

AFYA CO-OPERATIVE SAVINGS AND CREDIT SOCIETY LIMITED
P.O. BOX 11607-00400, NAIROBI

MINUTES OF THE 43RD ANNUAL DELEGATES MEETING HELD ON 30TH APRIL 2024 AT THE BOMAS OF KENYA (BARAZA HALL) – NAIROBI

IN ATTENDANCE:

BOARD OF DIRECTORS

SUPERVISORY BOARD

DELEGATES

MINISTRY OF CO-OPERATIVES, AND MICRO, SMALL AND MEDIUM ENTERPRISES DEVELOPMENT (MSME)

MIN/ADM/1/4/2024 INTRODUCTION.

The Chief Executive Officer called the meeting to order at 9.20 a.m and welcomed all delegates and invited guests to the 43rd Annual Delegates Meeting (ADM). Opening prayers to the Annual Delegates Meeting were conducted by Mr. William Ngotia of Koibatek branch while Islam prayers were conducted by Mr. Wako J. Galgalo of Moyale branch.

MIN/ADM/2/4/2024 READING OF THE NOTICE CONVENING THE 43RD ANNUAL DELEGATES CONFERENCE.

At 9.24 a.m. the Hon. Secretary, Mr. Alex Maweu read the notice convening the 43rd Annual Delegates Meeting.

The Annual Delegates Meeting was confirmed to be fully constituted with all the delegates in attendance as per the list appended to these minutes.

MIN /ADM/3/4/2024 APOLOGIES.

The Chairman recorded apology from the following delegate who was held up and could not attend the 43rd Annual Delegates Meeting.

Mr. Calvin Awiti Nyamolo from Kisii branch.

**MIN/ADM/4/4/2024 CONFIRMATION OF MINUTES OF THE
42ND ANNUAL DELEGATES MEETING HELD ON 29TH MARCH 2023
AT THE BOMAS OF KENYA, NAIROBI.**

The Minutes of the 42nd Annual Delegates Meeting were presented by the Chairman to the meeting for confirmation.

The minutes were confirmed as a true record of deliberations after being proposed and seconded by M/s. Peter Mwamburi of Port Reitz branch and James Onyango Osore of Siaya branch respectively.

**MIN/ADM/5/4/2024 MATTERS ARISING FROM THE MINUTES OF THE
42ND ANNUAL DELEGATES MEETING 2023**

M/s. Joshua Okello from Butere Mumias noted his name was misspelt, Isaac Etemesi Wawira from Kilifi branch noted former delegates name, Madam Lilian Msaidi Lewa was misspelt, John Karuga from Loitoktok branch noted that Mr. Wilson Oletetu had passed on, the right delegate to appear on the attendance list should have been George Omondi as branch Secretary, Teresia Muthoka noted her name also appeared as Tabitha.

All the above mistakes were noted for correction.

On members education Mr. Kenneth Mwenda Tigania branch was concerned that the Society had allocated a huge budget yet no education had been carried out and requested that the money be incorporated in this years' budget.

The Chairman in her response affirmed that no marketing had been done. She explained that the funds could be allocated and not spent. She said that due to the stiff competition in the market, the Management had allocated more funds, changed marketing strategy and intended to carry out intensive marketing in the year 2024 until they reach the marketing target.

Mr. Wilson Aketch of Isiolo applauded the Chairman for the good work they were doing and proposed that a customer care could be set up to serve the retirees only which he noted would go a long way in retaining them after receiving the customized services. He also enquired on the progress made in regard to the partial withdrawal.

On Burial Benevolent Fund (BBF), Mr. Wilson Aketch requested the Management to come up with a premium that could cover extended family since members of his branch were willing and he urged the Management to fast track the matter.

The Chairman in her response explained that the Management would empower the customer care staff to enable them have enough knowledge on the best way of

handling the retirees. On the issue of partial withdrawal form, she informed the delegates that the form had been adjusted and waiting period extended to one (1) month due to liquidity challenges. She added that Management had come up with senior citizens products to discourage pulling out of members which in the long run might affect the Society's cash flow. She urged the delegates to patronize members to take up the Society's new products.

Mr. George Sika of Narok branch observed that Afya Sacco has never featured in the media. He felt that the exposure could help in creating awareness and reach out to all potential members which in return will increase the membership of the Society.

The Chairman stated that marketing through media has its own challenges but in this year 2024, a budget had been set aside to enable marketing to be carried out through all avenues. She added that the Management is working out on the digital platform hence advertisement would be of essence to the organization.

Mr. Lawrence Kangethe from Muranga branch pointed out that during the previous Annual Delegates Meeting, it was reported that Afya Maisonettes perimeter wall was about to collapse and wondered whether the proposal to rebuild the same was implemented. He also stated that FOSAs were too congested, mobile banking not working and ATM cards could only withdraw a limit of Kshs.20,000/= which was not cost effective.

In regard to Afya Maisonettes, Mr. Stephen Mururu from Meru south was of the opinion that the Management should take time to consult before engaging any financier and the Society to explore on other options e.g sale of shares, take a bank loan and pay later and the Board to report on the progress during the following Annual Delegates Meeting.

The Chairman concurred with Mr. Lawrence sentiments stating that compared with the modern buildings which had come up within the vicinity, Afya Maisonettes condition was wanting. The Chairman added that the Management is in the process of looking for a way they could partner with a financier since a lot of funds were required for the Afya Maisonettes project. They could have a 50:50/ 80:50 partnership and with time Afya Sacco would own the property.

Concerning the Fosas congestion, the Chairman informed the delegates that nothing much can be done since when Fosas were rolled out, only small spaces were available within the hospitals. She noted that the Management could have rented out premise outside the hospitals but the Society had not opened up the common bond. However, in future the Society should change the approach in its business since Fosas were limiting business expansion due to their locality. She added, the Management is in the process of upgrading the system and once it goes live in the year 2024, digital platform would be available to all members and this should address the congestion in the Fosas since customers would use mobile banking.

The Chairman expounded that the limitation on ATM withdrawal at Kshs.20,000/= was put in place to protect the Society funds since some time back the system was hacked. She said, the Management decided to go slow until a more secure platform was put in place since risking would bring serious consequences.

Mr. Gikonyo Maina from Narok branch stated that getting financier for the Afya Maisonettes project, would not cost the Society much but he urged the Management Board to give time lines since time was of essence.

The Chairman stated that putting up the Afya Maisonettes in a modern way would be a big project which should not be rushed. She assured the delegates that the Management would look for a convenient approach when sourcing for a financier and caution would be taken before engaging with any. She added that serious consultations would be done since Afya Maisonettes value is still appreciating and the asset is a benefit to the Society.

Madam Carolyn Nyamoti from Gucha branch observed that Afya Investments land project was a good idea since it assisted members to acquire affordable land. She noted that the Society had spent a lot of funds that would have been used to give out loans to members. She proposed that the Management could slow down on land projects due the liquidity challenges being experienced.

On Afya Investments land project, the Chairman concurred with the sentiments of Madam Carolyn Nyamoti, Gucha branch and stated audit was carried out on Afya Investments subsidiary and Management was in the process of restructuring investments since money from Sacco was being used to buy land and took long to bring back returns. Investments department she said, could be a parasite to the Sacco. In future Afya Investments Cooperative Society Ltd would be made an independent subsidiary of Afya Sacco and source for its own funds and she assured the delegates the Society would not engage on any new land projects until the restructuring was fully done.

The Chairman further clarified that Mavoko and Naivasha land projects were not investment projects but repossession to recover Society funds.

Mr. Leonard Rapando of Turkana branch expressed dissatisfaction that mobile banking was still a challenge to members of his branch, ATM cards were not in use and this was costly to them. She requested the Management to look for a solution as dividends were about to be paid. He also requested the Management to avail funds to his branch to enable them patronize Society products.

Mr. Zacharia Ombati from Gucha observed that since Ministry of Health was devolved, the Management should upgrade the branch network to enable the Society to reach out to all health facilities in all regions. He also noted 2023 – 2027 Strategic Management Plan was rolled out and he wondered whether staff members were

sensitized on the same to improve on their customer care services. He urged the Management to align staff with the new Strategic Management Plan.

Irene Mandari from Mombasa enquired to know whether the former Chief Executive Officer, Mr. D.M.K. Waroe property was disposed to help Society recover its funds. On Kisumu fraud case, she also wanted to know whether the funds lost through fraudulent activity were recovered.

The Chairman on members not accessing mobile banking, stated the ATM services are managed by Cooperative Bank but due to risk management, had to limit withdrawals. She explained that the Society is upgrading its systems which were about to go live which was affirmed by the Manager – Systems Management, Mr. Flemming Matheka. She further added that the Sacco had requested the bank to allow the Society process the ATM cards within Fosas but it was very expensive. She assured the delegates digital platform would solve the challenges members were encountering during funds transactions.

The Chairman on branch networking and representation explained that the Management was working on mapping branches to enable the Society to draw delegates from health centres to ensure members are represented from all facilities.

On Human Resources, the Chairman said the Society had come up with 26 Policies and amongst them, was the HRM policy. The HRM policy was at its implementation stage and once it is done, the staff will be motivated and change their overall perception.

On defaulted amounts by the former Chief Executive Officer Mr. Waroe, the Chairman informed the delegates that Mr. Waroe had promised to pay some amount of money within a week which has not been honoured and the matter is now with the Society's lawyer.

In regard to the former Chief Executive Officer, Mr. F.M. Ndoi and former Board member Mr. Silas Mutaki the case was with the EACC.

The Kisumu fraud case was with the DCI.

The Chairman assured the delegates that all the above cases will be concluded and funds recovered.

MIN /ADM/6/4/2024 PRESENTATION OF THE AUDITED ACCOUNTS FOR THE YEAR 2023 BY THE EXTERNAL AUDITOR

The Chairman introduced the external auditor and invited him to present the Financial Statements for Afya Sacco to the 43rd Annual Delegates Meeting. The

External Auditor CPA Mwangi & Kamwara Associates, Certified Public Accountants – Kenya introduced himself to the delegates and presented the 2023 audited accounts and report at 10.36 am.

