits strengthen our accountability and transparency, which are key to sustaining donor trust and partnerships. I encourage all country programs to remain open to similar engagements with government officials, donors, and partners.



Reaching Where Others Do Not

One of AIRD's greatest strengths lies in our courage and resilience to serve in areas where few others can not. With safety and security always in mind, our teams continue to reach vulnerable populations in high-risk regions.

In Burkina Faso, our team successfully delivered 350 shelter kits and 710 non-food item kits to internally displaced people in Sebba, despite severe security challenges. This remarkable achievement was made possible through careful planning, coordination, and a shared commitment to our mission.

Participation in the 76th Session of the Executive Committee of the High Commissioner's Program, Geneva

As a member of the UNHCR Executive Committee, I attended the 76th Session annual partners meeting held in Geneva, 6-10 October 2025. The discussion is all dominated by the financial crisis that has hit the humanitarian sector, including NGOs and UN agencies and thereby the budget shortfalls. Watch for the report that I will soon share with you.

As we continue this journey together, let us remain proud of the work we do and the difference we make every day. Thank you for your resilience and professionalism

With appreciation,



Fikru Abebe
Chief Executive Officer