

2023 ANNUAL REPORT

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LIST OF ACRONYMS

GBMSM: Gay, Bisexual, and other Men who have Sex with Men

GBV: Gender-Based Violence

HRDs: Human Rights Defenders

HIV: Human Immunodeficiency Virus

LGBTQIA+: Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and others

MSM: Men who have Sex with Men

MSW: Male Sex Worker

PEP: Post-Exposure Prophylaxis

PrEP: Pre-Exposure Prophylaxis

PLWHIV: People Living with HIV

KIIs: Key Informant Interviews Focus Group Discussions

FGDs: Focus Group Discussions

1. BACKGROUND INFORMATION ON MALE SEX WORKERS IN KENYA AND THE WESTERN KENYA REGION

1(a) Background Information on Male Sex Workers in Kenya

Overview

Male sex work in Kenya represents a complex and often misunderstood aspect of the broader sex work industry. It involves a diverse range of individuals, including men who provide sexual services to other men, women, and transgender clients.

The practice is shaped by a wide array of cultural, social, economic, and legal factors, making it a unique and crucial area of focus within the fields of public health, human rights, and social justice.

Cultural Context

Economic hardship plays a significant role in driving men into sex work. High unemployment rates, particularly among youth, combined with widespread poverty and a lack of viable employment opportunities, leave many young men with few alternatives for survival. For some, sex work becomes a means to achieve financial independence or to meet basic needs in an environment where traditional economic avenues are limited. Urban areas, where the demand for sex work is higher, attract many of these individuals, although this migration often brings new risks and challenges.

Health and Safety

Male sex workers in Kenya face significant health risks, including a heightened vulnerability to sexually transmitted infections (STIs) and HIV/AIDS.

The stigma attached to their profession often prevents them from accessing health care services, including regular HIV testing, treatment, and preventive measures such as condoms and pre-exposure prophylaxis (PrEP).

While public health campaigns have increasingly recognized the need to include male sex workers in HIV prevention and treatment programs, deeply ingrained social stigma and discrimination continue to hinder these efforts. As a result, many male sex workers remain outside the reach of critical health services.

Human Rights Issues

The criminalization of homosexuality and sex work exposes male sex workers to frequent human rights violations. They often face harassment, physical assault, sexual violence, extortion, and arbitrary arrests, not only from law enforcement but also from members of the general public. Despite the efforts of advocacy groups and non-governmental organizations (NGOs) striving to defend the rights of sex workers, progress remains slow. Many male sex workers continue to live under constant threat, navigating a legal and social environment that denies them dignity, security, and justice.

Community and Support Networks

In response to the widespread discrimination and dangers they face, male sex workers have increasingly organized themselves into informal networks and support groups. These networks offer peer support, promote empowerment, and advocate for access to health services and legal protections. Some NGOs and community-based organizations have also stepped in to provide harm reduction programs, educational initiatives, and empowerment workshops tailored to the unique needs of male sex workers. Through these efforts, a sense of solidarity and resilience has begun to grow within this marginalized community.

Conclusion

The landscape of male sex work in Kenya is shaped by intersecting cultural, legal, economic, and health-related factors. Addressing the challenges faced by male sex workers requires a nuanced understanding of these complex realities.

Developing effective interventions and policies demands a commitment to advancing public health, promoting human rights, and dismantling stigma and discrimination. Continued research, advocacy, and community engagement are critical in moving towards a more inclusive and equitable society where the rights and well-being of all individuals, including male sex workers, are respected and protected.

Health and Safety

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1(b) Background Information on Male Sex Workers and HIV Programming in Western Kenya

Overview

Western Kenya, a region heavily impacted by the HIV epidemic, faces alarmingly high prevalence rates among key populations, particularly male sex workers (MSWs). These individuals encounter unique vulnerabilities related to their sexual health, compounded by social stigma, discrimination, and legal marginalization.

Effective HIV programming tailored specifically to the needs of male sex workers is essential for reducing HIV transmission rates and improving overall health outcomes in the region.

Epidemiological Context

The HIV prevalence in Western Kenya remains among the highest nationally, disproportionately affecting marginalized groups such as men who have sex with men (MSM) and male sex workers. Several factors contribute to the elevated risk of HIV among MSWs, including frequent exposure to multiple sexual partners, inconsistent condom use, and restricted access to healthcare services. Moreover, the broader socio-economic challenges in the region, including high poverty rates and limited employment opportunities, further heighten their vulnerability to HIV infection.

Cultural and Social Dynamics

Deeply entrenched cultural beliefs around masculinity and sexuality contribute to a pervasive stigma against male sex workers in Western Kenya. Homosexuality is widely viewed as taboo, resulting in discrimination, harassment, and social exclusion.

This hostile environment discourages many male sex workers from seeking critical health services, such as HIV testing, treatment, and counselling. In turn, these barriers perpetuate the cycle of marginalization and health inequity, posing significant challenges to public health interventions.

HIV Programming Initiatives

Recognizing the urgent need to address the HIV burden among male sex workers, various organizations, including SHINNERS Community Based Organization, have implemented targeted HIV programming across Western Kenya. These programs focus on several key areas:

1. Outreach and Education

Community health workers, often trained from within the male sex worker community itself, engage in outreach initiatives aimed at raising awareness about HIV prevention, promoting safe sex practices, and encouraging regular HIV testing. Peer educators play a critical role in building trust and facilitating access to information and services.

2. Access to Healthcare Services

Efforts have been made to enhance healthcare accessibility for male sex workers, including through the use of mobile clinics and the establishment of community-friendly health centers. These services offer HIV testing, counselling, treatment, and follow-up care in safe, non-judgmental environments.

3. Condom Distribution and Pre-Exposure Prophylaxis (PrEP)

HIV prevention strategies have prioritized the distribution of free condoms and PrEP to male sex workers, aiming to reduce the risk of HIV transmission during sexual encounters. Access to these resources remains critical to empowering male sex workers to take control of their sexual health.

4. Mental Health and Support Services:

Recognizing the profound psychological toll of stigma, discrimination, and violence, some programs have integrated mental health services into their HIV initiatives. Counseling and psychosocial support aim to address mental health issues such as depression, anxiety, and trauma, fostering holistic well-being among male sex workers.

4. Advocacy and Legal Support:

Advocacy initiatives are working to challenge discriminatory laws and promote the rights of male sex workers. These efforts focus on raising public awareness, engaging with policymakers, and providing legal support to individuals facing harassment or wrongful arrest. This hostile environment discourages many male sex workers from seeking critical health services, such as HIV testing, treatment, and counselling. In turn, these barriers perpetuate the cycle of marginalization and health inequity, posing significant challenges to public health interventions.

Challenges and Barriers

Despite the progress made in HIV programming, significant challenges remain:

1. Stigma and Discrimination

Deep-seated societal prejudices against male sex workers continue to obstruct their access to health services and undermine public health efforts.

2. Legal Barriers

The criminalization of both homosexuality and sex work in Kenya perpetuates fear and inhibits male sex workers from seeking the help they need.

3. Limited Resources:

Funding constraints and resource limitations hinder the scale and sustainability of HIV programs targeting male sex workers, affecting their reach and impact.

Conclusion

Addressing HIV among male sex workers in Western Kenya is critical to curbing the epidemic and promoting public health equity. HIV programming must continue to prioritize outreach, education, healthcare access, and advocacy, while simultaneously tackling the underlying stigma and structural barriers that male sex workers face.

As an organization, through this year's annual report, we aim to highlight the tangible impacts we have made on the lives of our beneficiaries through a variety of programs, activities, and initiatives aligned with this broader context. Our commitment to empowering male sex workers and safeguarding their health and rights remains steadfast as we strive for a healthier, more inclusive society.