(a) Afya Sacco Society Limited (CS/1981)

The External Auditor presented the audited accounts for the year 2023 by outlining the following details:

Statistical INFORMATION

Membership

Active
Dormant
Total

Number of Branches

Employees of the Sacco

Male
Female

Total Assets
Liquid Assets
Current Assets
Gross Loans and Advances to Members
Net loans and Advances to Members
Provision for impairment of Loans and Advances
Financial Assets
Members' Deposits and Savings
External Borrowings
Core Capital
Share Capital
Institutional Capital
Reserves
Current Liabilities
Total Revenue
Total interest income
Interest on Members Deposits
Interest on Members deposits -AMCA
Total expenses
Net Surplus/(loss) before tax
Proposed dividends

Key Ratios

Capital Adequacy Ratio

Core Capital / Total Assets
Core Capital / Total Deposit
Institutional Capital / Total Assets
Equities & Investments/ Total assets
Net Loans/Total Assets
Savings/Totals Assets

Liquidity ratios

Liquid assets/Total Deposits and long term liabilities
Current Assets/Current liability
Loan & Advances/ Current liability

Operating efficiency/ Loan quality ratios

Total expenses/Total Revenue
Interest on member deposits/Total revenue
Interest on member deposits
Interest on member deposits (AMCA)
Dividends rate on member share capital
External Borrowing/ Total Assets

2023

2022

28,674

4,474

33,148

10

191

82

109

22,785,218,460

455,401,229

8,909,156,628

12,870,419,629

12,070,498,803

799,920,826

954,951,962

17,412,607,009

870,982,246

2,247,021,679

1,170,658,785

1,076,362,894

1,909,244,574

1,421,725,846

2,619,238,974

2,300,020,424

1,164,403,330

3,385,567

1,258,067,499

193,382,578

119,197,899

29,808

3,464

33,272

10

203

20,941,947,607

794,908,721

6,600,937,282

13,213,286,078

12,527,941,569

685,344,509

989,081,144

15,626,145,698

854,779,591

2,124,152,162

1,148,534,472

975,617,690

1,964,698,834

1,347,789,012

2,786,928,035

2,545,167,648

1,169,723,735

4,715,824

2,427,484,462

359,443,573

137,824,137

≥ 10%

9.86%

10.13%

≥ 8%

12.90%

13.59%

≥ 8%

4.72%

4.65%

12.57%

14.96%

52.98%

59.76%

76.42%

74.54%

≥ 15%

2.49%

4.82%

627%

490%

849%

930%

48.03%

87.10%

56.49%

39.47%

7.5%

7.5%

4%

4%

12%

12%

3.82%

4.10%

Adoption

The audited accounts for Afya Sacco Society Limited were adopted for deliberation after being proposed and seconded by M/s. Sophia Maro from Mbagathi branch and Budi Mutei from Meru branch respectively.

(b) Afya Investments Co-operative Society Limited (CS/7374)

The External Auditor presented the Afya Investments audited accounts for the year 2023 by outlining the following details:

AFYA INVESTMENT CO-OPERATIVE SOCIETY LIMITED					
CS/7374					
ANNUAL REPORT AND FINANCIAL STATEMENTS					
FOR THE PERIOD ENDED 31ST DECEMBER 2023					
STATISTICAL INFORMATION					
			2023		2022
Membership					
	Active		12,375		13,189
	Dormant				-
Total					
			12,375		13,189
Employees					
	Male		6		8
	Female		1		
			7		8
Kshs.					
Total assets			586,530,649		582,255,273
Liquid assets					
			91,454,348		103,672,137
Current assets					
			213,320,211		229,796,680
Investment property					
			97,360,102		97,360,102
Member funds					
			42,322,749		49,463,964

Core Capital			177,216,419		214,924,908
Share capital			116,006,723		116,007,123
Institutional Capital			61,209,296		98,917,785
Current liabilities			320,532,230		323,064,626
Total rental and plots income			23,496,840		30,041,360
Other operating income			1,173,811		2,930,336
Total expenses			16,566,243		20,676,768
Net surplus/ (loss) before tax			8,104,408		12,203,928
Dividends payable			-		-
Operating Efficiency Ratios:					
Total Expenses/Total revenue			67%		63%
Liquidity Ratio					
Liquid Assets/Total deposits & Short term liabilities		15%	113%		28%
Current Assets/ Current Liabilities			67%		71%
Dividends			-		-
Interest			-		-

Adoption

The Afya Investments audited accounts were adopted for deliberation after being proposed and seconded by M/s. Francis Mwenda from Tigania Branch and Sarah Ambia from Busia branch respectively.

Auditors Observations

The External Auditor urged the Management and delegates to patronize and market Society products. He advised that where members were borrowing huge amounts, collateral could be used to avoid too much loss in case of loan defaults.

MIN/ADM/7/4/2024 - MATTERS ARISING FROM THE AUDITED ACCOUNTS

a) Afya Sacco

Ms. Shilisia O. Isoka from Coast General thanked the Management for embracing the ICT. She further stated that the increase on share capital from Kshs.20,000/= to 50,000/= per member was a good idea but should be done gradually. She sought to know if there will be good returns (dividends) if the members raised their shareholding as advised by the auditor and whether the shares drive education had been carried out.

Mr. Safari Kithi of Nyandarua branch observed key audit matters and reconciliations were not complete. He enquired why the Auditor's opinion was that the Sacco had met the International Financial Reporting Standards while the consultant had not concluded the reconciliations for the historical balances.

Mr. Sika of Narok branch applauded the External Auditor, M/s. Mwangi Kamwara and Associates for the good auditing. He said that if the auditing would be carried out in the same manner continuously, then the Sacco would improve greatly.

Mr. Wako Galgalo Moyale branch observed some funds were lost through fraudulent activities and wondered whether the same had been captured in the books of accounts. Has it contributed to failure of conclusion on reconciliation exercise, he asked.

Ms. Agnes Waithaka from Gilgil thanked the Auditor for well elaborated presentation. She enquired to know how the Society could stop further funds lose as they strived to carry out the shares drive to increase the core capital.

Mr. Joshua Okello from Nyanza commended that Auditor for good job. However, he observed that there was delay on approvals since audit was not carried out in good time.

Mr. Willis Osore from Siaya branch wondered whether all books of accounts audited previously were availed to the new auditor to help him with his auditing. He applauded him for good work.

Mr. Joseph Alele noted that key ratios visa viz total assets were okay in the year 2022, year 2023 declined and enquired to know why the core capital ratio had not been met.

Mr. David Giteru from Nyandarua proposed that during the following Annual Delegates Meeting, the Management could organize training on accounting matters

for the delegates since most of them are health workers to help in understanding the accounting terminologies.

Mr. Felix Opiyo from Nyando branch thanked the Auditor for coming up with thorough report on financial obligations of the Society. He proposed that since the auditor was a qualified lawyer too, he could be engaged to follow up the Society debtors.

Mr. David Macharia Njomo from Muriranjias on the increase of share capital to Kshs.30,000 proposed members could be granted a loan and pay softly. He proposed that dividends on share capital be capitalized next year and Annual General Meeting be held as early as February.

Mr. Joseph Okello Okoba from Busia branch congratulated the auditor. He stated as leaders they had to make hard and painful decisions as the increase of share capital could solve the liquidity challenges the Society was experiencing.

Ms. Isoka from Coast General wondered what had affected the institutional capital. Has it been affected by the share capital?

Ms. Ruth Koibatek branch noted expenses were not captured on the books of accounts.

Mr. Daniel Kiige from Mbeere branch on reconciliations observed that the auditor had proposed automation of the same. He wondered if the auditor had any suggestions on how the un-reconciled amounts could be paid up. He proposed that necessary control should be put in place to discourage the same trend.

The Chairman in her response stated that during the last Annual General Meeting, the Management took the bull by its horn and decided that un-reconciled items be done which were put back from 2015 to see where Sacco lost it. She said that some of the un-reconciled items were recoverable and she urged the delegates to allow the Board to conclude the reconciliations. She urged the delegates to agree on the way forward as the Sacco required a lot of funds to do business.

Madam Jane Masingi from Kangundo Stated that all delegates understood the financial challenges the Society was experiencing hence they should put combined efforts to educate members on the need to increase the share capital which could be done gradually.

Mr. Francis Mwenda supported the shares drive initiative adding as delegates they should increase share capital since they understood its weight. He urged all the delegates to educate all the members on the same.

The Chairman proposed that delegates could agree to raise their share capital to a minimum of Kshs.50,000. She urged all delegates to continue building the share

capital but the Board would consult and agree on fair minimum amount and would revert. She proposed that delegates could raise the share capital to a minimum of Kshs.200,000/=, Board Kshs.500,000/= and members Kshs.50,000/= respectively. The decision be adopted as one of the 43rd Annual Delegates Meeting resolutions.

External Auditors Response

The External Auditor, Mr. Kamwara thanked the delegates for having keenly listened to his presentations and concerns they had raised and responded as follows:

In regard to share capital drive, urged delegates to boost the share capital in place and discouraged external borrowing. The proposal was that a minimum of Kshs.26,000 be increased to Kshs.50,000.

Writing off of irrecoverable receivables, he guided that International Financial Reporting Standards (IFRS), number 9 gives provisions on how irrecoverable loans are treated and/ or provisions for, whereby it provides that uncollected debts of over one year are supposed to be written off, but still be followed up and written back when recovered.

The auditor said that since this was his 1st audit, he had a lot to do and that he will handle other pending audit matters during his next interim audit if given a second chance and improve on his subsequent audits including advise on mitigating measures against loss of funds.

He assured the delegates that he received all the necessary records and information required for the audit and took time to go through them all and thus confirmed that what was presented to the delegates had been confirmed and verified.

The auditor noted the concerns of the delegates on delay of Annual Delegates Meeting due to late approvals of the audited accounts and he assured the delegates that the delay will not re-occur.

MIN/ADM/8/4/2024 BUDGET FOR THE YEAR 2025.

The Treasurer, Mr. Charles Ottaro presented the year 2025 budgets in the following order:-

- (i) Year 2025 budget for Afya Sacco Society.
- (ii) Year 2025 budget for Afya Investments Co-operative Society.
- (iii) The BOSA and FOSA Capital /supplementary budgets for the year 2025 were presented by the General Manager – Banking and Finance.

