

# REACH OUT CAMEROON (REO)

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## ANNUAL REPORT 2016

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## Abbreviations

**ACWW:** Associated Country Women of the World

**ACMS:** Association for Social Marketing

**AIDS:** Acquired Immunodeficiency Syndrome

**BCC:** Behaviour Change Communication

**CBOs:** Community-Based organisations

**CSOs:** Civil society Organisations

**CSR:** Corporate Social Responsibility

**CDP:** Council Development Plan

**CWA:** Catholic Women Association

**CWF:** Christian Women Fellowship

**DMO:** District Medical Officer

**EU:** European Union

**FABASSO:** Faith Building Association

**GIZ:** Deutsche Gesellschaft für internationale Zusammenarbeit

**GFATM:** Global Fund to fight AIDS, Tuberculosis and Malaria

**HAMC:** Health Area Management Committee

**HIV:** Human Immune Virus

**KGA:** Keep a Girl Alive

**LLINS:** Long Lasting Insecticidal Nets

**MINAS:** Ministry of Social Affairs

**MINEPAT:** Ministry of the Economy, planning and Regional Development

**MBOSCUDA:** Mbororo Social, Cultural and Development Association

**NMCP:** National Malaria Control Programme

**NGO:** Non-Governmental Organization

**PASC:** Programme d'Appui à la Société Civile (Civil Society Strengthening Programme)

**PASOC:** Programme d'Appui a la Structuration de la Societe Civile (Support Program for the Structuring of the Civil Society)

**PMTCT:** Prevention from Mother to Child Transmission

**PNDP:** Program National de la Developpement Participative (National Community-driven Development Programme)

**RBM:** Roll Back Malaria

**PR:** Principal Recipient

**SR:** Sub Recipient

**REO:** Reach Out

**RO:** Relay Organizations

**RTG:** Regional Technical Group

**SWR:** South West Region

**STIs:** Sexually Transmissible Infections

**SUFI:** Scaling Up Malaria Control for Impact

**UNICEF:** United Nations Children Emergency Fund

**UNDP:** United Nations Development Program

**YEP:** Youth Engagement Programme

**UNICEF:** United Nations Children Fund

**CLs:** Community leaders

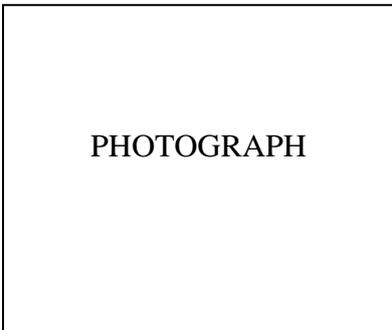
**CHWs:** Community Health Workers

**PROVARESSC:**

## Foreword

### The Board Chairperson

Reach Out Cameroon (REO) has worked towards promoting mother and child healthcare, enhancing educational levels, creating livelihood opportunities, and building resilience in Socioeconomic challenges among women and girls from the most marginalized communities in Cameroon. This past year, 2016 our programmes focus on Health, Gender and Capacity Building, and Wealth Creation - Livelihood, reached more than 97,667,203 francs CFA.



PHOTOGRAPH

With our focus on strategic partnerships with the Government and International Partners, REO helped in strengthening local, regional and national planning and implementation efforts in the Government programmes. We also expanded our collaboration with individuals, communities, corporates, and other diverse stakeholders to bring in new synergies and best practices. Such cooperation ensured that Reach Out Cameroon is well equipped to empower marginalized communities, especially women, girls and youths, to live a life of dignity.

As we move forward, we are poised to foster our cooperation with the United Nations System with our membership in this very prestigious World Civil Society network through our affiliation in the United Nation's Economic and Social Council (ECOSOC), which will enable us expand our collective knowledge and experience to reduce poverty and social injustice, while reaching out to affected people during times of humanitarian crisis and the global climate, health and economic challenges.

I would like to congratulate our staff not leaving out volunteers and interns, as well as the entire Reach Out Cameroon community, including my fellow Board Members, and partners, for their progressive thinking, dedicated work, and their endless passion for our strive in making the world a better place for all.

I take this opportunity to thank each one of you for your support. We say BRAVO! And may we keep the FIRE and DESIRE TO DO GOOD BURNING UNTIL WE MAKE SOME HAPPY.

## The Executive Director

It's always with mixed feelings that I sit down to write the introductory part of our Annual Reports. As the Executive Director, it falls on me to sum up the year. In doing so, I alternate between pride and disappointment, between hope and despair. With pride and you can read this for yourselves – I can say we are growing.



Our campaigns are having an impact, and our reach is increasing. We are adapting to a rapidly changing world: we are expanding our work and campaign design to match the changes we see in the world.

Looking back at 2016, I can say that I am proud of our work and advocacy campaigns. I am pleased to report that, in spite of many challenges throughout the year, REO has worked successfully this 2016 and continued to deliver quality programs to support, train and empower the vulnerable women and youth of the South West Region and Cameroon as a whole.

Our disappointment has been in the area of resource mobilisation as funding has continued to dwindle down due to the global economic challenges. Community challenges are growing everyday while international funding and technical partners continue to get tired thereby posing a threat to local development as the third is greatly affected.

Our pride is seen in our dedicated team of staff and volunteers that has grown in skills and confidence and has achieved much to be proud of. Our work, as in previous years, was based on the three pillars of our organisational structure and strategic plan namely; Health, Gender and Capacity Building, and Wealth Creation.

We are especially proud of our work with the Bakassi Women and Young Girls; following our training and support initiatives they have gained extensive knowledge in community development, local governance and on their rights. We are beginning to have positive results in Bakassi because the barriers of ignorance suffered by these young women lifted through knowledge and skills imparted in them in sexual reproductive health, gender sensitivity, conflict prevention and social mobilisation. They now for the very first time in their lives denounce acts of violence such as rape and incest. The Municipal Councils of Bakassi have always been committed in support women by mainstreaming gender actions in their local development plans.

It is important to acknowledge the contribution of our many supporters across the world and we thank them sincerely for their support. We at REO are committed to continuing our work with the most vulnerable people in our region and Cameroon as a whole. We are also very grateful for the opportunities we have continually to participate in international development on a wider global level.

We wish all our beneficiaries and supporters every blessing for 2017 as Reach Out Cameroon continues making the world a better place...for all through your little endeavours.

Best regards as we look forward to a brighter 2016.

  
**Njomo Omam Esther,**  
*Executive Director (REO)*



# REACH OUT CAMEROON (REO)

Key Highlights



Idea



Impact



REO's comprehensive strategic vision for programmes includes:

### Health & HIV/AIDS Program

- Communities adopt positive behaviours to live a healthy and happier (serene) life.
- Orphans and vulnerable children are integrated into the community and enjoy the same rights and privileges than other children in the communities.

### Gender and capacity building

- The capacities of vulnerable and marginalized groups are strengthened to ensure effective participation in development issues within their community for the improvement of their livelihoods.
- Communities adopt gender sensitive approaches and involve more women and youth in the decision making process.

### Wealth creation

- Household incomes are improved through establishment of micro-projects and micro-credit operations so that beneficiaries become self-reliant in their community.

## SUMMARY RESULTS ATTAINED

### HEALTH

- 4 Community Health Workers (CHWs), 3 health Service Providers and 2 Community trained and engaged as Community Leaders within project areas.
- 3 pregnant women received ANC services during first outreach (2 in Isangele and 1 in Kombo Abedimo).
- 102 pregnant women and 34 male partners referred, attended ANC and followed up by the health service provider.
- 13533 people were sensitized on HIV, PMTCT, family planning and reproductive health during public events in Cameroon and commemorated the International AIDS and Candlelight Memorial.
- Home visits to pregnant women, male partners, sick women and sick men carried out by CLs in Isangele
- 38 lost to follow up mothers and 01 child were found in the community and reintegrated to care and treatment
- 45 male 4 positive and 56 females 11 positive identified during voluntarily testing and counselling sessions.
- School fees of 13 OVC (7 females and 6 males) were paid.
- 12 peer educators identified, selected, trained and engaged to carry out educative talks on Sexual and reproductive health rights.

### GENDER AND CAPACITY BUILDING

- At least 5,000 persons empowered to fight against gender-based violence and 9 community Elites committees created and trained on monitoring, reporting and preventing gender-based violence within their communities;
- 04 women cooperative groups have being trained on group dynamics, cooperative management, book keeping, women's right, and economic empowerment.
- 18 Gender parity clubs established in 18 schools and trained to carry out awareness campaigns, monitoring and reporting gender-based violence in schools and communities;
- 30 Bamusso council executives and councilors trained on their roles and responsibilities;
- 50 underprivileged women socially integrated and equipped with writing, reading and listening skills and provided seed capital for business opportunities;
- Celebrated the World day of the girl child, Women's day, and 16 days activism to end gender-based violence with at least 300 young girls educated on various themes;
- Updated the Muyuka Council Development Plan.

### WEALTH CREATION

- The 47 women and 03 cooperatives trained on bookkeeping, basic business management and group dynamics, and provided with start-up capital for small business development;
- Established micro projects on hairdressing, tailoring, and petty trading for 10 girls and single mothers;
- Constructed a temporal business site for a Physically challenge single mother and paid 12 months house rents for victims of fire disasters;
- Established a piggery project for a "Pass on the Gift" program to benefit underprivileged women and young girls;
- Provided seed capital through a revolving loans scheme to rural women.

### **Community Vision**

Underprivileged groups are aware of their rights to participate in decision making, have equal access to resources and benefits, and become self-reliant within supportive policy environment for sustainable development in Cameroon.

### **Organizational Mission**

REACH OUT supports underprivileged groups within the communities on health issues, wealth creation, and provide capacity building and information through the use of participatory approaches and advocacy.

### **Vision for the organization**

REO is a self-sustained organization, attracting skilled staff that works in cohesion to deliver services in the area of health, wealth creation, and gender capacity building programs with approved best practices and pooled resources at national and international levels for the betterment of communities in Cameroon.

### **Strategies**

Good Governance, Use of New Technology, Human Resources – Capital learning, and Sustainability.

### **Overall Goal/ Ultimate outcome**

In Cameroon, especially in the South-West region, underprivileged and marginalized groups are socially integrated and economically empowered through: gender issues awareness and capacity building, wealth creation, health and HIV/AIDS programs

### **Why Women and Youths**

In Cameroon, REO focuses on the empowerment of women and youths because they are disproportionately affected by poverty and discrimination; suffer abuse and violations in the realisation of their rights, entitlements, and access and control over resources.

Also experience shows that, when equipped with the proper resources, women have the power to help whole families and entire communities overcome poverty, marginalization and social injustice.

## I. INTRODUCTION

### Developing our knowledge base for an equitable society

Embedding different aspects of knowledge in our organisation

#### Road map to knowledge organisation



Impact monitoring and testing hypothesis



Aligning to knowledge themes



Knowledge management



Measuring quality, performance and progress

Reach Out Cameroon is working towards strategically equipping itself to become a knowledge organisation. This has been an interesting journey of learning and unlearning. The reconstruction is the result of the four-dimensional Knowledge Management, Impact Monitoring and Learning (KMIML) model woven integrally into each of our operations.

KMIML has been developed to analyse the impact and social changes of our programmes. The model will help in examining the social changes that have occurred by testing alternate hypothesis, monitoring the quality of our programmes and understanding the alignment of the change with our work. KMIML is important in building a system to engage in continuous dialogue with all stakeholders and achieving our long term goals.

Through this model, we are working towards inculcating a culture of knowledge sharing and capacity building in order to harness and act on the information that is available. A system of managing knowledge and communicating the information through the proper channel has been developed to ensure sharing, storing, retrieving and utilising the information. In-depth analysis of the quality of our interventions and assessments of our performance will then be used to leverage accountability and feedback.

The KMIML enlist the steps on the roadmap towards a knowledge organisation. This has been instrumental in strengthening our long term programme shift, which has guided the organisational development.

Created in 1996, REO obtained its legal status on December 6th, 2000. REO is a Women and Youths Centred Organisation operating in the South-West Region of Cameroon.

The organization was founded by some benevolent citizens who were concerned with the plight of the rural masses, especially those in the hard-to-reach areas, also known as minority groups such as widows, single mothers, and displaced women and their families, female school drop-outs, orphans and vulnerable children, and HIV and AIDS infected persons.

Its Head Office is located in Buea along the Great Soppo native- Small Soppo Wonganga road. It also has focal points in Mundemba, Illoani in Bamusso subdivision, Limbe and Muyuka in Fako Division. Although REO is operational in only 3 of the 6 divisions of the South West Region, it covers the entire region in terms of relaying the activities of the Civil Society Strengthening Programme in Cameroon (PASC).

REO is governed by a Board of Directors and a Management Team who are chosen based on competencies and needs of the organization. The office operates with a staff capacity of 20+ people including volunteers (national and international) divided into 03 departments headed by Department Heads; an Operations Manager incharge of coordination, monitoring and evaluation; an Administrative Assistant; a Communications Officer; an Administrative and Finance Officer and a Finance Assistant. The managers are answerable directly to the Executive Director through the Operations Manager. Recently the post of an Assistant Executive Director was created who in the absence of the Executive oversees the smooth running of organisational activities. The organizational chart displays the relation between staff members.

Inspired by the existing laws of the government of Cameroon, which seeks to empower individuals to assure full responsibility in nation-building, REO was created to support, strengthen and empower our communities through sustainable development.

Sustainable development entails the putting together of the limited resources at the disposal of man for positive achievements to humanity. In this quest thereof REO seeks to exploit the lost skills buried in the heart of every living being and in empowering them to stand up and work for the wellbeing of the community. It also goes by the precept that the women folk are an indispensable asset to the development of every society and should not be left out in the race for globalization and sustainable development.

Reach Out Cameroon (REO) strives to make the world a better place for our women, children and our children's children by empowering local communities to take control of their lives. This is in keeping with the theory that "human life is sacred and must be preserved." This is the basis for a sustained development. REO therefore envisages activities that will grant individuals and communities greater autonomy in life, improve on their living conditions (status), and transform their lives and that of posterity.

REO's purpose is to advance its core mission and vision. Its mission is achieved on a daily bases through supporting under-privileged groups on Health issues, Wealth creation, Capacity building and information through participatory approaches and advocacy. Engaging in community development initiatives through PASC is currently a major focus.

REO envisions a society where underprivileged groups are aware of their rights to participate in decision making, have equal access to resources and benefits, and become self-reliant within a supportive policy environment for sustainable development in Cameroon.

In order to consistently meet its goals, an organization such as Reach Out Cameroon requires clear vision, proper decision-making, funding, strategies and collaboration of people of goodwill and institutions.

Towards the end of this school 2015 REO's strategic plan was reviewed covering the period 2016-2020 with a new vision, mission and strategic actions to meet up with its new strategic focus and further developed a Resource Mobilisation Strategy document which facilitates the goals of collaboration and of pulling resources together for the advancement of our collective good. It articulates the vision and planned activities of Reach Out Cameroon in the next three years and the role development partners can play in forging the common agenda of development.

This present report is an embodiment of the initiatives conceived and implemented from January through December 2016 with the strategic plan as the blue print for the attainment of our focus of making the world a better place for all taking into consideration its ultimate outcomes and expected results.