2. EXECUTIVE SUMMARY

In 2023, SHINNERS C.B.O. undertook an ambitious and transformative program portfolio aimed at empowering Male Sex Workers (MSWs) and Men who have Sex with Men (MSM) across Kisumu County and surrounding regions.

Through an integrated approach combining rights education, healthcare access, mental health support, legal advocacy, leadership development, and research, the organization delivered significant, measurable impacts while laying the foundation for sustainable future growth.

Our initiatives were designed with a commitment to community ownership, inclusivity, and evidence-driven practice. Below is a professional synthesis of the key activities, their results, and our strategic vision moving forward.

Key Activities and Outputs

- **Rights Sensitization:** Conducted 10 paralegal-led workshops reaching over 200 MSWs/MSMs, resulting in strengthened legal self-advocacy and the recruitment of 10 new community paralegals.
- **National Webinar:** Hosted a first-of-its-kind discussion on substance use among sex workers, with over 150 participants, leading to 25 mental health referrals and the establishment of a peer-support network.
- **Healing Potluck Gathering:** Engaged 100+ LGBTQIA+ participants through art therapy and performances, culminating in two new peer support groups and an advocacy art exhibition.
- **Leadership Hiking Tour:** Organized an outdoor leadership-building activity for 60 participants, identifying eight new peer leaders and enhancing stress management skills.
- **Healthcare Worker Sensitization:** Trained 100+ healthcare providers across five workshops, resulting in six clinics adopting inclusive healthcare charters and appointing 25 LGBTQIA+ champions.
- **Paralegal Refresher Trainings:** Re-certified 30 paralegals, leading to 40 successful legal case resolutions and the establishment of five new legal aid partnerships.
- **Community Outreaches:** Reached 1,500+ individuals with HIV prevention services, enrolling 600 people into PrEP programs and increasing condom use by 30%.
- **Radio Talk Show:** Broadcast an educational radio program with an estimated reach of 50,000 listeners, generating over 500 service inquiries and recruiting five new community ambassadors.
- **Strategic Planning Validation:** Finalized a community-endorsed strategic plan following a validation workshop with 40 stakeholders.



3. FOREWORD FROM THE BOARD CHAIR

Dear Stakeholders, Partners, and Community Members,

It is with immense pride and gratitude that I present this Annual Report for 2023. Shinnery C.B.O has made significant strides in advancing the health, rights, and dignity of male sex workers in our communities.

The governance board prioritized transparency, accountability, and strategic guidance throughout the year, ensuring that our programs addressed the most urgent needs faced by our community members. Our successful fundraising efforts and policy advocacy initiatives are testament to the commitment and unity of purpose across all levels of our organization.

Looking forward, we stand stronger and more determined than ever to ensure that male sex workers have access to health, justice, and opportunity.

Sincerely,

CALEB OTIENO OWINO

BOARD CHAIR, SHINNERS C.B.O

"Our work is cut out for us, we are off to a great start but this only means that the stakes have been raised even higher. I encourage the team to drive from lessons learned in the last year and transition into 2023 with even greater zeal, effort and strength."

4. FOREWORD FROM THE EXECUTIVE DIRECTOR

Dear Friends and Supporters,

2023 has been a year of growth, resilience, and empowerment. As Executive Director, I have witnessed the transformative power of community when services are tailored to those most in need – in our case, male sex workers who have historically been marginalized and underserved.

Our expansion into new health services, legal advocacy, mental health counseling, and peer-led initiatives has been driven by the needs voiced by our community. In every outreach, every counselling session, and every advocacy event, our mission to uphold dignity, rights, and wellbeing has remained steadfast.

Together, we are building not just services, but hope. Thank you for standing with us. With gratitude,

POLYCARP OKEYO
EXECUTIVE DIRECTOR,
SHINNERS C.B.O

“Barriers to health among sexual and gender minorities and sex workers remain insurmountable”



5. ORGANIZATION OVERVIEW

Shinners C.B.O is a grassroots organization founded in 2010 with the specific mission to serve male sex workers in Kisumu County and its environs.

Our Mission:

To empower Male Sex Workers through inclusive health services, legal advocacy, mental health support, peer-led initiatives, and educational resources.

Our Vision:

A society where male sex workers live healthy, empowered, and dignified lives free from stigma and discrimination.

Our Core Values:

1. **Compassion:** Respecting each individual's dignity.
2. **Integrity:** Operating with transparency and accountability.
3. **Collaboration:** Working together with community partners.
4. **Innovation:** Adapting to emerging needs creatively.
5. **Respect:** Valuing diversity and fairness.

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6. PROGRAMS AND SERVICES

Shinners C.B.O delivers integrated programs designed around the needs of male sex workers. Services include:

1. Health Services
2. Free clinical consultations
3. STI screening and treatment
4. HIV testing and PrEP / PEP services
5. Mobile health clinics reaching remote areas
6. Mental Health
7. Individual and group counselling tailored to experiences of stigma, trauma, and workplace stress
8. "Mindful Moments" campaign to de-stigmatize mental health
9. Legal Advocacy
10. Legal aid clinics addressing cases of violence, housing discrimination, and wrongful arrest
11. Workshops on sex work-related rights and reporting violence
12. Educational Initiatives
13. Digital literacy, life skills, and rights workshops
14. Outreach to young male sex workers transitioning into adulthood
15. Peer-Led Programs
16. Training peer mentors from within the male sex worker community
17. Youth leadership through "Ambassadors for Change" initiatives



6. KEY ACTIVITIES & ACHIEVEMENTS IN 2023

1. MSM/MSW SENSITIZATION SESSIONS

In 2023, SHINNERS C.B.O. organized and facilitated a series of sensitization workshops specifically designed for Male Sex Workers (MSWs) and Men who have Sex with Men (MSM). The primary objective of these sessions was to equip participants with practical knowledge about their legal rights, protection mechanisms, and pathways for reporting violence and discrimination.

The sessions were highly interactive, incorporating practical exercises such as case simulations, role plays, and stakeholder mapping exercises. Delivered by trained paralegals — many of whom were themselves drawn from the MSM/MSW community — the workshops aimed not only to impart legal literacy but also to build self-advocacy skills and community solidarity. The initiative recognized that empowering vulnerable populations to understand and assert their rights is foundational to changing systemic patterns of violence and discrimination.

Outputs

- The MSM/MSW sensitization sessions led to the delivery of 10 well-structured workshops across Kisumu County. Each workshop was customized based on participant feedback and localized issues affecting the MSM/MSW community.
- More than 200 participants were reached, spanning urban and peri-urban regions. Each session produced practical outputs, including participant guides, reporting templates for documenting rights violations, and local resource lists for legal aid and psychosocial support.
- The active participation of attendees and the tailoring of content to their lived realities significantly enhanced the relevance and applicability of the information shared.



Outcomes

The outcomes of these sensitization sessions were substantial.

- Firstly, confidence among MSWs and MSMs to seek legal redress increased markedly, as evidenced by post-training surveys where participants reported greater willingness to report violence and seek support.
- Secondly, the sessions strengthened relationships with human rights organizations in the region.
- By engaging external legal experts and connecting participants with broader advocacy networks, SHINNERS C.B.O was able to position MSM/MSW rights issues within a larger human rights framework, fostering systemic advocacy rather than isolated interventions.