After the presentation, the Chairman called for the adoption of the budgets which were approved as follows:-

Adoption

- (a) The year 2025 budget for Afya Sacco Society was adopted after being proposed and seconded by M/s. Frank Mwasia of Taveta branch and Alice Wanjiku Wambui of Mandera branch respectively.
- (b) The year 2025 budget for Afya Investments Co-operative Society was adopted after being proposed and seconded by M/s. Peter Mwamburi of Port Reitz branch and Allan M. Muyala of Lugari branch respectively.
- (c) The year 2025 BOSA/FOSA Supplementary/Capital budget was adopted after being proposed and seconded by M/s. Charles M. Mokono of Kisii Central branch and Thomas M. Mulei of Mwingi branch respectively.

MIN/ADM/9/4/2024 MATTERS ARISING FROM THE YEAR 2025 BUDGET

Mr. David Mureithi of Maragwa branch was of the opinion that since the Society was experiencing some financial challenges some of the items in the budget could be shelved to save funds.

Mr. Thomas Mutunga from Nyeri - MOH wondered whether there were similar items at a cheaper price available in the market.

Mr. Gikonyo Maina from Narok branch observed that the cost of laptop was Kshs.120,000/= which he felt was too expensive.

The Chairman in her response stated that audit was carried out before the system upgrade process commenced and most of the computers were found obsolete.

The Manager – Information Systems reiterated that the procurement department carried out a survey of the business laptops that were supposed to be bought. He explained that the laptops were the ones that could support the new system not only the hardware but also the software. He added that computers currently in use in the Society after checking the current state of livelihood, he found them completely obsolete. He affirmed that the cost of the business laptops the Society intends to purchase was fair.

The Chairman assured the delegates that the system that the Society was moving to was among the best in the market.

A delegate enquired to know what would happen to the obsolete computers in place after the Society procured the new laptops. Would they be disposed? He asked.

The Chairman responded that, earlier there was no disposal policy to guide on the disposal process but the Society had developed one which could be used.

MTRH branch Chairman, Mr. Nicholas K. Chebutuk proposed that since the obsolete computers in the Society would be replaced, the Management could also give Eldoret FOSA a face lift.

Meru South branch Chairman, Mr. Stephen G. Mwamba also proposed that Meru FOSA be repainted as it was in bad shape. He added this could create a good image for the organization.

MIN/ADM/10/4/2024 ARRIVAL OF THE CHIEF GUEST

The Chief Guest, the Commissioner for Co-operatives development Mr. David Obonyo arrived at 12.37 a.m. and was received by the Management Board members and warmly welcomed into the 43rd Annual Delegates Meeting.

The Chairman welcomed the Chief Guest to the Afya Sacco family and stated that they were honored to have him grace the meeting.

MIN/ADM/11/4/2024 - CHAIRMANS SPEECH TO THE 43RD ANNUAL DELEGATES CONFERENCE

The Chairman presented her report to the 43rd Annual Delegates Meeting as follows:-

1.0 INTRODUCTION

Our Chief Guest of Honor, Mr. David Obonyo EBS, the Commissioner for Cooperative Development, Director of Cooperatives-Nairobi County, Madam Aremo, The Sub County Director, Starehe - Nairobi, Madam Roselyne, Board of Directors, Supervisory Board, Invited Guests, Ladies and Gentlemen.

It is my great honor and pleasure to welcome you to Afya Sacco's 43rd Annual Delegates Meeting. As members of the same family with common interest and focus, we converge today to share reports on performance and operations of the Sacco for the year 2023 and also chart the way forward for the current year 2024. Your attendance is a demonstration of your commitment to the Sacco affairs, interest and loyalty.

To our Chief Guest and other invited ones, I wish to thank you for your effort of creating time despite your busy schedule to grace this meeting. Your being here

with us is a manifestation of the cordial relationship Afya Sacco has with you and your respective institutions. We thank the Almighty God for the blessing of life and good health and for His mercies and grace that we are all here today.

Our Chief Guest Sir, our Society since its inception in May 1971 has been led by Gentlemen. I feel honored as the first lady to hold the position of the Chair and I am grateful for the opportunity given to lead this giant organization. On behalf of the Women in the Cooperatives we feel honored and assure the membership that just as a mother cares and protects the family, so will I protect your savings and investments.

In today's forum key decisions and resolutions are passed, to guide our business operations for the next twelve months of the year. Chief Guest Sir, I now wish to present report on the key areas that gauged our Society's performance for the year ended 31st December 2023.

2.0 SOCIETY'S PERFORMANCE FOR THE YEAR 2023

Despite the tough economic environment due to high inflation rates, we managed to grow our assets from 20.9 billion in year 2022 to Ksh.22.78 billion and deposits grew from 15.6 billion to 17.1 billion among other parameters as per the set of our financial books which has been availed. I am proud of our efforts with my Board of Directors and assure our members here that the future is indeed very bright.

3.0 FOSA PERFORMANCE

The Front Office Service Activity continues to contribute to the profitability of the Society's business. Members obtain a variety of services and benefits through the Society's 10 FOSA outlets. The performance of the FOSAs in the year 2023 had net surplus increase to Ksh.481.327 million up from Ksh.281.39 million recording an increase of 71%.

4.0 DISTRIBUTION OF SURPLUS FOR YEAR 2023

The Management Board recommends payment of dividends on share capital at a rate of 12% amounting to Ksh.119 million and interest on deposits at a rate of 7.5% amounting to Ksh1.164 billion. The same rates of payment were applied in the year 2022.

The Management Board also proposes to pay honoraria to delegates of Kshs.6 million for the year 2023. The same amount was paid in the year 2022.

AFYA INVESTMENTS CO-OPERATIVE SOCIETY

The property managed by the Afya Investment Society is Afya Centre and Afya Maisonettes. Total revenues realized from the investment activities in the year 2023 was Kshs.5.46 million. The Management has made a decision to transfer all the amount earned from the Afya investment activities to reserves.

6.0 MARKETING AND RESEARCH

The Society embarked on enhanced marketing with a view of building on the membership of the Sacco and as well market the Society products. A total of 2,847 members with a monetary effect of Ksh.12.8 million were recruited in the year 2023. This is up by more than 27% from 2,228 members recruited in the year 2022 with a monetary effect of 10.5 million. Going forward, the Board has come up with an ambitious programme and the Society will invest in marketing and member education all across the country in an effort to boost the numbers and as well grow the Sacco business.

7.0 MEMBERS EDUCATION

During the year 2023 the Management Board managed to visit and educate members from three regions. These were: Nyanza. Coast and Western regions. The Management is committed to ensure every region is covered in the year 2024.

8.0 BRANCH MANAGEMENT & DEVOLUTION

The Society's 103 branches are spread throughout the 47 counties. Through these branches, branch officials oversee their activities by coordinating the affairs of members. Moving forward, the management intends to carry out a review of the branch network guided by health workers concentration in an area

9.0 INFORMATION TECHNOLOGY

The Management Board has made the necessary arrangements for a software implementation project whose aim is to migrate the current system (Microsoft Dynamics NAV 2013) to the latest Microsoft 365 version (Microsoft Business Central version 23/24). The overall objective is to automate most of the manual processes at the SACCO. The system is expected to have several integrations, for example; mobile money services, internet banking, customer relationship management (CRM), Document Management system (DMS) and many others. The project is on course and is set to be completed in the month of June 2024.

10.0 THE STRATEGIC PLAN 2023-2027

The 2023-2027 strategic plan which was launched during the 42nd. Annual Delegates Conference is in force. The Management Board is focused on aligning the strategic decisions envisaged in the plan. The Management Board reviewed the plan in December 2023 and noted that the year 2023 goals and objectives were well aligned with the plan.

11.0 ELECTIONS VETTING

the just concluded branch elections, the Management Board introduced the vetting of leaders as directed by the office of The Commissioner of Co-operatives. The vetting exercise was spearheaded by the Director, Ministry of Cooperatives, Nairobi County and was assisted by a team of experts both in legal and finance matters. Through the process, a team of 220 delegates were elected and are the guests in today's Annual Delegates Meeting.

12.0 SKILLS AUDIT

The Management Board conducted a skills audit for its entire staff. The aim of this exercise is to map the available human resource competencies and capabilities and also identify training needs where required. The exercise which is still in progress will be concluded by restructuring staff's roles and doing proper deployment in the Sacco.

13.0 REVIEW OF POLICIES

The Management Board carried out a review of the policies that existed and as well introduced others. The review was necessary because some old policies failed to comply with new laws, regulations new systems of technology. The review resulted to twenty-six (26) policies which are now referenced to for daily Sacco operations.

14.0 DELAY OF REMITTANCES

Our Chief Guest, the chain is as good as its weakest point and in Afya Sacco this is our biggest weakness as indicated above. Members deductions both for loans and contributions take a while to be remitted from the Counties. On average, most counties are between four (4) to six (6) months in arrears though two are above this ceiling, one at nine (9) months and the other at fourteen (14) months.

Fellow delegates, this is the major challenge in the organization since it interferes with our performance making the Management Board not meet the set targets.

Kindly note that if the remittances are not received in time, interest accumulation on default keeps on building.

As stated above, delay in receipt of remittances remains the main challenge in the organization. However other challenges experienced are as follows:

- Heightened demand for higher dividends by the Society's members.
- Declining membership because of aging, death and resignation by older members who retire from the service.
- Declining loan book due to members clearing loans to seek credit facility from other financial institutions and others never taking loans at all.
- Competition from other financial institutions
- Low liquidity occasioned by delays in receipt of monthly remittances from employers.
- Delays in commencement of recovery of new loans extended to members at the County level.
- Increased member expectations for provision of information and faster response to emerging issues.
- Regulatory demands to achieve the set minimum prudential standards.

14.0 FUTURE OUTLOOK

The Board future focus is on the following issues among others:

- To grow the Society's membership through aggressive marketing and offering innovative products that can compete in the industry.
- To grow the Society's income by spurring a loan book growth with products that are attractive across the generations.
- To work within the strategic directions informed by the five years Strategic Plan 2023-2027
- To ensure the safety and soundness of the members' funds through risk management programmes and insurance schemes.
- To ensure progress of members by educating them continuously on financial management and leadership.
- Perform within the bounds of the regulations, those acts and deeds that are necessary to enhance and promote growth for posterity.