## **II. PROGRESS TOWARDS OUR GOALS**

Our programmes executed this year increased community knowledge and awareness about the plight of children, teens, single mothers, women and youth in our target communities. These provided encouragement and support to our Health activities with a focus on HIV prevention, and care and support services for people living with HIV&AIDS and Orphans and Children in distress; Gender, Education and Training, Civil Society Strengthening, Communal and Community Development, Good Governance and Citizenship, promoting Green Enterprise, Micro Projects and Credit delivery, Advocacy activities.

Reach Out Cameroon is adopting new and effective ways of influencing funding for sustainable socioeconomic growth of our target populations to be most, by building on our experiences and emerging challenges. We have identified Operational Goals that will change the way we work together onward which are Our programming, Use of learning, Skills in working with diverse stakeholders, Our policy development, How we get and spend our income and How we hold ourselves accountable.

These year's 2017 activities are generated through an assessment of 2016 operational plan geared towards achieving the global objectives our current 2016 - 2020 strategic plan. Developed goals are focus on changing the world and to end the injustice of poverty; the right to be heard, advancing gender justice, saving lives, fair sharing of natural resources, Micro-financing for development and guaranteeing universal access to essential services.

Below are the key milestones achieved through our three core pillars for the year under review:

- i. Health interventions included the project on Community Leaders working for Women and Children to Bridge the Gap of PMTCT in Ndiain of the South-West Region of Cameroon II; Scale up of HIV Prevention to contribute to the Reduction of HIV Related Morbidity and Mortality by 2017 in Cameroon; Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in Ndiain Division in the South-West Region Of Cameroon; Engaging Women and Girls to Bridge the Gap of Mother to Child Transmission of HIV (MTC) in Bakassi of the South-West Region; Commemorating the International AIDS Candle Light Memorial; Capacity Building Project for Civil Society Organization's geared towards Ameliorating Quality within the Framework of Global Fund Subventions in Cameroon; Follow-up of Community Activities within the Framework of Health System Strengthening Programme Oriented towards the Expanded Program on Immunization (PROVARESSC); Celebration of the World AIDS Day and Week; HIV Sensitization during the Youth Day and the International Day of the Woman; Youth Engagement Program (YEP); and Support to Orphans and Vulnerable Children.
- ii. Projects for the Gender and Capacity Building included projects on My life My Right: Preventing Child Early and forced Marriage for Girls in Bakassi funded by the Canadian local initiative fund (CLIF); International Women's Week and Day Celebration; In-house Coaching Session with REO Staff organized by Management; Project on "Making gender based violence History" in partnership with LUKMEF; Project on "My life My Right: Preventing Child Early and Forced Marriage for Girls in Bakassi funded by AWDF (African Women Development Fund); An Exchange Visit Coaching Session with Care Cameroon grantees organized by Reach Out Cameroon; and a Workshop organized by Reach Out Cameroon as an Ambassador for the Globalgiving Crowd funding Program for some growing civil society organizations in Cameroon.
- iii. Wealth Creation Projects and activities included income generating activities and improving on the economic level of community-based organizations through projects and activities on Keep A Girl Alive Program - Change a Girl's life through Micro Entrepreneurship; Greenpreneurs - Creating a new generation of Female Green Entrepreneurs; Innovation Challenge; Income Generating Activities for Orphans and Vulnerable Children in host facilities - Father's House in Muyuka and Mah Di's Orphanages in Kumba; Micro Credit Operations; Making Gender Based Violence History; Self-Funded Actions with Groups; Global Entrepreneurship Week; Fundraising through Globalgiving; and Income Generating Activities. The department team conducted trainings for agro-businesses and strengthened Small Business Development through small loans to new and existing groups.

In general, our projects impacted over 20,000 direct and indirect beneficiaries throughout the South-West region and the national territory as a whole. We were delighted to receive grants from both old and new partners and we are still fundraising and seeking for supports/grants to attain our targeted goals for 2017 through our newly developed Resource Mobilisation Strategy.

### III. PROGRAMS AND ACTIVITIES

REO's activities for the year under review involve working in cutting-edge, grassroots and regional community-delivery programs within its three key intermediate outcomes through her welfare societal wellbeing and strengthening community systems.

The results achieved are presented as follows:

## HEALTH/OVC

Reach Out Cameroon has pioneered several innovations under its Health Programme across the country. These innovations comprise of new methodologies to address the different aspects of health needs among the most marginalized people and communities, especially women and girls.



## 1. INTRODUCTION

Last year (2015), the health department of the organization developed an operational plan containing activities to be executed during the year 2016. In order to achieve the goals earmarked in the operational plan put forth by the health department, a sequence of activities and projects have been carried out. The spotlight has continued to be on quality healthcare delivery, water and sanitation services to reduce maternal and child mortality, improvement of maternal and child health, improvement of access to education/nutrition/psychosocial services for children in distress, family planning, up gradation of health determinants, and strengthening administrative capacities of orphaned care service delivery structures have been our priority. Through our work, we have seen an enhancement in the participation of rural communities, especially among the women of Self Help Groups, in public health management through Village Health Sanitation structures.

In this light, department's personnel were actively and fully involved in the execution of planned activities and projects. Though some challenges faced during the execution of these activities and projects, the team put in their best in seeing that these challenges were overcome and ensuring that the goals of projects were met. This report gives a synopsis of the activities carried out in the health department so far.

### ACTIVITIES AND PROJECTS CARRIED OUT

- Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in Ndiain, South-West Region of Cameroon II.
- Scale up of HIV Prevention to Contribute to the Reduction of HIV Related Morbidity and Mortality by 2017 in Cameroon.
- Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in Ndiain Division in the South-West Region Of Cameroon.
- Engaging Women and Girls to Bridge the Gap of Mother to Child Transmission of HIV (MTC) in Bakassi of the South-West Region.
- Commemorating the International AIDS Candle Light Memorial.
- Capacity Building Project for Civil Society Organization's geared towards Ameliorating Quality within the Framework of Global Fund Subventions in Cameroon.
- Follow-up of Community Activities within the Framework of Health System Strengthening Programme Oriented towards the Expanded Program on Immunization (PROVARESSC).
- Celebration of the World AIDS Day and Week.
- HIV Sensitization during the Youth Day and the International Day of the Woman.
- Youth Engagement Program (YEP).
- Support to Orphans and Vulnerable Children.

## 2. SYPNOSIS OF ACTIVITIES CARRIED OUT

### RE-INFORCING PREVENTION AND TRANSMISSION OF HIV AND STIs

Preventing the transmission of HIV and STIs amongst pregnant women, youth and the population in general was outline in Reach Out Cameroon's 2016 Health Plan in a bid to contribute in achieving the Ministry of Public health sector strategy and HIV strategic plan and other.

#### 2.1. COMMUNITY LEADERS WORKING FOR WOMEN AND CHILDREN TO BRIDGE THE GAP OF PMTCT IN NDIAN OF CAMEROON II

##### Description

After the execution of the project "Community Leaders Working for Women and Children to Bridge Gap of PMTCT in Ndian Division in the South West Region of Cameroon", it was observed that there was a need for more interventions in the domain of PMTCT in Bakassi. In this light, Reach Out Cameroon submitted a proposal to the Positive Action for Children Fund (PACF), soliciting for an extension of the above mentioned project, which was granted. Unlike the first phase of the project which was council based, the second phase is executed in 2 health areas (Isangele and Kombo Abedimo) in Bakassi health district.

##### Goal

Increase uptake of ANC from 23% to at least 40% and access to quality community PMTCT services by increasing community sensitization, mobilization and follow ups targeting pregnant women, mother baby pairs, and male partners by 2017.



##### Achievements

- One stakeholder meeting was held to apprise stakeholders of project goal, objectives and their expected roles.
- Four (4) Community Health Workers (CHWs) and 3 health Service Providers were selected, trained and engaged as Community Leaders of the project.
- Two (2) Community Supervisors (one female and one male) were selected,



trained and engaged as Health Ambassadors of the project.

- Seven (7) Health Service Providers were trained for 2 days, to strengthen and ensure quality PMTCT service delivery in 3 target health facilities (CMA Isangele, CMA Akwa and Mbenmong Health Centre) within project areas.
- Working phones were provided to Community Leaders and Health Ambassadors to ease communication between them and REO.
- A contract was signed with Orange Cameroon (communication fleet) for communication credit.
- 1,120 (1042 in social gatherings in October and November and 78 during 02 outreaches in October) people received education on PMTCT and HIV. Of this number, 44 were pregnant women (3.93%), 574 were non-pregnant women of child-bearing age and 502 were men.



- CHWs carried out 46 home visits during which, 34 pregnant women and 2 male partners were visited. They also mobilized 33 pregnant women to go for ANC at the health facilities and 29 of them to attend the October ANC.
- The service providers made home visits to 5 pregnant women and 2 male partners and sensitized 69 persons for ANC/PMTCT service uptake during these home visits
- Three (3) pregnant women received ANC services during first outreach (2 in Isangele and 1 in Kombo Abedimo).
- 15 PW followed up and referred for ANC1, arrived at health facility and were attended to by a health service provider.
- One (1) PW followed up and referred for ANC4 arrived health facility and was attended to by SP.
- Four (4) PLWHAs were being followed up gave birth in a health facility.
- 41 people were tested for HIV (20 during outreaches and 21 at the health facilities – PICT) in October and November. Of the 41, 22 (53.66%) were pregnant women, 2 were male partners and 17 were other people other than pregnant women. 4 people (all pregnant women) tested positive, giving a prevalence of 9.76%.



- 6 male partners accompanied their partners to ANC.



- 5 Community-based ANCs conducted by service providers upon request from the CHWs.
- 1 LTFU pregnant woman was identified and relinked to care and treatment.

### Challenges/ Proposed Solutions

- Some community leaders are based in no-network zones making supervision through phone calls difficult, as well as timely submission of reports. Messages are sent to numbers which are not available so that they could be informed on what to do when they are in a network zone.
- The riverine and/or enclaved nature of some communities in the project area makes it difficult for some women who were willing to attend ANC to actually attend. For this reason, some pregnant women referred for ANC by CHWs have not yet reached the health facilities. For the non-riverine areas without insecurity problems, CHWs should take the Service Provider in charge of their area to the homes of these women, to conduct home-based ANC. For the riverine and insecure areas, arrangements will be made with the military to transport the CHW and Service Provider concerned, to go and conduct ANC on the concerned women. These are alternative measures since they were not enough funds in this extension phase of the project to provide for a speed boat ambulance for pregnant women.
- Some pregnant women referred to health facilities for ANC did not show up because they could not afford to pay the basic ANC fee. Funding should be sourced from partners and donors to provide a minimum ANC activities package for such women in subsequent projects.
- Second line HIV test strips were out of stock in the South west Region during the most part of the month of November. Thus outreaches that were supposed to be held on the 14<sup>th</sup> and 15<sup>th</sup> in Isangele and Kombo Abedimo health areas respectively were postponed till early December, after the test strips were supplied on the 29<sup>th</sup> of November. To ensure meeting the target of monthly outreaches, 2 outreaches were held per health area in December, to compensate for November outreaches.

## **2.2. SCALE UP OF HIV PREVENTION TO CONTRIBUTE TO THE REDUCTION OF HIV RELATED MORBIDITY AND MORTALITY BY 2017 IN CAMEROON.**

### **Description**

Within the framework to implement activities relating to the grant of the Global Fund New model of funding HIV, CAMVAFW was recruited as the principal recipient of the said grant “Scale up of HIV Prevention to Contribute to the Reduction of HIV- related morbidity and mortality by 2017 in Cameroon”. This grant finances activities in relation to HIV in the direction of sex professionals and their clients, men having sex with men, young and adolescent girls out of school (School dropouts), bike (commercial motorcycle) riders and young girls in school. Reach Out Cameroon is working with young/adolescent girls who are out of school in the Limbe council.

Interventions to be carried out include:

- Communication for positive behaviour change.
- Promoting distribution of condoms (Male and female).
- Mobilization of the community in favour of the voluntary early diagnosis and syndromic management of STIs and syphilis.
- Promotion of counselling and voluntary testing of HIV.
- The Fight against stigma and discrimination.

### **Achievements**

- Capacity of the project coordinator strengthened.
- Project supervisor reinforced and trained
- 12 peer educators identified, selected and trained

### **Challenges/ Proposed Solutions**

- Poor mentality of the most at risk population and their parents about the project. Educate and sensitize the general community about the importance of the project.
- Difficulties in assembling the targets to deliver educative talks. Peer educators and supervisors should inform the targets days before the appointment and send reminder messages.

## **2.3. Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in Ndian Division in the South West Region of Cameroon**

### **Description**

The project “Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in Ndian Division, South-West Region of Cameroon” aimed at increasing to at least 80% the access of PMTCT services through community mobilization/education, men involvement in PMTCT and decrease in discriminatory practices against PLHIV.

The project has contributed in raising communities' awareness on HIV and PMTCT, and has increased ANC attendance and male partner involvement in PMTCT. Despite the difficulties encountered in the course of project implementation, the Community Leaders committed themselves to contributing in attaining project goal and objectives. Though behavioural change is very slow in the project area due to the low literacy level and other compelling factors on religious and traditional beliefs, the project team is proud to have successfully initiated the community component of PMTCT in this post conflict area.



### Goal

Increasing to at least 80% the access of PMTCT services through community mobilization/education, men involvement in PMTCT and decrease in discriminatory practices against PLHIVs

### Achievements

- 285 pregnant women, 2169 men and 2037 women received educative talks given by community leaders.
- 66 pregnant women and 27 male partners attended ANC.
- 27 lost to follow up mothers and one child were found in the community and reintegrated to care and treatment.
- 66 community leaders were coached on the sustainability of the project.
- 49 community leaders submitted their report for the fourth quarter.
- A poster on the project goals and achievement was presented at the international AIDS conference organized in South Africa.
- A poster on the project goals and achievement was presented at the first ever PMTCT forum held in Yaoundé.

### Challenges/ Proposed Solutions

- The insecure nature and difficulties in accessing the terrain both in the dry and rainy seasons made project execution difficult. REO collaborated with the military for security and transportation by sea.
- Majority of the inhabitants in the project area live in the maritime settlements, thus making transportation of community leaders to project area difficult. It was proposed that boats be provided to community leaders to facilitate transportation to maritime settlements.



- Language was seen as a barrier in some communities where neither English nor Pidgin English is spoken making communication between some community leaders and inhabitants of these villages difficult. In communities where language was seen as a barrier, a translator was used to translate from English or pidgin to the language best understood by the population or indigenes of that community.
- In the course of project implementation, some community leaders resigned either due to other commitments or due to ill health. Some of these community leaders who resigned were replaced with other people from the communities who were coached on how to carry out home visit and give educative talks on key messages on PMTCT, ANC and HIV.

## 2.4. ENGAGING WOMEN AND GIRLS TO BRIDGE THE GAP OF MOTHER TO CHILD TRANSMISSION OF HIV (MTC) IN BAKASSI OF CAMEROON

### Description

After a needs based assessment carried out in Kombo Itindi and Idabato on ANC/ PMTCT services, REO submitted a proposal to the United States President’s Emergency Plan for AIDS Relief (PEPFAR) entitled “Engaging Women and Girls to Bridge the Gap of Mother to child Transmission of HIV(MTC) in Bakassi of the South West Region” which was approved and funded. This project had as goal, to contribute in improving access to ANC and PMTCT services, through the use of women to lead education and sensitization campaigns of their rural communities.



