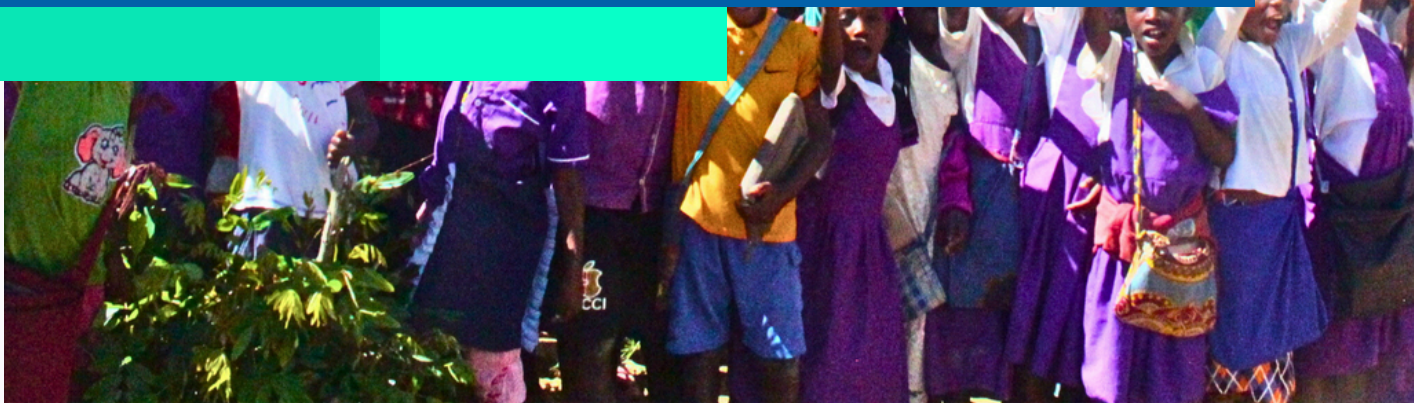




# LIFE CONCERN PROFILE



**2026**

This organisational profile presents an overview of LICO, a Malawian non-profit organisation committed to improving the well-being of vulnerable communities. It highlights LICO's mission, strategic focus areas, and programs aimed at improving the well-being and resilience of vulnerable communities in Malawi.



Dear Respected Stakeholders,

Over the past year, Life Concern has worked hand in hand with communities to tackle some of Malawi's most pressing social and development challenges.

Through the commitment of our staff, partners, and community leaders, we have made strides in promoting health, education, gender equality, sustainable livelihoods, and overall community resilience. Our collaborative efforts continue to empower vulnerable populations and create lasting positive change across the regions we serve.

Thank you for your continued trust and partnership.

A handwritten signature in black ink, appearing to be "P. Gondwe".

**Peter Gondwe**

Executive Director  
Life Concern



## A Brief Story About The Organisation

LICO Profile - 2026



Life Concern is a Malawian non-governmental organisation committed to improving the well-being and resilience of vulnerable communities through integrated development interventions. LICO was established in 2008 and is legally registered under the Trustee Incorporation Act and recognised by the NGO Board of Malawi and CONGOMA.

The organisation was founded by a committed Board of Trustees working closely with community leaders in Rumphi District in response to pressing social and health challenges affecting vulnerable populations. These challenges included HIV/AIDS, Poverty, Gender-based violence, and limited access to social and health services.

Since its establishment, LICO has grown into a respected development organisation implementing community-based programs that address health, education, gender equality, livelihoods, and climate resilience.

In recognition of its work in HIV programming, LICO received the UNAIDS Red Ribbon Award in 2014, strengthening its reputation globally and expanding partnerships with development organisations.

Today, LICO works with communities, government institutions, civil society organisations, and development partners to deliver sustainable solutions that empower individuals and strengthen community systems.



# VISION

Healthy communities, living with dignity and resilience, in a sustainable environment.



# MISSION

To empower marginalized and vulnerable populations in Malawi to achieve improved well-being by delivering integrated, high-quality services and capacity building across health, education, gender equality, and sustainable livelihoods.

## CORE VALUES

**01****Integrity**

We act ethically and consistently in accordance with laws, regulations, and professional standards.

**02****Accountability**

We take responsibility for our actions and ensure that our programmes deliver results for the communities we serve.

