

CHS Alliance General Assembly

14th October 2025

Welcome

Lola Gostelow:

Chair of CHS Alliance Board

Agenda

Time (Geneva)	Agenda Item
13.00 -13:10	Welcome and setting the scene
13:10– 14.20	Item 1: Nominees for Board– <i>for election</i> Item 2: Move to limited Auditors - <i>for approval</i>
13:20- 13.50	Item 3: New strategy - <i>for approval</i>
13.50– 14.20	Item 4: Updated Statutes - <i>for approval</i>
14.20 – 14.50	Item 5 - Verification Scheme Update - <i>for Questions and Answers</i>
14.50 - 15.00	Close

Voting

- Voting opens **today**
- Closes COB **Friday 24th October**
- Results shared on **Tuesday 28th October**

- One vote for each full member.
- Voting Focal Point have received link
- Only members who have paid 2025 fees can vote.

Any questions please contact
membership@chsalliance.org

Elections to the Board

Rehema Kajungu:

TPO Uganda

Chair of Membership And Nominations Committee

Board Elections 2025: Current Board



Lola Gostelow (Chair)



Carly Sheehan (Vice-Chair)
Accountability Advisor,
Oxfam



Palwashay Arbab
Head of Communications,
Community World Service
Asia



**Michael Barnett
(independent)**
University Professor, George
Washington University



Rehema Kajungu
Deputy Country Director,
TPO Uganda



**Anna Karoliina
Muinonen**
Senior Quality and
Accountability Advisor, Finn
Church Aid



Brian Beckett
Director of Programme
Quality and Accountability,
British Red Cross



Anani Ghida
Founder and Director,
ABAAD -Resource Centre for
Gender Equality



**Yegana Guliyeva
(independent)**
IDP / Humanitarian /
Freelance Consultant



Coleen Heemskerk
Humanitarian Director, Act
Church of Sweden



Catherine Skehan
Head of Evaluation,
Learning and Accountability,
Action Against Hunger



**Gloria Soma
(independent)**

Board Elections 2025 Nominees: Person Affected by a Humanitarian Crisis



John Ede, President and HC,
Ohaha Family Foundation



Nour Jarrouj, Senior Engagement
and Advocacy Manager, Moving
Minds Alliance



Peter Kidi Utong,
Independent



Betty Yari, Executive Director,
Center for Development Initiative

Board Elections 2025: Profiles now online

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: Person Affected by a Humanitarian Crisis



John Ede

President and HC, Ohaha Family Foundation

"I would be honoured to join the CHS Alliance Board, which is a platform to translate frontline lessons and insights from the policy and decision-making spaces, and processes to raise awareness of the lived realities of crisis-affected populations in underserved regions, a strong voice advocating for localization, transparent survivor-centered approaches, proven commitment to ethical equity, and participatory governance."



TOGETHER, WE ARE STRONGER.



CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: Person Affected by a Humanitarian Crisis



Nour Jarrouj

Senior Engagement and Advocacy Manager, Moving Minds Alliance

"The war in Syria for the humanitarian community, that despite continued involvement in decision-making, support the CHS Alliance to move their work."

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: Person Affected by a Humanitarian Crisis



Peter Kidi Utong

Independent

"I have seen women and children pushed into despair, suicide, and dangerous journeys back across borders due to flawed aid policies. These are not abstract statistics for me, they are my daily reality. I bring to the Board lived experience, creativity, and a strong commitment to accountability. I know what it means when humanitarian standards are not applied, when communities are excluded from decision-making, and when aid policies ignore the human cost. I want to contribute this perspective so that humanitarian systems are shaped not only by policy-makers, but also by the voices of those they affect."



TOGETHER, WE ARE STRONGER.

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: Person Affected by a Humanitarian Crisis



Betty Yari

Executive Director, Center for Development Initiative

"I have the experience and knowledge required to add value to CHS, particularly as CHS looks into being more inclusive of voices from the Global South and from people affected by disasters. I am not only experienced in responding to humanitarian crises and development but also as a representative of local voices on different platforms I will bring the views of disaster affected-communities to the global fora. [Having]...lived through conflicts and disasters allows me to bring the grassroots realities of vulnerable communities to the discussions and enable us to influence and advocate for better management of affected populations."



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Board Elections 2025 Nominee: Treasurer



Nancy Etté, Independent

Nominated by: Norwegian Refugee Council

CHS ALLIANCE BOARD ELECTIONS 2025

Nancy Etté, Nominee: Finance

What motivates you to join the Alliance's Board?