### Goal

Contribute in improving access to ANC and PMTCT services, through the use of women to lead education and sensitization campaigns of their rural communities.

### Achievements

- 3810 people were met by community educators and given educative talks in churches, local village meetings and traditional council gatherings.
- 137 reports were handed over by the community educators.
- 27 pregnant women and 7 male partners attended ANC.



- 11 Lost to follow up positive mothers were found in the community and reintegrated to care and treatment.

### Challenges/ Proposed Solutions

- The riverine nature of the project area made it difficult for some women who were willing to attend ANC to actually attend. This is coupled with the fact that there are no intra-urban means of public transportation by sea. Thus contributing to low ANC attendance even after lots of sensitization being done. Mobilize resources to provide a speed boat ambulance for pregnant women in Bakassi and for the health care workers to effectively carry out outreach programs for women and children.
- 
- Health personnel could not effectively carry out outreach activities to improve on the project outcome due to lack of means of movements. Mobilise resources to provide a speed boat ambulance, to enable health workers carry out outreach programs.
  - The insecurity of the area is still a problem for some communities are highly enclaved, thus limiting the possibility of effectively reaching out to them. Strengthen the collaboration with the military to provide security for pregnant women and children accessing health facilities and also for field project staff.
  - A good number of pregnant women still hold strong to their religious and traditional beliefs of delivering in the hands of Traditional Birth Attendants and female church leaders. Conduct advocacy meetings with traditional and religious leaders to get their support in getting the population and pregnant women to access health facilities.
  - The weak reporting system of health personnel in the project area was also a difficulty as some data on the number of pregnant women making using of the health facility could not be found in the facilities' ANC registers.

## 2.5. INTERNATIONAL AIDS CANDLE LIGHT MEMORIAL

### Description

The International AIDS Candlelight Memorial is an annual event celebrated on the third Sunday in May each year to honour those who died of AIDS, demonstrate solidarity with people living with HIV and raise awareness on HIV/AIDS. This event is coordinated by the Global Network of People Living with HIV and was commemorated this year under

the theme “Engage, Educate, Empower”. In line with Reach Out Cameroon’s activities on HIV/AIDS, the Health Department fully participated in commemorating this event by giving educative health talks in two schools (Excel Bilingual High School and Bird Memorial College) and lighting candles with an association of people living with HIV (Hope Rising Association-HIRASSO) in Buea.



### Goal

The main goal of this activity was to raise awareness on the prevention of HIV/AIDS and the importance of psychological support to people infected with and affected by HIV/AIDS in the communities of Clerk’s quarter, Bonduma and Muea within Buea.

### Achievements

The following were achieved during the health talks:

- 80 youths (54 girls and 26 boys) were educated on HIV/AIDS in Excel bilingual high school.
- 90 youths (49 girls and 41 boys) were educated on HIV/AIDS in Baird Memorial College.

### Challenges/ Proposed Solutions

- Insufficient funds to celebrate the memorial with students and people living with HIV. Mobilize fund to properly celebrate the upcoming memorials.



## 2.6. CELEBRATION OF WORLD AIDS DAY

### DESCRIPTION

World AIDS Day is celebrated on the 1<sup>st</sup> of December worldwide to unite in the fight against HIV, show support to people living with HIV and to commemorate people who have died of HIV/AIDS. This year celebration was commemorated under the theme “Hands Up for # HIV Prevention”. Reach out Cameroon being an actor in the fight against HIV/AIDS



celebrated this day in collaboration with the Regional Technical Group For the fight against HIV in the South West Region at the Presbyterian Comprehensive High school Buea and organized outreach sensitization program in Isangele.

## **Goal**

The objective of this day is to create awareness of the existence of AIDS pandemic caused by the spread of HIV infection, and mourning those who have died of the disease

## **ACHIEVEMENT**

The following points are achievement recorded during the commemoration of World AIDS day:

- Over 150 students (90 girls and 60 boys) were sensitized on HIV/AIDS related issues in Buea.
- Community leaders in Bakassi held two outreaches in Mbenmong and Amoto villages. During the outreaches, sensitization on HIV-related issues was carried out through educative talks and total of 200 condoms were shared to the inhabitants. Voluntary counselling and testing session was equally done, where 78 persons (49 women and 29 men) were tested. Of 49 women, 2 were pregnant and of all the 78 persons tested, 1 (male) person was tested positive.

## **CHALLENGES/PROPOSED SOLUTION**

- Insufficient funds to properly celebrate the event. Reach Out Cameroon mainstreamed the celebration of this event in one of its projects titled "Community Leaders Working for Women and Children to Bridge the Gap of PMTCT in N'dian Division II."

## **2.7. CAPACITY BUILDING PROJECT FOR CIVIL SOCIETY ORGANISATIONS GEARED TOWARDS AMELIORATING QUALITY WITHIN THE FRAMEWORK OF GLOBAL FUND SUBVENTIONS IN CAMEROON**

### **Description**

This project financed by France Expertise International (FEI) falls within the framework of Strengthening Civil Society for Quality Improvement in the framework of Global Fund funding in Cameroon. Due to the gaps realized during the implementation of Global Fund Round 9 grant in Cameroon, Care Cameroon sought to address this by strengthening civil society organizations in the areas of governance, leadership and transparency management of resources. Reach Out Cameroon was sub-contracted by Care Cameroon to improve on the quality of services rendered to HIV clients at the CTA, Limbe.

### **Goal**

The project aimed to support HIV and AIDS programs in the framework of the Global Funded projects in Cameroon. The project will be able to reach its goal which is to ensure universal access to PMTCT, global care, prevention and treatment of PLWHIV with the most-at-risk populations.

### Achievements

- Continuous medical education for the staff every Tuesday.
- Physical linkage of positive patients to the care and treatment centre
- Patients doing their follow up collect their results at next visit to reduce waiting time
- Improved network between the main departments (e.g. maternity, PMTCT, paediatric ward etc.) involved in HIV management
- SOPs on patients flow , unit working schedule, List of all available services in the centre were produced and pasted at different places in the service for patients and staff sensitization
- Condoms and demonstration kits supplied by REO and RTG are used during patient's therapeutic education proper demonstrations

### Challenges/ Proposed Solutions

- Community relay agents did not have demonstration Kits making it difficult for patients to understand lessons. The project provided the Male artificial penis and some male condoms for demonstration.
- No identification badges for the Community relay agents thus hindering their work. Identification badges should be provided to community relay agents so as to facilitate their work.

## 2.8. SENSITIZATION ON HIV DURING INTERNATIONAL DAY OF THE WOMAN CELEBRATION

### Description

As part of the activities earmarked in the project entitled "Engaging Women and Girls to Bridge the Gap of Mother to Child Transmission of HIV (MTC) in Bakassi of the South – West Region", Reach Out Cameroon celebrated this public event with its community educators in the project area. Four staff from Reach Out Cameroon travelled to Kombo Itindi and Idabato to ensure proper coordination of the activity and to capitalize the event through pictures. In preparation for mobilization, sensitization and the Voluntary Counselling and Testing (VCT) campaign, on the women's day proper (8<sup>th</sup> of March), a departmental meeting was held at Reach Out's office to discuss and plan for the success of the campaign. Flyers, project brochures, posters and condoms both male and female were packaged as campaign materials.

### Goal

To raise awareness especially amongst the women and youth in Idabato on HIV and AIDS, methods of transmission, prevention, mother to child transmission/prevention, prevention, carry out VCT and education on the correct and consistence usage of male and female condoms.

### **Achievements**

- 864 males and 240 women received male and female condoms during the sensitization.
- 431 male, 809 female and 445 youths were reached through educative talks during sensitization
- Voluntary testing and counselling was carried out during the sensitization. During this testing 45 male of which 4 were positive and 56 females(11 positive) were tested during this sensitization

### **Challenges/ Proposed Solutions**

- The turnout of women at the celebration ground was low thus few women were sensitized. Adequate mobilization should be done during upcoming celebrations so as to bring together more women at celebration ground.

## **2.9. SENSITIZATION ON HIV DURING YOUTH DAY CELEBRATION**

### **Description**

As part of the activities earmarked in the project entitled “Engaging Women and Girls to Bridge the Gap of Mother to Child Transmission of HIV (MTC) in Bakassi of the South – West Region,” Reach Out Cameroon celebrated this public event with its community educators in the project area. One staff from Reach Out Cameroon travelled to Idabato to ensure proper coordination of the activity and to capitalize the event through pictures. In preparations towards the sensitization day proper (11<sup>th</sup> of February), a departmental meeting was held at Reach Out’s office to discuss and plan for a successful sensitization. Flyers were printed, Ribbons were bought, posters and condoms packaged.

### **Goals**

To raise awareness especially amongst the women and youth in Idabato on HIV and AIDS, methods of transmission, prevention, mother to child transmission/prevention, prevention and education on the correct and consistent usage of the male and female condoms.

### **Achievements**

- 431 males and 240 women received male and female condoms during the sensitization.
- 106 male, 780 female and 350 youths were reached through educative talks during sensitization.

### **Challenges/ Proposed Solutions**

- The team had very limited material compared to the large number of the number persons present during the event. More material should be mobilized for subsequent events.

## 2.10. FOLLOW UP OF COMMUNITY ACTIVITIES WITHIN THE FRAMEWORK OF HEALTH SYSTEM STRENGTHEN PROGRAM ORIENTED TOWARDS THE EXPANDED PROGRAM ON IMMUNIZATION (PROVARESSC)

### Description

Reach Out Cameroon, being a member of the national platform of CSOs in favour of immunization, did involve itself in carrying out a series of community based interventions to strengthen the immunization program in the South West Region of Cameroon.

### Goal

Supervise community based organizations that were trained in Buea, Muyuka, Kumba, Ekondo-Titi, Limbe.

### Achievements

- 174 women and 228 men were educated by CBOs on the importance of vaccination.
- 172 children (79 girls and 93 boys) were followed up for vaccination.
- 172 children (79 girls and 93 boys) were found in the community and reintegrated to vaccination.

### Challenges/ Proposed Solutions

- Some CBO did not give educative talks or search for lost to follow up in the community. CBOs were encouraged to carry out educative talks and search for lost to follow up in their communities.

## 2.11. YOUTH ENGAGEMENT PROGRAM

### Description

The Youth Engagement Program (YEP) is an annual program organized by Reach Out Cameroon (REO) every summer vacation. This year 2016 (August) YEP was organized in the Tole neighbourhood of Buea. REO saw this program as an opportunity to bring youths together during the summer vacation, with the main goal to distract them from risky behaviours, such as juvenile delinquency, drug abuse, sexual activities leading to HIV/AIDS and STI's. During this program, youths are educated on issues that are vital to enabling them make wise and informed decisions and to build positive behaviour for better lives. Since YEP's inception in 2008, the response from parents, participants, and communities who have benefited from the program, have been very positive.



## Goal

The main goal of this program is to keep youth away from juvenile delinquent practices drug abuse, sexual activities leading to HIV/AIDS and STI'S and help them adopt positive behaviours to live healthy and happier lives.

## Achievements

- 99 youths were brought together to spend time with each other, thus distracting them from getting engaged in risky behaviours.
- 40 females of child bearing ages participants within the Participants were coached on menstruation and menstrual hygiene and were handed sanitary pads.
- 115 participants received prizes and gifts (genera, special) attesting their active participation in the program.



## Challenges/ Proposed Solutions

- Due to insufficient funds, communication materials like banner and posters could not be produced and this limited the visibility of the program. For communication and visibility, Hand bills were developed and distributed during mobilization and sensitization
- Due to insufficient funds for a proper and adequate means of transportation of Reach Out staff to the venue of the program. Resource will be mobilized to ease transportation of staff
- The impact of the program has created within Tole community, more participants turn out for the program thus 96 participants were registered as compare to the 75 that was ear marked during planning. The take home packages for participants were reduced so as to meet up with the registered population which was already above planned population.

## CARE AND SUPPORT TO ORPHANS AND VULNERABLE CHILDREN (OVC)

### 2.12. EDUCATIONAL SUPPORT TO OVC (PASTOR RABOU-FRITZ AND REACH OUT CAMEROON SCHOLARSHIP SCHEME)

#### Description

Reach Out Cameroon with its mission of supporting the underprivileged and marginalized groups within the communities is one of the first organization to provide supports to OVC in the South West Region of Cameroon



and has over the years supported children in distress through its OVCs scholarship program with funds from the Ministry of Social Affairs, ADDAX Petroleum, international volunteers and some well-wishers. As a result of the successes obtained in the implementation of past OVCs activities, REO gained funds from Pastor Rabou and his son Fritz for the educational support of some children within the framework of the Pastor Rabou- Fritz and Reach Out Cameroon Scholarship scheme. With the help of these funds, 11 children succeeded through the 2015/2016 academic year and 13 children received educational supports for the 2016/2017 academic school years.

### **Goal**

Provide educational support to orphans and vulnerable children in communities of Buea.

### **Achievements**

- School fees of 13 OVC (7 females and 6 males) were paid.
- Core text, exercise books and other didactic materials were provided to 13 OVCs (7 females and 6 males).
- Android phones were bought for 3 girls in the university to ease communication.

### **Challenges/ Proposed Solutions**

- Limited funds to support more orphans and vulnerable children. Mobilize funds from partners and funder to provide support to more orphans.
- Not all textbooks were provided to OVC supported. OVC should borrow text books from their school library.

## **2.13. SUPPORT TO OVC IN ORPHANAGES**

### **Description**

With regards to vision of helping the underprivileged in the society and funds received from international volunteers and partners, Reach Out Cameroon has strengthen and supported 3 orphanages (Roots4kids, father's house and Mad 'his) in Buea, Muyuka and Kumba psycho-socially and nutritionally. In this light, REO signed an MOU with Root 4 Kids Cameroon to improve the management of the orphanage and the psycho social standard of the children in the orphanage.

### **Achievements**

- Signed MOU with Roots 4 Kids orphanage.
- Carried out weekly followed up with children and management of Roots 4 Kids orphanage.
- Reinstated house rules at Roots 4 Kids
- 1 house mother was recruited for Roots 4 Kids.



- Constructed a nursery school for mad 'his orphanage in Kumba.
- Provided food items to Mah'dis orphanage in Kumba.
- Celebrated the international day of the African Child with orphans in Mah'dis orphanage in Kumba.
- Made birth certificates for 4 orphans for Father's house orphanage in Muyuka.

### Challenges/ Proposed Solutions

- Poor administration in some orphanages. Follow ups were done to these orphanages to strengthen them in administrative procedures.

## GENDER AND CAPACITY BUILDING

Working towards gender equality



The power to write a better future

### INTRODUCTION

2016 marked another mile stone in the life of the Gender and Capacity Building Department as it worked closely with the Wealth Creation and Health Department towards achieving its ultimate goal of strengthening the capacities of civil society organizations and other development stakeholders to ensure their effective participation in development within their communities as well as ensuring that communities adopt gender sensitive approaches, peaceful cohabitation for increased participation of women and youth in decision making processes. In the context of the overall vision of Reach Out Cameroon, our efforts geared towards making the world a better place for all.

From our operational plan which is a sub set of the overall strategic plan of the organization, we were able in 2016 to set and accomplish goals through a coordinated effort of resource mobilization from external and internal donors.