Achievements

Following the workshops,

- 35 cases of rights violations were formally reported and legally pursued — a significant indicator of empowerment considering the historical underreporting within this marginalized group.
- Additionally, 10 new community paralegals were recruited and trained from among the workshop participants. This grassroots leadership development ensured that the gains from the sensitization sessions were sustained beyond the immediate training events, embedding legal knowledge and advocacy skills within the community itself.

Recommendations

Based on the experience and evaluation of the sensitization sessions, several key recommendations emerged.

- Expand the geographical reach: Future sessions should cover more counties beyond Kisumu to address the unmet need among rural MSWs/MSMs who are even more marginalized. Rural contexts often feature heightened stigma and fewer legal resources, necessitating focused interventions.
- Establish Survivor Support Desks: Collaboration with local police stations to create dedicated Survivor Support Desks would streamline reporting processes for MSM/MSWs facing violence, reducing secondary victimization and ensuring confidentiality. itself.

Roadmap

To operationalize the above recommendations, SHINNERS C.B.O. proposes to:

- Launch a "Community Justice Project" by Quarter 2, 2024, focusing on expanding legal literacy training and rights advocacy to at least two additional counties neighboring Kisumu.
- Pilot the first Survivor Support Desk within Kisumu Central Police Station by the end of 2024, with trained, LGBTQIA+ friendly officers. The pilot would involve policy engagement, community sensitization, and training of officers, with lessons learned informing expansion to other locations.

2. SEX WORKERS' WEBINAR

In response to the emerging intersection between substance use and the experiences of sex workers, SHINNERS C.B.O. hosted a landmark national Sex Workers' Webinar in 2023. The virtual event convened harm reduction specialists, mental health professionals, and experienced peer advocates to engage in deep dialogue about substance use as a coping mechanism among sex workers, especially male sex workers (MSWs).

The webinar was intentionally structured to be participatory, allowing attendees to share personal experiences, ask questions, and access practical guidance. Unlike traditional webinars, this session emphasized interactive panel discussions and small-group breakout rooms where participants could connect with mental health providers directly. The webinar aimed to normalize conversations around substance use, dismantle stigma, and position mental health as a critical component of harm reduction.



Outputs

- The event successfully delivered one national webinar with over 150 participants from different regions, including hard-to-reach rural areas accessed via digital hubs set up by partner organizations.
- Three specialized harm reduction resource kits were developed and disseminated to participants. These kits included materials on safe substance use practices, mental health self-care tips, and contact information for counseling and rehabilitation services.
- An online peer-support group was also initiated to sustain the momentum of the webinar and provide ongoing virtual support for participants grappling with substance use challenges.

Outcomes

The webinar resulted in a heightened understanding among male sex workers and broader LGBTQIA+ communities about how substance use often serves as a survival mechanism in the face of stigma, discrimination, and violence.

Participants reported an increased awareness of available mental health and harm reduction services. Additionally, there was a notable surge in demand for psychosocial support, signaling that the webinar succeeded in breaking silence around mental health struggles. Crucially, the event opened up previously inaccessible pathways to mental health care for MSWs who had never before engaged with formal counseling services.

Achievements

- A direct achievement of the webinar was the successful referral of 25 participants to ongoing psychosocial counseling services — a significant step given the historical distrust of health services by MSW communities.
- The establishment of an online peer-support group also stands out as a major success. The group quickly became a safe virtual space for sharing experiences, offering mutual support, and linking participants to professional resources, thereby fostering resilience and solidarity within the community.

Recommendations

Following the webinar, key recommendations included:

- **Institutionalize Regular Harm Reduction Webinars:** Rather than a one-off event, quarterly webinars should be held to continually engage the community and respond to evolving mental health and harm reduction needs.
- **Develop a Virtual Wellness Hub:** To complement the peer support group, a dedicated online portal offering mental health resources, confidential self-assessment tools, and links to service providers should be created to reach tech-savvy younger MSWs.

Roadmap

To build on the webinar's momentum, SHINNERS C.B.O. plans to:

- **Launch a “Virtual Wellness Hub” by Q3, 2024**, incorporating live chats with counselors, downloadable self-help tools, and an emergency referral system.
- **Schedule quarterly harm reduction webinars starting in Q2, 2024**, with rotating themes (e.g., trauma recovery, coping with violence, resilience building) and featuring both experts and peer leaders.

3. POTLUCK GATHERING

In 2023, SHINNERS C.B.O. organized a creative and healing-focused Potluck Gathering designed for LGBTQIA+ individuals, including male sex workers. The event blended art therapy, community dialogue, and public performances as a means of mental health empowerment. Through poetry readings, storytelling, visual arts, and informal discussions, participants explored mental health challenges, resilience, and societal stigma. The Potluck Gathering was intentionally relaxed and nonclinical to lower barriers to participation and encourage organic expression. It provided a rare space where LGBTQIA+ individuals could feel safe, seen, and heard.

Outputs

- The event attracted over 100 attendees, with 15 different performances ranging from spoken word poetry to visual art exhibitions.
- Participants created 10 original art pieces that were later curated into an advocacy exhibit displayed at community health fairs and legal aid clinics. These outputs captured the emotional and social realities faced by LGBTQIA+ individuals and contributed to raising awareness about mental health and rights issues.

Outcomes

- The Gathering resulted in a measurable improvement in peer support networks among attendees. Many reported feeling less isolated and more connected to community support systems.
- Participants also developed greater self-esteem and public speaking skills, both crucial for effective advocacy and leadership within marginalized communities.
- The event acted as a catalyst for increased mental health conversations within the community

Achievements

From the Potluck Gathering, two new LGBTQIA+ peer support groups were spontaneously formed, focused on mental wellness and creative expression. These groups continue to meet monthly, independently of SHINNERS C.B.O., demonstrating sustainable community-driven outcomes. Additionally, the 10 original art pieces have been incorporated into ongoing advocacy campaigns, using art as a medium to foster empathy and social change.





Recommendations

Key recommendations arising from the event included:

- **Expand Creative Therapy Spaces:** Future programming should incorporate more art-based therapeutic spaces, recognizing the unique ways that creative outlets help marginalized groups process trauma.
- **Host Annual Healing Festivals:** An annual LGBTQIA+ Healing Arts Festival could serve to consolidate and celebrate creative resilience while providing structured mental health support.

Roadmap

- **Develop a "Healing through Art" program by Q4, 2024**, combining workshops, exhibitions, and therapy sessions facilitated by professional art therapists.
- **Host the first LGBTQIA+ Healing Arts Festival in Kisumu County by mid-2025**, aiming to mainstream conversations about mental health through accessible creative avenues.

4. HIKING TOUR

Recognizing the importance of holistic wellness, SHINNERS C.B.O. organized a Hiking Tour integrating physical fitness, leadership development, and mental health promotion. The expedition involved a nature hike combined with structured team-building and leadership exercises.

Participants engaged in discussions about resilience, coping mechanisms, and peer mentorship while navigating physical challenges. The hiking environment was selected to promote mental clarity, reduce stress, and symbolically represent the personal and collective journeys participants were undertaking toward empowerment and healing.

Outputs

- The event saw the participation of 60 male sex workers and LGBTQIA+ community members. Three distinct leadership development exercises — focusing on communication, trust building, and problem-solving — were embedded into the day's activities.
- Comprehensive post-event surveys captured physical, emotional, and leadership-related reflections from participants.

Outcomes

- The hiking tour fostered enhanced physical and mental well-being among attendees, with participants reporting immediate reductions in stress and feelings of burnout.
- Leadership skills were notably strengthened, particularly peer mentorship capacities, as participants learned to navigate group challenges and offer mutual support.

Achievements

- **8** new peer leaders were identified through their exemplary initiative and teamwork during the hike.
- Post-activity evaluations showed that **90%** of participants reported improved stress management strategies, including mindfulness techniques introduced during the tour.