In conclusion, I hope that the 43rd Annual Delegates Meeting will lead to creation of a lasting, mutually beneficial relationship and partnership, marking the beginning of a new era towards generating better returns. The turning point of any organization is never easy nor straight, but those who succeeded there before, remained focused and true to their course.

And now on leadership, as required by law and in line with the Society's By-laws, three members of the Board and one member of the Supervisory Committee are

retiring. They are: Madam Beatrice Mogire, Mr. Henry Kosgei, Madam Jacqueline Anyango from the Management Board, and Mr. Justin Menza from the Supervisory Board. However, they are all eligible for re-election. I take this opportunity to wish all those offering themselves for election best of luck.

Our Chief Guest, Ladies and Gentlemen, I take this opportunity to appreciate the co-operation accorded to the Board by your office. I wish to thank the Principal Secretaries Ministry of Health, Principal Secretary, Department for Co-operatives, Commissioner, and the County Co-operatives Officers. The Chief Executive Officer – SASRA, Directors of Kenyatta National Hospital, KMTC, NHIF, KEMRI, KALRO, MOH and all other officers who supported our endeavors in the year 2023 and are still doing so making it easier for us to effectively deliver our mandate. We look forward to a continued working relationship.

After presentation the Chairman called upon the Director for Co-operatives, Nairobi County Madam Dolphine Aremo to introduce her team.

M/s. Dolphine Aremo introduced the Director of Co-operatives, Nairobi. Sub-County Madam Rosaline Mwithiga who was accompanied by a team which comprised of M/s. Dorothy Ouma, Peter Theuri, Davis Kathurima and Madam Ann.

MIN/ADM/12/4/2024 WELCOME REMARKS BY MS. D. AREMO DIRECTOR OF CO-OPERATIVES NAIROBI COUNTY.

Madam Dolphine Aremo thanked the Chairman and the Board and stated that she was privileged to attend the 43rd Annual Delegates Meeting. She said that they had a very good education forum the previous day, 29th April 2024. She noted that during the forum what came out was a challenge of non – remittances from the counties.

She stated that she had assisted in following remittances from Nairobi county and she was confident that the Commissioner for Cooperatives could assist in following up the issue of delayed remittances from other counties.

Madam Dolphine noted that Afya is amongst 5 tier Sacco however, the Society should inject more capital. She proposed that a resolution could be passed by 43rd Annual Delegates Meeting to have over and above the minimum share capital of Kshs.20,000/=.

She congratulated the newly elected delegates and reported that the vetting process was very successful. She explained that due diligence was followed as per the vetting election policy whereby a legal person, a representative from ICPAK were involved. Madam Aremo further stated that in those branches where there was no representation, a by-election would be carried out in due course. She urged the

newly elected delegates to patronize the Society products and encourage members to save. Going forward the Society is in good trajectory.

MIN/ADC/13/4/2024 OFFICIAL OPENING AND ADDRESS BY THE CHIEF GUEST MR. DAVID K. OBONYO , COMMISSIONER FOR CO-OPERATIVE DEVELOPMENT.

The Chief Guest Mr. David Obonyo was happy to officiate the Afya Sacco 43rd Annual Delegates Meeting. He stated the Cabinet Secretary, Mr. Simon Chelugui had wished to attend the meeting, but due to exigency of duties it became impossible.

The Commissioner stated that he had the Society's interest at heart and he would ensure Afya Sacco was heading on the right track.

Remarks from the Commissioner

- Afya Sacco management should safeguard members funds
- Was happy Afya Sacco had met the deadline of holding Annual Delegates Meeting as stipulated in the law
- The Management was able to overcome the challenges and he encouraged them to aim higher as they had what it takes.
- The Management to issue a report in the event where success or failure is seen.
- Urged the Management to make the right decision because if right decisions are made you succeed, where wrong decisions are made you fail.
- Noted quality of delegates is crucial as the role of Board is to make decision, Supervisory is to oversee the implementation, management is to implement
- Commended Afya Sacco for following the By-laws to the later
- He was impressed the Director of Cooperatives went round to oversee the elections of delegates
- Commended delegates for investing heavily in the organization
- Delegates are under obligation to ensure that the Sacco is moving on the right direction and that the Sacco is running effectively and efficiently
- Going forward issue of Sacco business has become very competitive therefore Sacco should come up with their own unique products that suit their members and be efficient while offering services
- Urged the Board to make bold unpopular decisions as long as they improve Sacco performance
- Explore ways of reducing operational costs to pay better dividends
- Leverage on technology to reduce cost
- Source for a good HR policy to manage the wage bill
- Urged the board not to fear to challenge the management team but to give a conducive working environment, put them on contract if need be, remunerate them well and give specific targets.

- The Commissioner promised to follow up the issue of remittances, the management to avail the list of owed amounts from the following week to enable him make a follow up.
- Encouraged delegates to educate members to channel their salaries through Fosas which in return will help to improve rebates/ dividends
- The Ministry is working on review of Sacco Act 2008 to have a central liquidity and shared services to harmonise Sacco operations and access to cheaper lending.
- Members Education: Urged the Board and all delegates to do vigorous marketing as the membership was going down.
- Urged the management to do self-evaluation and work on how to attract youthful members
- Train members on financial knowledge /management
- For a Sacco to remain strong it must have a strong institutional capital
- Urged the management to make resolutions that would take the Sacco to the next level
- The Commissioner urged those who had lost elections not to hold grudges but to support the winning team for the betterment of the Society. He then invited Mr. Mark M. Kakumani the Chief Officer in the office of the Nairobi County government.

Remarks from the Chief Officer, Mr. Mark M. Kakumani

Mr. Kakumani apologized for arriving late during the 43rd Annual Delegates Meeting due to other exigencies. He stated that his intention was to serve and support the Sacco where need be. He urged the delegates to govern the Sacco as they would run their own enterprises. He finally wished the Society leaders well and encouraged them to serve diligently, with honour and integrity.

The Chairman thanked the Commissioner for Cooperatives, Mr. Obonyo and the Chief Officer from the Governor's office, Mr. Kakumani for attending the 43rd Annual Delegates Meeting and for their words of wisdom.

MIN /ADM/14/4/2024 - PRESENTATION OF AWARDS.

The Chairman informed the delegates that, for the 1st time the Society had invited the awards winners to attend the 43rd Annual Delegates Meeting physically to receive the awards. She then requested the Chief Guest to present the awards and certificates to the 3 highest savers nationally.

1. NATIONAL HIGHEST SAVERS

The three (3) highest savers nationally are awarded each with cash token of 1% of their savings plus certificates of recognition.

Highest Savers National Level As At 31st December 2023.

NO	P/NO.	AFYA NO.	NAME	BRANCH	TOTAL SHARES	1% OF SHARES
1.	92004804	71425	Beth W. Wanjohi	NPHLS (Nairobi)	20,373,300.35	203,733.00
2.	87067847	59610	Alfonse Majoni Ekalaji	Kakamega (Western)	12,930,547.00	129,305.00
3.	18999330	99330	Seme E. Martin	Philmed (Cash & Bank)	12,671,643.05	126,716.00
TOTAL						459,754.00

2. REGIONAL HIGHEST SAVERS

Members who have the highest savings in their respective regions are awarded a cash token of 0.5% of their savings and issued with certificates of recognition.

Highest Savers At Regional Level As At 31st December 2023

NO	P/NO.	AFYA NO.	NAME	REGION	TOTAL SHARES	0.5 % OF SHARES
1.	92004804	71425	Beth W. Wanjohi	NPHLS (Nairobi)	20,373,300.00	101,866.00
2.	87067847	59610	Alfonse Majoni Ekalaji	Kakamega (Western)	12,930,547.00	64,652.00
3.	93073814	63426	Francis O. Ayugi	Kisumu (Nyanza)	10,256,439.00	51,282.00
4.	94005173	66139	Dr. Kennedy O. Okoth	Nakuru PGH (Rift Valley)	7,095,600.00	35,478.00
5.	OH/ST/0069	76826	William W. Karagacha	Outspan (Central)	6,691,373.00	33,456.00
6.	2006008551	92526	Hakim B.	Mombasa	4,636,722.00	23,183.00

			Athman	(Coast)		
7.	93017884	63581	Penina N. Kioko	Kitui (Eastern)	4,597,100.00	22,985.00
8.	20150079502	101889	Madaraka V. Kiptoo	Garissa (North Eastern)	2,280,000.00	11,400.00
				TOTAL		344,302.00

3. Token of Appreciation

The Chairman called upon the General Manager – Marketing and Research to present the Chief Guest with a token of appreciation.

MIN/ADM/15/4/2024 - SUPERVISORY COMMITTEE'S REPORT.

The Supervisory Committee Chairman Mr. Robert Oira presented the Supervisory Committee report to the 43rd Annual Delegates Meeting as outlined below:-

The Chief Guest, Mr. David Obonyo, Commissioner for Cooperative Development, the Director of Cooperative – Nairobi County, Madam Dolphine Arema and all County Cooperative officers present, Chairperson Afya SACCO, the Board of Directors, Delegates, the Chief Executive Officer Afya SACCO, Management staff, Ladies and gentlemen:

On behalf of the Supervisory Board, I wish to congratulate and welcome the newly and old re-elected delegates to this 43rd Annual Delegates Meeting to reflect on the performance for the last one year; where we were, where we are currently and where we want to go as Afya SACCO Society.

Fellow delegates, over the past one year, the Committee delivered its work for the Year under review in accordance with the SACCO Act, Rules and Regulations, and SACCO By-laws.

This report is derived from our minutes and quarterly reports which have records of observations, findings, suggestions and recommendations to the Board of Directors.

I would like to commend the Board of Directors for considering and adopting most of the recommendations by my Board. Some of the recommendations require our

collective support for them to be successfully implemented especially in the era of devolution.