Aligning with several partners in mainstreaming gender, improving and strengthening systems within communities, our interventions directly impacted our target beneficiaries being women, young girls and children of school going ages and not leaving out men from other vulnerable groupings.

Through our community participatory and community centred approach, we recorded a great number of successes and a number of challenges which we are hoping to transform into stepping stones come 2017 as we pursue our overall vision of making the world a better place for all.

As we draw the curtains for 2016, the one thing we possibly owe the management team of Reach Out Cameroon, our partners and beneficiaries is this end of year activity report which should inform and remind them of our commitments, the journey covered so far and our perspectives for the coming years.

**Project and Activities carried out include:**

- Project on My life My Right: Preventing Child Early and forced Marriage for Girls in Bakassi funded by the Canadian local initiative fund (CLIF).
- International Women’s Day Celebration.
- In house Coaching Session with REO Staff organized by Management.
- Project on “Making gender based violence History” in partnership with LUKMEF.
- Project on “My life My Right: Preventing Child Early and Forced Marriage for Girls in Bakassi funded by AWDF (African Women Development Fund).
- An Exchange Visit Coaching Session with Care Cameroon grantees organized by Reach Out Cameroon.
- A workshop organized by a Global given Ambassador of Reach Out to some growing civil society organizations.

## 1. MY LIFE, MY RIGHT PROJECT

### Preventing Child, Early and Forced Marriages for Girls in Bakassi

Globally, vulnerable and marginalized rural girls and women continue to bear the health risks, social and economic costs of early and forced marriage, non-consensual sex and early pregnancies. There is now greater urgency for global action both at strategic, policy and operational levels because child brides are increasingly more vulnerable to HIV infection and other social mishaps.



The persistent neglect on the plight of child brides in parts of Africa, Cameroon and Post Conflict Bakassi in particular is a direct reflection of the failure of collective responsibility to protect the human rights of vulnerable young people especially girls.

As early as 11 or 12 years, girls are already sexually active while an average of first deliveries is recorded by 13 or 14 years. Statistics from the Bakassi-Idabato health centre revealed that 30% of deliveries conducted are conducted on girls less than or equal to 16 years and about 25% of girls are bearing their 5th pregnancy by the age of 25.

In the context of the above, Reach Out Cameroon with financial support from the Canadian Fund for Local Initiatives (CFLI) and the African Women Development Fund(AWDF) and in coordination with the Ministry of Women Empowerment (Regional Delegation of Women Empowerment) implemented a series of activities aimed at Contributing to the fight against child, early and forced marriage of girls in Bakassi, specifically in the Idabato, Kombo Abedimo and Isangele council areas.

### **GOAL**

**Contribute to the fight against Child, Early and Forced marriage of girls in Bakassi**

### **ACHIEVEMENTS**

- Two clustered meetings and more than 10 face to face contact visits have been conducted and key stakeholders sensitized on the project objectives and overall expectations. An activity that created greater community awareness about the project within the communities.
- A baseline survey on community knowledge, attitudes and practices on Child, early and forced marriages has been conducted.
- 02 days Girls Forum on “My Life My Right” was organized and witnessed the participation of more than 60 girls from the different council areas. These girls have been educated on their Sexual Reproductive Health Rights, legal rights as well as on the importance of family planning methods.
- A 01 day training workshop has been organized for 20 peer facilitators who received lessons on how to promote safe sex practices and offer advice on relationships to other girls.

- Girls clubs have been established 04 schools (Primary and Secondary) to act as pilots that provide safe spaces for girls to meet and share experiences, reduce their sense of isolation and vulnerability. These clubs have already started raising awareness on Child, Early and Forced Marriages and other gender based violence practices as they participated actively during the public activities to mark the 44<sup>th</sup> edition of the reunification of Cameroon. This they did with placards and brochures carrying awareness and sensitization messages.
- A two days Town Hall Advocacy meeting was organized that sensitized at least 65 community leaders ( administrative, traditional, law enforcement, mayors, women and youth group leaders, religious leaders, school administrators etc..) on the project, then on the gravity of child, early and forced marriage (CEFM) of girls, and on the importance of community solutions to preventing this practice. At the end of the meeting, participants understood the criminal character of CEFM, its health consequences and came up with action plans to fight Child. Early and Forced Marriages within their communities.

## 2. Celebration of the 2016 International Day for the Woman

International Women’s Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for Gender parity. The story of women's struggle for equality belongs to no single organization but to the collective efforts of all who care about human rights.



As a tradition, Reach Out Cameroon (REO) took part in the 31st edition of the international day of the woman with the team of the year dubbed: “Gender equality and women economic empowerment: meeting challenges and overcoming obstacles.” REO took part in planning meetings organized by the Delegation of Women Empowerment and the Family in preparations of the day proper and also participated in all the week long activities



geared towards the celebration. On the day proper, there was a match pass by women from government Institutions, Civil society organizations and associations. With an exhibition stand, REO sensitized and distributed 432 male condoms, 90 female condoms distributed to more than 200 women and 30 men.

### 3. Making Gender Based Violence History in the North West and South West Regions of Cameroon

Cameroon in general is in great need of assistance in reducing and preventing violence against women. Violence against women takes place in families and the communities. When families (men) and the whole communities including youth gain awareness and engage actively in the fight against gender-based violence, the situation will begin to take shape and can be completely stopped.

Within the framework of the project “Making Gender Based Violence History in English Cameroon”, LUKMEF Cameroon and Reach Out Cameroon as co-applicant to the European Union external actions (EuropeanAid/134/134-678/L/ACT/CM) sort to prevent and stop violence against women, improve service delivery through the support of victims of gender based violence and helping victims to break the silence and start reporting and denouncing all forms of abuses.

The project targets indigenous women including minority women and girls, HIV/AIDS infected and affected women, economically disadvantage women, victims of gender-based violence and runaway child brides seeking shelter and protection as direct actors/beneficiaries and the thousands of youths in schools and finally the community leaders and community structures as agents of change.



#### Achievements

In the first year of the implementation of project activities, the following objectives were realized;

- Established and supported 18 gender parity clubs in 18 schools within 9 communities,
- Sensitized communities on gender based violence and strengthened community structures (women’s cooperatives, school gender parity clubs and community committees),
- Held consultative and advocacy meetings with administrative, local and traditional authorities,
- Identified and build the capacities of four women groups on group leadership and business,

- Established 09 community communities to monitor prevent and report cases of gender based violence to the relevant authorities (state police, Regional Sub-Delegation of Women Empowerment) as carried out supervision missions to ascertain the impact of our actions.

Following the realization of the aforementioned activities, a series of follow up activities were planned and carried out in 2016 in view of consolidating the gains of the previous years to guarantee the impact and sustainability of the project in view of making gender based violence history in our intervention areas in collaboration with the local competent government section (Women Empowerment). In this light, the following results were attained:

**A. Train and Provide Financial Support to Women’s Cooperatives/Groups:**

Four women groups from two divisions received training on Group dynamics, simple book keeping, women’s rights, economic empowerment, cooperative management and gender based violence in the first phase of our project activities.

***Table showing beneficiary groups and community represented:***

Division	Subdivision	Community	Beneficiary Group	Training Provided	Seed Capital Provided
Ndian	Ekondo Titi	Lobe Estate	Dynamic Ladies	Group Dynamics, Simple Book Keeping, Women’s Rights, Economic Empowerment, Cooperative Management, and Gender Based Violence	800,000
	Mudemba	Mudemba	Njaringi Women		800,000
Meme	Kumba III	Kumba	Etoko Women		800,000
	Mbonge	Ekombe Bonji	Lovely Sisters		800,000

The groups were coached and guided to produce their business plans with clear objectives and strategies would help them gain financial stability and to also help advance the course of ending gender based violence within their communities as stipulated in their terms of reference, by understanding the local referral pathway and available services, and where do they come in.

***Table showing business opportunities generated by the project women cooperatives:***

S/n	Cooperative/ Group	Type of Micro Project	Business Capital	Remarks
1.	Dynamic ladies	A Poultry/ Chemical Shop and a Palms		To support each member’s individual business through Loans. Support orphans and vulnerable

		And Cocoa Nursery		children within the community and other young underprivileged groups.
2.	Njaringi Women	Cassava Processing Machine		Purchased ___ chairs for rental by the community with a plan to buy canopies. Provide small loans to group members to support their individual businesses in the future.
3.	Etoko Women	Cooperative Business		
4.	Lovely Sisters	Cooperative Business		
	<b>Total</b>			

**B. Strengthening Community Committees for the fight against gender based violence:**

Community Committees were put in place in all the 09 target project communities comprising of community leaders, elites and other prominent actors and sympathizers in the promotion of the fight against gender based violence.

They were sensitized on the local referral pathway, available services, and what they can do to support the fight against Gender-Based Violence. The Sub-Delegations of the Ministry of Women Empowerment were informed about the activity and provided technical advice. The target communities include for Meme Division: Kake, Ekombe Bonji, Bole and Big Nganjo; while in Ndiian Division: Bekora Barombi, Ekondo Titi, Mundemba, Isangele and Bekumu.

These community communities do not only act as watchdogs within their target communities but also spared no efforts in taking advantage of meeting of community based groups and in carrying sensitisation activities to educate the population on Gender Based Violence. The topics focused on but not limited to child early and forced marriage, physical violence, female genital mutilation, rape, incest etc.

**C. Strengthening of Peace and Gender Parity Clubs in Schools:**

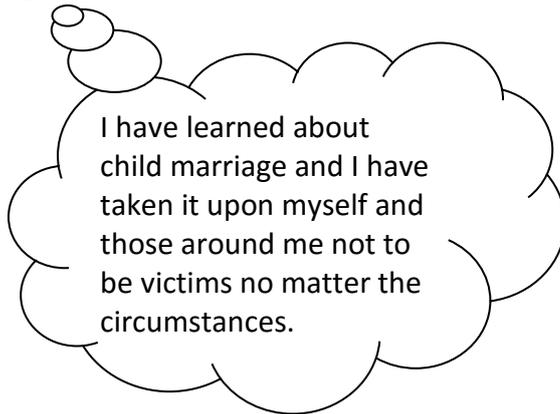
Just like with the community committees, target schools in the target project communities were selected as a pilot to carry out activities of the project and beyond. In this regard several workshops were carried out so as to capacitate them in the discharge of the duties.

While some school clubs had a smooth transition after the graduation of some club leaders and transfer of some teachers who acted as club coordinators, others like

that of GBHS and GTTC Mundemba had to be revamped and given new leadership with the help of the school authorities.

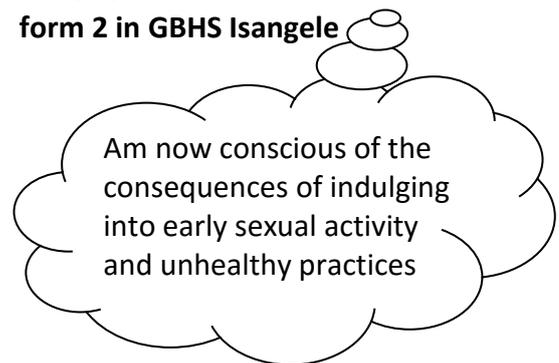
Some Observations made by a cross section of some students as to what they have learned or inspired on through the club and peer discussions:

**Nyando Doris who is a form 3 student**



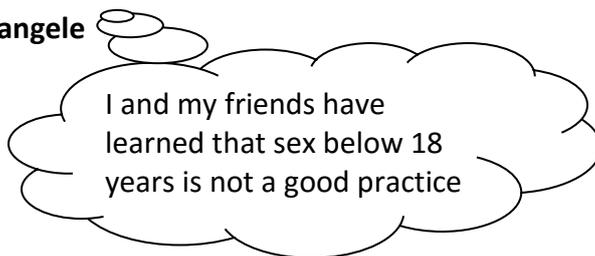
I have learned about child marriage and I have taken it upon myself and those around me not to be victims no matter the circumstances.

**Ndepay Eridice a 13 year student of form 2 in GBHS Isangele**



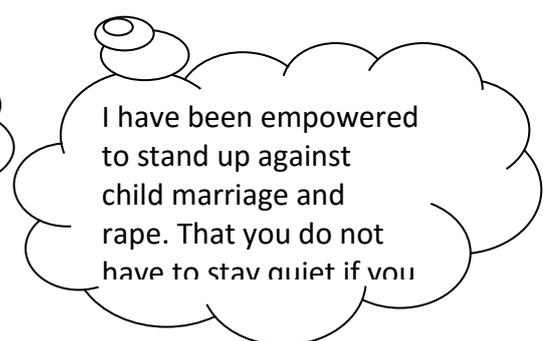
Am now conscious of the consequences of indulging into early sexual activity and unhealthy practices

**Cecilia Anta a form 2 in GBHS Isangele**



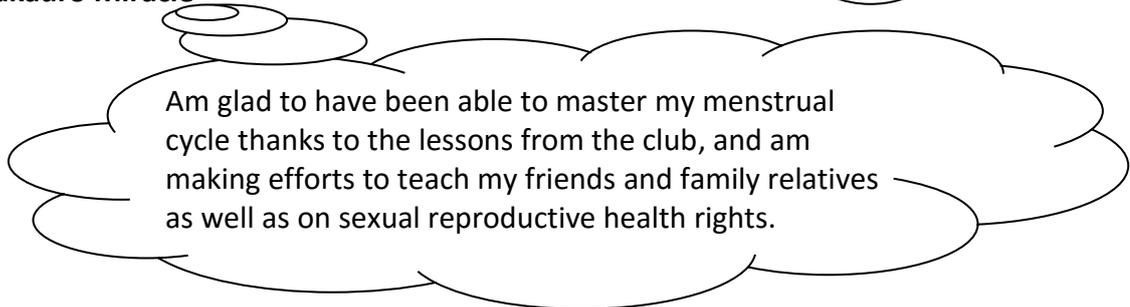
I and my friends have learned that sex below 18 years is not a good practice

**Anne Astine 2 in GBHS Isangele**



I have been empowered to stand up against child marriage and rape. That you do not have to stay quiet if you

**Kakauro Miracle**



Am glad to have been able to master my menstrual cycle thanks to the lessons from the club, and am making efforts to teach my friends and family relatives as well as on sexual reproductive health rights.

**N.B:** Some students of SAR-SM narrated cases of gender based violence noticed within their community. Citing the case of wife battery and refusal to send the girl child to school because she is still considered an asset for the family. However, they could also remember the different options and places that you could take or go to report cases of Gender Based Violence like the Chief, Social Welfare and the school authorities.

#### **D. Radio Talks:**

To reach a wider audience with our awareness and sensitization messages, we also organized radio programs in two community radios where we educated the public on gender based violence, the negative consequences on the individual and the society as whole and how and where to seek redress in case one is a victim of gender based.

#### **Conclusion**

The project is a necessary project within the project areas considering the high rate of gender based abuses. However, it would be important to have continuous monitoring and evaluation exercises as well as to scale up to other areas who face similar issues. Furthermore, the women groups need to be further empowered on many more business opportunities and related topics which will make them play a more significant role in the fight against Gender Based Violence within their communities and beyond.

## **4. SUPPORT PROJECT FOR THE MASSIVE POLITICAL PARTICIPATION OF WOMEN IN THE 2018 ELECTIONS**

Women make up a greater majority of the Cameroonian population, representing about 51 %. Though often considered a majority of voters, their low rates of participation in public actions remains a cause for concern (ELECAM Report, 2013). It is within this background that **Reach Out Cameroon** in partnership with the **Network for More Women In Politics** and with financial support from the European Union Delegation in Cameroon is currently implementing a series of activities aimed at promoting women's political participation and to improve the democratic governance in Cameroon for a duration of 03 years.