Recommendations

Key recommendations arising from the event included:

- **Integrate Nature-Based Interventions:** Future leadership development programming should include regular outdoor activities to complement traditional indoor trainings.
- **Formalize a Peer Mentorship Program:** Selected leaders from such events should receive structured follow-up training and mentorship to enhance their leadership trajectories.

Roadmap

- **Create a Peer Mentor Academy by late 2024,** where identified leaders can be trained, certified, and assigned mentorship roles within community programs.
- **Launch an "Outdoor Leadership Development Series" by mid-2024,** featuring quarterly nature-based activities focused on resilience and peer mentorship.



5. HEALTHCARE WORKERS SENSITIZATION

To address healthcare discrimination against Gay, Bisexual, and other Men who have Sex with Men (GBMSM) and Male Sex Workers (MSW), SHINNERS C.B.O. conducted a Healthcare Workers Sensitization Campaign.

These workshops emphasized the principles of sexual orientation and gender identity (SOGI) awareness, non-discriminatory service delivery, and patient rights. The sessions aimed to dismantle stereotypes, build cultural competence, and promote a human rights-based approach to healthcare provision.

Outputs

- **5** sensitization workshops were held, training over 100 healthcare workers from various clinics and hospitals. Training modules were tailored to local realities and included interactive case studies, testimonials from MSWs/GBMSM, and role-playing exercises.
- **6** partner clinics adopted newly developed Inclusive Healthcare Charters outlining nondiscrimination policies.

Outcomes

- As a direct result of the sensitization campaign, there was a notable reduction in reported incidents of discrimination within participating clinics. Healthcare providers reported feeling more confident and better equipped to provide respectful, inclusive care to LGBTQIA+ clients .

Achievements

- **25** healthcare workers were designated as LGBTQIA+ Champions within their facilities, acting as points of contact for LGBTQIA+ patients and driving internal culture change.
- Clinics began documenting and responding to discrimination complaints more systematically.

Recommendations

- **Establish Ongoing Professional Development:**

LGBTQIA+ sensitivity training should be integrated into the continuous professional development (CPD) requirements for healthcare workers.

- **Create a Recognition Program:**

An annual awards program recognizing "Inclusive Healthcare Champions" would incentivize positive behavior among providers.

Roadmap

- **Roll out LGBTQIA+ Sensitization Refresher Courses annually** starting in 2024 to institutionalize inclusive healthcare practices.
- **Launch an Inclusive Healthcare Champions Awards Ceremony** by early 2025 to celebrate and publicize best practices.



6. PARALEGAL REFRESHER TRAINING

Understanding that legal frameworks and strategies evolve, SHINNERS C.B.O. prioritized the continuous capacity building of its frontline justice defenders through a Paralegal Refresher Training in 2023.

The goal was to equip paralegals with up-to-date legal knowledge, survivor-centered advocacy skills, and strategic case management approaches.

The training included modules on recent legal developments (e.g., discussions around the Kaluma Bill), trauma-informed interviewing, and techniques for improving survivor support without re-traumatization.

Outputs

- Two intensive refresher training courses were conducted, leading to the re-certification of 30 community paralegals.
- New paralegal toolkits were distributed, containing updated legal guides, documentation templates, and referral pathways to human rights organizations and healthcare services.

Outcomes

- The trainings resulted in a significant strengthening of survivor-centered advocacy practices among the paralegals.
- Participants demonstrated improved abilities to conduct safe, respectful, and legally sound interviews with survivors of violence.
- There was also a noticeable increase in legal literacy concerning rights specific to sexual minorities and sex workers.

Achievements

- **40 successful case resolutions** were facilitated by the trained paralegals post-training, spanning areas such as wrongful eviction, police harassment, and workplace violence.
- **5 new legal aid partnerships** were established with law firms and human rights NGOs, dramatically expanding the resources available to MSWs and MSMs seeking justice.

Recommendations

- **Institutionalize Annual Paralegal Certification Updates:**

To maintain high standards, refresher courses should be mandatory annually.

- **Expand Survivor Advocacy Skills:**

Future training should incorporate modules on mental health first aid and psycho-social crisis intervention.

Roadmap

- Establish an Annual Paralegal Conference starting in 2024, combining training, peer learning, and networking.
- Introduce a Legal Empowerment Fellowship by 2025 for high-performing paralegals to specialize further in sexual minority rights law.



7. COMMUNITY OUTREACHES

In 2023, SHINNERS C.B.O. significantly scaled up its Community Outreachs to deliver HIV prevention services, stigma reduction education, and linkage to care, particularly targeting underserved and high-risk areas.

These mobile efforts included on-site HIV testing, PrEP and PEP distribution, condom promotion, and stigma-busting public talks. By bringing services directly into hotspots and hard-to-reach communities, the organization overcame barriers related to accessibility, fear of discrimination, and lack of information.

Outputs

- **15** community outreach events were successfully implemented, reaching over **1,500** individuals.
- Health workers and peer educators distributed thousands of condoms, PrEP starter kits, and informational leaflets tailored to the specific risks faced by male sex workers and MSM.

Outcomes

- The outreaches resulted in a marked increase in the uptake of **HIV prevention services**.
- Communities demonstrated improved understanding of HIV prevention tools and greater acceptance of LGBTQIA+ individuals. • Notably, new community allies emerged, helping to reduce stigma at the grassroots level.

Achievements

- **600** people were newly enrolled in PrEP programs, a major leap in HIV prevention coverage.
- **Condom use rates increased by 30%** among the target populations, as measured by self-reported post-outreach surveys.

Recommendations

- Expand Peer-Led Outreach Teams: Recruiting and training more peer educators will deepen reach and trust within hidden populations.
- Strengthen Linkage to Care: Ensure that every outreach event is coupled with follow-up support for those testing positive or initiating PrEP.

Roadmap

- Establish a “PrEP Champions” initiative by mid-2024, creating peer educators specifically focused on promoting and supporting PrEP uptake and adherence.
- Double the number of outreach events to 30 in 2024, targeting emerging HIV hotspots.



8. RADIO TALK SHOW

Recognizing the immense reach and influence of radio, SHINNERS C.B.O. produced and broadcast a Radio Talk Show aimed at amplifying critical messages about LGBTQIA+ rights, safe sex work practices, HIV prevention, and available legal and health services. The show used an engaging format blending expert interviews, lived-experience testimonials from sex workers, and live listener call-ins. It strategically targeted both urban and rural audiences, many of whom have limited access to formal information channels.

Outputs

- One professionally produced radio show was broadcast on a widely listened-to regional station, reaching an estimated **50,000** listeners.
- The show led to over **500** service inquiries received through calls, texts, and WhatsApp messages immediately after the broadcast.

Outcomes

- There was a dramatic increase in awareness about LGBTQIA+ rights, services available for sex workers, and HIV prevention tools.
- Community feedback indicated reduced misconceptions around sex work and same-sex relationships, especially among younger listeners.

Achievements

- Recruited five new community health ambassadors from among the listeners who expressed interest in volunteering.
- Post-show follow-up revealed a **50%** rise in clinic visits by male sex workers who cited the show as their first exposure to available services.

Recommendations

- **Produce a Radio Series:** A single show was impactful but limited; a series covering different topics over time would deepen understanding.
- **Use Interactive SMS Polling:** Future broadcasts should include real-time SMS polls or quizzes to further engage listeners and collect valuable feedback.

Roadmap

- Launch a six-part "Voices of Resilience" radio series in 2024, each focusing on a different theme (e.g., mental health, violence reporting, PrEP promotion, leadership).
- Partner with additional local radio stations to increase reach, especially in remote counties.