My fellow delegates, the following are some of the Key achievements recommended to the Board of Directors and implemented successfully over the past one year:

- Implementation of the Transformative 2023 – 2027 Strategic Management Plan.
- Implementation of the vetting of the delegates and Board members as per the 2023 delegates resolution.
- Introduction of Afya Sacco Call Centre.
- Formation of Credit Division for easier disbursement of loans.
- Renovation of ICT Division
- Implementation of System upgrade (Ongoing) to include timely updates to members regarding loan status, to enable members to access loan digitally through the mobile banking platform etc.

ECONOMIC EFFECTS

Fellow delegates, interest rates, inflation, exchange rates and government policies like the housing levy, the social health insurance fund and the NSSF deductions have greatly impacted our member's payrolls. This has affected liquidity position in the Sacco due to the low remittances from the counties. We recommend the following:

- The Sacco to negotiate with other banks and institutions like CAK, KUSSCO or any other Sacco-friendly institution who can lend us with lower interest rates.
- The Board, Management to work with respective Council of Governors to ensure remittances issues are addressed on time.
- The delegates to engage the County Payroll managers to ensure that the remittances are made to Afya Sacco on time.
- The Board and Management to follow up with the Cabinet Secretary, Ministry of Cooperatives and Micro, Small and Medium Enterprises Development for the implementation of the Inter Lending Bill 2024.

B. TECHNOLOGICAL EFFECTS

Fellow delegates, the mobile banking, digital market places and online transaction is the way to go in this 21st century for both individuals and organizations. Good transactions are through mobile and other technology mechanism like online banking. This technology has made it easier for the services to reach the members even in the remote places. At least every financial service provider has a mobile

application to serve the needs of their customers. To enable the Sacco to keep pace with the competitors in the market, we recommend the following:

- The Sacco to procure its own mobile banking platform so that we can own the transaction fee which will help to generate income.
- New and renewal of ATM production process to be fastened.
- Loan application forms to be placed online for easier access by all members.
- The Sacco to update the website where members can access the new products.

C. BUSINESS GROWTH

Fellow delegates, in our Strategic Management Plan 2023-2027 we have pillars, among them is Business growth. To achieve this, there is need to increase membership and work towards member retention rate and more so increase liquidity of the Sacco.

- To enable the Sacco realize this objective, an overhaul of membership acquisition and customer service strategies needs to be in place by targeting young generations.
 - We need to allow young members to get loans immediately on joining the Sacco as it is in mwaliko loan. Management to follow the Service Charter.
 - There is need to be aggressive and have customized marketing of Sacco products by Headquarter, FOSA staff as well as branch officials
 - Restructure the current saving products to make them competitive as a way of attracting more deposits from members.
-
- Saving is the best sources of finance for our Sacco for lending to members. There is need to review the marketing strategies of the Sacco.
 - A lot of funds are being used to clear Bills for Electricity and water at Afya Sacco building.
 - There is need to cut cost on the bills which is paid by Afya Sacco by installing individual tokens and individual water meters.

LOANS

Fellow Delegates, Credit Services are the core of the SACCO business. Currently, the county governments are holding over Kshs.754,426,066.05 as unremitted funds by end of March 2024. This has affected the disbursement of loans on time. For instance, members often travel long distance to get their loans only to be paid in installments instead of the lump sum. This has frustrated our members with most of them opting to resign. We recommend the following:

- The Board / Management together with the Delegates to lobby through the Council of Governors for devolved units to be remitting monthly dues to the SACCO without fail.
- Marketing strategies to be in place based in informal sector e.g Mama mboga and Boda Boda sector to join the Sacco so as to increase the Liquidity and rebranding of our product.
- We eradicate physical loan application form and introduce paperless and mobile loan application System.
- General Manager – ICT to implement sending of sms text alerts/notices to loan debtors and their guarantors for loan running into arrears.
- FOSA Branch Managers to be given the task of following county remittances since they interact more with the officers of the county.
- Combined efforts to sensitize members on the need to increase the share capital and share deposits.
- Combined efforts to sensitize those members who have saved for more than six months to apply for loans to enable Sacco generate income.

MARKETING AND RESEARCH

Dear Delegates, through the Strategic Management Plan 2023 - 2027 that was launched last year 2023, the Sacco has managed to visit 81 branches and 3581 new members have been recruited from January 2023 to March 2024 respectively.

The mandate of Marketing and research department is as follows:

- To carry out market research and identify the needs of the members.
- To mobilize savings for the SACCO.
- To market SACCO products and services and members' recruitment.
- To develop and implement a marketing strategy.
- To develop information and communication materials for distribution to members and potential customers.
- To advice the SACCO on the market needs and emerging trends.
- Carry out customer satisfactory survey.
- Monitoring of Customers feed back

CHALLENGES

Fellow Delegates, we visited the department and found out the following though recruitment was done:-

- Lack of marketing strategies, planning and coordination, lack of marketing materials, which leads to dismal performance of the Sacco in this critical era.

- Lack of proper coordination with other related departments that deal with members on daily basis; lack of effective communication, Loans, ICT and Transport departments.
- Lack of coordination with Branch officials or sometimes FOSA branch staff.
- The Afya SACCO website not updated to give members comprehensive information.

Fellow delegates, the Sacco cannot grow with this model that has been in existence, we have to change it by embracing new ways. We recommend the following:

- Developing a comprehensive policy and strategy that is guided by market needs.
- This will involve a thorough analysis of our target audience, competitive landscape, and industry trends, which will inform the selection of practical marketing strategies that will have a greater impact.
- We suggest coordinating marketing events with related departments to include ICT staff who can help with online recruitment efforts.
- We suggest FOSA branch Managers be directed to be carrying out members recruitment.
- To ensure that business development is decentralized, the function be located at the points of service while the headquarters develops marketing strategies that are cascaded to the branches.
- To incentivize outstanding performance, we propose designing an incentive program that rewards the best-performing branches, FOSA branches, and staff in recruitment, retention, and stellar customer service.
- Implementing an Afya Sacco contact or call center to handle all customer communications.
- Our website should be updated to provide members with easy access to all the information they need and enhance our public image through billboards, print media, and corporate social responsibility initiatives.

RESIGNATION

Fellow delegates, of recent we have experienced members opting to leave the Sacco and the Board wanted to know the reason. The following were the reasons:

- Retirement
- Improper loaning policies e.g un-conducive condition like waiting period
- Liquidity (part payment of loan)
- Stiff competition from other Saccos and financial institutions
- Low dividends
- Negative publicity from staff, delegates and members

- Frequent system failure, ATM services not reliable and lack of M-banking services
- Poor communication from Headquarters to branches through delegates

The Board recommends the following:

- Network to be done with Retirement Benefit Authority (RBA) on retirement plan training from various institutions or organization so as to have a marketer in this training who will share Afya products like Senior citizen package
- Strictly service charter to be followed
- County Governors to be approached to release remittances on time
- Improve our rebates/dividends by marketing our products and encouraging our members to take loans from our Sacco instead of going to the bank
- Area like Nyeri where K.N.H and Karen hospitals have opened branches, marketers to be in place to educate and recruit newly employed staff as our members.

CONCLUSION

The Board believes that implementation of the recommendations expressed in this document will go a long way in positioning the Society as the leading financial institution in the country.

Fellow Delegates, we appreciate you most sincerely for taking your time to listen to our presentations. We request you to continue giving moral support.

Lastly a third of the Board is retiring by rotation as per our By-Laws. The Chairperson Madam Beatrice Mogire, Vice-Chairman, Mr. Henry Kosgei, Madam Jackline Emma Anyango from the CMC and Mr. Justin Menza from Supervisory Board are retiring by rotation and they are seeking re-election through your support. Equally we wish them ALL THE BEST.

The National Chairman thanked Mr. Oira, Chairman Supervisory Board for the good report.

Adoption

The Supervisory Board report was adopted after being proposed and seconded by M/s. Lilian Akinyi Abour from Migori branch and Charles K. Wangai from Meru Central branch respectively.

MIN/ADM/16/4/2024 - MATTERS ARISING FROM THE SUPERVISORY BOARD REPORT

Mr. Felix Opiyo from Nyando branch thanked the Supervisory Board Chairman for presenting a good and elaborate report. He also wanted to know why the Supervisory Committee was being referred to as Board but not Committee.

The National Chairman clarified that Supervisory was a full committee with its own mandate hence it was in order to be referred as Board.

Mr. Philip Adingo from Nyando branch enquired to know why the Society was paying water and electricity bills for the tenants. He opined that tenants could be catering for their own bills to save Society funds.

A delegate observed that the interest rates for banks were quite high. He was for the opinion that the Society could look for another financial institution with lower interest rates for on-lending to members as the Society was losing business to the banks when loan processing delays. He suggested, the Society could raise interest rate from 1% to 1.6% to stay afloat. He further stated that all the issues raised by the Supervisory Board be implemented seamlessly by the Management Board.

The Chairman on electricity/water bills being paid by the Society informed the delegates that the tendering process to separate the meters was ongoing to enable tenants pay their own utilities. She added that by the time Afya Centre building was being constructed, meter tokens option was not available.

On the current financial challenges being experienced, the Chairman stated that it was not economically viable to borrow funds from banks/ financial institutions due to the high interest rate. She advised that the best option would be to mobilize internal funds or the Society to raise interest rate on loans.

The Chairman informed the delegates that in the recent past the Society had experienced a lot of county remittance delays. The non-remitted amounts as at March 2024 were around Kshs.740 million which had made the Management to slow down on loan processing. She urged the delegates to be patient as the Management was making all the efforts to follow up the non-remitted amounts of which the Commissioner promised to assist.

MIN /ADM/17/4/2024 - RESOLUTIONS

The Chairman presented the resolutions to the 43rd Annual Delegates Meeting which were fully deliberated upon and passed by the Conference for implementation as outlined below:-

DISPOSAL FOR THE YEAR 2023 SURPLUS FOR

AFYA CO-OPERATIVE SAVINGS AND CREDIT SOCIETY

(A) Dividends on Shares

Resolve to approve the recommendation of the Board of Directors to declare cash dividends amounting to Kshs.119,197,899 payable at the rate of 12% to members who were on the Society's register by 31st December 2023. The dividends are payable as from June 2024 through individual members' Fosa savings accounts.

The resolution was adopted after being proposed and seconded by M/s. Frank Mwasia of Taveta branch and Allan Muyala of Lugari branch respectively.