"I am motivated by a strong commitment to accountability and good governance. Having worked closely with the CHS at ACT Alliance and as a member of the CHS Alliance Finance, Risk and Audit Committee (FRAC) since 2023, I have seen how vital strong financial stewardship and governance are to sustaining its mission. I would like to give back in a small but meaningful way to the global humanitarian community for which I feel deep admiration and connection."



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Board Elections 2025: Nominees: HR / Organisational Development

			
Clare Condillac Chief People Officer Mercy Corps	Marie-Claire Dejean Pannier Head of International HR Partnering; Compensation and Benefits Danish Refugee Council	Janaina Elias Tavares Head of People and Culture, ActionAid International	
			
Daisy Akinyi Odheche Human Resource and Administration Manager, Moving the Goalposts	Sarah Pelicaric Head of People Operations, Catholic Agency for Overseas Development	Kalend Tshibangu Chief Executive Officer, Organisation for the Protection of the Environment and Nature	Riazullah Walli Director, Rural Rehabilitation Association for Afghanistan

Board Elections 2025: Profiles available

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Clare Condillac

Chief People Officer,
Mercy Corps

"My career has focused on strengthening organisations so that they uphold dignity and safety and adapt to change without losing sight of their mission. The CHS Alliance embodies these commitments and can influence our sector at scale. In this season of profound change and crisis, joining the Board would allow me to contribute my experience in organisational transformation, HR, safeguarding and leadership to this collective endeavour, while serving as a steward of the values that first drew me to humanitarian work."

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Marie-Claire Dejean-Pannier

Head of International HR Partnering;
Compensation and Benefits, Danish
Refugee Council

"Effective humanitarian action depends on how we support, equip, and lead our people. With extensive experience in international HR, rewards, organisational development, and safeguarding, I can contribute a practical perspective on embedding CHS principles in policies, culture, and leadership. I have led fair rewards reforms, strengthened safeguarding frameworks, and built leadership capacity across 46 countries. Joining the Board would allow me to bring this experience and support the sector to be more accountable and people-centred."

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Janaina Elias Tavares

Head of People and Culture,
ActionAid International

"With over 20 years of international leadership experience, I have integrated diversity, equity, inclusion, belonging, and mental health into organizational strategies, recognizing their central role in safeguarding dignity, well-being, and resilience. The Alliance's commitment to the Core Humanitarian Standard and Code of Conduct mirrors my belief that ethical governance, inclusion, and integrity must

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Daisy Ayinki Odheche

Human Resource and
Administration Manager,
Moving the Goalposts

"I am motivated to join the CHS Alliance's Board by my commitment to people-centered aid and my belief that dignity, trust, and fairness must guide humanitarian action. With extensive experience in Human Resources, I bring expertise in safe recruitment, grievance processes, and building accountable systems. I am passionate about inclusive organizational cultures and staff well-being, knowing

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Kalend Tshibangu

Chief Executive Officer,
Organization for the Protection
of the Environment and Nature

"My motivation to join the CHS Alliance Board is rooted in my strong commitment to more effective, transparent humanitarian action that is deeply grounded in local realities. Drawing on my experience within the Localization Laboratory for Humanitarian Aid in the DRC, where I have contributed to promoting greater local ownership of interventions, I wish to bring this expertise to the strategic level of the Alliance. Joining the Board will allow me to strengthen collaboration among actors, share best practices from fragile contexts, and support inclusive governance that places communities at the heart of decision-making."

 CHS Alliance
MAKING AID WORK BETTER FOR PEOPLE

TOGETHER, WE ARE STRONGER.

CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Sarah Pelicaric

Head of People Operations,
Catholic Agency for Overseas
Development

I would like to be nominated for the Alliance Board so that I can continue to support the work of the Alliance. I have worked closely with the CHS Alliance since its inception. I am currently the Chair of the People, Culture & Complaints Committee at the CHSA so have an in-depth knowledge of the the Alliance and its needs. I would like to be considered for nomination to the Board to provide the Board with the HR expertise and oversight they require.

 CHS Alliance
MAKING AID WORK BETTER FOR PEOPLE

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CHS ALLIANCE BOARD ELECTIONS 2025

Nominees: HR / Organisational Development



Riazullah Walli

Director, Rural Rehabilitation
Association for Afghanistan

"The CHS Alliance is vital for Afghanistan's humanitarian sector as it provides clear standards for delivering life-saving assistance during crises. In a country facing emergencies and limited resources, CHS ensures accountability, dignity, and effectiveness in response efforts. It guides organizations to uphold quality, prevent harm, and strengthen trust with affected people, making humanitarian action more principled and impactful."