9. STRATEGIC PLANNING VALIDATION WORKSHOP

To ensure that its strategic trajectory remained rooted in the real needs of its constituents, SHINNERS C.B.O. convened a Strategic Planning Validation Workshop in 2023. This participatory session brought together community members, partner organizations, healthcare providers, legal experts, and donor representatives.

Participants critically reviewed the organization's draft 2024–2027 Strategic Plan, offering feedback, aligning priorities, and validating strategic goals. The workshop emphasized collective ownership and operational transparency, reflecting SHINNERS C.B.O.'s deep commitment to accountability.

Outputs

- A comprehensive workshop was conducted with **40** stakeholders in attendance. Following rigorous discussions, a revised and community-endorsed Strategic Plan was finalized.
- The event also produced a set of operational guidelines and community partnership principles to support strategy execution.

Outcomes

- The validation process strengthened community ownership over SHINNERS C.B.O.'s future direction, ensuring that the Strategic Plan was not only top-down but driven by lived realities.
- Accountability structures were also enhanced, as stakeholders demanded clear deliverables, timelines, and measurable outcomes.

Achievements

- Achieved **100%** stakeholder endorsement of the revised Strategic Plan.
- Redefined three strategic goals to better reflect emerging community priorities, particularly around mental health services, economic empowerment, and legal advocacy.

Recommendations

- Institutionalize Annual Community Reviews: To maintain dynamic responsiveness, annual reviews of the Strategic Plan should be held involving community stakeholders.
- Create a Public Strategic Plan Summary: A simplified, community-friendly version of the Strategic Plan should be distributed widely to enhance transparency and accountability.

Roadmap

- Host an Annual Strategic Review Assembly beginning in 2024, providing a platform for the community to evaluate progress and recommend adjustments.
- Design and distribute a Strategic Plan Handbook in 2024 summarizing strategic goals, available programs, and expected outcomes in easy-to-understand language.



10. LEADERSHIP AND GOVERNANCE TRAINING

Amidst increasing legislative threats such as the **Kaluma Bill** and Family Protection Bill, SHINNERS C.B.O. recognized the need for robust grassroots leadership.

Accordingly, a Leadership and Governance Training was held focusing on advocacy under restrictive laws, community organizing, governance best practices, and human rights protection mechanisms. Participants, drawn from within the MSM/MSW community, were trained to become community organizers, policy advocates, and organizational leaders.

Outputs

- Two separate leadership trainings were delivered, reaching **50** community leaders. Participants were equipped with leadership toolkits that included templates for advocacy planning, stakeholder engagement strategies, and monitoring governance processes within their local contexts.

Outcomes

- Two separate leadership trainings were delivered, reaching 50 community leaders. Participants were equipped with leadership toolkits that included templates for advocacy planning, stakeholder engagement strategies, and monitoring governance processes within their local contexts.

Achievements

- Launched **10 new community initiatives** post-training, including local advocacy campaigns on access to healthcare and violence prevention.
- Conducted **5 advocacy campaigns** addressing human rights protections, particularly focusing on preventing the passage of regressive legislation.

Recommendations

- Build an Ongoing Leadership Development Academy: Training should not be a one-off event but part of a continuous leadership pipeline development.
- Integrate Legal Aid Training: Future leadership curricula should include basic paralegal skills to empower leaders to offer immediate legal first aid in their communities.

Roadmap

- Establish a "Community Leadership Academy" in 2025 to provide regular leadership development, mentorship, and project incubation.
- Launch a Legal Literacy Program for Community Leaders starting late 2024 to enhance legal defense capacities against discriminatory laws.

11. CAPACITY BUILDING AND WELLNESS INITIATIVES

Recognizing the critical role of mental and physical wellness in sustaining activism and engagement, SHINNERS C.B.O. implemented Capacity Building and Wellness Initiatives throughout 2023. These initiatives included monthly wellness sessions, health education seminars, ART (antiretroviral therapy) adherence support, and provision of transport subsidies for clinical care. The wellness activities were tailored to address the high rates of burnout, stigma, and depression faced by male sex workers and MSM living with HIV.

Outputs

- A total of 12 monthly wellness sessions were conducted, coupled with 80 transport subsidies provided to ensure continued access to HIV care facilities.
- Each session featured both psychosocial support components and medical service facilitation.

Outcomes

- The initiatives led to improved ART adherence among participants and reduced stigma-related barriers to care engagement.
- Wellness sessions created supportive, affirming environments where male sex workers could share experiences and receive encouragement without judgment.

Achievements

- ART adherence improved by 20% among wellness session participants.
- 15 individuals who had dropped out of HIV care were successfully re-enrolled after participating in wellness activities, helping to close dangerous gaps in the treatment continuum.

Recommendations

- Expand Holistic Wellness Programming: Future initiatives should address broader aspects of wellness, including nutrition, physical fitness, substance use counseling, and financial empowerment.
- Create a Peer-Led Wellness Navigator Program: Train community members to act as wellness coaches linking individuals to services and providing continuous follow-up.

Roadmap

- Establish a "Wellness Navigators Corps" in 2024, training peer counselors to offer ongoing psychosocial and treatment adherence support.
- Develop a Comprehensive Wellness Curriculum by mid-2024 incorporating physical health, mental health, and economic empowerment components.



12. RESEARCH STUDY: BARRIERS AND PROMOTERS TO HIV CARE ACCESS

In 2023, SHINNERS C.B.O. conducted a pioneering Research Study to investigate the barriers and enabling factors affecting HIV care access among Gay, Bisexual Men who have Sex with Men (GBMSM) populations. The study was motivated by persistent gaps in care uptake despite expanded services. Using qualitative methodologies, including in-depth interviews (IDIs) and focus group discussions (FGDs), the research captured nuanced lived experiences around discrimination, service delivery, confidentiality concerns, and personal motivations for seeking (or avoiding) HIV care. The goal was not only to generate academic knowledge but to shape more responsive, evidence-driven programming.

Outputs

- The research project successfully completed 40 in-depth interviews and 6 focus group discussions across urban, peri-urban, and rural settings.
- A preliminary report was produced, summarizing systemic barriers (e.g., provider stigma, financial costs, and distance to services) and promoters (e.g., peer support, mobile clinics, and positive provider attitudes).
- Draft policy recommendations were prepared and shared with key healthcare stakeholders.

Outcomes

- The study deepened organizational understanding of systemic healthcare gaps and revealed how intersecting stigmas (homophobia, sex work criminalization, HIV stigma) compound barriers to care.
- It also strengthened SHINNERS C.B.O.'s evidence base for future policy advocacy, enabling a shift from anecdotal lobbying to research-driven influence.

Achievements

- Drafted evidence-based policy recommendations calling for mandatory LGBTQIA+ sensitivity training for healthcare workers, expanded mobile health units, and creation of safe spaces within public clinics.
- Engaged five healthcare providers in early dissemination efforts, ensuring that frontline health workers themselves participated in solution-building.

Recommendations

- Institutionalize Research-to-Action Cycles: Every 2–3 years, similar research should be conducted, with explicit mechanisms for translating findings into programmatic changes.
- Broaden Research Partnerships: Collaborations with academic institutions could enhance rigor, visibility, and impact.

Roadmap

- Publish a peer-reviewed article based on the study findings by late 2024 to influence national HIV programming policy.
- Host a “Research-to-Policy” Dissemination Forum by Q2, 2024, targeting healthcare leaders, policymakers, and donors to promote uptake of the recommendations.

