



Free Pentecostal Fellowship in Kenya,

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Organization: Free Pentecostal Fellowship in Kenya (FPFK)

Program: FPFK Resilience Program, Phase 2

Assignment: Baseline Survey for Outcome 5 (Church for community Transformation)

Release Date: June 19, 2026

1.1 BACKGROUND

The Free Pentecostal Fellowship (FPFK) is an evangelical church registered in Kenya. It operates in 39 regions in Kenya and has over 2000 congregations, with a combined membership of over 350,000. FPFK was formed in 1977 out of a common fellowship by the Norwegian and Swedish missionaries that have been involved in mission work in Kenya in the 1950s and 1960s, respectively. Our vision is a strong Pentecostal church meeting the needs of the society holistically. The church's mission is to preach the Word of God to all nations in preparation for the second coming of the Lord Jesus Christ by reaching out and establishing churches which can meet the spiritual, economic, and social needs of the people through evangelism, education, training and social economic activities based on Christian values. Our core values are love, integrity, obedience, unity, humility, stewardship and service.

FPFK plays an active role as a civil society through membership to Act alliance Kenya forum and National Council of Churches of Kenya (NCCK). FPFK has a semi-autonomous department of social development that currently runs development projects in different thematic areas of gender resilience, peacebuilding and Human Rights, and environment and climate change resilience programs. The current projects include, The FPFK Resilience Program, Peace Resilience Program, Inclusive Education Program, widows II Project, Malaba Gender Advocacy Project, Linda Mtoto Project, Kajiado Climate Change Resilience Project, Prevention, Protection and Respect of FORB in Swahili Coast Program, Turkana Climate Change Resilience Project, Scaling up Partnership, Advocacy and Indigenous Knowledge Tharaka Project, Joint Learning Project and Ubunifu and Environment Project, all supported by Sweden NPM, Norway, and IAS Denmark. The projects are managed by a team of professional and competent staff based at both national and regional offices.

1.2 Program Description

The Free Pentecostal Fellowship in Kenya (FPFK) is implementing Phase 2 of its Resilience Program. The overall goal of this program is **vulnerable households and communities have resilient peace and social justice in a sustainable environment**. Since 2024, the program has been driven by four core outcomes. To maximize impact and sustainability, FPFK incorporated a fifth outcome, which focuses on strengthening FPFK and its local churches as active advocates for local societal transformation. This initiative is grounded in the biblical message that views the church as vital social capital capable of mobilizing individuals and communities to take responsibility for long-lasting change. This model builds on decades of research regarding the church's role as a change agent and aligns with Tearfund's Church and Community Transformation (CCT) concept. *Firstly*, FPFK aims to ensure that religious leaders fully understand their purpose and roles in community development processes and initiatives. *Secondly*, FPFK seeks to enhance the Church's capacity to address internal challenges that hinder progress, by equipping local churches and leaders with the necessary tools to drive sustainable and positive change for the communities they serve. *Finally*, this initiative emphasizes fostering complementarity between the roles of development workers, the Church, and other stakeholders.

Strong collaboration among the Church, NGOs, and other actors is essential to deliver more effective and integrated solutions to community challenges

1.3 Core Logic Model to Establish Baseline Indicators:

Outcome 5: FPFK and local churches positioned as change agents and active advocates for local societal transformation.

The indicators include

- Level of church engagement in community initiatives
- Changes in attitudes towards self-reliance and local resource mobilization
- Degree of inclusion (gender, youth, marginalized groups)
- Evidence of community-level change driven by churches

Outputs Include

- **Output 5.1:** Increased awareness and skills among FPFK management with actionable frameworks and plans on church for societal transformation.
- **Output 5.2:** Increased awareness and skills among local churches and congregants on the model, cascading training in their respective regions.
- **Output 5.3:** Intensified engagement and collaboration of FPFK with local, national, and international actors (e.g., Tearfund Kenya, ADEPR Rwanda, and government bodies).