**03****Transparency**

We believe stakeholders and beneficiaries have the right to access information about our programmes and operations.

**04****Unity of Purpose**

We work collaboratively with communities, partners, and stakeholders to achieve shared goals.



## STRATEGIC FOCUS AREAS

LICO implements integrated programs that strengthen health services, education and digital literacy, gender equality and child protection, climate resilience, economic empowerment, institutional capacity, social enterprise development, and governance and advocacy to support sustainable community development.

01

### Health Service Delivery

Access to quality health services remains limited in many rural communities, particularly for women, adolescents, and marginalized populations. Low uptake of Sexual and Reproductive Health services, persistent HIV infections, malnutrition, maternal and child mortality, and the growing burden of non-communicable diseases continue to threaten community well-being. In addition, mental health awareness and services remain limited, while inadequate health infrastructure and waste management systems further strain the health sector.

#### Key Activities

- Community health awareness and behaviour change campaigns
- HIV/AIDS and TB prevention, testing, and treatment adherence support
- Sexual and Reproductive Health education and outreach services targeting women and youth.
- Mental health awareness and psychosocial support initiatives
- Nutrition education and maternal and child health interventions
- Strengthening community health systems and referral mechanisms
- Support to health facilities through infrastructure improvements and equipment

02

### Education and Digital Literacy

Despite progress in education, many learners—especially girls—face barriers to accessing and completing quality education. Poverty, inadequate infrastructure, lack of learning materials, poor sanitation facilities, and limited digital access continue to affect educational outcomes. In addition, drug and substance abuse, limited sports facilities, and weak life skills development contribute to low student retention and performance.

#### Key Activities

- Construction and rehabilitation of school infrastructure such as classrooms, hostels, and sanitation facilities
- Provision of bursaries and educational support to vulnerable learners
- Distribution of teaching and learning materials
- Promotion of Water, Sanitation and Hygiene (WASH) facilities in schools
- Menstrual health management initiatives for adolescent girls
- Introduction of digital literacy programs and ICT skills training
- Provision of computers and digital learning equipment to schools
- Promotion of sports, life skills, and extracurricular development programs



# STRATEGIC FOCUS AREAS

03

## Gender Equality, Women Empowerment and Child Protection

Gender inequality, gender-based violence (GBV), child abuse, early marriages, and child labour remain widespread challenges. Poverty and harmful cultural practices often expose women and children to exploitation and discrimination. Weak reporting systems and limited awareness of safeguarding standards contribute to underreporting of Sexual Exploitation and Abuse (SEA) and child protection violations.

### Key Activities

- Community awareness campaigns on gender equality and GBV prevention
- Women's empowerment and leadership development programs
- Strengthening community-based child protection systems
- Establishment and support of community reporting and referral mechanisms for GBV and SEA cases
- Capacity building for local leaders, service providers, and community structures on safeguarding
- Support for survivors through referral and legal assistance
- Community dialogue and peacebuilding initiatives
- Reintegration and support programs for vulnerable and children with disabilities

04

## Climate Resilience and Sustainable Livelihoods

Many rural communities rely heavily on natural resources for their livelihoods, making them highly vulnerable to climate change impacts such as droughts, floods, and erratic rainfall. Environmental degradation caused by deforestation, poor waste management, and unsustainable farming practices further threatens community resilience and food security.

### Key Activities

- Promotion of climate-smart agriculture practices
- Community-led afforestation and reforestation initiatives
- Conservation of mountain ecosystems and water catchment areas
- Sustainable land management and soil conservation programs
- Strengthening community disaster risk management structures
- Promotion of environmental awareness and waste management practices
- Integration of indigenous knowledge in environmental conservation
- Support for sustainable food production and nutrition security



# STRATEGIC FOCUS AREAS

05

## Economic Empowerment

High levels of unemployment, particularly among youth and women, limit opportunities for economic growth and poverty reduction. Many individuals lack access to vocational skills training, business development services, and financial resources needed to start or expand income-generating activities.

### Key Activities

- Entrepreneurship and business development training
- Vocational and technical skills development for youth and women
- Support for income-generating activities and small enterprises
- Facilitation of access to microfinance and savings groups
- Establishment of agro-processing and livestock production initiatives
- Market linkage development for small-scale producers
- Digital entrepreneurship training including e-commerce and online marketing
- Mentorship, incubation, and business advisory services

06

## Institutional Capacity Strengthening

Strong institutional systems are essential for effective program delivery and organisational sustainability. However, LICO faces challenges related to limited infrastructure, outdated equipment, staffing gaps, and the need to strengthen governance and operational systems.