13. STAKEHOLDER ENGAGEMENT MEETING

To foster greater synergy and accountability across its HIV programming efforts, SHINNERS C.B.O. convened a Stakeholder Engagement Meeting in 2023.

The session aimed to align project timelines, clarify roles and responsibilities, and strengthen collaborative frameworks between government agencies, donor partners, healthcare providers, community-based organizations, and LGBTQIA+ representatives. The meeting adopted a participatory format, with breakout sessions to build consensus on deliverables and monitoring mechanisms.

Outputs

- One highly successful meeting was conducted, resulting in a formal stakeholder agreement capturing commitments to shared timelines, quality standards, and coordination protocols.
- The meeting also produced a revised project delivery matrix and a draft monitoring and evaluation (M&E) framework tailored to multi-partner collaboration.

Outcomes

- The engagement process strengthened project ownership among all stakeholders, reduced operational redundancies, and clarified accountability channels.
- This cohesion increased stakeholder trust and improved the sustainability prospects of the HIV care project.

Achievements

- **10** stakeholders formally signed on to shared responsibility charters, demonstrating active buy-in.
- Monitoring and evaluation frameworks were enhanced, providing a clearer basis for tracking impact and adjusting strategies collaboratively

Recommendations

- Host Bi-Annual Stakeholder Coordination Forums: Regular meetings will maintain momentum, address emerging issues early, and continuously refine delivery strategies.
- Develop a Public Stakeholder Report Card: A quarterly public report could promote transparency and reinforce accountability to the community.

Roadmap

- Institutionalize Bi-Annual Stakeholder Forums starting 2024, focusing on strategy reviews, problem-solving, and co-learning.
- Launch a Stakeholder Report Card system by Q3, 2024, summarizing collective achievements, challenges, and next steps for public review.



OVERALL SUMMARY

In 2023, SHINNERS C.B.O's multifaceted initiatives directly impacted over 5,000 individuals through rights education, healthcare services, leadership building, and policy advocacy, marking a transformative year of empowerment, protection, and community strengthening across Kisumu County

8. COMMUNITY ENGAGEMENT

Community engagement is the heartbeat of Shinners C.B.O's mission to empower male sex workers.

Outreach Activities

- Monthly health fairs offering free STI/HIV screenings, rights education, and violence reporting guidance.
- Door-to-door outreach through health caravans, connecting with male sex workers even in hard-to-reach areas.
- Hotspot outreaches specifically targeting high-risk locations for service delivery and rights advocacy.

Workshops and Training

- Capacity-building workshops for peer educators and paralegals to amplify internal leadership.
- Healthcare champion training, producing male sex worker advocates embedded within local clinics.

Events and Campaigns

- Health and Wellness Festival: Promoting positive sex work practices and mental health.
- International Day against Homophobia, Transphobia, and Biphobia events: Visibility and solidarity.
- Social Media Campaigns: Online advocacy addressing stigma, rights education, and service linkage.

Through these activities, Shinners C.B.O connected with over 10,000 community members during 2023.

9. ADVOCACY EFFORTS

Advocacy remained a critical pillar to create systemic change.

Policy Initiatives

- Provided expert input during policy debates concerning sex worker rights and health protections.
- Advocated for repeal of discriminatory clauses targeting LGBTQIA+ communities in regional governance structures

Collaborations

- Active membership in the National Health Coalition and alliances with LGBTQIA+ advocacy networks.
- Partnered with universities to produce research on barriers to HIV care for male sex workers.

Public Awareness Campaigns

- **"Speak Up for Health"** encouraged male sex workers to report discrimination and seek services without fear.
- Participated in radio discussions demystifying the Kaluma Bill and other proposed legislative threats.

These efforts helped elevate male sex workers' voices in public discourse and policy spaces

10. MONITORING & EVALUATION

In 2023, SHINNERS C.B.O. significantly strengthened its Monitoring and Evaluation (M&E) systems to ensure that programming for Male Sex Workers (MSWs) and Men who have Sex with Men (MSM) was data-driven, responsive, and impactful. Through a combination of quantitative service tracking, qualitative community feedback, and digital monitoring systems, M&E efforts provided real-time insights into service uptake, program quality, and community needs.

Key achievements include the delivery of **10** legal sensitization workshops, over 1,500 individuals reached through mobile outreaches, **600** new PrEP enrollments, the training of **50** community leaders, and the successful hosting of a national webinar and radio talk show with broad regional reach. Monitoring revealed a **20%** increase in ART adherence among beneficiaries and a **30%** improvement in HIV prevention knowledge among outreach participants.

Challenges such as funding instability, infrastructure barriers, persistent stigma in new areas, and strain on legacy data systems were effectively mitigated through strategic adaptations, including stronger local partnerships and real-time data upgrades.

Lessons learned emphasized the critical value of combining digital and face-to-face engagement, embedding mental health supports into all interventions, and building community ownership over M&E processes. Recommendations moving forward include scaling up digital M&E platforms, institutionalizing mid-year evaluations, expanding peer-led monitoring initiatives, and publishing a transparent, public-facing M&E dashboard.

As SHINNERS C.B.O. moves into 2024, its M&E systems will focus increasingly on impact-level changes — measuring long-term improvements in health, rights protections, stigma reduction, and economic empowerment for MSWs and MSMs in Western Kenya. Robust monitoring and evaluation remain pivotal in driving evidence based advocacy and sustaining community-centered growth.

11. FINANCIAL OVERVIEW

Shinners C.B.O remains committed to transparent, responsible, and efficient financial management. In 2023, prudent stewardship of our resources allowed us to expand programs, build organizational resilience, and invest in sustainability measures to safeguard future operations.

11.1. Income Sources

- In 2023, Shinners C.B.O's total revenue was sourced through a diversified portfolio to ensure operational stability.
- The majority of the funding, approximately **62%**, was obtained from institutional grants provided by international foundations and partner NGOs supporting healthcare access for male sex workers.
- Individual donations contributed around 16% of the total income, reflecting growing community support.
- Government subventions accounted for **11%**, primarily allocated toward HIV prevention and community sensitization programs.
- Program revenue, such as optional training workshops, contributed **4%**, while special fundraising campaigns made up the remaining **7%**.
- Of note, an online mid-year fundraising campaign exceeded its target by 20%, successfully mobilizing new local supporters.

11.2. Expenditure Breakdown

- Resource allocation in 2023 prioritized program delivery, with **78%** of total expenditures directed toward health, legal aid, and mental health services.
- Resource allocation in 2023 prioritized program delivery, with **78%** of total expenditures directed toward health, legal aid, and mental health services.
- Specifically, significant portions were used to fund mobile health clinics, provide essential medications, support legal clinics for male sex workers facing discrimination, and sustain psychosocial support programs addressing trauma and workplace violence.
- Administrative costs comprised **15%** of expenditures, covering office operations, utilities, and management salaries necessary for effective coordination of activities.
- Fundraising and donor engagement activities absorbed **7%** of the budget, ensuring continued investment in sustainability and resource mobilization.
- Throughout the year, administrative overheads were deliberately kept lean to maximize the direct impact of program funds on the communities served.

11.3. Financial Health and Sustainability

- By the end of 2023, Shinnars C.B.O recorded a modest operating surplus of Ksh. 1,854,192.00 (Kenyan Shillings One Million Eight Hundred Fifty four thousand, one hundred and Ninety two),. This surplus was prudently allocated toward building the organization's Reserve Fund, a critical strategic asset aimed at maintaining operations during periods of funding uncertainty.
- The Reserve Fund now covers approximately three months of core operational costs, aligning with nonprofit sector best practices for financial sustainability.
- Additionally, all financial activities underwent quarterly review by the Finance Committee, and an independent external audit was conducted at the end of the year.
- The audit confirmed full compliance with donor requirements, statutory obligations, and the organization's internal financial policies.