2.1 Purpose of Baseline

Despite the clear biblical mandate to serve the vulnerable, local churches have faced significant barriers to driving community transformation including; high poverty rates, deep-seated belief that churches lack the money, time, and professional expertise to effect change, viewing themselves merely as recipients of aid. Local churches frequently hold conscious or subconscious ideologies tied to ethnicity, class, gender, and religion that separate them from the broader community, interdenominational Silos, where many are faced with fear of crossing theological lines prevents collaborative outreach, and lastly, many leaders lack the technical knowledge to map local resources, connect with neighbors, or build sustainable initiatives. Outcome 5 directly addresses these mindsets by redefining the church's mission from a passive observer to an active, self-reliant change agent using local resources.

Therefore, the purpose of this baseline survey is to carry out a baseline survey in order to provide a baseline of existing knowledge, skills, and attitudes of FPFK management, local pastors, and congregants regarding the "Church for Transformation" model, existing practices of community engagement and mobilization led by churches, on which the program success shall be measured and tracked over time. The baseline will also capture current advocacy practices, such as engagement with duty bearers, involvement in advocacy issues (e.g. GBV, HTPs, climate) and perceived influence on local decision-making assessing how transformation processes are already taking place in practice at community level. Findings from this survey will be drawn to clarifying the indicators, the gaps, the opportunities available for this intervention to be successful. The consultant will assess and revise the indicators, offer baseline values for results monitoring for this outcome, taking stock of the findings to be incorporated into all interventions that the program seeks to apply. The findings will directly inform Management Information System development and program design Finally the consultants will also provide qualitative insights on transformation processes, case examples, and lessons that can inform the development of the approach going forward. FPFK is therefore inviting applicants to send EOI for this assignment

2.2 Specific Objectives of the Evaluation:

1. **Assess Current Capacities:** Measure existing baseline knowledge, skills, and attitudes of FPFK management, local pastors, and congregants regarding the "Church for Transformation" model.
2. **Evaluate Current Theological Practices:** Analyze current local preaching and teaching practices to identify ideological barriers (ethnicity, gender, class, and religion) that hinder community engagement
3. To explore how theological reflection currently translates (or does not translate) into action within

communities assessing how transformation processes are already taking place in practice at community level.

4. To determine the current advocacy practices, such as engagement with duty bearers, involvement in advocacy issues (e.g. GBV, HTPs, climate) and perceived influence on local decision-making
5. Provide a more explicit framework or define key domains, such as: Leadership and vision, Community engagement, Resource mobilization, Advocacy and partnerships, Inclusion and social cohesion

Map Collaboration and Networks: Determine the current level of interaction, joint initiatives, and systemic blockages between FPFK, the government, NGOs, and other Faith-Based Organizations (FBOs). The study could also explore the quality of these relationships (e.g. trust, influence, mutual engagement), not only their existence.

6. **Inform Tool & Systems Design:** Provide data to support Karen Christian College (KCC) in finalizing study tools and inform the structural setup of FPFK's Management Information System (MIS).

2.3 Scope of the Baseline Survey

The selected consultant will establish a comprehensive baseline value for Outcome 5, its three outputs, and corresponding activities as highlighted in activity Matrix (annex 1). The baseline shall be carried out in all 39 regions of FPFK targeting but not limited to the following

- FPFK Karen Christian Centre (KCC) in training the facilitators and mentors
- 39 Regional Bishops
- 39 Pastors and Congregational Leaders; they will take lead of the local community transformation as facilitators and mentors
- 10 FPFK National Board Members through the FPFK Head Office to coordinate national level advocacy forums
- 12 management and field staff to spearhead implementation monitoring and evaluation of program activities
- FPFK Local Churches

3.0 Methodological Framework

The consultant is expected to propose a mixed-methods approach incorporating:

The study will be both qualitative and quantitative. The consultants are expected to propose the research design that will be agreed upon with FPFK team before commencement of the study.