 CHS Alliance
MAKING AID WORK BETTER FOR PEOPLE

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Update to CHS Alliance Financial Audit

Frederic Claus:
CHS Alliance Finance & Operations Manager

Audit Update

- **2.1. Motion: The CHS Alliance is asking the General Assembly to move from a full audit to a limited audit.**

Rationale:

- Track record of nine consecutive clean audits with all recommendations followed up = providing confidence that financial processes are robust.
 - Smaller organisational budget= saves money
 - Smaller finance and administration team= saves time
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- **2.2 Motion for the GA: To approve the proposed Auditor for 2025 to be Kaurum, a Swiss based fiduciary service**
 - Nine audit companies were contacted, three formal offers received from PwC, Fiduciaire Chavaz SA, and Kaurum.
 - Most competitive offer received from Kaurum.
 - This is the proposed auditor to move forward with, based on General Assembly approval.

CHS Alliance Updated Strategy

Palwashay Arbab: Community World Service Asia

Brian Beckett: British Red Cross

Updated Strategy 2026–2030

Goal: A global movement working together to make aid more accountable, more effective, and safer.

To truly put people at the centre, the CHS Alliance commits to:

Objectives:

1. Enhance organisations' capacity to improve the quality, accountability and safety of assistance.
2. Harness the influence of our global movement to create a more accountable, a safer, and more locally led aid system.

Focus Areas

Continuous Improvement

Organisations can access guidance, tools, and support to verify how they are meeting the CHS commitments and make needed improvements.

Courageous Collaboration

Through a growing network, organisations assist each other through peer learning opportunities and the sharing of resources, innovations, and expertise. This strengthens accountability, safeguarding, and partnerships across the network.

Collective Action

CHS Alliance develops and promotes collective solutions for a more accountable, effective, and a safer aid system. Organisations align ways of working that reduce duplication and overcome barriers to locally led assistance.

Informed Influence

CHS Alliance will amplify the voices of people affected by crises, use evidence from data, and harness the influence of our global movement to advocate for safer, more accountable, and locally led aid.

CHS Alliance Updated Statutes

Lola Gostelow: Independent and Chair of the Board

Carly Sheehan: Oxfam and Vice Chair of the Board

Statutes: Revisions

Motion 4.1

The General Assembly is requested to endorse:

- The reformulated text that sets out the core strategic elements of the CHS Alliance's work to support organisations, in line with language used in the CHS 2024 and the Alliance's vision and mission.

Statutes: Revisions

Motion 4.2

The General Assembly is requested to endorse:

- The removal of the two membership categories (Full and Associate) with different eligibility criteria
- The creation of one type of member, which retains the option of global network status

Statutes: Revisions

Motion 4.3

The General Assembly is requested to endorse

- Changing previous article 7c to read (new article 6c): - "It makes no adverse distinction in its work on the basis of people's diversity, as defined in the CHS".

Statutes: Revisions

Motion 4.4

The General Assembly is requested to endorse:

- More flexibility to the way members can vote (e.g. internet based, electronic, or in person methods)
- Removing the distinction between physical and virtual GA meetings

Statutes: Revisions

Motion 4.5

The General Assembly is requested to endorse

- The option for an independent Chair, selected by the Board and endorsed by the GA

Statutes: Revisions

Motion 4.6

The General Assembly is requested to endorse:

- The reordering of Articles so that FRAC is first and MNC second.
- Complaints Committee becoming the People, Culture and Complaints Committee (Article 21)

Statutes: Revisions

Motion 4.7

The General Assembly is requested to endorse:

- Requests for fee reductions in a given year are reviewed on case-by-case basis by a nominated committee within the secretariat. All requests and their status are reported to the MNC and the Board at the quarterly meetings.
- A fee reduction request form is available for members.

CHS Alliance Verification Scheme Update

Cat Skehan: Action Against Hunger

Coleen Heemskerk: Act Church of Sweden and Member of the CHS Verification Advisory Panel

Why the Verification Scheme is Being Updated

- **Growing demand** for credible and accessible quality assurance across the sector in a constrained funding environment
- **Increasing uptake** by organisations, especially national and local NGOs, in CHS Verification.
- Need to **reduce duplication** in overburdening due diligence and assurance requirements from donors and pooled funds.
- Need for a Scheme that **strengthens learning, accountability, and recognition.**

What the Update Aims to Achieve

- A Verification Scheme that is:
 - ✓ Accessible
 - ✓ Credible
 - ✓ Drive continuous improvement in applying the CHS.
 - ✓ Recognised by donors
- Bridges the gap between Self-Assessment and Independent Verification/Certification.
- Keep verification as a driver of continuous improvement in delivering principled, people-centred aid.