(B) REBATES (INTEREST) ON MEMBERS' DEPOSITS

Resolve to approve the recommendation of the Board of Directors to declare interest on members' deposits amounting to **Kshs.1,164,403,330/=** payable in cash at a rate of **7.5%** to members who were on the Society's register by 31st December, 2023. The payment will be made as from May 2024 through individual members' FOSA savings accounts.

The resolution was adopted after being proposed and seconded by M/s. John Mulovi Shigali of Vihiga branch and Dickson Wafula of Bungoma branch respectively.

C) REBATES (INTEREST) ON AMCA MEMBERS' DEPOSITS

Resolve to approve the recommendation of the Board of Directors to declare interest on members' deposits amounting to **Kshs.3,385,567/=** payable in cash at a rate of **4.0%** to members who were on the Society's register by 31st December, 2023. The payment will be made as from June 2024 through individual members' FOSA savings accounts.

The resolution was adopted after being proposed and seconded by M/s. Esther Achieng Osewe of Lamu branch and Adan Mohamud Isaack of Mandera branch respectively.

D) **COMMITTEE HONORARIA FOR YEAR 2023**

Resolve to approve payment of Honoraria to members of the Management Board, Supervisory Board and Branch Committees totaling to **Kshs.6,000,000=** payable in May 2024.

The resolution was adopted after being proposed and seconded by M/s. Stephen Situma of Naivasha branch and David Mwai of Gatundu branch respectively.

2. **AFYA INVESTMENT CO-OPERATIVE SOCIETY LIMITED** **DIVIDENDS PAYMENT**

Disposal of Surplus Year 2023

Resolve to approve the recommendation of the Board of Directors to transfer **Kshs.5,673,086** out of the surplus for the year 2023 to reserves. The real estate property sector is still experiencing adverse economic effects and hence the need to boost the Society's reserves.

The resolution was adopted after being proposed and seconded by M/s. Justus M. Mutale of Wesu Wundanyi branch and Phoebe A. Ogwela of Suba branch respectively.

3. **RENEWAL OF BORROWING POWERS**

Resolve to approve the recommendation of the Board of Directors to affirm the Society's borrowing powers **at Kshs.5 billion.**

The resolution was adopted after being proposed and seconded by M/s. Thomas Ombati of Kakamega branch and Mwanahamisi Mwalonya of Voi branch respectively.

4. **RENEWAL OF BORROWING POWERS – AFYA INVESTMENT CO-OPERATIVE SOCIETY LIMITED**

Resolve to approve the recommendation of the Board of Directors to affirm Afya Investment Co-operative Society Ltd borrowing powers at **Kshs.100 million.**

The resolution was adopted after being proposed and seconded by M/s. Boaz Ndong of Old Nyanza branch and Zainabu N. Gobana of Marsabit branch respectively.

5. **AMENDMENT OF BY-LAW NO.33 – NOTICE OF MEETING**

The Board of Directors recommends the addition of clause No.IV to the by-laws to read as follows:-

(IV) The Business of the General Meeting as provided in by-law No.33 shall be transacted in either physical, virtual or hybrid meeting.

Mr. Joseph Alele of Busia branch was concerned about the proposal to amend the by-law No.33 to hold virtual/hybrid meeting but the Chairman assured him, in any unavoidable circumstances virtual/ hybrid meeting was to be organized, the Board would consult in advance.

The resolution was therefore adopted after being proposed and seconded by M/s. Margaret Mugaka of Kisii branch and Patrick Otiende of Homabay branch respectively.

6. **INCREASE OF SHARE CAPITAL**

The matter was raised on the floor to the 43rd Annual Delegates Conference by Mr. W. Aketch of Isiolo branch. He proposed that for the Society to limit the external funds borrowing for on-lending to members, a resolution be passed to raise the Share capital from Kshs.20,000/= to Kshs.50,000/= for members, Kshs.100,000/= for delegates and Kshs.200,000/= for the Board respectively. The share capital to be raised within a period of three (3) years.

The Board of Directors therefore recommended raising of share capital as proposed above and the recommendation was adopted by the 43rd Annual Delegates Meeting after being proposed and seconded by M/s. Bundi Mutei from Meru Central and Nicholas K. Chebutuk of MTRH branch respectively.

7. **APPOINTMENT OF EXTERNAL AUDITORS TO AUDIT SOCIETY'S ANNUAL REPORTS AND FINANCIAL STATEMENTS FOR YEAR 2024**

In accordance with section 44 of the Sacco Societies Act and Regulation 54 & 57 of the Sacco Societies Regulations 2010, the Audit Committee shall recommend three (3) names of External Auditors to the Board of Directors.

In accordance with the regulations, the Board of Directors recommends the following firms of auditors to the Annual General Meeting for appointment of one of them to audit the Society's annual reports and financial statements for the year 2024.

- (i) M/s. Mwangi & Kamwara Associates
Certified Public Accountants (K)
P O Box 34458 - 00100
NAIROBI.
- ii) M/s. Mazars LL
Certified Public Accountants (K)
P. O. Box 61120 - 00200
NAIROBI.
- (iii) M/s. Kiarie Kang'ethe & CO.
Certified Public Accountants (K)
P. O. Box 26955 - 00100
NAIROBI.

Decision

The resolution to appoint M/s. Mwangi & Kamwara Associates to audit the Society books of accounts for the year 2024 was approved unanimously by the 43rd Annual Delegates Meeting due to his exemplary performance after being proposed and seconded by M/s. Changwa N. Kalama of Kinango/ Kwale branch and John M. Sungol of Uasin Gishu branch respectively.

MIN/ADM/18/4/2024 - ELECTIONS

Mr. William Otonyo from Lugari branch was concerned that some branches were not well represented while others did not have any branch delegate. He enquired to know how services to the members would be rendered in those affected branches.

He further noted that during the vetting process, the issue of term limit for delegates was not clearly stated.

The Chairman on the issue of branch representation concurred with the delegate that branches were not well represented and stated during the vetting process, messages were sent to all members to apply but most of them did not meet the qualifications. She added that a by-election would be held later once the mapping of branches which was ongoing was completed for proper representation of all regions.

On exit of branch delegates, the Chairman explained that the by-laws, vetting and elections policy were very clear on the age that delegates should stop serving.

The Chairman then invited the professionals who were involved in the vetting process to give their observations on how the exercise was conducted.

The Legal Expert, Madam Wanjiru Mungai Remarks

- Thanked the Commissioner's office for the opportunity granted to be part of the vetting team and vetting process.
- Commended the vetting committee for following the process to the letter as their action will echo through generations to come.
- Vetting process regulations were very clear.
- Confirmed that the vetting process was free, fair and transparent.

ICPAK Professional, CPA Julius Kahure Remarks

- Thanked the Commissioner's office for the opportunity granted to be part of the vetting team and vetting process.
- Confirmed all cleared candidates met the requirements
- Urged the Management to educate all members of what was required of them to qualify
- Confirmed that the vetting process was free, fair and transparent.

The Director of Cooperatives, Madam Dolphine Aremo stated that the vetting process was very serious and was conducted as per the vetting and election policy. She urged the Management to educate members to enable meet the threshold. She informed the delegates that elections for Society was the last agenda for the day and it would be conducted by Ministry of Cooperative officers headed by Madam Mwithiga, the Sub-County Cooperative Director - Starehe

The Starehe Sub County Co-operatives Officer, Madam Roselyne Mwithiga also confirmed that the by-laws, vetting and election policy was followed to the later. She noted that there were 3 vacant positions in the Board and 1 vacant position in the Supervisory Board. The following candidates presented themselves to be elected in the vacant positions;

1. Beatrice M. Mogire
2. Henry Kosgei
3. Jacqueline Emma Anyango
4. Kathomi Gitari Kageni
5. Judy Maria Munyao

Point of order from the floor was raised in regard to two (2) candidates who had gone through the vetting process and given a certificate to vie for position as Board members. The candidates were; (i) Madam Kathomi Gitari Kageni from KNH branch (ii) Madam Judy Maria Munyao from NHIF branch.

The above two candidates withdrew their candidature without any cohesion after soul searching.

The results of the election were as follows:

(i) Board of Directors

<u>Name</u>	<u>Remarks</u>
1) Beatrice M. Mogire	Proposed by M/s. Adan Hassan of Meru branch and seconded by Webstar Moraro of Kisii branch.
2) Henry Kosgei	Proposed by M/s. Joseph Alele of Busia branch and Monicah N. Ngunjiri of Nyandarua branch
3) Jacqueline Emma Anyango	Proposed by M/s. Lily B. Musasia of Mt. Elgon branch and seconded by Francis Dindi of Busia branch.

Decision

The following were elected to the position of Board of Directors unanimously;

- (1) Beatrice M. Mogire
- (2) Henry Kosgei
- (3) Jacqueline Emma Anyango

(ii) Supervisory Board

<u>Name</u>	<u>Remarks</u>
1) Justin Menza	Proposed by M/s. Longinus Wekesa of Bungoma branch and Seconded by Sarah Gathomi Nairobi branch

Decision

Mr. Justin Menza was elected to the Supervisory Committee unopposed.

Madam Roselyne thanked the delegates for the way they conducted their election business. She said it portrayed a lot maturity in the Society and encouraged all delegates to save more on share capital and deposits as this would move the Sacco the next level.

All the elected Board of Directors/ Supervisory thanked the delegates for reelecting them back and for the trust bestowed on their leadership.

MIN /ADM/19/4/2024 - CLOSING REMARKS

The Chairman greatly appreciated the trust the delegates had with her Board and prayed that all elected leaders could embrace teamwork. She promised the delegates of her commitment to take Afya Sacco to greater heights and in as much as the 1st term had been tough and had its challenges, it was also a learning process. She also thanked Madam Director and Sub-county Director for their support and made her learn more about the Sacco operations and promised to do the best of the best and stand accountable for the performance of the organization. She reiterated that she would put serious measures to enable the organization to move from the current position to the desired one.

The meeting was closed with prayers by Adan Hassan of Meru branch and Wilson Aketch of Isiolo branch respectively at 3.50 p.m.

