



The Chairman
Board of Directors
Northern Rangelands Trust

The Chairman
NRT Council of Elders

Private Bag
Isiolo 06003.

5th July 2024

Dear Chairman of the Board,
Dear Chairman of the NRT Council of Elders,

NRT was born out of a forgotten and marginalized sector of Kenyan society - in 20 years through the passion and commitment of our member communities, our staff and the generosity and foresight of many supporters across the world out of the dust grew an organization that has changed the region and impacted the lives of thousands of Kenyans forever.

I have served the organisation since its founding, first as CEO and most recently as Chief Partnerships, Growth & Innovation Officer. Over the past 20 years, I have purposely and progressively moved sideways and down, passing my leadership and governance roles to others culminating in my recent letter to the Vice Chair requesting a transition by the end of this year out of NRT into a consultancy role in support of NRT Uganda and various specialised projects.

I am writing to raise my very serious concerns about the decisions of the Board taken last month:

- To remove the Financial Controller without good reason.
- To reinstate the CEO on the basis that a Deputy CEO will be recruited to prop him up,.

LIST OF COUNTIES

SAMBURU
BARINGO
ISIOLO
LAIKIPIA
MERU
MARSABIT

GARISSA
LAMU
TANA RIVER
TURKANA
WEST POKOT

REGIONAL SUPPORT OFFICES

NRT Centre
NRT North Rift
NRT North East
NRT Coast
NRT West

BUSINESS DEVELOPMENT
NRT Trading

NORTHERN RANGELANDS TRUST

**PRIVATE BAG
ISIOLO 60300
KENYA**

**+254 (0) 701 555 000
info@nrt-kenya.org
nrt-kenya.org**

- To move the current Headquarters to Nanyuki disrupting the inter-community and inter-government communications hub where hundreds of thousands of dollars have been invested with the unit playing a leading role in the use of conservation technology for the nation.

These decisions are tearing the organisation apart through permitting divisive leadership, lack of due process and transparency, and the acceptance by the Board of activities that in any other organization would be considered gross misconduct.

Today, NRT is a major undertaking and owes duties of care to over 700,000 Kenyans, comprising 45 member communities; to a staff of over 250 people; to Kenyan local and national government; and to multi-lateral and international donors, including the EU and USAID.

I write this letter on an open basis, as all of these stakeholders have an interest in being made aware of the mismanagement of NRT by the current Board, and of the immediate threat its decisions present to the organisation.

There are three clear reasons why the Boards decisions are unsound and must be reviewed:

1. The Board has not followed a proper process.
2. Components of its process are quite likely unlawful.
3. Its decisions are irrational and have left the organisation exposed to significant and immediate financial, legal and reputational risks.

Just three examples of the failure of due process:

Serious allegations made against me personally in a public forum that go to the integrity of myself and of NRT's internal financial governance and controls have not been addressed by the Board, despite my written request to the Chair of the NRT Risk and Audit Committee for the allegations to be raised to the attention of the Committee, an investigation to be undertaken and a formal statement to be made to a full Council of Elders meeting.

The CEO has recently made multiple racist and inappropriate statements in both internal and public forums. I quote our CEO's statement on social media in June 2023 terming one of our member community's as "*Black monkeys with blue balls*", this being just one of many inflammatory statements over the past 18 months. The same CEO as recently as last week made racist, reckless and unbecoming comments over emails and on staff forums. This is in direct defiance and insubordination to the repeated warnings and recommendations

given to the CEO and goes against the core principals of equality and mutual respect held at the heart of NRT.

I am utterly disheartened by the decision of the Board, with no explanation, to remove NRT's longstanding and trusted financial controller, who has been the pillar of stability and the one constant in such a complex working environment. This now leaves the organization in the most vulnerable position with no financial oversight, an absent Board, a CEO the Board has decided requires a deputy to perform his role, and over who they clearly have no control.

In view of these facts, my morals and ethics don't allow me to sit and watch a grassroots organization with such massive impact be destroyed through such complacency.

On behalf of all NRT's stakeholders, I request an urgent formal independent review of the Board's decisions and the process by which they have been made. In the interim, the Board will have to step-up and take steps to address the serious financial, reputational and other risks it has created.

After 20 years of being part of the NRT team I have no option but to tender my resignation with effect of 31st July 2024 in protest of the current state of poor governance and leadership of the organization.

With deep regret

Ian



Ian Craig, MBS, OBE

Chief Partnerships, Growth & Innovation
Officer

Tel: +254 (0) 722 202 056

E-mail: ian.craig@nrt-kenya.org

Skype: iancraig77

www.nrt-kenya.org