The study will employ both primary and secondary methods to collect data that must be disaggregated by sex, age and disability. Primary data will be collected through interviews. FGD will also be employed to collect data. Secondary data will be collected from desktop review of existing literature such as research reports related to the church for transformation concept

- **Quantitative Surveys:** Administered to a representative sample of FPFK National Board, SMO management, staff, KCC management, regional Bishops local pastors, and congregants in targeted regions.
- **Qualitative Assessments:** Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) with church leaders, community members, local government officials, and partner organizations (e.g., Tearfund Kenya).
- **Resource Mapping Validation:** Reviewing existing local structures and resources ((e.g. time, skills, networks, local initiatives) and the level of mobilization to determine the church's capacity to drive self-reliant asset mobilization.
- **Data analysis**

The consultant is expected to consider the following aspects

- Data triangulation between qualitative and quantitative findings
- Disaggregated analysis (beyond data collection)

The consultant in consultation with FPFK will determine sampling strategy and size for the baseline survey

4.0 Key Deliverables

1. **Inception Report:** Detailed work plan, finalized methodology, sampling framework, and data collection tools (aligned with KCC tools) within 12 days of signing.
2. **Draft Baseline Survey Report:** Comprehensive report presenting findings, indicator matrix benchmarks, and strategic recommendations, using quantitative and qualitative measures among other objectives highlighted under section 3.
3. **Final Baseline Survey Report & Dataset:** Cleaned quantitative data files, qualitative transcripts, and a polished report addressing FPFK feedback.
4. **Presentation of Findings:** A validation workshop presentation delivered to FPFK management and stakeholders.

5.0 Required Consultant Profile

- Advanced degree in Development Studies, Theology, Sociology, Monitoring & Evaluation, or related fields.
- Demonstrated experience conducting similar assignment and evaluations in East Africa (Kenya context preferred).
- Demonstrated experience working with Faith-Based Organizations (FBOs) and a strong understanding of Church and Community Transformation (CCT) models.
- Proven capacity or experience to design data collection frameworks integrated with Management Information Systems (MIS).
- Excellent analytical, report writing, and universal language communication skills.
- Good interpersonal Skills

6.0 Timeframe

The research is anticipated to take 12 days in the month of July 2026. The work will commence immediately after signing the contract with FPFK.

Activity	Proposed Duration	Responsible Person
Desk Reviews, develop survey tool and recruitment of enumerators	1 day	Consultant
Training Enumerators and pre-test of survey tool	2 days	Consultant
Data collection	5 days	Consultant Enumerators
Data entry, cleaning, and analysis	2 days	Consultant Enumerators
Draft Report writing and Presentation to FPFK	1 day	Consultant
Final report presentation and submission to FPFK	1 day	Consultant
	12 days	

7.0 Consultant Management

The consultant team will work closely with the FPFK team specifically the Monitoring, Evaluation, reporting and Learning officer who will monitor and track the progress of various activity under the consultancy. The consultant with the support of FPFK will be responsible for recruitment of enumerators and arrangement of their trainings and transport cost within the project areas.

8.0 Payments

- The consultant is expected to carry out the baseline survey in accordance with the plan, budget and utmost ethical standards.
- The cost of this task shall be agreed upon by the successful bidder but shall not exceed the allocated budget which will be determined in accordance with Kenyan rates for such work.
- The payment of Baseline Survey shall be based on the financial proposal developed for this consultancy and agreed with FPFK. A detailed financial proposal to be attached (inclusive of the withholding tax). All the withholding tax will be deducted from the total amount from FPFK. This is according to the regulations of the government of Kenya. Agreed upon payments will be based on the deliverables as shown below:

No	Deliverable	Percentage Payable
1.	Inception plan by consultant accepted and agreement signed	60% of the consultancy fees
2.	Final baseline Report accepted by FPFK	40% of the consultancy fees
	Logistical and data collection costs will be paid in full upon signing of the agreement	Paid in full upon signing of agreement

9.0 Confidentiality of Data and Information

The consultant team will submit all original documents, data, and outputs of any kind to FPFK. The ownership and copyrights of all the data, and outputs of the research will be sole property of FPFK and shall not be disseminated in any form to a third party without permission from FPFK.