**Project Goal:** It aims specifically to improve Cameroonian democracy through the development of a democratic and civic culture among 500,000 women, ensure pre and post-electoral peace in the 2018 elections as well as promote gender mainstreaming in public management systems of 20 councils in 7 regions Cameroon.

**For this 2016 period of reporting, the following activities were realized:**

#### **A. Regional Launching of project activities in the South West Region:**

The regional launching exercise that took the form of an official ceremony was presided by the Economic, cultural and social adviser at the South West Governor's Office, Mr. Tata Julius. It was a forum that brought together, major stakeholders (MIMPROFF, ELECAM, Civil Society) and beneficiaries from within the South West

Region to acquaint themselves with the overall project vision, its dynamics and the role of stakeholders in guaranteeing the attainment of project overall objective.

#### **B. Identification and training of Volunteer Peer Educators:**

A four days training was organised to equip students and women leaders on **Women Political Participation and Mobilization Techniques** such that they would act as catalysts within their respective communities in sensitizing women on their electoral rights while encouraging them to actively take part in the electoral process especially with regards to the 2018 Municipal, Legislative and Presidential Elections in Cameroon.

At the end of the training workshops that brought together over 50 participants from schools and women associations, as well as the project launching workshop, the following were realized as results:

- I. A pool of volunteers was created in the South West Region to appropriate content and tools to accompany the dissemination of knowledge acquired and the mobilisation of youth and women within their communities for the forthcoming 2018 elections.
- II. These volunteers were equipped with skills and techniques of for behavioural change communication (BCC). BCC campaigns of the project require a skilled pool of human resources. The training thus provided an avenue to equip community volunteers willing to leverage the BCC strategy.
- III. Participants were also equipped with knowledge on stakes of women's political participation and gender mainstreaming in local governance.

## **5. TRAINING OF CARE INTERNATIONAL CAMEROON GRANTEES ON RESOURCE MOBILIZATION AND THE USE OF SOCIAL MEDIA**

Our experience in resource mobilization gave a great ground and we were contacted by Care Cameroon to equip its grantees with techniques of resource mobilization and the use of social media in the advancement of their development work. Thus, a four days exchange visit was organized with Care Cameroon grantees at the conference hall of Reach Out Cameroon from the 14<sup>th</sup> – 17<sup>th</sup> of June 2016.

### **Goal**

To strengthened Care Cameroon grantees on techniques on resource mobilization and income generation for self-sustainability.

### **Objectives**



- Enhance participants on techniques of writing winning proposals.
- Provide participants with basic research strategies in identifying donors and partners.
- Acquaint participants on the basics of online crowd funding (Globalgiving).
- Introduce participants to the concept of social entrepreneur.
- Improve understanding on the global use of digital communication(website, twitter, Facebook and LinkedIn).

### Presentation of Organizations and their Expectations during the Exchange Visit

S/N	Organization	Expectations
1	SUN AIDS	To be able to mobilise resources not only to respond to the needs of donors but also to meet organisational needs.
2	AFASO	Better understand the techniques for resource mobilization and funder’s search both online and via social media.
3	TERHEUZO	Better understand the techniques of resource mobilization and of income generation.
4	CEDER	Acquire effective tools for resource mobilization.
5	LA VIE +	Understand all resource mobilization techniques Effectively resources mobilized Acquire income generation techniques.
6	CARE Cameroon	Expects that all participants understand and appropriate the goal and objectives of the workshop.

### ACHIEVEMENTS

On the 14<sup>th</sup> -17<sup>th</sup> June 2016 Reach Out Cameroon organized an exchange visit coaching session with Care International Cameroon current grantees. This coaching session also gave an opportunity for Reach Out staff to build and strengthen their capacities on the various topics of the workshop.

They were coached on different modules which include among others;

- Strategic communication for NGO’s (communication plan, use of the website, twitter and Facebook as resource mobilization tools),
- Role of international volunteers in resource mobilization,
- Introduction to social entrepreneurship (definition of concept),
- Online crowd funding with focus on global giving.

At the end of the 04 days’ workshop, participants went home satisfied and acknowledge that what they have gathered will go a long way to improve and give visibility to their organizations.

## 6. CSO TRAINING ON ONLINE CROWDFUNDING USING THE GLOBALGIVING PLATFORM

As part of its resource mobilization strategy, Reach Out Cameroon has been actively involved in on-line fundraising using the Globalgiving platform. This earned the staff in-charge the nomination of a Globalgiving Ambassador. For experience and best practice sharing, a series of trainings were organized in different regions of the Country to improve fundraising capacities of Cameroonian CSOs.

**GOAL:** Acquaint participants with the basics of online crowd funding.

**ACTIVITIES AND RESULTS OBTAINED:** To achieve this objective, activities carried out included the following:

### 1. Capacity Building workshops on techniques of fundraising and online crowd funding

To this effect, 05 workshops were organized in the South West (REO conference room), North West, Centre, Littoral and West Regions. The workshops aimed at providing participants with knowledge on the registration procedures and the techniques of resource mobilization using the platform.

### 2. Site visits to eight organisations currently registered under the Globalgiving platform

8 Site Visits with members of the GlobalGiving team were conducted in the Littoral, South-West and North-West Regions, to monitor projects funded through GlobalGiving and carry out 1on1 coaching sessions with other Cameroonian organizations registered in the page, in order to maximize their donations.

### 3. Developments of articles

Articles produced to be published in the GlobalGiving Tools blog, on tips to take better advantage of the GlobalGiving platform.

**ACHIEVEMENTS:** The results were achieved:

- 30 Participants trained in 5 workshops, they represented different CSOs of the South-West, North-West, Littoral, West, Far North and Center Regions.
- 8 Site visits conducted in the Littoral (1), South-West (2) and North-West (5) Regions, including the Reach Out project site which was very satisfactory.



- 1 Article Published in the Globalgiving blog about the micro-project tool. It earned the praise of both peer organizations and the Globalgiving team.

***Table showing number of participants that took part at the various workshops***

## 7. IN HOUSE COACHING SESSION

For improved staff efficiency, often capacity building activities are organized within the organization for maximization of staff input. It is within this light that two house coaching sessions for REO staff were organized by the Executive Director and an International Volunteer (Martina Malyska).

The first of these sessions organized by the Executive Director(ED) was tailored at improving staff capacities on stakeholder analysis for effective project planning. The session on stakeholder analysis took a very participatory form as often staff were given exercises to draft list of stakeholders for or suggested activities. The importance of dispatched form was equally emphasized as it is a deliverable to prove that an authority has been informed about a particular event or project activity.

As a main achievement for this exercise, the entire REO team has gained improved knowledge on stakeholder analysis, evidence in the trend thereafter.



The second training was the staff leadership training (23rd September 2016) which was organized by one of REO's international volunteers from the GLEN program.

The one day exercise was aimed at improving staff leadership abilities. This will contribute in enhancing understanding amongst staff within the work place as well as their interactions within their communities. With focus on the various leadership types and personality traits related to each type, the training further highlighted the importance of time management and decision making as a vital asset for leaders. Its highly participative nature gave staff an opportunity to carry out a personality test. This helped staff discover elements of themselves which they had been ignorant about.

### ACHIEVEMENTS

- 15 REO staff were trained on leadership and stakeholder analysis.
- Staff developed improved capacity and communication enhanced amongst REO staff.

## 8. MID-TERM REVIEW OF THE EU – CSO 2014-2017 ROAD MAP

The European Union Delegation to Cameroon in its mission to support the development sector kicked off in 2014 a plan of activities. Having come mid-way, it was time to sit back and evaluate its efforts so far vis-à-vis the civil society. It is within this perspective that, to close activities for the 2016 year, Reach Out Cameroon in partnership with the European Union Delegation to Cameroon organized a one day mid-term evaluation meeting to review the EU –CSO commitment since 2014 and to map a way forward for the new EU program.

The meeting for the South West Region which held at the Reach Out Cameroon Conference room, saw in attendance 19 participants from organizations which were former grantees of the Civil Society Strengthening Program (PASC).

**THE REVIEW AXES:** The main axes for the evaluation exercise included;

- a. Civil Society Organisations engaged in democratic governance, function within a favourable environment
- b. Civil Society contributes to building a State of Law and to the Maintenance of peace
- c. Civil society support for improve access to basic services, inclusive local economic development and better management of natural resources.

To effectively achieve this, the planned actions, indicators and results were deeply scrutinized by organizations present and the level of implementation of activities looked into for improved action to be proposed as the case may be.

**ACHIEVEMENT:** Representatives from the defunct 19 PASC (EU-Civil Society Strengthening Program) in Cameroon grantees met and together were able to make observations and recommendations based on the importance of the indicators, the actions undertaken and the challenges faced in the course of their implementation. The outcomes of the session are all the recommendations and suggestions that will be integrated in the proposed upcoming **PROCIVIS program**, another civil society strengthening program.

It should be noted that 02 programs had been carried out in Cameroon and all of them were coordinated at the level of the Southwest Region as Relay Organisation with great strides and successes recorded in making the civil society dynamic with a greater voice space in the socioeconomic and political spheres in the Region and beyond.

The programs were

- PASOC (Program for the Structuring of the Civil Society in Cameroon) – **See Annual Reports for 2010-2012 versions;**

- PASC (Program for the Strengthening of Civil Society in Cameroon) – ***See Annual Reports for 2013-2015 versions.***

# WEALTH CREATION



***Improving lives & creating opportunities for women and youth through***

## INTRODUCTION

This year 2016 the department has been fully engaged in activities that contribute to its operational ultimate outcome which is to improve household incomes through the establishment of micro-projects, promotion of sustainable agriculture and micro-credit operations, so that beneficiaries become self-reliant in their communities. The activities outlined below showcase the works of the department that has been put in place to achieve their ultimate goal within this period.

Reach Out Cameroon’s Wealth Creation (livelihood) programme is focused on providing support to the poor and vulnerable sections of the community, especially women and young girls and boys, to enable them to attain viable livelihoods, develop capabilities and improving on their purchasing power.

Our attention within the framework of the 2016-2020 strategic plan is focused on encouraging women's economic engagement and empowerment, by helping women overcome financial barriers, building their productive capabilities, improving their positions within homes and communities, developing multiple assets and foster participatory value chain development.

A summary of the activities of the department within the year 2016 are reflected as follows:

## 1. KEEP A GIRL ALIVE PROGRAM

### Change a Girl's life through Micro entrepreneurship

The Keep a Girl Alive program empowers young vulnerable women of Fako Division (with emphasis in the area of Tole) with financial and technical support, making them self-sufficient and active actors in their communities. This year 2016 the department has registered the following results; 52 micro-projects have been established, 67 women/girls trained on business management and more than 100 follow-up visits have been conducted.

Follow up of past grantees was done at the start of the year and its outcome was that most of the girls have experienced a strong improvement in their businesses, 5 of them had an excellent evolution and can be considered out of poverty. It was also observed that those that practiced bookkeeping were slightly more successful in their businesses. Bookkeeping also allows for exact evaluation of businesses, so it was put as a priority for future cohorts of girls. Throughout the year the follow-up process continued, it was key to ensure the success of the new batch of girls and identified gaps were corrected.

Two major trainings were conducted, in March 2016, 40 possible beneficiaries were trained of which 17 were supported with 30.000 FRS grant each and 5 high performing beneficiaries, with 50,000. After a period of three months of continuous follow-up 7 additional grants of 50.000 FRS each were given to those beneficiaries who had excelled. To expand in their businesses, and refresher training was done with them.

In November 2016 a second batch of another 20 girls were identified and trained and at the end of the training all these girls were supported in December with the sum of 30.000 FRS each as start-up capital for their businesses. Additional 03 high performing girls benefitted with 50.000 FRS- 55000 to expand on their businesses or create an account in a microfinance institution and receive a loan of (300.000 FRS) with very minimal interest rate, this was done through a partnership with Tole Tea Cooperative Credit Union which is taking its first steps this year, it also included a meeting was held with 06 high-performing long-term beneficiaries to discuss on the modalities and options

To conclude, the Keep a Girl Alive project is growing, this 2016 it has already supported more girls than in 2015 and 2014 combined. This is mostly because of better results in fundraising, but also because with time we have also learned valuable lessons which allow us to be more effective: delinquency rates have dropped (0-5%), average monthly profits have increased and appropriation of bookkeeping has dramatically increased from 0-10% to more than 90%. We have also learned to do less with more and we invest a higher portion of our budget directly into our beneficiaries, increasing the number of them and the amount received as help.

If appropriately manned, the project could grow to remove 100 women and girls from poverty every year, and raise the funds to do so by itself, appropriately using the information collected in GlobalGiving.org



## GOAL

Enable young uneducated and unemployed girls, to become economically self-reliant through the creation of small businesses.

## ACHIEVEMENTS

- 37 Girls were supported with grants of 30.000 FCFA and joined the program. (Level 1 beneficiaries).
- 15Girls were supported with grants of 50.000, 55.000 FCFA respectively after successfully managing a business. (Level 2 beneficiaries).
- 01 Girl was supported with a loan of 300,000 FCFA through a partnership with a local microfinance institution, after mastering their businesses for more than 1 year. (Level 3 beneficiaries).
- An unprecedented number of the girls followed bookkeeping procedures by the end of the year, moving from 0-10% to more than 90% implementation of the practice as compared to past cohorts.
- Total Beneficiaries of the program has increased by more than 50% in only 2016.

## CHALLENGES

- Many beneficiaries were hard to reach. It was decided to make it a standard practice to obtain two contact numbers, not only one as well as to attach pictures and localization descriptions in the beneficiaries' files.
- Not all beneficiaries appropriate the lessons after training. Swift individual coaching should always complement training to ensure implementation.
- Many business ideas remain low profit and uncreative. To address the issue of lack of creativity a different project, Innovation Challenge, was started, and beneficiaries of the KGA were part of it.
- Some past years' beneficiaries show not enough improvement. It was decided to try a different format with two grants, one shortly after first training and a second bigger one after satisfactory performance, to incentivize compromise, enhance impact and reduce un-impactful expenditure.



## 2. GREENPRENEURS

### ➡ Creating a new generation of Female Green Entrepreneurs

The Greenpreneurs project focuses on female farmers of Fako Division. Female farmers are victims of a knowledge and material gap that perpetuates them into poverty. The project therefore supports them alongside the value chain, the project provides quality farming inputs (seedlings), capacity building on sustainable agriculture and training on entrepreneurship and will close with a Green Women Forum to bring together 170 women vegetable farmers to discuss their challenges, mainly related to marketing challenges, share best practices and promote cooperation. Those benefitting from this project are underprivileged women groups totaling 170 individuals and the vegetables provided are traditional African vegetables (TAV) *Gnetum* species (Eru), African Night Shade (Huckleberry), *Solanum melongena* (Garden Egg) and *Venomia amygdalina* (sweet bitter leaves) in Fako. The duration of the project is 10 months and it started this October 2016.