(ALEX. W. MAWEU)
HON. SECRETARY

MINUTES CONFIRMED BY: CHAIRMAN DATE:

MINUTES CONFIRMED BY: MEMBER DATE:

C.C.

The Commissioner for Co-operatives Development,
P.O. Box 39249-00100,
NAIROBI.

The Director for Co-operatives – Nairobi County
P.O. Box 30202-00100,
NAIROBI.

All Delegates.

LIST OF ATTENDANCE

BOARD OF DIRECTORS

- | | | | |
|----|-------------------------|---|----------------|
| 1. | M/s. Beatrice M. Mogire | - | Chairman |
| 2. | Henry K. Kosgei | - | Vice Chairman |
| 3. | Alex W. Maweu | - | Hon. Secretary |
| 4. | Charles K. Ottaro | - | Treasurer |
| 5. | Jackline Obonyo | - | Member |
| 6. | Benson Mbae | - | Member |
| 7. | Paul K. Kiptoo | - | Member |
| 8. | James W. Njuguna | - | Member |
| 9. | Jacqueline E. Anyango | - | Member |

SUPERVISORY BOARD

- | | | | |
|-----|------------------|---|-----------------|
| 10. | M/s. Robert Oira | - | Chairman – SC. |
| 11. | Tabitha Wairimu | - | Secretary – SC. |
| 12. | Justin Menza | - | Member – SC. |

DELEGATES

- | | | | |
|-----|-----------------------|---|------------|
| 13. | M/s. ODOYO LELA SHEM | - | AFYA HOUSE |
| 14. | PETER OGWENO DIBUORO | - | MOH - HQ |
| 15. | STEPHEN OTIENO OMONDI | - | KNH |
| 16. | MUSA KIPKECH KANGWONY | - | K.M.T.C HQ |
| 17. | TABITHA.W KARIUKI | - | K.M.T.C HQ |

18.	DINAH KWAMBOKA BUNDI	-	MATHARE HOSPITAL
19.	JUSTUS. M. OKENYE	-	MATHARE HOSPITAL
20.	STELLAH MORAA	-	MATHARE HOSPITAL
21.	BETH WANJIRA WANJOHI	-	NPHC
22.	RUTH MOKEIRA OIGARAH	-	MBAGATHI HOSPITAL
23.	SOPHIA HAMADAWA MARO	-	MBAGATHI HOSPITAL
24.	JUDITH MARIA MUNYAO	-	NHIF -GIKOMBA
25.	BENARD BARASA SUNGUTI	-	CITY HALL
26.	JACQULINE EMMA ANYANGO	-	KAREN KMTC
27.	FREDRICK MUTWIRI RINGERA	-	MJI WA URUMA H/C
28.	STEPHEN K. NTUARAH	-	NATIONAL SPINAL INJURY
29.	ERIC ODHIAMBO INDA	-	NYAYO HOUSE
30.	SARAH GATHONI	-	PUMWANI MATERNITY
31.	MARIAM MACHARIA	-	KEMRI HQ
32.	TERESIA MUTUO MUTHOKA	-	KEMSA EMBAKASI
33.	CAROLYNE J. NGANAI	-	WILSON AIRPORT
34.	FREDRICK AKURO OLELA	-	WILSON AIRPORT
35.	ERASTUS WAINAINA MUGO	-	KIAMBU L. 5 HOSPITAL
36.	JULIUS MUCONJO MUIRU	-	KIAMBU L. 5 HOSPITAL
37.	ALICE NJERI MWANGI	-	GATUNDU L. 5 HOSPITAL
38.	DAVID MUTHEE MWAI	-	IGEGANIA L. 4 HOSPITAL
39.	GEORGE MWANGI KAHIU	-	RUIRU LEVEL 4 HOSPITAL
40.	FREDRICK MUTEMBEI KIREMU	-	THIKA L. 5 HOSPITAL
41.	SAMUEL GICHIMU MUREITHI	-	THIKA L. 5 HOSPITAL
42.	SUSAN WANGUI NDIMI	-	THIKA L. 5 HOSPITAL

43.	LAWRENCE K.MWANGI	-	MURANGA CRH
44.	JAMES GITHAIGA MAINA	-	MURANGA HOSP
45.	ROSEMARY NYAMBURA KIIGE	-	KIRWARA - MARAGUA
46.	DAVID DRYANE M. MUREITHI	-	MARAGUA HOSPITAL
47.	REBECCA MUTHONI GITAE	-	MARAGUA HOSPITAL
48.	BENARD HINGA NGARACHU	-	MURIRANJAS
49.	PETER MAINA THEURI	-	MURIRANJAS
50.	DAVID MACHARIA JOMO	-	MURIRANJAS
51.	THOMAS MUTUNGA	-	OTHAYA
52.	AGNES NYAWIRA KIMONDO	-	TUMUTUMU HOSPITAL
53.	ELIUD GICHUKA NDEGWA	-	WARAZO H/C
54.	HARRISON KIURA GICHERU	-	KARATINA S/C HOSP
55.	SUSAN WANGARI KIMANI	-	J.M KARIUKI HOSPITAL
56.	PETER MUCHUNU GICHARI	-	J.M KARIUKI HOSPITAL
57.	SAFARI KALLUBKITHI	-	MASUNGA H/C
58.	DAVID WANJUKI GITERU	-	NDINDIKA S.C HOSPITAL
59.	MONICAH NYANDIA NGUNJIRI	-	NYAHURURU REFFARAL
60.	OUNDO IRENE MANDARE	-	COAST GENERAL T.R.H
61.	SHILISIA OLIPHE ISOKA	-	COAST GENERAL T.R.H
62.	MARIAM SALIM MWAMVUMO	-	KMTC MOMBASA
63.	PETER MWAMBURI	-	MIKINDANI MCM
64.	ISAAC ETEMESI WAMIRA	-	GANZE S.C.H
65.	JACOB MWANGI WANGARI	-	KILIFI C.R.H
66.	PATIENCE KUVUNA LWAMBI	-	KILIFI C.R.H
67.	DENNIS NYADWARO MOSE	-	MALINDI S.C.H

68.	FLORENCE KATHINA WAMBUA	-	LUNGA LUNGA
69.	HELLEN. D. MUSIMU	-	TIWI R. HEALTH CENTRE
70.	CHANGWA NGUMA KALAMA	-	KWALE S.C.H
71.	STEPHEN MBAUNI WACHIRA	-	BORDER TAVETA OSBP
72.	FRANK KIOKO MUASA	-	TAVETA S.C.H
73.	WILLIAM MUTHENYA KINGOO	-	TAVETA S.C.H
74.	MWANAHAMISI MWALONYA	-	VOI HOSPITAL
75.	HOLINESS JUMBALE	-	MWATATE S.C.H
76.	JUSTUS MUTUKU MUTALE	-	MWATATE S.C.H
77.	ODRINE CHANYA KIRIGHA	-	WESU HOSPITAL
78.	ESTER ACHIENG OSEWE	-	LAMU COUNTY EOC
79.	JOSEPH M. MWAWUCHANGA	-	MOKOWE H/C
80.	BERHE OMAR MOHAMMED	-	HOLA
81.	ONESMUS MWANZA MAITHA	-	MACHAKOS
82.	THERESA NGINA MBUVI	-	MACHAKOS S.C.H
83.	JANE MWONGELI MASINGI	-	KAKUYUNI
84.	MICHAEL MBATHA NGUKU	-	NGULUNI H/C
85.	CAROLINE D. MBANGULA	-	KITUI S.C.H
86.	NEWTON FRANCIS KIMATHI	-	MWINGI L4 HOSPITAL
87.	THOMAS M. MULEI	-	MWINGI L4 HOSPITAL
88.	BEATA MWENDE PETER	-	THONZWENI DISPENSARY
89.	PATRICIA WANJIRU NJAGI	-	EMBU KMTC
90.	MARTHA JEREMIAH	-	EMBU LEVEL 5 HOSP
91.	DANIEL MAINA KIIGE	-	SIKAKO S.C.H
92.	BUNDI MUTEI	-	KMTC MERU

93.	STEPHEN MURURU THIRINJA	-	MBOROGA H/C
94.	ADAN HASSAN ALI	-	METRH
95.	CHARLES KARIUKI WANGAI	-	METRH
96.	FRANCIS MWENDA	-	MBEU S.C.H
97.	STEPHEN G MWAMBA	-	CHUKA C.R.H
98.	EURITER W. NYAMU	-	CHUKA C.R.H
99.	JANE NJERI GITONGA	-	MAGUTUNI HOSPITAL
100.	PAUL MBINJI OKELLO	-	MARIMANTI HOSPITAL
101.	JAPHET IMANI MITU	-	ISIOLO C.R.H
102.	PAUL JOHN MUGENDI	-	ISIOLO C.R.H
103.	WILSON AKETCH OSORE	-	ISIOLO C.R.H
104.	HALIMA GUYO SHIBIA	-	DEPARTMENT OF HEALTH
105.	FUGICHA A.G SARRU	-	MARSABIT C.R.H
106.	ZAINABU NURA GOBANA	-	MARSABIT C.R.H
107.	JANE JILLO GALGALO	-	MOYALE S.C.H
108.	WAKO JARSO GALGALLO	-	MOYALE S.C.H
109.	CHARLES M. MOKONO	-	KISII T.R.H
110.	MARGARET MOGAKA	-	COUNTY DIR'S OFFICE
111.	SHADRACK ONDIGO OTIENO	-	MARANI
112.	VINCENT MAGANI	-	IRANDA
113.	WEBSTAR MORARO	-	GESUSU L4
114.	AMINGA NYACHIEO WYLIFFE	-	NYAMIRA C.R.H
115.	FLORENCE KOMBO	-	KMTC NYAMIRA
116.	ISABELLA MIRERI	-	NYAMIRA C.R.H
117.	JUMA JOSHUA	-	NYAMIRA C.R.H