10.0 The Anti-Corruption, Prevention of Sexual Harassment, Exploitation and Abuse (Pshea) Policy Statement

FPFK is committed to providing a safe environment to all employees including service providers, free from discrimination on any ground, including corruption and harassment at work. In this particular assignment, the individual service provider shall not engage in any conduct that would constitute Corruption, Sexual Harassment, Exploitation or Abuse, as defined in the FPFK Human Resource and Anticorruption Policies. All complains related to this assignment should be channeled to hr@fpfk.or.ke

11.0 Submission Guidelines

Interested candidates are invited to submit an Expression of Interest for this assignment. The EOI should include the following;

- Financial and technical proposals demonstrating a clear understanding of the assignment, all costs related to the assignment.
- Detailed methodology of the study including sample design, ethical considerations
- A detailed budget and a detailed work plan.
- A copy of registration certificate in case of a company
- A copy of KRA Pin certificate.
- A company profile and /or detailed CVs of main consultants
- A copy of valid tax compliance certificate
- A copy of a similar report done in the most recent past.

The Applications Should Be Sent to:

The General Secretary
Free Pentecostal Fellowship in Kenya,
P.O. Box 47469,
00100 GPO, Nairobi
procuremnt@fpfk.or.ke cc info@fpfk.or.ke
Deadline for applications is Midnight of: 3rd/07/2026

16. Disclaimer

FPFK reserves the right to accept or reject any or all proposals without any explanation whatsoever. Applicants enlisted on EU sanction shall not be considered

Annex 1 Activity Matrix

<p>Programme outcome 5: Positioning FPFK and the local churches as change agents and active advocates for local societal transformation.</p>	<p>Indicator 5.1: Revised KCC curriculum and study guides in place and implemented</p>	<p>Output 5 Actionable FPFK frameworks and plans on church for societal transformation.</p> <p>Activity 5.1.1: Briefing and induction meeting with National Board and Regional Bishops on Concept Activity 5.1.2: Revising of the theological curriculum in Karen Christian College Activity 5.1.3: Survey on theological practices and engagement of local church in community transformation Activity 5.1.4: Context analysis in community as a basis for development of training material Activity 5.1.5: Exchange learning forum to Tear fund Kenya by FPFK National board, Karen Christian college and program staff Activity 5.1.6: Meetings with FFK National Board and Tearfund for Development of well-defined FPFK leadership succession plans for continuity and sustainability supported by Tearfund Activity 5.1.7: Development of theological material that guide/training Curriculum on community transformation inspired by Tearfund or compassion international Activity 5.1.8: Development of study guides and tools by Karen Christian College on need assessment and resources assessment mapping.</p>
	<p>Indicator 5.2: TOT training curriculum in place</p>	<p>Output 5.2: Increased FPFK's Regional and local church mobilization and skill-building on 'Church for Transformation' framework.</p> <p>Activity 5.2.1: Training of ToT/ Mentors Training / induction of 32 faith leaders to be ToTs (Training shall include 6 staff/ 5 Target area Bishops) Activity 5.2.2.: Cascade training for pastors and congregational leaders to take lead in the local community transformation Activity 5.2.3: Support Needs assessment through the Asset Based Community Development approach Activity 5.2.4: Training of ToTs in servant leadership, resource mobilization and finance management Activity 5.2.5: ToT Review meetings Activity 5.2.6: Training faith and church leaders on leadership succession for church transformation Activity 5.2.7: Exchange learning to ADEPR Church in Rwanda</p>
	<p>Indicator 5.3: Existence of formal partnerships (MoUs), advocacy plans,</p>	<p>Output 5.3: Effective knowledge management systems and structures in place</p> <p>Activity 5.3.1: Development of FPFK management information system based on the Tearfund Model Activity 5.3.2: Advocacy fora for FPFK national body and local churches on leadership skills, Kenya constitution 2010</p>

<p>knowledge management plans & products and a functional Management Information System (MIS) actively used for reporting, learning, and strategic decision-making</p>	<p>Activity 5.3.3: Social advocacy forums on social inclusion and leadership at FPFK local levels- including other faith orientations</p> <p>Activity 5.3.4: Knowledge sharing and Networking across local, national and international platforms through e.g. radio talks, regional fora, social media platforms, development of IEC Materials</p> <p>Activity 5.3.5: Partnership, networking and linkage for FPFK National board, Regional and local leaders NCKK, Ukiama, Supreme Council of Kenya Muslims (SUPKEM)</p>
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Yours faithfully
FREE PENTECOSTAL FELLOWSHIP IN KENYA




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General Secretary

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