11.4. Financial Controls and Accountability Measures

- In 2023, Shinnars C.B.O continued to strengthen its financial management systems to safeguard resources and maintain trust with stakeholders.
- A strict procurement policy ensured that all purchases above a designated threshold were subjected to competitive bidding to promote transparency and value for money.
- Monthly financial reporting to senior management and the Board of Directors enabled timely oversight of organizational spending.
- Annual external audits were consistently conducted by certified public accountants, with the latest audit showing no major findings or qualifications.
- Fraud prevention remained a top priority. • Internal controls were reinforced through regular staff training sessions, and a confidential whistleblower mechanism allowed reporting of any suspected misconduct, thereby promoting a culture of accountability.

Chapter Summary

Through robust governance structures, strategic financial planning, and disciplined resource management, Shinnars C.B.O achieved a strong financial position in 2023. This financial health ensures that the organization is well-prepared to continue empowering male sex workers with essential services and to sustain its operations in the long term.

12. IMPACT STORIES

Derrick's Journey to Wellness:

Derrick, a young male sex worker, struggled with recurrent respiratory infections and depression due to workplace violence. Through Shinners C.B.O's mobile clinic and peer counseling sessions, Derrick accessed healthcare and mental health support. Today, Derrick is a trained Peer Educator, helping others find hope.

Alex's Legal Triumph:

Alex faced eviction after neighbors discovered he was a male sex worker. With Shinners C.B.O's legal aid team, Alex defended his housing rights successfully in court, setting a precedent for other sex workers in similar situations.

Brian's Leadership Rise:

At just 19, Brian joined the "Youth Ambassadors" program. After leading an outreach project promoting safe practices among young sex workers, Brian was selected to represent the community at a national health conference.

13. PARTNERSHIPS AND COLLABORATIONS

Overview

Throughout 2023, SHINNERS C.B.O. actively strengthened its network of partnerships and collaborations to enhance the effectiveness, reach, and sustainability of its programs. Recognizing that the challenges facing Male Sex Workers (MSWs), Men who have Sex with Men (MSM), and broader LGBTQIA+ communities are multi-faceted, the organization strategically leveraged relationships with government entities, civil society organizations, healthcare institutions, donors, and community-based networks.

By fostering robust partnerships, SHINNERS C.B.O. was able to pool resources, broaden its service delivery footprint, advocate more powerfully for human rights protections, and ensure that its beneficiaries received comprehensive, coordinated support.

Key Strategic Partnerships

1. Healthcare Institutions

- Partnered with five major public and private health facilities across Kisumu and Kakamega to expand HIV prevention services, ART adherence support, and mental health counseling.
- Trained over 100 healthcare workers on LGBTQIA+ friendly service provision, resulting in six clinics adopting Inclusive Healthcare Charters.
- Established LGBTQIA+ Healthcare Champion roles within partner clinics to provide direct support and advocacy for MSM and MSWs seeking care.

2. Human Rights and Legal Organizations

- Collaborated with regional and national legal aid providers to strengthen access to justice for MSM and MSWs.
- Co-hosted community legal awareness campaigns and supported strategic litigation efforts related to human rights violations.
- Formalized partnerships through signed Memoranda of Understanding (MoUs) to facilitate survivor-centered legal redress mechanisms.

3. Community-Based Organizations (CBOs) and Networks

- Built synergies with LGBTQIA+-led organizations and sex worker collectives to increase community mobilization capacity.
- Participated in the Western Kenya LGBTQIA+ Coalition to amplify advocacy voices on decriminalization and anti-discrimination laws.
- Cross-referral agreements established to ensure clients accessing services in one organization could receive holistic support across partners.

4. Donor and Development Partners

- Engaged with international donors and national grant-making bodies to secure financial support for rights education, health service delivery, leadership development, and M&E system enhancements.
- Participated in donor-led capacity building sessions that strengthened organizational governance, financial accountability, and strategic planning processes.

5. Government Agencies

- Initiated structured dialogues with the Kisumu County Health Department and County AIDS Control Council.
- Advocated for more inclusive county health policies and greater resource allocation toward marginalized communities.
- Co-developed service mapping and HIV care integration strategies aligned with national HIV response frameworks.

Achievements through Partnerships

• **Expanded Service Access:**

Through partnership-driven outreach, SHINNERS C.B.O. reached over 1,500 individuals in previously underserved hotspots.

• **Integrated Services:**

Clients received bundled packages of healthcare, legal aid, mental health counseling, and social support without duplication or delay.

• **Increased Advocacy Power:**

Collective advocacy efforts strengthened the pushback against discriminatory legislation (e.g., Kaluma Bill) and expanded public awareness around LGBTQIA+ rights.

• **Enhanced Capacity:**

Participation in partner-led training and capacity-building sessions enhanced the technical expertise of SHINNERS C.B.O.'s staff and community leaders.

• **Improved Resource Mobilization:**

Stronger partnerships facilitated successful joint funding proposals and resource sharing, enhancing program sustainability.

Future Outlook

Moving forward, SHINNERS C.B.O. will continue to deepen existing partnerships while seeking new alliances across health, legal, education, and social justice sectors. Specific focus areas will include:

- Establishing a formal Partnership Management Framework to optimize collaboration effectiveness.
- Building a Donor Engagement Strategy that includes regular impact reports and stakeholder briefings.
- Strengthening participation in national and regional policy forums to amplify MSM/MSW voices at decision-making tables.
- Promoting joint innovation projects (e.g., mobile health clinics, virtual legal aid services) with partner organizations.

Strategic partnerships will remain a cornerstone of SHINNERS C.B.O.'s mission to deliver dignified, inclusive, and rights-affirming services to vulnerable communities.

14. CHALLENGES & LESSONS LEARNT

No journey is without obstacles. Key challenges faced and lessons learned in 2023:

1. Funding Uncertainty

Donor budget cuts required quick adjustments.

Lesson: Diversify funding sources and strengthen emergency reserves.

2. Infrastructure Constraints

Poor road access hindered mobile clinic operations during rainy seasons.

Lesson: Recruit local outreach assistants for flexibility.

3. Staffing and Volunteer Retention

Scaling programs faster than staffing capacity risked.

Lesson: Invest more in human resource development and volunteer care.

4. Community Trust

Persistent stigma in new target areas slowed initial uptake. **Lesson:** Work with respected local influencers and community champions.

5. Data Management

Expanded programming overwhelmed older systems.

Lesson: Upgrade data platforms and integrate real-time M&E tracking.

15. LOOKING AHEAD

2024 Goals:

1. Reach **30%** more male sex workers with healthcare and rights education.
2. Launch a vocational skills program for unemployed young male sex workers.
3. Open one additional satellite clinic specializing in male sex worker health.
4. Increase paralegal and peer mentor networks by **50%**.

Strategic Priorities:

1. Adopt electronic health records to streamline client services.
2. Build a new community center that doubles as a wellness and advocacy hub.
3. Intensify advocacy for decriminalization of sex work.

CALL TO ACTION

We call upon donors, partners, volunteers, and community allies to walk with us toward a future where male sex workers enjoy full health, safety, dignity, and equality. Together, we can transform lives and challenge injustice.

16. ACKNOWLEDGEMENTS

Our heartfelt gratitude to:

1. **Staff and Volunteers:** For dedication, courage, and relentless energy.
2. **Donors and Partners:** For believing in and investing in our mission.
3. **Community Members:** For trusting us with your stories and your hopes.
4. **Peer Educators and Paralegals:** The lifeblood of community empowerment.
5. **Health Workers and Legal Advocates:** For service beyond duty.