118.	ANNAH OKENYURI MOGOA	-	KENYANYA
119.	CAROLINE NYAMOTI	-	GUCHA.S.C.H
120.	DORCAH KEMUNTO MOKAYA	-	KERAGIA HEALTH CENTER
121.	ROBERT NYASETA BARONGO	-	NYAMACHE S.C.H
122.	ZACHARIA OBWENGI OMBUKI	-	NDURU HOSPITAL
123.	ERIC ODHIAMBO NYAMOLO	-	KMTC SIAYA
124.	EGLAH KAPTUYA CHEPTOO	-	SIAYA C.R.H
125.	JAMES ONYANGO OSORE	-	SIAYA C.R.H
126.	WILLIS OCHIENG ONYANGO	-	SIAYA C.R.H
127.	SARAH ACHIENG ODHIAMBO	-	BONDO S.C.H
128.	NANCY OTIENO OBUNGA	-	RANGWE S.C.H
129.	PATRICK OTIENDE ABONDO	-	HOMABAY C.R.H
130.	JUDITH AKINYI ODHIAMBO	-	KOBODO H/C
131.	BONIFACE OTIENO OUDIA	-	RANGWE S.C.H
132.	JOSEPH OTIENO ONDU	-	RACHUONYO S.C.H
133.	VICTOR OSONGO BROWN	-	RACHUONYO S.C.H
134.	VIVIAN NABWIRE OUNDO	-	MBITA EPI STORES
135.	FREDRICK NASIALI KALAKA	-	MBITA S.C HOSPITAL
136.	PHOEBE ADHIAMBO OGWELA	-	SUBA S. C. HOSPITAL
137.	AFLINE ACHIENG ONGEI	-	KISUMU CDH
138.	BOAZ MUGA NDONG	-	KISUMU C.R.H
139.	FREDRICK OUMA AKETCH	-	KEMRI WRP - OLD NYANZA
140.	LILIAN ADHIAMBO OKEYO	-	CHULAIMBO-OLD NYANZA
141.	MOLLY ACHIENG OLOO	-	KISUMU C.R.H
142.	NEREA ATIENO AROKO	-	KISUMU C.R.H

143.	ELIZABETH ODERA AYIEKO	-	GITA S.C.H
144.	FELIX OTIENO OPIYO	-	KATITO HOSPITAL
145.	JULIAS OKUKU	-	NYAKACH S.C.H
146.	PHILIP OTIENO ADINGO	-	AHERO S.C.H
147.	GREGORY SADAI OUMA	-	JOOTRH
148.	ROSELYNE A. SIJENJE	-	JOOTRH
149.	DANIEL ONEYA OCHIENG	-	MIGORI CRH
150.	LILIAN AKINYI ABOUR	-	MIGORI CRH
151.	EDNA MORAA ANGWENYI	-	NTIMARU
152.	JAMES MAROA GISIRI	-	KEHANCHA HOSPITAL
153.	JOHN MAROA CHACHA	-	KURIA HOSPITAL
154.	THOMAS AMBARI ONDORA	-	KMTC- KAKAMEGA
155.	PATRICK MUYESU KEGODE	-	LUMAKANDA S.C.H
156.	WILLIAM M OTONYO	-	LUMAKANDA S.C.H
157.	ALLAN M. MUYALA	-	MAUTUMA S.C.H
158.	JOSHUA ODHIAMBO OKELO	-	MUMIAS L.4 HOSPITAL
159.	ANNE OMUSOTSI	-	MUMIAS L.4 HOSPITAL
160.	JOHN MULOVI SHIGALI	-	VIHIGA C.R.H
161.	DICKSON WAFULA SAENYI	-	NAITIRI S.C.H
162.	GILBERT NATO W. MUKHOVE	-	KIMILILI S.C.H
163.	LONGINUS W. WATIANGU	-	NAITIRI S.C.H
164.	CHRISTINE RUTH MUKWANA	-	WEBUYE C.R.H
165.	SHEM OTIAKA IMANDA	-	WEBUYE C.R.H
166.	JOSEPH A. ALELE	-	BUSIA C.R.H
167.	KENNETH KIPKEBUT YATICH	-	BUSIA C.R.H

168.	SARAH AMBIA	-	BUSIA C.R.H
169.	FRANCIS DINDI	-	PORT VICTORIA S.C.H
170.	JOSEPH OKELLO OKOBA	-	SIOPORT S.C.H
171.	GAUDENZIA OWINO	-	TESO ALUPE S.C.H
172.	JOYCE C. KINGWA	-	MT. ELGON S.C.H
173.	LILY BUSOLO MUSASIA	-	MT ELGON S.C.H
174.	CATHERINE A. OTIENO	-	NAKURU L.5 HOSPITAL
175.	ROBERT OTIENO NDALO	-	KMTC - NAKURU
176.	MONICA MUTHONI	-	M.O.H OFFICE NAKURU
177.	PATRICK OJWANG ODHIAMBO	-	ANIMAL PRODUCTION
178.	RICHARD K. SUMUKWO	-	M.O.H OFFICE NAKURU
179.	GEORGE MAINA MUCHIRI	-	NAIVASHA HOSPITAL
180.	STEPHEN BARASA SITUMA	-	NAIVASHA HOSPITAL
181.	ZABLON KOMBO NYAKONDU	-	NAIVASHA HOSPITAL
182.	AGNES NYOKABI WAITHAHA	-	GILGIL S.C.H
183.	SIMON MWANIKI KIBE	-	GILGIL S.C.H
184.	PETER KOECH	-	LONDIANI S.C.H
185.	RICHARD KIPRONO KILEL	-	CHEPTALAL HOSPITAL
186.	DANIEL KIPNGENO MUTAI	-	RORET S.C.H
187.	DANIEL KEMBOI KEITANY	-	MOSORIOT HOSPITAL
188.	SUSAN C. KIPCHILLAN	-	KAPSABET HOSPITAL
189.	CHARLES KIMUTAI CHEPTOO	-	NANDI HILLS HOSPITAL
190.	JEDITHA CHEBET	-	NANDI HILLS HOSPITAL
191.	CHEPTORUS K. DUNCAN	-	KMTC ELDORET
192.	JULIANA C. BOR	-	UASIN GISHU C.R.H

193.	JOHN MAIWA SONGOL	-	UASIN GISHU C.R.H
194.	NICHOLAS K. CHEBUTUK	-	M.T.R.H
195.	ANDRREW YATICH CHEBURET	-	BARINGO C.R.H
196.	ISAAC C. MININGWO	-	BARINGO C.R.H
197.	MARYLENE J. CHELELGO	-	ELDAMA RAVINE HOSP.
198.	RUTH SIALALA	-	ELDAMA RAVINE HOSP.
199.	WILLIAM NG'OTIE	-	ELDAMA RAVINE HOSP.
200.	KAIKAI NAKHUMICHA FAITH	-	KITALE C.R.H
201.	DANIEL KATUL LOKEMER	-	KAPENGURIA C.R.H
202.	JEREMIAH PLIMO CHERUIYOT	-	KAPENGURIA C.R.H
203.	STELLA NDIWA	-	KACHELIBA S.C.H
204.	CYNTHIA AKAL	-	KMTC -LODWAR
205.	JANE ATABO LONGOLOL	-	LODWAR C.R.H
206.	LEONARD LUMBASI RAPANDO	-	LODWAR C.R.H
207.	PETER RURAYA NDIBA	-	BARAKA H/C NANYUKI
208.	NICODEMUS C. KIPKEMOI	-	KMTC - ITEN
209.	RICHARD CHESIR KORE	-	CHESOL S.C.H
210.	JULIUS NGUNGA MUIA	-	OGATA RONGAI S.C.H
211.	MARY WAI KASAINI	-	KAJIADO C.R.H
212.	JOHN KARUGA	-	LOITOKTOK HOSPITAL
213.	ROBERT KIPROP KAIMOI	-	KMTC LOITOKTOK
214.	WILSON KOROS CHESUM	-	LOITOKITOK HOSPITAL
215.	ALLAN G.O. SIKA	-	NAROK C.R.H
216.	JOHN MAINA GIKONYO	-	NAROK C.R.H
217.	JOSEPH ITULE NZOU	-	IJARA S.C.H

218.	ABDULLAHI M. SHAHOW	-	MANDERA C.R.H
219.	ADAN MOHAMUD ISAAK	-	MANDERA C.R.H
220.	ALICE WANJIKU WAMBUI	-	MANDERA C.R.H

ABSENT WITH APOLOGY

221.	CALVIN AWITI NYANDO	-	KMTC - KISII
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IN ATTENDANCE:

Mr. David Obonyo EBS	-	Commissioner for Co-operatives Development
Ms. Dolphine Aremo	-	Director of Co-operatives - Nairobi County,
Ms. Roseline Mwithigia	-	Sub-County Co-op. Officer, Starehe - Nairobi,
M/s. Dorothy Ouma	-	Officer- Ministry of Co-operatives
Mr. Peter Theuri	-	Officer- Ministry of Co-operatives
Mr. Davis Kathurima	-	Officer - Ministry of Co-operatives
Ms. Ann	-	Officer - Ministry of Co-operatives
P. N. Gisemba	-	CEO - AFYA SACCO
J. W. Nguru	-	AFYA SACCO
C. J. Mugwanga	-	AFYA SACCO
C. Mwairumba	-	AFYA SACCO
E. Rotich	-	AFYA SACCO
J. Ondiek	-	AFYA SACCO
R. Muinde	-	AFYA SACCO
F. Gatheru	-	AFYA SACCO
N. Ndugo	-	AFYA SACCO
A. Turgut	-	AFYA SACCO
Jesse Onyango	-	AFYA SACCO
James Kariuki	-	AFYA SACCO

F. Matheka	-	AFYA SACCO
F. Matano	-	AFYA SACCO
F. Anyanda	-	AFYA SACCO
A. Ndombi	-	AFYA SACCO
S. Gachanja	-	AFYA SACCO
I. Wachira	-	AFYA SACCO
G. Osimbo	-	AFYA SACCO
R. Okumu	-	AFYA SACCO
L. Muiruri	-	AFYA SACCO
M. Njeri	-	AFYA SACCO
C. Makhaso	-	AFYA SACCO
P. Nguli	-	AFYA SACCO
H. Vulimu	-	AFYA SACCO
E. Okari	-	AFYA SACCO
D. Mathenge	-	AFYA SACCO
T. Ng'ong'a	-	AFYA SACCO
P. Sanya	-	AFYA SACCO
M. Onchore	-	AFYA SACCO
M. Mbundi	-	AFYA SACCO