### Key Activities

- Strengthening organisational governance and management systems
- Staff capacity building and professional development
- Adoption of digital management and information systems
- Strengthening monitoring, evaluation, and learning systems
- Enhancing occupational safety and health standards
- Improving communication, branding, and organisational visibility
- Strengthening resource mobilisation and donor engagement
- Improving grants management, reporting, and compliance systems



# STRATEGIC FOCUS AREAS

07

## Social Enterprise Development

To ensure long-term sustainability, LICO is committed to developing social enterprises that generate income while delivering social impact. Currently, limited internal revenue streams restrict the organisation's ability to sustain operations independently from donor funding.

### Key Activities

- Development of reusable sanitary pad production initiatives
- Establishment of hospitality and accommodation services
- Provision of catering and laundry services
- Provision of ICT and digital services
- Development of community media platforms such as radio station
- Strengthening business planning, market analysis, and private sector partnerships

08

## Governance and Advocacy

Effective governance and citizen participation are critical for sustainable development. However, weak community governance structures and limited public engagement in decision-making processes continue to hinder inclusive development and accountability.

### Key Activities

- Strengthening community governance structures and leadership capacity
- Promoting citizen participation in local development processes
- Advocacy on key issues including health, education, gender equality, and climate resilience
- Engagement with local and national policy platforms
- Promoting transparency and accountability in public service delivery
- Capacity building for board members and organisational leadership
- Amplifying community voices in policy and development discussions

# APPROACHES

## Community Engagement

LICO actively engages communities, traditional leaders, and local structures in identifying development challenges and designing appropriate solutions. This includes community consultations, awareness campaigns, participatory planning processes, and strengthening community-based structures to promote local ownership and sustainability of interventions.

## Capacity Building

LICO strengthens the capacity of community groups, youth, women, and institutions to drive sustainable change. This is achieved through training, mentorship, leadership development, and skills-building initiatives that enhance knowledge, improve livelihoods, and strengthen local governance structures.

## Evidence-Based Programming

LICO designs and implements programmes based on evidence gathered through research, community needs assessments, and monitoring data. The organisation uses monitoring, evaluation, and learning systems to track progress, measure impact, and continuously improve programme effectiveness.



## Partnerships and Collaboration

LICO works in partnership with government institutions, civil society organisations, development partners, and community stakeholders to maximise impact and ensure coordinated development efforts. Through these partnerships, the organisation promotes knowledge sharing, resource mobilisation, and joint implementation of programs.

## Integrated Programming

LICO recognises that development challenges are interconnected and require holistic solutions. The organisation therefore implements integrated programmes that address multiple sectors simultaneously, including health, education, gender equality, climate resilience, and livelihoods to achieve sustainable community development.



## CURRENT PROJECTS

### Enhancing HIV Prevention and Community Health

#### Project Description:

This project aims to reduce HIV infections and improve community health outcomes among vulnerable populations in Rumphi District. The initiative focuses on addressing the high prevalence of HIV among women and girls, particularly those engaged in or vulnerable to transactional sex due to economic hardships and the presence of road construction camps in the area. The project provides mobile HIV testing services, facilitates ART initiation, distributes condoms, and delivers sexual and reproductive health education. In addition, the project strengthens economic resilience through vocational skills training and income-generating activities for women and adolescent girls to reduce dependence on risky survival strategies.

#### Location:

Mzokoto, Rumphi District, Malawi

#### Project Value:

US \$150,000

#### Duration:

2 years

#### Target Group:

- Women and adolescent girls
- Children
- Vulnerable community members, including those at risk of HIV infection

#### Key Results:

- Increased access to HIV testing through mobile services
- Improved ART initiation and adherence among people living with HIV
- Increased availability and use of condoms in the community
- Improved sexual and reproductive health knowledge among women and girls
- Strengthened economic resilience through vocational training and income-generating activities



## CURRENT PROJECTS

### Civil Society Strengthening Fund

#### Project Description:

This project aims to strengthen community resilience and stability by addressing social and governance challenges that contribute to insecurity and marginalisation. The project promotes inclusive community engagement, strengthens civil society systems and structures, and builds collaboration between communities and local authorities. Through dialogue platforms, capacity building, and awareness initiatives, the project seeks to improve social cohesion, promote accountability, and empower local communities to participate in decision-making processes that affect their development.