Consultations and Engagement

- **Consultations held May–July 2025** with CHS Alliance Members, donors, pooled funds, networks, CHS Verification Advisory Panel (VAP) and assurance bodies.
- What We Heard:
 - Broad support for a new Verification option, the Independently Validated Self-Assessment (IV-SA), positioned between Self-Assessment and Independent Verification/Certification.
 - Preference for a Conformity Assessment Body (CAB) led implementation for consistency and credibility, especially by national NGOs and Donors.
 - Certification remains key for due diligence; IV-SA welcomed as a step-up.
 - Mixed views on Independent Verification (IV).
 - Affordability and communication are key concerns.

Moving Forward

1. Introduce the Independently Validated Self-Assessment (IV-SA) as a new option.
2. Develop the IV-SA using a Conformity Assessment Body (CAB) led model.
3. Retain Independent Verification (IV)
4. Harmonise all options on a three-year cycle.
5. Strengthen communication to facilitate organisations and donor engagement

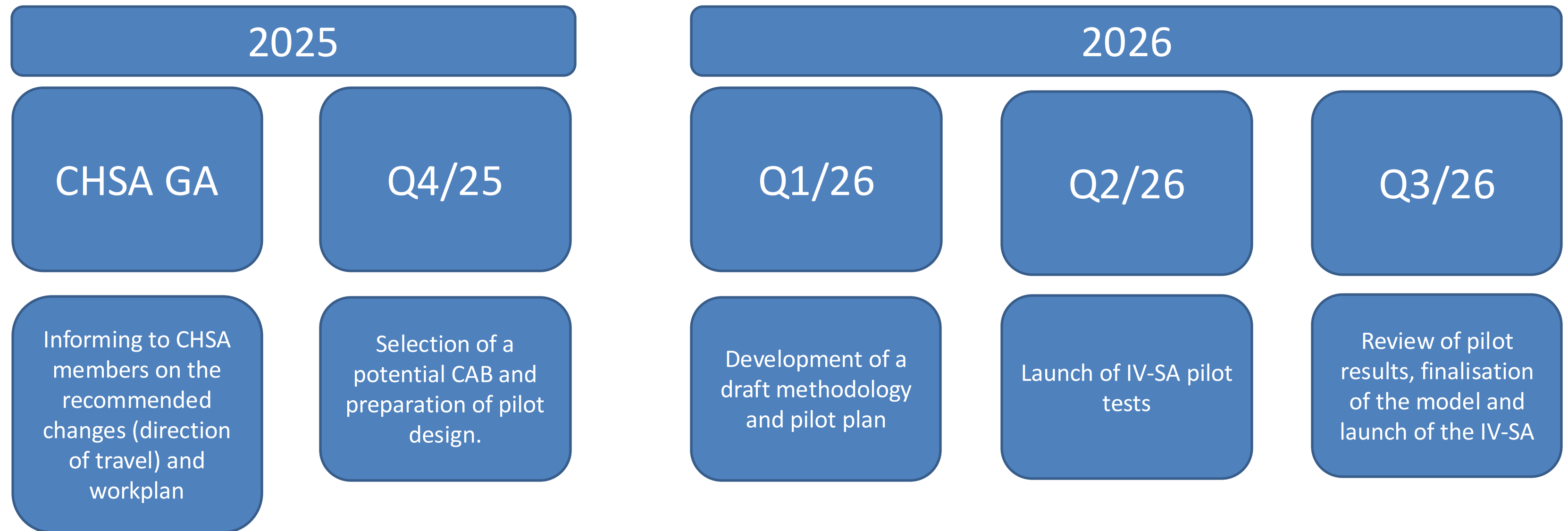
The New Option: The Independently Validated Self-Assessment (IV-SA)

- Combines Self-Assessment with external validation by a Conformity Assessment Body (CAB).
- Reviews internal quality assurance systems and risk profile.
- Examines selected findings and focus areas.
- Credible, affordable, and encourages continuous improvement, but limited in scope.

How IV-SA Works:

- Step 1: Organisation completes its CHS Self-Assessment.
- Step 2: The CAB conducts a limited-scope, remote validation.
 - Reviews QA system & risk profile.
 - Examines selected findings & commitments.
- Step 3: The CAB issues a validation summary & recommendations.

Way ahead



Thank you for being part of a movement to make aid more accountable

Lola Gostelow: Independent and Chair of the Board