



ORGANISATIONAL UPDATE

Supporter FAQs: Chief Executive Transition

Why are you sharing this news?

We want to keep our supporters informed about important developments at Ripple Effect. Transparency is important to us, and we want to share news of this planned leadership transition directly with those who make our work possible.

What has happened?

CEO Paul Stuart has informed the Board of his intention to step down as Chief Executive following a planned transition period. The Board is now beginning the process of recruiting his successor and ensuring a smooth handover.

Why is the CEO stepping down?

This is a personal decision that Paul Stuart has shared with the Board as part of a planned succession process. The transition has been carefully considered and allows plenty of time for a thorough recruitment process and handover.

Is there a problem at Ripple Effect?

No. This transition is taking place from a position of organisational strength. Ripple Effect continues to deliver impact, make progress in line with its Africa Forward Together strategy and develop significant new opportunities for the future.

Will Ripple Effect's mission change?

No. Our mission remains the same; working with farming families and communities to improve livelihoods through sustainable agriculture and enterprise development. Our values, priorities and commitment to long-term impact remain unchanged.

Has Ripple Effect's global strategy influenced this decision?

No. This is a personal decision that Paul Stuart has reached following careful consideration and discussion with the Board. Ripple Effect remains fully committed to delivering our Africa Forward Together strategy and continuing to advance our strategic priorities during and beyond the leadership transition.

Will this affect the programmes I support?

No. Our work continues as planned, and there will be no interruption to our programmes, partnerships or support for the communities we serve.

Will my donation still make a difference?

Absolutely. Every donation will continue to support Ripple Effect's work with farming families and communities, helping people build sustainable livelihoods and create lasting change.

Who is leading Ripple Effect during the transition?

Paul Stuart will remain Chief Executive throughout the transition period and will remain in place until his successor is appointed and there has been time for thorough orientation. As a minimum, he will continue in place throughout 2026. This will ensure continuity of leadership while supporting a structured handover to the new Chief Executive once they are appointed.

How will a new Chief Executive be appointed?

The Board is leading a robust recruitment process and has appointed Oxford HR, an executive search firm focused on senior level recruitment in the not-for-profit sector, to support an international search. This will ensure a wide and diverse pool of high-quality candidates is considered.

Will supporters be informed about the appointment?

Yes. We will share news once a new Chief Executive has been appointed.

What does this mean for the future of Ripple Effect?

We are excited about the future. While this transition marks the end of one chapter, it also represents an opportunity to build on strong foundations and continue growing our impact. With the support of our staff, partners, communities and supporters, Ripple Effect is well placed for the years ahead.

What does this mean for the stability of the charity?

We recognise that leadership transitions can create uncertainty, particularly for supporters who have followed Ripple Effect's journey over many years. We want to reassure you that this transition has been carefully planned, and it comes at a time when the organisation is strong and continuing to deliver significant impact. Our mission, programmes and strategic priorities remain unchanged, and we remain deeply grateful for your ongoing support.

How will Ripple Effect ensure continuity during the CEO transition?

Ripple Effect's governance and leadership structures will remain firmly in place throughout the CEO transition, providing continuity, stability and effective oversight across the organisation. Our Boards, leadership teams and established decision-making processes will continue to operate as normal, ensuring that our strategic priorities, programmes and commitments remain on track. The appointment of a new CEO will build on these strong foundations, with a carefully managed transition that ensures continuity of leadership, maintains momentum behind our strategic priorities, and reinforces our long-term commitment to the communities and partners we serve. The successful candidate will work within our existing governance framework to support the delivery of Africa Forward Together and our wider organisational strategy.

Should we wait until a new CEO is appointed before committing funding?

We would welcome the opportunity to discuss any questions you may have personally. Ripple Effect's strategy, governance, leadership team and programme commitments remain firmly in place. The Board has implemented a structured transition process to ensure continuity and long-term stability. We remain fully committed to delivering the outcomes agreed with our funding partners.

A Message of Thanks

We are deeply grateful for your continued support. Everything Ripple Effect achieves is made possible by people like you. As we begin this new chapter, we remain focused on what matters most: helping farming families and communities create sustainable, lasting change.