#### Location:

Rumphi

#### Project Value:

GBP 300,000

#### Duration

5 years

#### Target Group:

- Community members
- Local leaders and community structures
- Civil society actors
- Youth and vulnerable groups

#### Key Results:

- Improved capacity of civil society systems and structures for effective program delivery.
- Improved community engagement in governance processes
- Increased awareness of rights and civic participation
- Enhanced community capacity to address local development challenges



## Piloting the Self-Defence and PIAD Approach for Adolescent Girls and Boys

### Project Description:

This pilot project seeks to adapt and test an integrated model combining Self-Defence training for girls and the Peace is a Decision (PIAD) approach for boys and men. The initiative responds to the high levels of sexual and gender-based violence (SGBV) affecting adolescent girls in Rumphi District. The project builds physical self-defence skills, mental resilience, and confidence among girls while engaging boys in positive masculinity and non-violent conflict resolution. The approach is inspired by the successful model implemented by Kwa Wazee in Tanzania and will be adapted to Malawi's cultural and school context with technical mentorship.

### Location:

Bolero, Rumphi District, Malawi

### Project Value:

US \$35,000

### Duration:

12 months

### Target Group:

- Children and adolescent boys and girls

### Key Results:

- Improved self-defence skills and confidence among adolescent girls
- Increased awareness and practice of non-violent behaviour among boys
- Reduced vulnerability of girls to harassment and sexual violence
- Strengthened community awareness and dialogue on gender-based violence
- Enhanced school and community safety for adolescents



## CURRENT PROJECTS

### Adolescent HIV, Nutrition and SRH Support Program

#### Project Description:

This project aims to improve access to HIV treatment, nutrition support, and Sexual and Reproductive Health services among adolescents living with HIV. The initiative is implemented through facility-based Teen Clubs and adolescent peer-support networks that provide a safe environment for young people to access health information, counselling, and psychosocial support. Monthly sessions cover topics such as antiretroviral therapy adherence, nutrition, sexual and reproductive health, menstrual hygiene, and prevention of sexually transmitted infections. The program also distributes sanitary pads to adolescent girls and conducts community sensitisation to reduce stigma and discrimination against adolescents living with HIV. Health workers and trained peer mentors facilitate the sessions to strengthen treatment adherence and support adolescents in making informed decisions about their health and well-being.

#### Location:

Rumphi District, Malawi

#### Project Value:

US \$150,000

#### Project Duration:

3 years

#### Target Group:

- Adolescents living with HIV (ages 8–24)
- Adolescent girls requiring menstrual hygiene support
- Caregivers and peer mentors
- Health workers and community structures supporting adolescent health

#### Key Results:

- Improved adherence to antiretroviral therapy among adolescents
- Increased access to HIV, nutrition, and SRHR services
- Improved psychosocial well-being and peer support for adolescents living with HIV
- Reduced stigma and discrimination in communities
- Increased knowledge on sexual and reproductive health among adolescents



## CURRENT PROJECTS

### Education Support Program

**Project Description:**

This program aims to improve access to inclusive and quality education for vulnerable learners across primary, secondary, and tertiary levels in Rumphi District. The initiative addresses multiple barriers that prevent children and youth from completing their education, including inadequate learning infrastructure, lack of learning materials, poor sanitation facilities, and financial constraints faced by vulnerable households. The program supports schools through the construction and rehabilitation of classroom blocks in overcrowded rural schools, provision of classroom desks, learning materials, and sports equipment to improve the learning environment. In addition, LICO installs water systems in selected schools to improve access to safe water and sanitation, which is particularly important for adolescent girls.

**Location:**

Primary schools and secondary schools in Rumphi District, Malawi

**Project Value:**

US \$120,000

**Project Duration:**

12 months

**Target Group:**

Learners

**Key Results:**

- Improved access to safe and conducive learning environments through classroom construction and rehabilitation.
- Increased availability of desks, learning materials, and sports equipment in supported schools.
- Improved school sanitation through installation of water systems in selected schools.
- Increased school retention and reduced dropout rates among vulnerable learners.
- Expanded access to secondary and tertiary education through tuition and upkeep support.
- Strengthened community participation in improving education infrastructure and services.



