

TERMS OF REFERENCE (TOR) FOR THE PROVISION OF EXTERNAL AUDIT SERVICES FOR THE FINANCIAL YEAR 2024

Position: Consultant.

Advert Date: Wednesday, 17th December 2024

Tentative starting date: February 2025

Application Deadline: Tuesday, 7th January 2025

1. INTRODUCTION

The RELI Africa network is a peer learning initiative and policy influencing network comprising nearly 70 organizations in East Africa. The network brings together a diverse, energetic, and impactful group of members from across East Africa working to ensure inclusive learning for all children in East Africa by leveraging local knowledge and expertise to influence education policy and practice. RELI members are among the best, committed local education organizations in the region, working tirelessly for the most vulnerable children.

2. BACKGROUND

RELI Africa Board of Directors maintains accurate accounting records in compliance with the International Financial Reporting Standards (IFRS) and The Non-Governmental Organizations Coordination Act. They ensure that the financial statements provide an accurate and fair representation of the organization's financial position. To achieve this, they establish internal controls to minimize the risk of significant errors in the financial statements. RELI Africa's management is actively involved in evaluating the organization's ability to continue operating and disclosing any relevant concerns.

Considering this context, the objective of the external auditor is to provide reasonable assurance that the financial statements are free from material misstatements, whether resulting from fraud or error. Their goal is to issue an auditor's report that expresses their professional opinion on the accuracy and reliability of the financial statements.

3. SCOPE OF WORK OF THE EXTERNAL AUDITOR OR AUDIT FIRM

RELI Africa hereby invites proposals for the provision of statutory external audit services for the financial year 2024

The selected auditor or audit firm will be responsible for the following:

- a. Conducting an independent audit of RELI Africa's operations in accordance with International Standards on Auditing, applicable laws, and International Financial Reporting Standards.

- b. Expressing an opinion on the financial statements; whether they as a whole are free from material misstatements; whether they are prepared in accordance with the applicable financial reporting standards and frameworks; whether proper books of accounts have been maintained, and whether the accompanying financial statements present a true and fair view of the organization's financial position.
- c. Reviewing and evaluating the organization's internal control and risk management systems, providing advice to management and the Board on their adequacy and effectiveness, and proposing improvements.
- d. Reviewing the adequacy and robustness of the organization's financial systems and related infrastructure.
- e. Providing additional value-added services, such as tax advice and assistance with filing annual corporate tax returns.

4. REQUIRED PROFILE OF THE AUDIT FIRM

The bidding auditor or audit firm must meet the following criteria:

- a. Registration with the Institute of Certified Public Accountants of Kenya (ICPAK), and the partners must hold a current Practicing Certificate.
- b. Partners of the audit firm should have a good standing record with ICPAK.
- c. The firm should have been in operation for a minimum of four years, and those that have undergone a Quality Assurance Review by ICPAK will have an advantage.
- d. Demonstrated capacity, capability, and experience to undertake the audit within the required timelines.

5. TENDER SUBMISSION

The auditor or audit firm that meet the above criteria are requested to submit their proposals as follows:

- a. Confirmation of the firm's understanding of the Terms of Reference (TOR), along with its capacity and capability to deliver on the TOR.
- b. Methodology, work plan, timelines for undertaking and completing the assignment, and the expected deliverables.
- c. Appropriate references to demonstrate the experience specified in the TOR.
- d. CVs of key staff proposed to carry out the assignment.
- e. Financial proposal indicating the proposed fees and expenses.

The bidding auditor or audit firm should also include the following documents with their proposals:

- a. Proof of registration with ICPAK and Partners' Practicing Certificates.
- b. Confirmation of having undergone a Quality Assurance Review by ICPAK, if available.
- c. Confirmation that the firm, partners, and key staff are not aware of any conflicts of interest



with respect to the Organization.

Proposals should be submitted to careers@reliafrica.org by close of business on Tuesday, 7th January 2025.

Agenda 06: Board Training.

Presented by Margaret Wawira

Request to the Board: We recommend the adoption of the Terms of Reference (ToR) for and approval to recruit a consultant to conduct the proposed training session for the Board on Risk Management and Taxation and Navigating Changes for NGOs under the New PBO Act. This training aims to equip the Board with the necessary knowledge to navigate the new regulations and effectively manage associated risks for RELI Africa.