Gnetum Species, eru, is a wild vine that is harvested massively in forests, by promoting the domestication of the vine the project aims to contribute also to the conservation of this valuable plant. All beneficiaries confessed they had no idea that an eru propagator could be constructed for replication also the planting techniques of seeds were planted in rows, which gives an opportunity for more seeds to be planted in a smaller land surface, rather than broadcasting as the use to practice in the past. The women also had no idea that local/common plants that they see around could be used as insecticides, fungicides and insecticides.

Lastly, an evaluation meeting with local authorities (village council, local credit Union, women groups, MIMPROFF, Social Affairs) was organized to go over the project system and share best practices.

### **Goal**

To promote women's Economic Empowerment through Green- Entrepreneurship in Fako of the South-West Region – Cameroon.

### **ACHIEVEMENTS**

- Eru propagator and nurseries are successfully put in place, healthy and have already produced seedlings for the groups. A total of 06 nurseries were established in Ekona, Mile 16, Molyko, Buea town, Tole and Wonya-Nangoh.
- Meetings with key stakeholders were fruitful and several stakeholders have already shown their disposition to support the project, particularly during the coming Green Women Forum. By providing logistical support, synergies with other projects or acquiring the farmers' output.



### **CHALLENGES AND WAY FORWARD**

The short time available before the end of rainy season pressed the mobilization and establishment of nurseries. It is advised that, given that often REO does not know the month on which a project proposal will be granted, in the future projects based on

agriculture should have long timeframes to be able to execute them in the best climatic conditions and produce the best results.



### 3. INNOVATION CHALLENGE

Reach Out's Innovation Challenge comes from reflections upon evaluation of the Keep a Girl Alive project and one of REO's main concerns, lack of creativity among beneficiaries, this throws light into a bigger problem: The economic environment in the South-West Region of Cameroon is narrow, community members have very limited business options and often copy each other. In this climate of perfect competition, where every neighbour sells the same than the next one, farmers and business owners opt for reducing prices or accepting very slow turnovers, profits keep reducing and with them monthly incomes. Lack of innovation is a problem with clear economic impact, yet one that is hardly addressed.

For this purpose a pilot project was drawn up to be executed in Tole this August 2016, with its follow-up extending for the rest of the year. The project consisted on an open contest for all community members with a token monetary prize for the 4 most innovative business ideas. The only condition was to propose a business idea that was new to the area. Alongside this contest, which ran for three weeks, there were 3 Short open workshops on Creative Thinking, to ensure community members appropriate and

use creative thinking techniques. (To facilitate the learning and appropriation process, short workshops spaced in time were preferred to concentrated trainings).

As it can be observed below the results of the pilot were highly positive, at a very low cost, and the project has been uploaded to GlobalGiving to be extended to 4 more communities.

### Goal

To build the creative capacity of community members of Tole, Buea, South-West Region within one month.

### ACHIEVEMENTS

- 100 Business ideas received from 69 women and 31 men.
- 5 winners, 4 women and 1 man with the following ideas: Bio-Gas, Fishpond, Community Library, Rearing cane rat, conservation space for farmers.
- More than 200 attendees to the open community workshops (70% women), with extremely positive post-workshop valorizations.
- 5 loans provided to participants by Tole Cooperative Credit Union Tole.

### CHALLENGES AND WAY FORWARD

- Some applicants did not present innovative ideas, in the future more efforts will be put by staff to educate participants on the concept and the forms will use more simple English and include the rules.
- The project needs continuity and increased resources to maximize its impact, as it aims at changing mentalities overtime, and for this purpose it has been uploaded to GlobalGiving and submitted to partners, and will be repeated in Tole next year.





#### 4. INCOME GENERATING ACTIVITIES FOR ORPHANAGES

##### ➡ Father's House and Mah Di's Orphanage (Muyuka and Kumba)



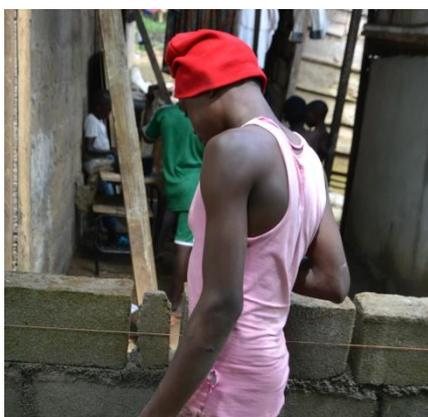
In order to support Orphanages in attaining self-sustainability in the long run, the department was incharge of and supported the implementation of Income Generating Activities in the orphanages in coalition with the Health Department which was incharge of the direct needs of the

orphans.

Through this period, Reach Out has worked with Father's House orphanage in Muyuka, supporting its palm oil business, and mostly with Mah Di's orphanage in Kumba, following up with the Fishpond established last year, supporting the construction of a poultry farm and providing piglets for its piggery. Also this year, an exchange visit between Father's House and Mah Di's orphanage, hosted by Mah Di's, was facilitated by REO, to exchange best practices and inspire Father's House to become more sustainable.



As a registered fishpond owner, the Mah Di's orphanage was invited to two workshops in Buea, one organized by the World Bank on Integrated Farming and subsequently one by a local Poultry owners Cooperative, in these workshops they have acquired improved capacities in sustainable agriculture.



### **ACHIEVEMENTS**

- The orphans of Mah Di's orphanage have appropriated the techniques to manage and build a fish pond and have constructed a third one.
- Orphanage staff masters the synergies between cattle, pigs, chickens and fish to obtain cheap and nutritive feed out of blood and dung, increasing its profit rate significantly in both the fishpond, the poultry and the piggery.
- 40 Children of the orphanage appropriate techniques of integrated agriculture since a tender age, and teenagers manage and construct the structures, gaining valuable skills to face their adulthood
- A Snailery was also started this late 2016 thanks to REO's technical advice.
- The support has provided for a school room which was also built by the orphans.

### **CHALLENGES AND WAY FORWARD**

Although the orphanage is highly satisfied with the venture and the orphans have built their capacities, the fishpond has not yet produced a harvest due to severe drought, and its income generating potential is in question. In the future the planning and budgeting should cover the period up to breaking even and ensure calculations of profit are good and an improvement verse other projects.



## **5. MICRO CREDIT OPERATIONS**

Reach Out is managing a fund with the remaining funds of our past microcredit operations, going up to 1,000,000 francs. This was given as a loan to a Women's Group, Charity Sisters which distributed it to its members. After being granted a project by the Programme for the Improvement of Competitiveness of Family Agro-Pastoral Farms (ACEFA in its French acronym) the group requested a loan to attain the grant's financial requirements. Therefore after paying back the first round of loans a second one was given to the group to serve this purpose, but holding responsible individuals for different shares of the project.

### Goal

Increase access to financial tools among vulnerable populations of Fako Division.

### ACHIEVEMENTS

- Obtained full re-payment of loans disbursed in 2015
- Successfully agreed to terms of loan with the group for 2016, which will be completely repaid in December 2016
- The group has accessed financial support of ACEFA and built a professional poultry, by being able to provide 15% of the capital through our loan.

### CHALLENGES AND WAY FORWARD

- Sustained delay in payments. To avoid this different mechanisms of collection have been put in place and the second loan has not faced this challenge, it's done within the group each monthly meeting and REO staff collects during field work in Tole.
- The methodology did not receive positive evaluation of the group, concerning excessive grace period and taking the interest upfront, effectively giving loans for 850,000 not 1,000,000 FCFA. To address this grace period has been eliminated and obtaining the interest upfront should be avoided in future loans.
- Unpaid loans by other groups in previous periods remain unable to be recovered, the legal expert of Reach Out has found itself unable to pursue the cases further as groups are currently unorganized and their heads and members disperse. Groups and individuals in case should be kept out of any of the projects REO carries out in their communities.

## 6. MAKING GENDER BASED VIOLENCE HISTORY

Under the framework of the project “**MAKING GENDER BASED VIOLENCE HISTORY**”, the Gender Department of Reach Out Cameroon carried out economic empowerment activities with 4 groups, with cooperation from the Wealth Creation Department. These were the Njaringi Women's Group (Mundemba), Dynamic Ladies Cooperation (Ekondo-Titi), Etoko Women (Kumba), and Lovely Sisters (Ekombe Bonji).

## ACHIEVEMENTS

- Njaringi Women's, Dynamic Ladies, Etoko Women and Lovely Sisters
- As part of their Capacity Building efforts, the Gender Department of Reach Out built the knowledge of the members in bookkeeping and business management, with inputs from the Wealth Creation Department
- Each Group received 800,000 francs CFA to carry out a group businesses

## CHALLENGES AND WAY FORWARD

Follow-up was not as smooth as expected due to limited funds, REO will continue working with the groups under the umbrella of other projects.

## 7. SELF-FUNDED ACTIONS WITH GROUPS

Women Groups remain the core target of REO's strengthening actions, acting as direct link to access those more vulnerable of the communities. Even with scarce funds, REO ensures that key relationships with women groups are established and maintained. Since the start of 2016, the Wealth Creation Department of Reach Out has worked with 5 groups in different micro projects.



Ladies Association for Christian Education (LACE) Bokoko, a Women Group with 18 active members were disbursed a grant to support their women group internal loan mechanism.

Women of Faith Buea, a Widows' Group with 80 active members. Mentored by us, the group applied for and obtained a grant to The Pollination Project, and has trained more than 80 women and girls on IGA's and widow's rights. IT has also supported 7 widows with a microcredit, and 6 girls with seed-capital.

Unity Sisters, a Young Women's' Group in Tole with 8 active members, REO addressed internal problems of the group and worked to rehabilitate meeting frequency and saving practices.

Hope is Rising Association (HIRASSO) a Group of People Living with HIV with 30 active members, 28 women and 2 men. As beneficiaries of a 2015 project, the state of the group and its members was evaluated.

The Progressive Friends, a Young Women's Group in Mudeka (Tiko) with 11 active members. They were supported to start internal microfinance and organization and attitude problems of members were addressed.

### Goal

To strengthen organizational and self-development capacities of 5 women groups of Fako Division.

### ACHIEVEMENTS

- Thanks to REO's efforts, Women of Faith Buea obtained a grant from the Pollination Project of 1000\$.
- As part of their activities, Women Of faith Buea trained girls of the KGA project on profitable innovative business activities.
- The different microcredit and savings systems put in place have affected directly more than 20 women
- Capacities of groups on Group Dynamics and entrepreneurship have been built.

### CHALLENGES AND WAY FORWARD

- It was evaluated that group members can be shy on demonstrating lack of knowledge, which can damage the impact of trainings. Gaps were addressed in one-on-one sessions. For this reason its capital to ensure comprehension during training and adapting to the context of each participant as well as quick follow-up to ensure appropriation as done in the Keep a Girl Alive project.
- Lack of funding continues being a major issue for groups and our projects with them, REO has more than 100 affiliated active groups in Fako Meme and Ndian. Great impact could be achieved if more funding was secured with simple interventions directing groups to exterior funding, guiding them in their organization, joint projects and individual businesses and granting support for internal loan mechanisms, the highest demanded product, and a highly effective one in terms of impact.

## 8. GLOBAL ENTREPRENEURSHIP WEEK

From Monday 14<sup>th</sup> to 20<sup>th</sup> November 2016 the World celebrated Global Entrepreneurship Week with more than 35000 events worldwide.

Reach Out Cameroon joined entrepreneurs and Civil Society of Buea to celebrate entrepreneurs of the city. Activities under this topic were: Co-creation event with students, a Business Networking event to connect entrepreneurs and investors and a night gala to celebrate the city's entrepreneurs.

REO was one of the sponsors and our staff mentored groups of students of different higher education institutions during the Co-creation event, they showcased good analytic skills and appropriated the concepts taught to jointly develop business plans in groups.

The winning idea was an organic cosmetics brand, to face the problem of chemical and bad quality cosmetics and bleaching that are affecting our young people. Other business ideas were: a processing factory to shell egusi (local melon seed, a much appreciated food), a platform to connect landlords and apartment seekers in the fast growing Buea and a nanny and house-work company, to tackle the changing social realities of the city, with more single parents and more women joining the workforce.

### Goal

To celebrate Entrepreneurial spirit and capacity with students, entrepreneurs and Civil Society of Buea.

### Achievements

- More than 55 students trained
- More than 20 attendees to the business networking event and gala.

### Challenges

- Turnout could have been higher as there was enough space for more students and the event was of good quality. REO can offer its collaboration to become not only a supporter but a main organizer next year and use our capacity for mobilization to make sure turnout is higher.
- There was no allocation for prizes for students and REO could appropriate also of some of the follow-up for those students who want to pursue an entrepreneurial venture.



## 9. FUNDRAISING THROUGH GLOBALGIVING

The department continues to be in charge of on-line crowd funding through the platform GlobalGiving.org, to support the Keep a Girl Alive program, Mah Di's orphanage, and small sized projects. This year lessons gathered at the end of 2015 were applied, and we have become more involved in GlobalGiving in different ways.

### Goal

Continuously raise funds to enhance the organization's impact among individuals, groups and communities.

### ACHIEVEMENTS

- Thanks to our continued efforts we were selected for the GlobalGiving Ambassadors program alongside 4 other organizations from all over the world, to promote online crowd funding among other Civil Society Organisations in Cameroon, with a budget of 1000\$ and an additional grant of 1000\$ after completion.
- 11,314\$ raised from 230 donations, while 6675 from 111 donors were raised the previous year.(10th November to 10th November).
- The organization is ranked at Super Star and has 62GlobalGiving Rewards points for its engagement and effectiveness.

### CHALLENGES AND WAY FORWARD

- Use and understanding of GlobalGiving needs to be widespread among staff of the organization to attain higher goals, for this purpose staff is being gradually trained, including the E.D.
- REO is only portraying some of its issues on GlobalGiving, economic empowerment of girls and support to orphanages, this prevents the organization from portraying its full scope and getting selected for grants in core issues such as WASH, PMTCT/HIV or promoting electoral participation among women and girls. In 2017 each Department should have a project in GlobalGiving. This is expected to build the capacities of fundraising of the whole organization and several key staff and give visibility to all aspects of Reach Out.
- Impact for orphanages has been limited to Mah Di's in Kumba, for this purpose in 2017 REO coach at least 2 orphanages on fundraising and facilitate their entry in the platform. This aims to gradually empower others to take control of their fundraising efforts with a scalable model that could support many institutions without almost any additional effort, as opposed to fundraising for them. Lessons and best practices will be extracted from Mah Di's orphanage case.

## 10. INCOME GENERATING ACTIVITIES



REO is managing several Income Generating Activities. On March 2016 REO started planting on its land in Wonya-Nangoh, 1 hectare of land was sold in 2015 to Reach Out by the Village Council of Wonya-Nangoh, an abandoned village, to spearhead the rehabilitation of the area with development. On July 2016 REO also started a snailery in the office with 1300

snails. These were added to other IGAs of REO, already in place: a Piggery, a young palm plantation in Boa Balondo and transportation services (Speed Boat) for the community in Bamusso, a hard to reach area.

With time, Wonya-Nangoh's plot is expected to function as demonstration farm and seed hub to promote integral farming and sustainable agriculture, but this 2016, after a series of brainstorming sessions and research the department developed a plan to combine corn, beans and plantain in diversified intercropping, complemented by apiculture (2 beehives). Corn was planted in March, to be joined by the development of a plantain suckers propagator in April and planting of beans and corn by August, but this plan was halted after the problems of ownership of the land arouse.