# CURRENT PROJECTS

## Going Beyond Project

### Project Description

The program is part of a continental effort designed to equip young people with 21st-century digital, entrepreneurial, and leadership skills while strengthening youth-led organizations to deliver sustainable digital livelihoods programming. The initiative adopts an evidence-based peer-to-peer model that places young people at the center of development solutions. Through this model, unemployed or underemployed graduates are recruited and trained as Youth Leaders, who serve as community-based digital business coaches, mentors, and facilitators. Youth Leaders are deployed within their communities to train and mentor young entrepreneurs; Through structured training cohorts, they support youth in adopting digital tools for business growth, strengthening financial management practices, improving marketing strategies, and expanding market access.

### Location

Karonga, Rumphi and Mzimba Districts, Northern Malawi

### Project Value

Approximately US \$450,000

### Project Duration

4 years

### Target Group

Youth aged 18–35

### Key Results

- Youth Leaders trained and deployed as community-based digital business coaches and peer mentors
- Increased adoption of digital tools and platforms for marketing, financial management, and business growth among youth-led enterprises
- Strengthened youth leadership, peer mentorship networks, and community-based entrepreneurship ecosystems
- Improved livelihoods and income opportunities for young entrepreneurs and MSMEs supported through the program
- Enhanced capacity of youth-led organizations to deliver scalable digital livelihoods and entrepreneurship programming



## OUR IMPACT (2023 - 2025)

Over the past three years, Life Concern has delivered measurable and sustained impact across Northern Malawi through integrated programs in health, education, youth empowerment, gender equality, and climate resilience. Working with community structures, schools, and district stakeholders, LICO continues to expand access to essential services while strengthening community resilience and self-reliance.

### Key Impact Highlights

- **50,000+** people reached with integrated health, education, protection, livelihoods, and climate resilience interventions.
- **60+** schools engaged, improving learning environments through infrastructure development, solar study lamps, classroom desks, water systems, and learning materials.
- **10,000+** learners supported through bursaries, classroom infrastructure, digital literacy training, and educational resources.
- **30,000+** individuals reached with health and SRHR services, including HIV prevention, reproductive health, and community health outreach.
- **6,000+** people linked to essential health and social services, strengthening access to care and community support systems.
- **3,000+** young people trained in digital skills, entrepreneurship, leadership, and vocational development.
- **4,000+** children and community members reached with gender equality, GBV prevention, and child protection initiatives.
- **5,000+** adolescent girls supported with menstrual health education and reusable sanitary products, helping reduce school absenteeism and improve dignity and wellbeing.
- **2,000+** households supported with climate-smart agriculture and sustainable livelihood interventions.
- **4,500** hectares of degraded land restored through community-led forest restoration and climate adaptation initiatives.



## PARTNERSHIPS AND NETWORKS

Life Concern recognises that sustainable development outcomes are achieved through strong collaboration and coordinated action. To maximise impact and ensure effective program delivery, LICO works in partnership with a diverse range of stakeholders at community, district, national, and international levels.

At the government level, LICO collaborates closely with relevant ministries, district councils, and technical departments to align its interventions with national development priorities and district implementation plans. This collaboration ensures that programs complement public sector efforts and contribute to strengthening local service delivery systems.

LICO also works alongside civil society organisations, youth-led organisations, and community-based organisations to promote knowledge sharing, joint programming, and coordinated responses to community challenges. These partnerships enable the organisation to reach underserved populations and scale up innovative community-driven solutions.

At the grassroots level, LICO actively engages traditional leaders, faith-based institutions, and community structures who play a critical role in mobilising communities, promoting local ownership, and supporting the sustainability of development initiatives.

In addition, the organisation partners with international development agencies, foundations, and donor institutions that provide technical and financial support to implement programs in education, youth empowerment, health, governance, and sustainable livelihoods.

# CURRENT DONORS & PARTNERS





## GOVERNANCE STRUCTURE

Life Concern maintains a strong governance and management system that ensures transparency, accountability, and effective implementation of its development programs. The organisation operates through a structured leadership framework consisting of the Board of Directors, the Executive Management Team, program staff, and administrative and support staff, each playing a distinct role in achieving the organisation's mission.