Doc 06- Outline for the Board training on Risk Management and Taxation: Navigating Changes for NGOs under the New PBO Act

Terms of Reference (TOR) for External Consultant to Train Board Members on Enterprise Risk Management (ERM)

1. Background

RELI Africa is a not-for-profit regional non-governmental organization duly registered in Kenya under section 10 of the Non-Governmental Organisations Co-ordination Act. RELI Africa is a member-driven and peer learning initiative that brings together over fifty Civil Society Organizations from the East African region working on education with the main aim to enhance learning outcomes in our education systems so that no child is left behind. Our approach is guided by evidence-based practice drawn from lessons, experiences, and insights from our work and collaboration. It achieves this by leveraging local knowledge and expertise to influence education policy and practice.

Effective Enterprise Risk Management (ERM) is critical for ensuring that our organization achieves its objectives while navigating uncertainties. As part of strengthening governance, we seek to enhance the capacity of our board members to oversee and guide risk management practices effectively. This training will provide board members with the necessary skills and knowledge to understand, evaluate, and oversee the implementation of ERM processes.

2. Objective

The objective of this consultancy is to equip board members with the knowledge and tools required to:

- Understand the principles and framework of Enterprise Risk Management.
- Identify, assess, and prioritize risks in alignment with the organization's strategic objectives.
- Monitor risk mitigation strategies and ensure accountability.
- Foster a risk-aware culture within the organization.

3. Scope of Work

The consultant will be required to:

1. Conduct a Needs Assessment

Engage with the board and senior management to identify specific knowledge gaps and tailor the training accordingly.

2. Develop Training Materials

Prepare comprehensive training materials, including presentations, case studies, and practical tools aligned with global ERM best practices

3. Deliver Training:

- Conduct an interactive and engaging training session for the board.
- Use real-world examples and case studies relevant to the organization's operations.
- Provide guidance on integrating ERM into board governance practices.

4. Facilitate Discussions

Lead discussions on risk appetite, tolerance, and the board's role in strategic risk oversight.

5. Provide Post-Training Support:

- Prepare a report summarizing key takeaways, recommendations, and action points.
- Offer a follow-up session (optional) to address questions and evaluate the application of training insights.

4. Deliverables

The consultant will deliver the following:

- A needs assessment report.
- Customized training materials (presentations, handouts, case studies).
- Delivery of a training session (in-person or virtual, as agreed).
- A post-training report summarizing discussions, recommendations, and action items.
- Certification of participation for board members (if applicable).

5. Expected Outcomes

By the end of the training, board members should:

- Understand the key components of ERM and their roles in its governance.
- Be able to evaluate and monitor organizational risks effectively.
- Be equipped to foster a proactive risk management culture within the organization.

6. Duration

The consultancy is expected to take place over a period of 10 days with the training session scheduled for January 30th, 2025. Specific timelines will be agreed upon during the contracting process.

7. Consultant Qualifications

The consultant should possess the following qualifications:

- Advanced degree in Risk Management, Business Administration, or a related field.
- At least 5 years of experience in Enterprise Risk Management training or consulting.
- Proven track record of delivering governance-focused training for boards.



- In-depth knowledge of ERM frameworks and best practices
- Strong facilitation and communication skills

8. Application Process

Interested consultants are invited to submit their proposals, including:

- A cover letter outlining their suitability for the assignment.
- A detailed technical proposal, including a training methodology and timeline.
- A financial proposal, including consultancy fees and any other costs.
- Curriculum vitae or profile highlighting relevant experience.
- References from at least two similar assignments.

9. Submission Deadline

Proposals should be submitted by 15th December 2024 to info@reliafrica.org . Late submissions will not be considered.

Agenda 07: RELI Africa 2024 AGM

Presented by Margaret Wawira

Request to the Board: Approval and adoption of the RELI Africa Annual General Meeting (AGM) Program.

Doc 07- Proposed AGM Program

**Regional Education Learning Initiative Africa (RELI Africa)
Notice of the 2024 Annual General Meeting**

Dear RELI Africa members,

We are pleased to inform you of the upcoming **2024 Annual General Meeting** of the members of the **Regional Education Learning Initiative Africa (RELI Africa)**. The details for the meeting are as follows:

Date: 20th February 2025

Time: 3:00 PM – 6:00 PM

Venue: RELI Africa Zoom

Attached Documents:

- Agenda for the Annual General Meeting
- Annual Operations Report
- Supporting Documents for Special Resolutions
- Proxy Form

Important Reminders:

- Every voting member present, either in person or by proxy, has one vote.
- In the event of a tie, the Chairperson of the General Meeting is entitled to a second, casting vote.
- Members may vote in person or by proxy at the Annual General Meeting. Corporate members may appoint an individual representative.
- If you wish to appoint a proxy to vote on your behalf, please complete the attached proxy form. The completed proxy form must be received by the RELI Africa Secretariat CEO no later than 24 hours before the meeting.

Meeting Schedule:

DAY AND DATE	TIME	LOCATION
Thursday 20 February 2025	15:00 to 18:00hrs	RELI Africa Zoom
MEETING TITLE		
RELI Africa 2024 Annual General meeting		
MEETING CHAIR		EMAIL
Dr. John Kalage		john.kalage@hakielimu.or.tz

Time	Activity		Reference Document	Facilitator
14:40-14:00hrs	1	Registration and Log-in		RELI Africa CEO
15:00-15:20hrs	2	Preliminaries <ul style="list-style-type: none"> Welcome Establishment of quorum. Apologies and Proxies Adoption of the Agenda 	Doc 01- Agenda	Kalage- RELI Africa Board Chair
15:20-15:40hrs	3	Chairperson's Report	Doc 02- Chairperson's Report	Kalage- RELI Africa Board chair
15:40-16:00hrs	4	Report of the Membership Management Committee	Doc 03- Membership Management Report	Devotha - RELI Africa Membership Management Committee Chair
16:00-16:20hrs	5	Report of the Strategy, Finance and operations committee	Doc 04- Strategy, Finance and operations Report	Mauro- RELI Africa Strategy, finance and Operations Committee Chair
16:20-16:40hrs	6	Report of the Governance and Audit Committee	Doc 05-Governance and Audit Report	Faith- RELI Africa Governance and Audit Committee Chair
16:40-16:50hrs		Health break		
16:50-5:30hrs	7	Questions to the Committees		All Members
17:30-17:55hrs	9	Proposed Resolutions <ul style="list-style-type: none"> Appointment of Auditor Board Transition 	Doc 06- Proposed Resolutions	Kalage- RELI Africa Board Chair
17:55-18:00hrs	10	A.O.B		
18:00hrs		Closing		

We look forward to your participation in the meeting. If you have any questions or require further clarification, please do not hesitate to reach out.

Yours Faithfully,

Dr. John Kalage,
 Chairperson, Board of Directors,
 RELI Africa

Agenda 08: June 2025 Board Transition

Presented by Margaret Wawira

Request to the Board: Discussion, approval, and adoption of the Board Transition Proposal, including detailed plans for leadership succession, roles, responsibilities, and timelines, for presentation to the Board for final approval.

Doc 08- Board Transition Plan

2025 Board Transition Plan for RELI Africa

1. Introduction

The transition of board members at RELI Africa is governed by the principles outlined in the Board Charter and the RELI Africa Constitution. The three-year term for the current Board comes to an end in July 2025. The current Board members are:

No.	Name	Country	Position	Entry
1.	Dr. John Kalage	Tanzania	Chairperson	2022
2.	Dr. John Mugo	Kenya	Treasurer	2022
3.	Dr. Mary Goretti Nakabugo	Uganda	Secretary	2022
4.	Ms. Faith Muisyo	Kenya	Member	2022
5.	Dr. Mauro Giacomazzi	Uganda	Member	2022
6.	Mr. Modern Karema	Uganda	Member	2022
7.	Ms. Devotha Mlay	Tanzania	Member	2022
8.	Ms. Khadija Shariff	Tanzania	Member	2022
9.	Dr. Joyce Malombe	USA	Member	2023

This plan ensures a seamless transition while maintaining the integrity, continuity, and strategic direction of the organization. The objectives of this transition plan are to:

- Ensure a smooth and orderly transition of board members.
- Maintain continuity and stability within the board.
- Uphold the governance standards as stipulated in the Board Charter and Constitution.
- Facilitate the introduction and integration of new board members.
- Ensure that the board composition remains diverse and balanced in terms of gender, skills, and regional representation.

2. Policy Provisions: Board Composition and Membership

Article 2.2 of the Board charter provides the guidance for the formation of the Board as follows:

2.2 Board Composition

- a. Considering diversity of gender, skills mix and regional balance, the Board shall be constituted in accordance with the provisions of the Article 12 of the RELI Africa Constitution.
- b. Pursuant to Article 12 of the RELI Africa Constitution, the Board shall consist of **not less than five (5) and not more than eleven (11) members** at any given time.
- c. The Board of Directors shall **serve for a maximum of two terms of 3 years each**.
- d. **50%+1 of board members** at any given time (after the founding board) **must comprise individuals from RELI member organisations**.
- e. The RELI Africa board may co-opt two independent members at any given time to provide different expertise to the board.
- f. The board of directors must comprise of 3 representatives from each country. The mode of representation may change to accommodate expansion into other countries.
- g. Honorary members cannot be board members.
- h. The board of directors may establish an Advisory committee. This could be a committee of experts that help support RELI Africa on key strategic areas.
- i. **After 3 years of service by the current founding board, 4 members of the board will transition out of the Board after the first term. Of the 4 new members, 2 members must be RELI members and 2 can be independent board members.**
- f. No Board member is entitled to appoint a person to act as an alternate director for them.

2.4 Board Members Elections

The election of the Board members is guided by Article 2.4 in the Board Charter which states as follows:

2.4.1 Election of Chair

- a) The Chair is nominated by the Board of Directors and will be appointed after ratification by members at the Annual General meeting (AGM). The chairperson position shall be held on rotational basis across Kenya, Uganda and Tanzania.
- b) The Chairperson must have been an active member of the Board for a period of three years.

2.4.2 Election of Board Members

- a) Members of the Board will be nominated by RELI Africa's members for a term of three years. Appointment is done upon ratification at the AGM. Membership in the board can be renewed for one additional term.
- b) The Members of the Board select the Treasurer among themselves who **MUST** be Kenyan at all times in instances where the chairperson elected is from another country.
- c) The members of the board select a secretary to the board among themselves.
- d) The ex officio member of the board will be the CEO of RELI Africa at any given point

3. Key Guiding Requirements

3.1 After 3 years of service by the current founding board, **4 members of the board will transition out of the Board in July 2025. Of the 4 new members, 2 members must be RELI members and 2 can be independent board members.**

3.2 The Board shall **consist of not less than five (5) and not more than eleven (11) members** at any given time.

3.3 **50%+1 of board members** must comprise individuals **from RELI member organisations.**

3.4 The RELI Africa board reconstitution should include **co-option of two independent members** to provide different expertise to the board.

3.5 The board of directors must comprise of **3 representatives from each country.**

3.6 Consideration must be made for **diversity of gender, skills mix and regional balance**.

3.7 Recommendation on the **establishment of an Advisory Committee** to provide strategic guidance, foster collaboration, and offer expert insights that will support the Board in making informed decisions. This committee will serve as a valuable resource, bringing diverse perspectives and specialized knowledge to help shape the future direction and growth of the organization. 3.8 Members of the Board will be nominated by RELI Africa's members for a term of three years. Appointment is done upon ratification at the AGM.

3.9 On **Election of Board Officials**: To ensure broader experience among current members and enhance succession planning within the Board, **at least one, but preferably two, of the official positions (Chair, Treasurer, Secretary) should rotate during each transition period**. This rotation will allow more members the opportunity to serve in the Board's executive team. Upon rotation, all official positions will be declared vacant, and **new officials will be elected or nominated once the new Board is fully constituted**. This process will promote leadership development and strengthen the governance structure.

3.10 **The Chair is nominated by the Board of Directors** and will be appointed after ratification by members at the Annual General meeting (AGM). The **chairperson position shall be held on rotational basis across Kenya, Uganda and Tanzania**. The Chairperson must have been an **active member of the Board for a period of three years**.

3.11 The **Treasurer will be selected by the members of the Board** among themselves. The **Treasurer MUST be Kenyan at all times in instances where the chairperson elected is from another country**.

3.12 The **Secretary to the Board is selected by members of the board** from among themselves.

4. Transition Timeline

3.1 Preparation Phase (Months 1-3)

- **Month 1:**
 - Review the current board composition and identify members due for transition.
 - Notify the members who will be transitioning out and discuss the transition process.
 - Begin the nomination process for new board members.
 - Notify RELI members on the upcoming transition.
 - Establish a Board elections and vetting committee.

- **Month 2:**
 - Collect nominations for new board members as per the nomination procedure.
 - Ensure all nominations meet the criteria outlined in the Board Charter.
- **Month 3:**
 - The Elections and Vetting Committee scrutinizes the nominations.
 - Prepare for the Annual General Meeting (AGM) where new members will be ratified.

3.2 Transition Phase (Month 4)

- **Month 4:**
 - Conduct the AGM and ratify the new board members.
 - Officially transition out the four members as stipulated.
 - Elect Board Officials.
 - Induct the new board members, ensuring they understand their roles and responsibilities.
 - Assign mentors from the existing board to new members to facilitate a smooth transition.

3.3 Post-Transition Phase (Months 5-6)

- **Month 5:**
 - Conduct an orientation program for the new members (2025 Board retreat).
 - Hold the first board meeting with the new composition.
- **Month 6:**
 - Evaluate the transition process and gather feedback from all members.
 - Make necessary adjustments to improve future transitions.

4. Roles and Responsibilities

4.1 Outgoing Members

- Ensure all pending tasks and responsibilities are handed over properly.
- Provide insights and guidance to new members during the transition.
- Remain available for consultation during the initial post-transition period.

4.2 Incoming Members

- Participate actively in the orientation program.
- Engage with mentors and seek clarity on roles and responsibilities.
- Contribute to board meetings and strategic discussions.

4.3 Board Leadership (Chairperson, Treasurer, Secretary)

- Facilitate the transition process and ensure all members are informed and involved.
- Lead the orientation program and provide necessary resources to new members.
- Ensure compliance with the Board Charter and Constitution during the transition.

4.4 CEO and Management

- Support the board during the transition.
- Provide necessary information and resources to new board members.
- Maintain organizational stability and continuity during the transition.

5. Communication Plan

- **Internal Communication:**
 - Regular updates to the board members about the transition progress.
 - Detailed briefings and handover notes for incoming members.
 - Feedback sessions post-transition to address any concerns or improvements needed.
- **External Communication:**
 - Announcement of board changes to RELI Africa's members and stakeholders.
 - Update the organization's website and other platforms with new board member information.
 - Acknowledge the contributions of outgoing members publicly.

6. Monitoring and Evaluation

- Regularly review the effectiveness of the transition process.
- Collect feedback from both outgoing and incoming members.
- Adjust the transition plan as necessary based on lessons learned.

Agenda 09: Status of Implementation of the 2024 Governance and Audit Committee workplan

Presented by: Margaret Wawira

Request to the Board: Discussion on the progress and current status of the implementation of the Committee's Board workplan, including an assessment of completed tasks, ongoing activities, and any challenges or adjustments needed to ensure timely and effective execution of planned objectives.

Doc 09 (a)- 2024 Governance and Audit committee Workplan

The following document outlines the workplan for the Governance and Audit Committee for the year 2024.

Regional Education Learning Initiative Africa (RELI Africa)

Proposed 2025 Governance and Audit Committee Meeting Workplan

The following are the planned activities for the Governance and Audit Board committee for the Financial Year 2025.

Activities	Expected Outputs	Timeline	Budget USD
1. Oversee incorporation of country Chapters and support the incorporation process	1. Country chapters incorporated.	September 2025	Nil
2. Plan for the RELI Africa 2025 AGM.	2. RELI Africa 2025 AGM held	December 2025	Nil
3. Plan for Board Transition 2025.	3. Board transition plan and onboarding new members in place.	April 2024	Nil
4. Oversee Board training and development	4. Board training and development plan developed.	November 2025	Nil
5. Audit the Implementation of Board Resolutions	5. Board Resolutions Implementation Audit done.	December 2025	Nil
6. Plan for the RELI Africa Board retreat	6. RELI Africa Board Retreat Held.	November 2025	20,000
7. Conduct Board Evaluation	7. Board Evaluation Conducted.	November 2025	Nil
8. Organizational risk oversight a. Organization compliance	8. Organizational risk oversight provided.	Continuous	Nil
9. Appointment of internal and external auditors	9. Internal and external auditors appointed.	December 2025	Nil

Doc 09 (b)- Status of implementation of the 2024 Governance and Audit committee Workplan

The committee has been able to implement the following activities from the workplan as presented in the table below:

Regional Education Learning Initiative Africa (RELI Africa)	
Status of implementation of the 2024 Governance and Audit Committee Meeting Workplan	

The committee has made significant progress in implementing the activities outlined in the workplan. The status of these activities is detailed in the table below:

Activities	Implementation Status
1. Oversee incorporation of country Chapters and support the incorporation process	The incorporation guidelines have been finalized and shared with the country chapters. Continuous support and guidance are being provided to ensure smooth and timely incorporation.
2. Plan for the RELI Africa 2025 AGM.	The AGM is scheduled to take place in February. The date has been finalized, and the Notice and Agenda are in the process of being reviewed and finalized for distribution to members.
3. Plan for Board Transition 2025.	Discussions regarding the Board transition are scheduled for the upcoming Board retreat. A comprehensive transition plan will be developed and reviewed to ensure smooth leadership continuity.
4. Oversee Board training and development	Board training on Risk Management has been planned for the upcoming Board retreat, with additional development sessions under consideration for the year.
5. Audit the Implementation of Board Resolutions	This activity is planned for the end of the year. The committee will conduct a thorough review of the implementation of previous Board resolutions to ensure they are being fully executed.
6. Plan for the RELI Africa Board retreat	The planning for the Board retreat is ongoing and progressing well. The retreat agenda is being finalized, and logistics are on track to ensure a productive and focused meeting.
7. Conduct Board Evaluation	The Board evaluation will take place at the Board retreat, where members will assess the effectiveness of the Board's work and leadership, with an emphasis on improving governance and performance.
8. Organizational risk oversight a. Organization compliance	The committee has actively monitored RELI's compliance status. Regular oversight activities confirm that RELI is legally compliant with all relevant regulations.
9. Appointment of internal and external auditors	The Terms of Reference (ToR) for the auditors have been finalized. The selection and appointment of the internal and external auditors will take place at the AGM, in line with organizational protocols.



Agenda 10: 2025 Annual Board Calendar

Presented by: Margaret Wawira

Request to the Board: Discussion on the proposed Board Calendar, including a review of key upcoming dates, events, and strategic priorities for the Board.

Doc 10- 2025 Annual Board Calendar

RELI Africa Board of Directors 2025 Calendar.

Recommended to schedule the 2024 Board Retreat for January 27–31, 2025.

QUARTER 1			
Month	Date	Time	Activity
April	Monday, 14 th	4:00pm to 6:00pm	Committee Meeting: Governance and Audit Committee
April	Friday, 18 th	4:00pm to 6:00pm	Committee Meeting: Strategy, Finance, and Operations committee.
April	Friday, 18 th	1:00pm to 3:00pm	Committee Meeting: Membership management committee.
April	Monday, 28 th	4:00pm to 7:00pm	Q1 Board Meeting
QUARTER 2			
June	Monday, 9 th	1:00pm to 3:00pm	Committee Meeting: Membership management committee.
June	Wednesday, 11 th	4:00pm to 6:00pm	Committee Meeting: Governance and Audit Committee
June	Thursday, 12 th	4:00pm to 6:00pm	Committee Meeting: Strategy, Finance, and Operations committee.
June	Monday, 23 rd	4:00pm to 7:00pm	Q2 Board Meeting
QUARTER 3			
August	Wednesday, 20 th	4:00pm-6:00pm	Committee Meeting: Strategy, Finance, and Operations committee.
August	Thursday, 21 st	1:00pm to 3:00pm	Committee Meeting: Membership management committee.
August	Friday, 22 nd	4:00pm to 6:00pm	Committee Meeting: Governance and Audit Committee
September	Monday, 1 st	4:00pm to 7:00pm	Q3 Board Meeting.
QUARTER 4			
October	Wednesday, 29 th	4:00pm-6:00pm	Committee Meeting: Strategy, Finance, and Operations committee.
October	Thursday, 30 th	1:00pm to 3:00pm	Committee Meeting: Membership management committee.
October	Friday, 31 st	4:00pm to 6:00pm	Committee Meeting: Governance and Audit Committee
November	Tuesday 11 th to Thursday 13 th	All Day	Board Retreat and Q4 Board meeting
December	Tuesday 10 th	All day	RELI AGM



Agenda 11: A.O.B and Closing

Presented by: Faith Muisyo