It was discovered that other farmers of the area were farming in REO's plot, and paying rents to an individual. The issue was followed-up and legal documents could be contrasted to confirm that a separate owner of the land existed. The council of Wonya – Nangoh was confronted with the issue and offered to give a different land as retribution. The piggery of REO has also presented numerous challenges. Due to a series of setbacks, at the start of 2016, the piggery was not bringing profits but rather being a liability to the office. To change this situation the department took a series of measures, such as cutting costs by exploring alternative ways of feeding (discarded bananas, palm chaff, fruit waste), exploring new marketing techniques (Killing pigs and selling the meat instead of waiting for buyers and focusing on selling piglets which are easier to market and create wealth in the communities around us) and improving management methods (stock recording and day to day cashbook). After all this, the piggery has significantly cut

costs and improved its cashbook, but is still not profitable and the arrangements to phase out have been put in place. The piggery will be closed by March 2017.

The conclusion is not favourable for IGA's, as they are jointly costing the office more than what they are bringing (for those activities that are bringing an income), this is true

both for new and old projects. To add to this, these activities have also drained the human resources of the office, which would have been better used in other projects or raising funds. Although there is an international trend towards sustainability, REO should be very careful when presenting sustainable exit strategies for their projects, IGA's of small



and middle size, executed by paid labour, produce meagre profits not fitting to the budget of the organization, or no profits at all. There is an alarming lack of business knowledge widespread among agricultural experts and consultants. Running costs are often understated, breaking even point is not defined, marketing channels are elusive, and a clear calculation of production rates and profits seems impossible. Although REO tried to calculate all this, those calculations were always off-target since the core information was provided by the "expert". This experience has built the capacities of REO staff on real business management and sustainable agriculture, but it is advisable to either move to bigger scale projects that justify the time spent on them (and carefully plan and keep crosschecking the above mentioned points) or abandon so called Income Generating Activities, as they have proven to generate no Income. This lesson should also be remembered when such activities are promoted in the communities (although for individuals these are all very good profit making ventures).

### **Goal**

To provide unrestricted funding to the organization and promote sustainable agriculture in communities.

### **ACHIEVEMENTS**

- The MIVA Fleet of Hope (transportation in the hard-to-reach-area of Bamusso) keeps helping the community and provides a small but healthy stream of profits to the office.
- 2 Beehives have been successfully colonized with healthy colonies and will start producing honey by November, another 3 hives have been added.
- Capacities of staff on sustainable agriculture are built and lessons learnt keep improving them.

- The legal problems of the land could be solved with the Village Council, and a different plot was given, with a compromise to add in the future a small plot to compensate for losses. (legal follow-up, clearing, transportation of hives).

### CHALLENGES

- Due to the conflict about the ownership of the land, Reach Out failed to occupy 1 full hectare, corn was planted in roughly half of the hectare, and the more profitable beans and plantain were never planted. This combined with wind damage and excess shade from trees made the yield of poor quality and way under expectations, the corn was used to support REO's piggery. Additionally, costs of follow-up and labour were too high due to road-to-farm distance, all of it combined made the project highly unprofitable. All such things should be considered as threats in future projects. Given all the above mentioned analysis, the plot could be rented to a beneficiary women group who can agree to respect the beehives (insecticides) and the soil (chemicals), while the office writes more ambitious projects to use the land.
- Unexpected expenditures concerning legal follow-up and investigations with the village council. High precautions and cross-checking should be taken in the future before entering any deal involving land.
- The production output of baby snails is 10 times lower than initially predicted by the consultant. More realistic data and lessons are being gathered by REO.
- Excessive in-breeding is making the sows of the piggery to farrow at half of the expected rate. The piggery will be phased-out and closed by March 2017.

## IV. FUNDRAISING, PARTNERSHIPS AND COMMUNICATION

Reach Out Cameroon (REO) expanded its fundraising initiatives and explored new avenues in the year under review. REO has partnerships with, and receives grants from, a large number of international institutions and embassies in Cameroon. These grants are usually earmarked for particular projects. REO also applies for institutional funding by submitting proposals that are in line with our Strategic Plan, and provides reports and other feedback to the donors.

Additional channels of digital publicity, marketing and direct mailing were explored, with positive outcomes. The efforts resulted in the increase of our corporate donor base by 25%. Our corporate partnerships were strengthened, new alliances formed and innovative methods of cause based marketing through the Globalgiving platform were strengthened and other avenues explored. Collaborations with long term partnerships in new projects were explored and existing commitments reaffirmed.

A UK-based board member of REO also raises funds for the organization through Trail-walking, an endurance event done through walking or running several kilometers in a

limited time and by so doing raise funds for REO's work. She battles exhaustion and rough terrain, usually getting a few blisters along the way.

Other past volunteers back in their respective countries mobilise families and friends through social events to raise funds which are channelled back to REO for targeted activities instituted during their stay in REO.

Through building long-term partnerships with our institutional donors, we are able to hold strategic dialogues with them, and help to influence the allocation of international aid in the interests of the poorest and most vulnerable people.

The communication strategy focused on increasing awareness, building engagement with our stakeholders and strengthening the resource mobilisation. We also worked towards increasing REO's visibility, presence and reach through various initiatives.

The 'BE WITH US' newsletter, our visually powerful volume, which chronicles the remarkable changes in the lives of our target beneficiaries and populations, and shows an enhancement in their capabilities and opportunities, was published and distributed once in every two months.

In looking forward, REO will continue to look for ways to increase our income. As part of the new Strategic Plan, a new internal growth strategy has been developed, outlining our vision and priorities for fundraising. In 2016 onward, we will reinforce our fundraising by expanding into new markets, and by pursuing new opportunities in institutional funding, and a coordinated best practice approach to humanitarian fundraising, committed giving and proposal writing.

REO is committed to raising funds in an ethical way. The Board and Management Team of Reach Out Cameroon are committed to respect the principles and basic norms of ethical fundraising set out in international instances.

## **V. COLLABORATION/COOPERATION**

Reach Out Cameroon works with many different actors to influence decision-makers at the national and local levels in Cameroon for pro-poor change. We hold governments accountable to their citizens and to empower those citizens to raise their voices against the injustice of poverty.

REO through her membership and affiliations in networks of the civil society and other statutory organs of the government, helped in improving gender planning and budgeting within Municipal Councils, as well as in the provision of better services for people living with HIV and AIDS.

Working with others and allying our strengths with those of our partners can achieve amazing results. When working in collaboration, REO aims to ensure the processes for planning, monitoring and evaluation are clearly defined so that we don't duplicate

efforts of other actors but create opportunities for shared learning and maximum impact. We ensure that our approach to working with others is never extractive but instead empowers and values our partners' perspectives.

To ensure the sustainability and accountability of campaigns we are involved in, we build our exit plan into the design phase and consult and communicate well in advance with partners and allies so that our exit does not jeopardize the campaign nor put them in difficulty. All our campaigns are time-bound so there is clarity for all concerned. In the past year all senior leaders in advocacy and campaigns have received training in exit-planning.

### **Grass Root Collaboration/Cooperation**

Working with the community entails the participation of everyone. To meet these goals, development organisations have to work with the administrative representatives of their communities.

In community, local traditional authority, civil administrators act as auxiliaries of the state administration and they are the ones who are in direct control of the population. In order to work for the people and with the people REO signed collaboration agreements with traditional councils/local community chiefs, community development and government structures, NGOs and associations.

With sectoral ministries, embassies and corporates, REO joined forces to promote gender equity at home and the work place through workshops, for a and public march in celebrating the International Women Day; celebrating the International Day of the Girl Child; the International Democracy Day etc.

With the North-South and South-South cooperation we received Dr. MAIER Jürgen Bertold and Mrs. KÖRBER, BIRGIT from Germany who with the purpose of establishing a working relationship and active partnership, donated some medical items to the Reach Out Health Centre based in Mbalangi in Mbonge Sub-Division.

### **National Collaboration/ Cooperation**

We established and maintained partnership with the following partners:

- ⇒ Reach Out Cameroon is Relay Organisation for the European Union Civil Society Strengthening Programme in Cameroon for the South-West Region. (PROGRAMME D'APPUI À LA SOCIETE CIVILE-PASC) was involved in appreciating and making recommendations for the upcoming EU Civil Society Program in Cameroon (PROCIVIS).
- ⇒ Regional Promoter of La Dynamique Citoyenne (DC), a national network that rallies organisations involved in budget tracking of state institutions and projects.
- ⇒ Occupying the Vice President post of the South-West Civil Society Network (SWECSO) after being the pioneer Treasurer.

- ⇒ Coordinator of Coalition of Women Headed Organisations in the South West Region (COWHOSW).
- ⇒ Member of the Regional Committee to Follow-up the Growth and Employment Strategy in the South West Region.
- ⇒ Member of the South West Regional Consultative FORUM (Farmers Platform).
- ⇒ Elaborating Communal Development Plans with the National Community-driven Development Programme (PNDP).
- ⇒ Staff strengthening support with the National Employment Fund.
- ⇒ Member of the USA Embassy Civil Society Working Group.

## **International Collaboration/ Cooperation**

Through our international cooperation and partnerships is working with the following Technical and Funding partners to achieve our set objectives:

- ⇒ Member in Consultative status with the United Nation NGO and European Union Civil Society for grants and technical support.
- ⇒ Member of the international women umbrella organisation with headquarters in London - the Associated Country Women of the World (ACWW).
- ⇒

## **Looking Forward**

The financial crisis continues to affect funding available for essential services in rich and poor countries alike. And inequality is a growing trend between countries and within countries as well. But there is always hope.

Oxfam will be working more and more on tax justice to ensure governments can raise funds for services in a sustainable and fair way. This needs to happen nationally, but also at an international level, so that companies pay the right amount in the developing countries where they work. We will be calling for money to be moved out of tax havens, so it can be taxed properly and used to fight poverty and inequality.

We will continue to put pressure on donor governments to stop cutting aid budgets. Promises to the world's poorest people for a better life must not be broken. We will champion bright ideas such as the Robin Hood Tax campaign – which can raise money for development through a simple tax on the banks.

Oxfam will be working with people so they can hold their governments to account and ensure public funds are spent where they are most needed. Health care and education are vital to break the cycle of poverty. They can change individual lives and they can help transform countries. We are working to ensure everyone can access the services that they need.

## **VI. OVERVIEW ON STRATEGIES AND CHALLENGES**

The participatory approach was very useful in getting everyone on board REO's programs this year again. Lots of lobbying and advocacy were carried out and these resulted to the results achieved:

- Technical and Financial Partners played a strategic role in our institutional and organizational development;
- Institutionalized Monday evaluation/planning meetings, increased effectiveness and efficiency in service delivery;
- International community sharing through volunteerism and consultancy by both national and international volunteers once again increased commitment and dedication for greater output and better results. It also improved organizational best practices;
- Absence of a permanent structure for the organization caused congestion in the present one as the working space is very limited;
- Absence of long term funding hindered our move towards sustainability.

## VII. ORGANISATIONAL LEARNING AND DEVELOPMENT

REO is a fast growing organization with its activities expanding and its beneficiaries increasing every year. This increase in the needs of beneficiaries and events logically demands an increase in manpower and the intellectual capacity of the present staff. Conscious of the fact that one of the objectives of organizational development is orientated to improve structural effectiveness by providing learning opportunities and helping members of the organization to gain the skills and knowledge necessary to solve technical and operational problems by involving them in the change process, REO creates capacity building avenues for its staff.

Staff attended capacity development trainings workshops, conferences, consultative seminars and exchange visits in and out of the country to improve knowledge and increase project and activity performance.

Two of Reach Out Cameroon staff are privileged to undertake studies to foster their education in the fields below:

Name of Staff	Department	Field of Study	Place of Study
Mosenge Hans Efesoa	Projects Coordinator and Monitoring and Evaluation Officer	Certificate Course on Project and Results Based Management	Pan African Institute for Development - West Africa
Ngo Bibaa Lundi Anne Omam	Head of Health Department		London - UK

## VIII. CONCLUSION

All planned activities carried out this year contributed in achieving REO's ultimate goal for Communities to adopt positive behaviours towards living healthy and happier lives.

Projects were carried out bearing in mind the new focus. We tried to be result oriented thanks to better planning. The Board of Directors met in ordinary session to evaluate and plan a way forward. We hope to improve on performance at all levels so as to keep to our tradition of growing into higher heights with better results and greater impact.

We are entering the second year of our new Strategic Plan for 2016-2020 that guides all our work. This current Plan is REO's third Strategic Plan but is crucially the first Plan that takes into consideration the first ever resource mobilisation of the organisation.

For improved Result-Based Management, Performance Indicators shall be well elaborated in the following areas:

### **Program Effectiveness**

Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programs;

Mechanisms for feedback and complaints in relation to programs and policies and for determining actions to take in response to breaches of policies;

System for program monitoring, evaluation and learning, (including measuring program effectiveness and impact), resulting changes to programs, and how they are communicated;

Measures to integrate gender, environmental issues and diversity into program design, implementation, and the monitoring, evaluation, and learning cycle;

Processes to formulate, communicate, implement, and change advocacy positions and public awareness campaigns;

Processes to take into account and coordinate with the activities of other actors.

### **Environmental and Labour**

Put in place initiatives to reduce greenhouse gas emissions and reductions, and to mitigate environmental impacts of products and services;

Mechanism for workforce feedback and complaints, and their resolution as well as updating the volunteer country and location chart, and further institute another for in country staff.

### **Staff engagement and consultation**

To Living Our Values, REO will ensure staff are fully informed and actively engaged with organizational issues and developments, with the use of some internal communication tools. There are plans to put in place a network connectivity system for all offices and to also update and elaborate more policies, information, reports and stories from our work. There are plans to re-launch the monthly e-newsletter for staff and stakeholders for which all teams give input every week, and which includes

an update from the Executive Director and other management staff of the organisation. Regular communiqués will also emanate from the Senior Management Team to staff on recent discussions and decisions taken.

Externally our website and other social media channels (facebook, twitter, etc.) are bursting with the latest news, campaigns, information about our work and ways to be actively involved in REO's mission. Plans have been instituted to ensure regular update of the website so as to showcase up-to-date reports of activities carried out.

### **Building the base for social entrepreneurship for development**

There is the need to come up with better strategies that will see the putting in place of social businesses that will guarantee funding for the organisation's activities and developing action for sustainability. There are plans to put in place a language school for the teaching of the French language to westerners seeking to learn the language while at same time catching leisure and tourism. The next five years will also witness the development of agro-pastoral businesses and other initiatives aimed at generating income to help sustain REO's actions in her target communities.