### Board of Directors

LICO is governed by an independent Board of Directors that provides strategic oversight and policy guidance to the organisation. The Board is responsible for setting the organisation's strategic direction, approving policies and annual plans, ensuring compliance with regulatory requirements, and safeguarding the organisation's financial and ethical integrity.

Board members bring diverse professional expertise in areas such as community development, governance, finance, health, and education. The Board meets periodically to review program performance, financial reports, and organisational strategy while ensuring that the organisation remains aligned with its mission and values.

### Executive Management

The day-to-day operations of LICO are led by the Executive Director, who is responsible for implementing the organisation's strategic vision and managing overall program delivery. The Executive Director works closely with the management team to coordinate programs, mobilise resources, maintain partnerships, and ensure organisational growth.

The management team oversees key operational areas including program implementation, finance and administration, partnerships and communications, and monitoring and evaluation.

### Program Staff

LICO employs a dedicated team of program officers, project coordinators, and field staff who implement development programs across the organisation's thematic areas, including education, youth empowerment, health, governance, climate resilience, and economic empowerment. These staff members work directly with communities, schools, local leaders, and government structures to ensure that programs are effectively delivered and responsive to community needs.

### Administrative and Support Staff

Administrative and support personnel provide essential operational services that enable the organisation to function efficiently. These include finance and accounting staff, administrative assistants, logistics personnel, and other support staff responsible for procurement, documentation, reporting, and general office management.

# ORGANISATIONAL STRUCTURE

LICO operates through a clear organisational hierarchy that ensures accountability and efficient decision-making. Strategic leadership is provided by the Board of Directors, operational leadership by the Executive Director and Management Team, and program delivery by technical and field staff working closely with communities and partners.



# MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING

Life Concern is committed to accountability, evidence-based programming, and continuous organisational learning through a structured Monitoring, Evaluation, Accountability and Learning (MEAL) system. The system is guided by the organisation's Strategic Plan, Monitoring and Evaluation Plan, and related policies, which provide a framework for tracking results, measuring impact, and improving programme effectiveness.

LICO adopts a participatory approach to monitoring and evaluation, engaging communities, beneficiaries, partners, and local authorities in assessing program performance and identifying areas for improvement. Program implementation is tracked using clearly defined indicators aligned with project objectives and donor reporting requirements. The organisation conducts routine monitoring, periodic reviews, and structured reporting processes, as well as mid-term and end-of-project evaluations where required.

To strengthen information management, LICO uses the LICO Data Management System, a secure digital platform that tracks project activities, outputs, and performance indicators. The system allows authorised staff to access project data based on their roles, improving coordination, reporting accuracy, and evidence-based decision-making.

LICO also promotes transparency, learning, and stakeholder engagement through regular communication and knowledge-sharing platforms. The organisation maintains an active presence on Facebook, Instagram, LinkedIn, and X, operates an updated website [www.licomw.org](http://www.licomw.org), and publishes quarterly newsletter bulletins to share program updates, milestones, and achievements with partners and stakeholders.

The MEAL function is led by the MERL & IT Coordinator, supported by a MERL Officer and the Communications Lead, who collectively ensure effective data collection, analysis, reporting, and dissemination of program results.

# FINANCIAL ACCOUNTABILITY

Life Concern is committed to responsible financial management, transparency, and compliance with national regulations and donor requirements. The organisation has established strong financial systems and internal controls to ensure that resources are managed efficiently and used for their intended purposes.

LICO operates a structured financial management system supported by QuickBooks Online accounting software, which facilitates accurate financial recording, reporting, and budget monitoring. Financial operations are guided by the organisation's Financial Procedures Manual and Procurement Policy, which outline clear processes for budgeting, procurement, expenditure approval, and financial oversight.

The organisation maintains a culture of accountability through regular financial reporting to donors, partners, and relevant oversight bodies. Financial reports are prepared in accordance with project agreements and organisational policies to ensure transparency and responsible use of funds.

To strengthen financial integrity, LICO conducts annual external audits performed by independent auditors. The audit findings and recommendations support continuous improvement in financial management and compliance.

LICO also complies with all statutory and regulatory requirements in Malawi. The organisation is registered for taxation and regularly submits Pay As You Earn (PAYE) taxes, pension contributions, and other statutory returns to the relevant authorities.



# THANK YOU

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