Without each of you, none of our 2023 successes would have been possible.

17. APPENDICES

1. Appendix A — Program Data Tables (Detailed outreach statistics, service uptake figures, and client engagement breakdowns. Available upon request.)
2. Appendix B — Monitoring and Evaluation Report
3. Appendix C — Contact Information (Shinners C.B.O Headquarters, Regional Office Contacts, Website and Social Media Links)

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SHINNERS C.B.O. PROGRAM DATA TABLES 2023

Detailed Outreach Statistics, Service Uptake Figures, and Client Engagement
Breakdowns

Prepared by: SHINNERS C.B.O.

Date: April 2024

PROGRAM DATA SUMMARY

Program Area	Activity/Service	Target	Achieved	Achievement Rate (%)	Notes
Rights Sensitization	Paralegal-Led Workshops	10 Workshop s	10 Workshop s	100%	Over 200 MSWs/MSMs reached
Rights Sensitization	Cases Reported and Pursued	20 Cases	35 Cases	175%	Surpassed expectations
Healthcare Access	Mobile Community Outreaches	15 Events	15 Events	100%	Reached 1,500+
Healthcare Access	New PrEP Enrollments	500 Individual s	600 Individual s	120%	High community
Healthcare Access	Condom Distribution	10,000 Units	12,500 Units	125%	Increased uptake
Mental Health Support	Webinar on Substance Use	1 National Webinar	1 Webinar	100%	150+ participants engaged
Mental Health Support	Mental Health Referrals	20 Individual s	25 Individual s	125%	Post-webinar counseling
Mental Health Support	Potluck Gathering	1 Event	1 Event	100%	Formed 2 peer wellness groups
Leadership Development	Outdoor Leadership Tour	1 Event	1 Event	100%	8 new peer leaders identified
Leadership Development	Community Leaders Trained	30 Leaders	50 Leaders	166%	Expanded cohort
Healthcare Sensitization	Healthcare Worker Training Workshops	5 Sessions	5 Sessions	100%	100+ workers trained
Healthcare Sensitization	LGBTQIA+ Healthcare Champions	20 Champion s	25 Champion s	125%	Across partner clinics

PROGRAM DATA SUMMARY

Community Engagement (Media)	Radio Talk Show	1 Broadcast	1 Broadcast	100%	Reached 50,000 listeners
Community Engagement (Media)	Listener Inquiries Post-Show	300 Inquiries	500+ Inquiries	166%	Via SMS/WhatsApp
Legal Empowerment	Paralegal Refresher Trainings	2 Sessions	2 Sessions	100%	30 paralegals re-certified
Legal Empowerment	Successful Legal Case Resolutions	30 Cases	40 Cases	133%	Survivor-centered approaches
Stakeholder Coordination	Strategic Planning Validation Workshop	1 Session	1 Session	100%	40 stakeholders participated
Stakeholder Coordination	Stakeholder Agreements Signed	8 Agreements	10 Agreements	125%	New partnership M&Es

SHINNERS C.B.O. MONITORING AND EVALUATION (M&E) REPORT ANNUAL REVIEW 2023

Prepared by: SHINNERS C.B.O.

Date: April 2024

1. Introduction

In 2023, SHINNERS C.B.O. undertook a highly ambitious Monitoring and Evaluation (M&E) process to systematically assess the effectiveness, efficiency, and impact of our interventions across Kisumu County and neighboring regions.

The report that follows captures detailed findings on our program delivery, highlights strategic achievements, documents lessons learned, and proposes actionable recommendations to optimize our community empowerment efforts.

M&E was fully embedded at every stage of project implementation to ensure evidence-driven decision-making, strengthen community accountability, and enhance program adaptability amidst evolving social and legal environments.

2. M&E Framework

Our M&E framework for 2023 was meticulously crafted to align with SHINNERS C.B.O.'s strategic goals. It included measurable indicators across five thematic areas: legal empowerment, healthcare access, mental health resilience, leadership development, and stakeholder collaboration.

Each objective was matched with precise indicators, clear targets, and specific means of verification, ensuring that all interventions were tracked transparently and evaluated against community-validated outcomes.

3. Data Collection Methods

Multiple data collection methods were employed to capture a holistic understanding of program performance. Quantitative methods included clinic registers, PrEP/PEP service logs, and workshop attendance sheets, providing concrete service uptake statistics.

Qualitative methods — such as focus group discussions, in-depth interviews, and stakeholder consultations — offered critical insights into beneficiary experiences, challenges faced, and emerging needs. Our upgraded real-time database system and digital channels like WhatsApp hotlines further enhanced data reliability and responsiveness.

4. Key Findings

The analysis revealed strong programmatic performance across all key areas. Service reach significantly expanded, with over **5,000** direct engagements recorded.

Health interventions exceeded targets, as demonstrated by a **20%** increase in PrEP uptake. Legal empowerment workshops not only built knowledge but translated into action, with 35 rights violation cases successfully reported and pursued.

Mental health support integration proved highly impactful, increasing referrals to psychosocial counseling by 25%.

5. Evaluation of Key Indicators

An in-depth evaluation of key indicators showed that SHINNERS C.B.O. surpassed most 2023 targets. Beyond numerical achievements, qualitative feedback highlighted improvements in service quality, community trust, and leadership confidence among peer educators and paralegals.

Variance analysis indicated that areas where targets were exceeded, such as leadership training, were largely driven by community enthusiasm and demand for empowerment opportunities.

6. Challenges Encountered

While 2023 was marked by impressive gains, several challenges were faced. Unforeseen donor budget cuts required agile programmatic adaptations. Infrastructure barriers, particularly poor roads during rainy seasons, temporarily disrupted mobile clinic services.

Persistent stigma in rural expansion areas posed resistance to initial outreach. Furthermore, the need to rapidly expand data systems became evident as program scope increased.

7. Lessons Learned

Key lessons included the value of integrating digital tools with grassroots engagement to maximize monitoring accuracy and service reach.

Community leadership was reaffirmed as vital; peer-driven initiatives not only enhanced credibility but accelerated acceptance in high-stigma environments.

Embedding mental wellness support across all programs also proved essential for sustaining participant retention and resilience under challenging conditions.

8. Recommendations

For 2024, SHINNERS C.B.O. should prioritize scaling up its digital M&E platforms to allow real-time program adjustments.

The organization must deepen outcome-oriented evaluations, focusing not just on outputs but also on long-term health, legal, and mental health impacts.

Establishing peer-led monitoring cadres and conducting mid-year evaluations will further enhance strategic flexibility and community ownership.

9. Roadmap for 2024 Monitoring and Evaluation

Moving forward, SHINNERS C.B.O. will institutionalize quarterly reporting cycles leveraging the mobile database platform, launch annual operational research studies to guide innovation, introduce new impact-focused metrics such as ART viral suppression rates and stigma reduction indexes, and unveil a public-facing M&E dashboard to promote transparency and build community confidence.

10. Summary of Monitoring and Evaluation Report

In conclusion, SHINNERS C.B.O.'s Monitoring and Evaluation processes for 2023 confirm that the organization is delivering transformative services to marginalized communities while building a robust foundation for sustainable, scalable impact.

The year was defined by evidence-driven innovation, community leadership, and a steadfast commitment to health equity, legal rights, and human dignity. Our roadmap for 2024 reflects an evolution toward even greater strategic rigor, deeper stakeholder engagement, and enhanced public accountability.



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