## **ATTACHMENTS**

- A.** Staff List and Expertise
- B.** Organizational Learning and Development through Staff
- C.** Financial Review

## A. Staff List, Volunteers and Consultants for 2016

S/N	NAME OF STAFF	BACKGROUND	POSITION
1	Mrs. Omam Esther Njomo	B.A. (Hons) English/ French, Diploma in institutional Development and Organizational Strengthening, Civil Society Management, Development practitioner, MBA in Humanities	Executive Director
2	Mr. Mosenge Hans Efesoa	B.Sc. Management, Diploma in institutional Development and Organizational Strengthening, Civil Society Management, Development practitioner	Operations Manager
3	Mr. Mark Awantoh A.	B.Sc. Accounting (ACCA Part II)	Finance Officer
4	Ngwa Elvis Tangie	B.Sc. Sociology and Anthropology/Political Science and Public Administration	Programs and Communications Officer
5	Miss Ngo Bibaa Lundi-Anne Omam	M.Sc. in Micro-Biology	Head of HIV & AIDS Department
6	Mr. Serna Rius Marc		Head of Wealth creation Department and Microcredit Coordinator
7	Miss Modjenpa Bibiche	M.Sc. Botany	Wealth Creation
8	Miss Joyce Ubanako Akuriya	B.Sc. Women and Gender Studies	Head of Gender and Capacity Building Department
9	Ethe Jacqueline	B.Sc. Sociology and Anthropology	Administrative Assistant
10	Miss Tijang Belinda Ngang	BSc in Accounting	Finance Assistant
11	Miss Mbey Lucy	B.Sc. Sociology and Anthropology	Health Department / Community Worker
12	Mr. Tabi George	B.Sc. in Law and Political Science/Diploma in NGO formation and Management	Community Facilitator

S/N	NAME OF STAFF	BACKGROUND	POSITION
13	Miss Azah Kelly Azeeh	B.Sc. Sociology and Anthropology	Health Department
14	Mr. Swiven Divine	Professional Driver's License	Driver
15	Mr. Solomon		
16	Mrs. Juliana		
17			
18			

**INTERNATIONAL VOLUNTEERS**

S/n	Name of Volunteer	Country	Programme
15	Mr. Theodore Borman	Germany	Glen International Volunteer - Wealth Creation
16	Mr Nils Holtkotter		
17	Mr. Florian	Germany	Wealth Creation
18	Miss Matina	Germany	Health Department
19	Miss Florin	Germany	Health Department

## B. Organizational Learning and Development of Staff through

NAME OF STAFF	TITLE OF WORKSHOP	ORGANISER	SPONSOR	DATE OF WORKSHOP	VENUE	THEME OF WORKSHOP/ RESULTS
<b>Omam Esther</b>	Evaluation of the 2015 and 2016 action plan for SW for the fight against corruption	CONAC, Yaounde	CONAC	13 <sup>th</sup> to 17 <sup>th</sup> June 2016	Buea Council Chambers	Evaluation of the 2015 and 2016 action plan for SW for the fight against corruption and putting in place an implementation plan for the rest of 2016
<b>Mosenge Hans Efesoa</b>	Training Workshop of the National Platform of Civil Society on Advocacy, Collaboration with Public Decision Makers and Monitoring Tools for the Promotion of Land Governance in Cameroon	NES Secretariat with contributions from the MBOSCUDA and CED	International Land Coalition	29 <sup>th</sup> and 30 <sup>th</sup> March 2016	Azam Hotel, Bamenda	Capacity building of 30 members of the Cameroon's NES Platform to monitor and influence land governance policies
<b>Leoga Kingne Mathilda</b>	Cameroon CBO Media/ Communications Training II	Technical Assistance (TA) Team of the Cameroon Baptist Convention Health Services (CBCHS)	ViiV CBCHS EGPAF	18 <sup>th</sup> - 22 <sup>nd</sup> July 2016	CBCHS Conference Hall Bamenda	Present key messages, identify target audiences. Make a good story for a post.
	Training of CBOs on community HIV/PMTCT sensitization and mobilization	Technical Assistance Team of the Cameroon Baptist Convention Health Services (CBCHS)	ViiV/Positive Action for Children's fund (PACF)	18 <sup>TH</sup> -20 <sup>TH</sup> October 2016	Cameroon Baptist Convention Health Services Complex, Mutengene	Understanding the Cameroon health system and possible strategies used in achieving the UNAIDS 90 90 90 goals.

<b>Azah Kelly</b>	Training of CBOs on community HIV/PMTCT sensitization and mobilization	Technical Assistance Team of the Cameroon Baptist Convention Health Services (CBCHS)	Positive Action for Children's fund (PACF)	18 <sup>TH</sup> -20 <sup>TH</sup> October 2016	Cameroon Baptist Convention Health Services Complex, Mutengene	Understanding the Cameroon health system and possible strategies used in achieving the UNAIDS 90 90 90 goals.
	Workshop on the elaboration of the national policy on child protection in Cameroon	Regional Delegation of Social Affairs, Buea	Ministry of Social Affairs	13 October 2016	Regional Delegation of Social Affairs, Buea	Propose ideas that will strengthen policies on child protection in Cameroon
<b>Nkweleko Fankam Falone</b>	Cameroon CBO Media/Communications Training II	CBCHS	ViiV CBCHS EGPAF	18 <sup>th</sup> - 22 <sup>nd</sup> July 2016	CBCHS Conference Hall Bamenda	Present key messages, identify target audiences. Make a good story for a post.
	Training of supervisors under the project<Scale up oh HIV prevention to contribute to the reduction of HIV related morbidity and mortality by 2017 in Cameroon	Presse Jeune Developpement	Global Fund	12 <sup>th</sup> -16 <sup>th</sup> September 2016	Hotel Departmental Mbalmayo	Tactics for a positive behaviour change. -Distribution of condoms -Fighting against stigmatization and discrimination
	Training workshop of District Civil Society Organizations on the implementation of community directed interventions in the South West Region	Regional Delegation of Public Health for the South West Region of Cameroon	Global Fund Strategy Against Malaria	21 <sup>st</sup> -25 <sup>th</sup> November 2016	Regional Delegation of Public Health for the South West Region.	Sharing with stakeholders the content of the new approach and how to carry out successful implementation of project activities

<b>Ayuk Solomon Ojong Mbi</b>	Training of CBOs on community HIV/PMTCT sensitization and mobilization	Technical Assistance Team of the Cameroon Baptist Convention Health Services (CBCHS)	Positive Action for Children's fund (PACF)	18 <sup>TH</sup> -20 <sup>TH</sup> October 2016	Cameroon Baptist Convention Health Services Complex, Mutengene	Understanding the Cameroon health system and possible strategies used in achieving the UNAIDS 90 90 90 goals.
	Multi-Stakeholder Sensitisation Campaign Against Climate Change	International Centre for Environmental Education & Community Development	XminusY Netherlands	28 <sup>th</sup> January 2016	Fakoship Plaza, Conference Hall	Present the Paris Agreements among CSOs, debate for common actions to prevent and adapt to climate change
<b>Marc Serna</b>	Workshop to build capacities of staff on bee-farming	Bonakanda -Bova Bee- Farmers Groups (BOBEEFAG)	Italian benefactors partners of BOBEEFAG	12th -13th February 2016	Demonstration Farm of BOBEEFAG Training Centre, Buea	Training CSO's on bee-keeping and disbursement of Bee-keeping Equipment
<b>Mbey Lucy Nsemoh and Marc Serna</b>	Training of trainers on Mushroom production	Changing Mentalities and Empowering Groups (CHAMEG)	African Women Development Fund (AWDF)	10th -11th February 2016	The Executive Director of CHAMEG's Residence, Molyko Buea	Trained CSO's on mushroom production
<b>Mbey Lucy Nsemoh and Marc Serna</b>	The Honey Bee and the Environment	Bonakanda -Bova Bee- Farmers Groups (BOBEEFAG)	Italian benefactors partners of BOBEEFAG	4th -5th November 2016	Demonstration Farm of BOBEEFAG Training Centre, Buea	Second Training CSO's on bee-keeping and disbursement of Bee-keeping Manuals

<b>Nils Holtkotter</b>	Leadership and Governance	Care Cameroon ; Initiative 5%, CNLS	Global fund	16-17th February 2016	Altitel Hotel, Bafoussam	Participants trained on leadership and Governance
<b>Modjenpa Noukeme Bibiche</b>	how to communicate research findings to policymakers	Environmental Governance Institute	Author AID	29th to 30th September 2016	EGI office	Communication science to policy makers
	Tech Camp Niamey: Voices of Peace	Conseil National de la Jeunesse du Niger (CNJN)	US Embassy, Niger	January 20 - 21, 2016	Palais des Congres in Niamey, Niger	Use of mobile technology for development and peace making
<b>Tijang Belinda Ngang</b>	Training of C2D Independent Investigators Suivi Independant C2D (independent monitoring of C2D)	Plateforme d'information et d'action sur la dette du Cameroon-STADE-C2D	French Government	26/7/2016-27/7/2016	CSP office Mvog-Ada Yaounde	Training of independent investigators- Building skills on M&E for the follow up of C2D funds
	Nation Wide-Financial Education Training for Micro-Entrepreneurs	YES CAMEROON	YES CAMEROON	13-15 July 2016	Cultural centre Essos Yaounde	Training of Trainers of Micro Entrepreneurs on Financial Education, Insurance and training techniques
	LEADERSHIP TRAINING	Martina Mlynska	Reach out Cameroon	26/9/2016	Reach Out Conference hall	Leadership and Time Management
<b>Mark</b>	Evaluation of the 2015 and	CONAC, Yaounde	CONAC	13th to 17th	Buea Council	Evaluation of the 2015 and 2016

<b>Awantoh</b>	2016 action plan for SW for the fight against corruption			June 2016	Chambers	action plan for SW for the fight against corruption and putting in place an implementation plan for 2016
	Capacity building on Local Public Finance	RIDEV & LDL of Bafoussam	PADDL-GiZ	19-20-Jul-16	Trinity Hotel, Limbe	A call on CSOs to mainstream the follow-up of Local Public Finance in their activities. Anticipate to create a working group to guide CSOs in the process
<b>Mark Awantoh</b>	Cameroon GLEN evaluation workshop	Global Education Network (GLEN)	GLEN	26 <sup>th</sup> – 27 <sup>th</sup> September 2016	Presbyterian Church Centre, Bamenda	Sharing ideas for a better collaboration with GLEN and between host organisations
	ICAB II Coordination meeting	CBCHS	PACF	17 <sup>th</sup> October 2016	CBCHS Health Complex, Mutengene	Evaluation of activities of beneficiary CBOs and presentation of future T/A interventions
	Training workshop of District Civil Society Organizations on the implementation of community directed interventions in the South West Region	Regional Delegation of Public Health for the South West Region of Cameroon	Global Fund Strategy Against Malaria	21 <sup>st</sup> - 25 <sup>th</sup> November 2016	Regional Delegation of Public Health for the South West Region.	Sharing with stakeholders the content of the new approach and how to carry out successful implementation of project activities
<b>YONG MEROLYN</b>	International Conference for Leadership, Female Entrepreneurship and Political Participation.	Network for More Women in Politics	European Union and Partners	24 <sup>th</sup> – 26 <sup>th</sup> February 2016	Conference Centre- Yaounde	Share Best Practices on Inclusive Democratic Governance
	Workshop for the Presentation of	Network for More	European Union	23 <sup>rd</sup> March	NMWP – Office	Appropriation of the Democratie Au

	the Democratie au Feminin Project	Women in Politics		2016		Feminin Project by its Focal points in 07 Regions.
	MID-WAY REVIEW OF THE GROWTH AND EMPLOYMENT STRATEGY PAPER	MINEPAT	MINEPAT	27 <sup>th</sup> APRIL 2016	CEFAM- BUEA	EVALUATE THE IMPLEMENTATION OF THE GROWTH AND EMPLOYMENT STRATEGY PAPER IN THE SOUTH WEST REGION
<b>YONG MEROLYN</b>	DECENTRALISATION AND SOCIAL ACCOUNTABILITY	NKONG HILLTOP FOR DEVELOPMENT AND IVFCAM	UNITED NATIONS DEMOCRACY FUND		BUEA- COUNCIL HALL	DISCUSS ISSUES OF SOCIAL ACCOUNTABILITY AND STRENGTHEN GRASSROOTS CITIZENS PARTICIPATION IN THE IMPLEMENTATION OF DECENTRALISATION
	NATIONAL WORKSHOP FOR THE PRESENTATION OF THE CAMEROONIAN WOMEN PLATFORM FOR PEACEFUL ELECTIONS AND THE WOMEN SITUATION ROOM	WOMEN INTERNATION LEAGUE FOR PEACE AND FREEDOM	WOMEN INTERNATIONAL LEAGUE FOR PEACE AND FREEDOM-SWEDEN	21 <sup>st</sup> September 2016	TOU'NGOU HOTEL YAOUNDE	PRESENTATION OF CAMEROONIAN WOMEN PLATFORM FOR PEACEFUL ELECTIONS
	SUPPORT PROJECT FOR THE PARTICIPATION OF CSOs IN THE ELECTORAL PROCESSES OF CAMEROON	DYNAMIQUE CITOYENNE	CANADIAN HIGH COMMISSION TO CAMEROON	1 <sup>st</sup> November 2016	TRINITY HOTEL – LIMBE	PROMOTE CSO PARTICIPATION IN ELECTORAL PROCESSES
	EXCHANGE VISIT WITH CARE CAMEROON GRANTEES ON RESOURCE MOBILISATION	CARE CAMEROON AND REACH OUT CAMEROON	CARE	JUNE , 2016	REACH OUT CAMEROON	TRAIN CARE GRANTEES ON TECHNIQUES OF RESOURCE MOBILISATION
	STAFF LEADERSHIP TRAINING	REACH OUT CAMEROON	REACH OUT CAMEROON	OCTOBER, 2016	REACH OUT CAMEROON	BUILD STAFF LEADERSHIP CAPACITIES.
<b>Joyce Ubanako</b>	International Conference for women's leadership and political participation	Network for more women in politics	European Union	24 <sup>th</sup> - 26 <sup>th</sup> February 2016	Conference Centre Yaoundé	Share best practices on the inclusive Democratic governance.
<b>Ngwa Elvis</b>	Taxation and Extractive	African Regional	African	5 <sup>th</sup> July 2016	Tou Ngou Hotel	Present the level of effectiveness

<b>Tangie</b>	Industries in Cameroon	Centre for Community and Indigenous Development	Regional Centre for Community and Indigenous Development		Yaounde	of the exemption policy in the extractive industries sector under the prism of tax justice in Cameroon and its impact on growth, employment and sustainable development.
	Cameroon CBO Media/Communications Training II	Technical Assistance (TA) Team of the Cameroon Baptist Convention Health Services (CBCHS)	ViiV CBCHS EGPAF	18 <sup>th</sup> - 22 <sup>nd</sup> July 2016	CBCHS Conference Hall Bamenda	How is effectively communicate organizational activities.
	Support the fight against human trafficking in the countries of the Gulf of Guinea	Research Centre for Peace, Human Rights and Development (REPERID), Bamenda	The French Cooperation	7 <sup>th</sup> – 8 <sup>th</sup> September 2016	Ayaba Hotel, Bamenda	Cameroon-Nigeria joint cross Border sensitization and strengthening to mitigate Human Trafficking and End trade in newborn babies
	Exchange Visit With Care Cameroon Grantees for experience sharing on Resource Mobilisation	Care Cameroon And Reach Out Cameroon	Care Cameroon	14 – 17 June , 2016	Reach Out Cameroon	Trainees gain skills on resource mobilization and the use of the social media
	Leadership	Reach Out Cameroon	Reach Out Cameroon/ GLEN Volunteer (Martina)	29 <sup>th</sup> September 2016	Conference hall of Reach Out Cameroon	Build the group dynamics of staff and improve on their time management in terms of setting goals and priorities.

### **C. Financial Review**

Below is statistical data of REO's balance sheet of generated income and matching expenditures for the year under review: