



ANNUAL REPORT 2017

Executive summary

Action10 was run by 51 volunteer staff during 2017 and the operations were carried out through five workgroups; Evaluation planning (EP), Institutional capacity (IC), Knowledge sharing (KS), Sustainable economy (SE), and Quality values (QV). During 2017 Action10 arranged 16 events in Stockholm. The turn-over was significant, as it always is in Action10 and which can be expected from a volunteer organisation. The number of volunteers mentioned above, were members who may or may not have been members during the full 2017.

Our collaboration operations were managed by ten development institutions in Africa and South America: S.E.VIE in Togo, Livelihood Improvement Programme (LIP) and Amani woman group in Kenya, IDEFOCS and GOLD in Liberia, BanaPads and PAMOUJ in Uganda, SpellAfrica in Nigeria, LINK-UP in Cameroon, and Kiwanis Foundation in Colombia.

The implementation of programmes were successful and also challenging, and lessons were learned were fed into the organisation by adjusting our tools and strategies. During 2017 Action10 managed nine programmes in seven countries. The size of the programs varied significantly which mirrors mainly the institutional capacity of the partner.

Action10 volunteer staff visited S.E.VIE in Togo, Amani women group in Kenya, LIP in Kenya twice, and SpellAfrica in Nigeria.

Action10 was constrained by funds and could not implement or scale up as we could have had otherwise. The turn-over during 2017 was SEK 80, 961 and the Action10 administration costs represented 2,4 % of the turn-over.

Acknowledgement

Our sincere appreciation goes to our Volunteer staff, our Programme partners, our Target partners, our Strategic partners and our donors. Action10 work is a true teamwork, depending on everyone's skills, dedication and honest ambitions.

Our Volunteer staff during 2017 were:

- Board: Cecilia ÖMAN, Van SMUKOFF, Anders KINDING, Olha KARAVAYEVA, Michael AKAMPA, Caroline BRUNDIN, Miguel DOUGHTY, Dibya PHUYAI, Christian MILZ, and Deidre FLANAGAN.
- Evaluation planning (EP): Caroline BRUNDIN, Mayra ERIKSSON, Beatrice PERSSON, Vandana SEHGAL, Marcus SJÖLIN, Joana SÁNCHEZ, and Linnéa ROMAN.
- Institutional capacity (IC): Michael AKAMPA, Khan DAWOODZAI, Hadija INNOUSA, Celine LESCALIE, Rebeka SANDI, Mawuena ASEM, Juan Carlos HARO, Salome INDUNDA, Hadija INOUSA, Melissa DIXON, and Milly DARLSON.
- Knowledge sharing (KS): Miguel DOUGHTY, Ramlah NUSRAT, Karen AIMARD, Ivana LEBAN, and Shinwei YEN.
- Sustainable economy (SE): Christian MILZ, Menna KHALED, Milja NORBERG, Hertha Oliviera ÖMAN; Elisabeth GOFFI, David MORROW, Meryam BELLAAFAR, Astewale PM, Sandra FOMEKONG, Laura PÉREZ, Enkeleda IBRAHIMI, Ipek OGUN, Ekin AKMANOGLU, and Katja GORYUNOVA.
- Quality values (QV): Dibya PHUYAI, Deirdre FLANAGAN, Purity AWINO, Viktor WIDBLOM Franco OFILI, and Victor REYES.
- Focalpoint USA: operates in USA, San Diego: Mikaela SVANBERG ÅKESSON, Patricia HONG, Niranjanadevi GANESAN, Natasha GLADSTONE.

We would also like to sincerely thank Dr. Gabor BRUSZT, who generously has been performed the auditing of the Action10 2017 financial report, on a volunteer basis.

We thank our bank; Swedbank, our bookkeeping software company, Fortnox, our virtually office software provider, OnlyOffice, that have given discount on their regular annual fees. We are also grateful to Studieförbundet for offering monthly meeting venues for free and to Human Rights and Science (HR&S), for providing Board meeting venues for free.

We want to especially acknowledge our close friends for extraordinarily fundraising efforts and donations during 2017; Rumila EDWARD, Marianne ÖMAN, Frederick GLUCK. We also want to mention our other monthly givers and crowdfunding supporters, who have generously contributed. We are also very, very thankful for the financial support provided by private and by corporate givers. We especially note the continuous support from a number of monthly givers, which creates a platform of sustainability, and a cornerstone in the implementation of financially sustainable programmes. Our sincere thanks also go to all those who have generously contributed with clothes, shoes, office material, telephones, cameras etc to share with our programme partners.

Action10 appreciates our team of Experts and Country advisers willing to share knowledge with us, our Programme and our Target partners.

Message from the President

Action10 is proud to reach the most vulnerable, and to have a strategy which enforces that. We are very proud to be collaborating with all our Target partners and all our Programme partners. More proud that words can express. Our Programme partner leaders are excellent leaders and loving, caring persons. Often operating in corrupt and chaotic environments. Many lean on Action10 for support; moral support, ethics and motivation. Action10 can be perceived as an institution that represents something that makes sense. In Sweden today, we have the luxury of having the opportunity to choose lifestyle; no real stress, no real threats. A well established social security system. We can choose to be non-judgemental and to support others, also when we do not understand fully the circumstances or the doings.

Imagine you live in a very vulnerable settlement, with family and children who do not have food or water and who you cannot afford to send to school. Imagine someone walks up to you and asks, "what is your dream, what do you want to do and how can we help you to make that dream come true?". And then this someone stays resilient by your side, no matter what happens. Because this someone knows, that deep down inside you, there is a good heart and good intentions. And because this someone also realises, that is is actually only you who is able to know and to implement activities that can change things for the better. Not the Red Cross, not the UN soldiers, but you. Why, because you live there and you know everything about this settlement. All visitors are outsiders.

But it is difficult for foreign institutions to to work with you because of cultural differences, aid attitudes and preconceptions. But if this someone carries the Action10 values; needs driven, trust, truth, harmony, equal partnership, resilience in parallel with small financial support that increases slowly as a result of mutual progress., then and only then.... If this someone is solid and contributes with the long-term plan and you instructs on what exactly needs to be done on ground and how.

And if we stay together, in mutual respect without judging, until we have reached...

This is the only way. This is the Action10 way.

And we never give up... we grow. Slowly but firmly.
With love.

On behalf of our partners, let us together thank ALL supporters for contributing to Action10.

16 March 2018

A handwritten signature in black ink, appearing to read 'Cecilia Öman', enclosed within a thin black rectangular border.

Assoc. Prof. Cecilia ÖMAN
Founder and President of Action10

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Management report

Board members

The Board members elected by the General Assembly for 2017 were:

President	Cecilia ÖMAN
Vice President	Van SMUKOFF
Head of Finance	Anders KINDING
Secretary	Olha KARAVAYEVA
Head of Institutional capacity	Michael AKAMPA
Head of Evaluation planning	Caroline BRUNDIN
Head of Knowledge sharing	Miguel DOUGHTY
Head of Quality values	Dibya PHUYAI
Head of Sustainable economy	Christian MILZ
Substitute	Deidre FLANAGAN
Substitute	Purity AWINO

Other assignments

Auditor:	Gabor BRUSZT
Nomination committee:	Dibya PHUYAI (Chairperson)

Workgroup and Focal point volunteer staff

Team	leaders:
Evaluation planning (EP): Beatrice PERSSON, Mayra ERIKSSON	
Institutional capacity (IC): Khan DAWOODZAI and Rebecca JOHANSSON	
Knowledge sharing (KS): Karen AIMARD	
Sustainable economy (SE): Milja NORBERG	
Quality values (QV): Deidre FLANAGAN, Purity AWINO, Viktor WIDBLOM	
Focalpoint USA: Mikaela SVANBERG ÅKESSON	

All Team members

- Evaluation planning (EP): Caroline BRUNDIN, Mayra ERIKSSON, Beatrice PERSSON, Vandana SEHGAL, Marcus SJÖLIN, Joana SÁNCHEZ, and Linnéa ROMAN.
- Institutional capacity (IC): Michael AKAMPA, Khan DAWOODZAI, Hadija INNOUSA, Celine LESCALIE, Rebeka SANDI, Mawuena ASEM, Juan Carlos HARO, Salome INDUNDA, Hadija INOUSSA, Melissa DIXON, and Milly DARLSON.
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The number of volunteer staff during 2017 was 51. But not all these volunteers have worked the whole of the year, it was estimated that around 30 were simultaneously active. The number of volunteer staff increased every year in the early years of Action10 and flattened out in 2014. In 2016 the number of volunteers was 46, as compared to 49 in 2015, 47 in 2014. In 2013 the number was 32.

The turn-over of volunteer staff was significant during 2017, as during the previous years, which can also be expected for a volunteer driven organisation. The turn-over adds challenges to the institutional memory. It also puts demands on having very a clear work-flow and overview of the sharing of work tasks. For this reason Action10 has developed an ambitious document describing the governance, management and operation of the organisation. The high turn-over also puts demands on the sharing about the institutional core-values. This is targeted through the TenActions principles and monthly volunteer staff meetings where different aspects of the Action10 core values and work procedures are presented and discussed. In addition, Action10 work efficiently towards minimizing the turn-over through the QV worksgroup. Simultaneously, the organisation benefits from the immense input from all the new volunteer staff.

A core group of volunteer staff of about ten, tend to remain with the organisation more than five years. This core-group shares their knowledge with the newcomers.

Programme partners

Our programme partners (PP) in the target countries are local social enterprises or NGOs that are in charge of the tasks and operations on ground. The collaboration has been firmly established and has reached a quality level of trust, harmony, equity and resilience.

Cameroon

LINK-UP

Roland MUSI

Colombia

Kiwanis Foundation

Rodrigo ZULUAGA, Vice President

Kenya

Amani Women Group

Mama SHIRU, CEO and Founder

Livelihood Improvement Programme (LIP)

Nancy GITHAIGA, CEO and Founder

Liberia

Initiative for the Development of Former Child Soldiers (IDEFOCS)

Morris MATADI, CEO and Founder

GOLD

Brocks POKAI

Nigeria

SpellAfrica

Elvis AUSTINS, CEO and Founder

Erezi EDOREH, COO

Mercy YINKARI, Secretary

Togo

Association Solidarité Enfance et Vie (S.E.VIE)

Francois KLUTSÉ, CEO and Founder

Délali ADEDJE, CEO Assistant

Uganda

BanaPads

Richard BAALE, Chief Investigating Officer

Jeremiah KIMBUGWE, Managing Director

Jacqueline KIRUNDA, Advocacy and Policy Manager, Evaluation planning Officer

Bukenya SHANAH, Evaluation planning Officer

Janeritah NABUKENYA, Evaluation planning Officer.

PAMOJ

Bernard OMONY, CEO

Thus, Action10 was working with ten Country partner institutions in seven countries during 2017.

Output and outcome during 2017

Board

Board meetings

Six Board meetings were held according to plan.

- No 42 - 47.
- The Board met in; February, April, June, August, October, and December.
- The minutes were posted on our Portal, for easy access for all Volunteer staff.
- The Board meetings were hosted by HR&S at Luntmakargatan 25.

Output from the Board

General output

- Overall knowledge sharing, policies and strategies.
- Ensured continuous communication with all PPs.
- Visits to PPs.
- Overview, support and coordination to workgroups and Focal point.
- Appointed Heads and team leaders when vacancies.
- Ensured Portal is up and running and that all volunteer staff had access.
- Ensure all volunteer staff has access to Action10 e-mail.
- Ensured Website is up and running.
- Managed the bookkeeping.
- Agreed on distribution of funds to reflect the requests by PPs.
- Transferred funds to PP.
- Workshops on TAct, CCP and ROPE.
- Revision of TAct, CCP and ROPE as lessons are learnt:
 - Bookkeeping guidelines.
 - ROPE guidelines.
 - Business idea guidelines.
- Addressed the year targets that have been set by the General Assembly (GA).

Specific output

During 2017 the Board agreed:

Country partners

- That a new potential Country partner in Colombia, Kiwanis Foundation, shall be considered.
- That the Head of IT will manage the hosting of programme partner website, when such support has been requested for by the PPs. Action10 has opened accounts at one.com.

Strategic partners

- That the vice President shall complete the Forum Syd application and submit during the next call, which is October. It was decided that the President and Vice President shall meet with Forum Syd and discuss the conditions.

Quality values and cross-cultural understanding

- That Action10 shall focus on ethics and structure as well as cross-cultural understanding to avoid the interpretation of the organization as being part of an aid industry.
- That Action10 shall offer an introduction seminar for new volunteer staff. It was further agreed that Volunteer staff shall not be eligible to represent the organisation, prior to such and introduction and prior to that the new volunteer staff reflects over is she does agree with the TenActions value platform.

Knowledge sharing and visibility

- To ensure that monthly givers are invited to the relevant Action10 events. If they can't come they shall be encouraged to read about the output from the event on social media.
- To invite to and report from our monthly events and Board meetings on social media.

Institutional capacity

- That KS shall post "upcoming events" on the Action10 website. Heads of work groups were urged to inform the Head of KS of upcoming events.
- To start using the "Project" function within OnlyOffice.
- To make it possible for donors to select a specific Action10 programme for their support.
- That the President shall develop a very clear workgroup workflow presentation.
- That all tasks shall have a "Person in Charge" (PiC) assigned.
- That the President shall updated the Country partnership agreement template and post it on the Portal.
- That Head of IT shall continuously communicate with the Head of workskgroups and collect information to keep the compilation of active volunteers updated.

Sustainable economy

- To support Miguel's proposal to campaign for funding in relation to the International women's day.

Focal Point

- During 2017 the Focal Point in the United States was concluded as well as the UK Focal Point. The Focal Point initiative was put on hold until further notice.

Tools

The three Action10 tools (TAct, CROSS and ROPE) were sharpened and improved significantly during the year and the output can be found in the related documents.

Action10 Visits to Target country partners

- Hadija INOUSSA visited S.E.VIE in Togo.
- Caroline BRUNDIN visited Amani women group and LIP in Kenya.
- Beatrice PERSSON visited SpellAfrica in Nigeria.
- Cecilia ÖMAN met with LIP in Kenya.

Action10 Events in Sweden

Action10 arranged sixteen (16) events in Sweden during 2017.

- One (1) General Assembly in March.
- Six (6) Board meetings, one every second month; in February, April, June, August, October and December.
- Eight (8) presentations, seminars, trainings and workshops:
 - Leadership training by Anders Kinding
 - Workshops on Fundraising from private givers by Anders Kinding
 - Workshop to assess our Institutional capacity and work-flow By Cecilia Öman.
 - Workshop on cross-cultural collaboration by Cecilia Öman.
 - Two workshop on ROPE by the EP workgroup.
 - Presentation about on-going programmes by the EP workgroup.
 - Presentation by Hadija INOUSSA about her visited to S.E.VIE in Togo.
- Two (2) visibility, networking and fundraising events:
 - Swedish national day celebration in Råambshovsparken 6 June.
 - Movie night was arranged by SE.

Workgroup and Focal-point output

Evaluation planning (EP)

During 2017 the evaluation planning workgroup had monthly meetings every month except for July. The Programme journals were kept updated through communication with Country partners. The concept “Theory of Change” was reflected on.

The group initiated a cross cultural partnership/communication workshop to enhance the skills in communicating with our partners. Two workshops on the method Real Time Outcome Planning and Evaluation (ROPE) took place in March and September. The group also held a presentation in December for Action10 members on all on-going programs where Action10 is a partner. The group recruited two new members, Linnea Roman, mainly working with our partner Banapads in Uganda, and Joana Sanches who is native Mexican and speak Spanish. Joana has not yet started to work independently with a program but has supported the group with different assignments related to workshops and the work with program journals.

Workgroup member Beatrice PERSSON travelled to Nigeria, Lagos, during 2017 and met with our partner SpellAfrica and our target partners. Beatrice did storytelling and made interviews. Head of the group, Caroline BRUNDIN, travelled to Kenya in 2017 and met with our partner Livelihood Improvement Programme as well as with Amani Women Group and did evaluation and planning and story-telling. Experiences from this year and from previous years says that travelling and meeting face to face is very important to establish qualitative relationships with our partners.

The group remains strong and is in a continuous learning process, where shared lessons learnt contributes to the development of new ideas and tools to make evaluation and planning of programmes as well as communication with partners stronger. The workshops on the ROPE-method and cross cultural partnership are very valuable for the work of the group. In 2018 the group will recruit more members, try enhance communication with partners, develop cross program analysis, work more closely with other groups in Action10, involve Action advisers and have two workshops for members of Action10.

Institutional capacity (IC)

Hadija INOUSSA visited S.E.VIE in Togo. Hadija informed the Action10 staff about her findings, upon her return.

At the very end of 2017 the new team members of QV, Melissa DIXON was recruited as Head of IC. Melissa took on the assignment of reviving the IC group back to its full capacity for 2018. During 2017 the Institutional Capacity workgroup went through a turn-over of members. At one stage all its members had to retire or moved to other less time-consuming positions within the organisation, due to lack of time available to invest in the volunteer work.

Knowledge sharing (KS)

A special funding campaign was launched during the international women’s day. Special efforts were made to increase the number of likes at our Facebook page to 500. Reflections were made about how to translate or experiences into material that we can share. Head of KS developed

instructions for travellers on how to collect information, photos and videos that can be used for sharing our experiences.

Miguel announced during the year that he is too busy with remain Head of KS, but that he was willing to remain as Website and Facebook manager.

Sustainable economy (SE)

The OnlyOffice platform have been kept well functioning during the year. Special efforts were made to increase the monthly donors by arranging a friendly competition among Action10 volunteer staff. The number of monthly donors did not increase, but at least it was maintained. Super Star status was obtained at Global Giving, giving Action10 the highest level of visibility on the platform. It was made possible to donate through PayPal, knowing it is important to make the donation process the easiest possible. A movie night was arrange for visibility and fundraising purposes.

Christian MILZ left his position as Head of SE and took the role as Head of IT instead. Rebecca JOHANSSON took over as Head of SE.

Quality values (QV)

The Quality values workgroup was weak at the beginning of the year and the new members revived it significantly. QV re-established the partnership with Studieförbundet. Recruitment and kick-off meetings became vibrant and new guidelines were developed. The new guidelines aimed at provide new volunteer staff with a first great experience of the organisation. The workgroup reflected over the need for very good documentation, in the situations where new volunteers enters Workgroups with few or no members.

Dibya PHUYAI stepped down as head of QV due to time constraints, and was replaced by Victor REYES. Victor was actively supported by Franco OFILI.

Focal point U.S.A.

Head of Focal point US - Mikaela steps down as Head but remains a workgroup member.

Focal point

During 2017 the Focal Point in the United States was concluded. Valuable lessons have been learned from this experience, on the one hand recognizing the importance of having functional Focal Points that serve as links between the organization in Sweden and the PP's and TP's in the target countries, and on the other acknowledging that Focal Points must be properly trained in the Ten Actions to ensure that they effectively portray and embed the core values that are the heart of our organization.

Lessons learnt

The importance of Needs driven programme was proven during 2013. Not until the corn mill became owned by the village of Agbodjékpocé, did the operation function. This cannot be enough emphasized. The strong lesson is that neither can Action10 in Sweden, nor the Programme partners in the target countries know the dreams and the ambitions of the Target partners. At the same time, no activity will be successfully implemented strong unless it is driven by someone's own ambitions. Only when the new village chief took the initiative as his own, did the Agbodjékpocé mill become operational. At the same time other mills were well conducted in neighbouring villages, mills which had been bought by the person managing it.

The radio programme in Nigeria was concluded in 2014 as a result of weak institutional capacity at the side of the Strategic partner. The Nigerian Universities closed down and the volunteer staff from that side became unavailable.

Investment capital given to family members during 2015 was not always paid back. The situation caused a confusion between business and family. Thus, it has been agreed to exclude family at any level of the business. 100 % of the investments capital are paid back, in time and with the agreed interest, if given to non-family members.

Quote Cecilia 'In 2016 when we visited the same village and its school, a 13-year-old pupil told me that she did not respect her parents and thus she did not do what they told her to do. It became clear that the parents did not want the girl to attend school. The young woman told me she will finish school and manage the exams, and then she will become a police officer. I am sure she will'. The problem with this story is that it was Action10 SEVIE, that imposed the problem on the family. The child wanted to attend school and Action10 SEVIE made it possible, but the parents did not approve and which we did not know. The lesson was learned and no programme will involve children without the involvement of the parents, thus without being needs driven by ALL Target partners.

The importance of Needs driven programmes was proven already in 2013. Not until the corn mill became owned by the village of Agbodjékpocé, did the operation function. This cannot be enough emphasized. The strong lesson is that neither can Action10 in Sweden, nor the Programme partners in the target countries can imagine the ambitions of our partners. At the same time, no activity will be successfully implemented unless it is driven by someone who is operating according to her own ambitions. Not until the new village chief took the initiative as his own, did the Agbodjékpocé mill become operational. At the same time other mills were well conducted in neighbouring villages, mills which had been bought by the person managing it.

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Action10 has had difficulties with managing its own institutional capacity due to the large turnover of volunteer staff. This challenge was addressed during 2017 by institutional strategy revisions.

During 2017 it was reflected on that grant seeking may be too time consuming for Action10, unless we have a direct link to the grant giver.

During 2017 another lesson learned was that our financial model towards our partners needs improvement. After a first investment capital, it seems that the expectations on continued financial support is high.

Programme overview

Table 1. Programme overview in Target countries.

No	Name	Country	Partner	Start year	Status
1	Basic education and children abuse prevention	Togo	S.E.VIE	2009	On-going
2	Community mill and school lunches	Togo	IARAD	2011	Concluded in 2014
3	Community services through small scale businesses	Togo	S.E.VIE	2011	On-going
4	Table banking	Kenya	LIP	2011	On-going
5	Language education over radio	Nigeria	Spell-Africa	2012	On-hold since 2014
6	Ghetto interventions addressing former child soldiers	Liberia	IDEFOCS	2013	On-going
7	Access to Sanitary Pads in rural villages	Uganda	BanaPads	2013	On-hold since 2017
8	Child-care Centre	Colombia	Kiwanis Foundation KKK Kiwanis	2013	On-going
9	Health care clinic	Togo	S.E.VIE	2013	On-hold since 2016
10	Support to local entrepreneurs	Nigeria	Spell-Africa	2013	On-going
11	Village libraries	Cameroon	LINK-UP	2013	On-going
12	Sanitation and hygiene	Togo	S.E.VIE	2012	On-going
13	Letter exchange	Cameroon	LINK-UP	2013	Concluded 2016
14	Rural banking	Togo	S.E.VIE	2013	Concluded 2016
15	Language education application for cell phones	Nigeria	Spell-Africa	2014	On-hold since 2015
16	Ebola prevention campaign	Liberia	IDEFOCS	2014	Concluded 2015
17	Construction of houses	Colombia	Kiwanis	2014	On-going

18	Training in a profession	Colombia	Kiwanis	2014	On-going
19	Botanical Reintegration Village	Liberia	IDEFOCS	2014	On-going
20	Back2School	Nigeria	Spell-Africa	2015	On-going
21	Raising awareness about early pregnancies	Togo	S.E.VIE	2016	Start-up
22	Plastic recycling	Colombia	Kiwanis	2016	On-going
23	Empowerment of speech in vulnerable settlements	Liberia	GOLD	2016	Start-up
24	Small scale businesses in urban vulnerable settlement	Uganda	PAMOJ	2017	Start-up

Detailed Program Presentation

No 1. Basic education and children abuse prevention - Togo

On-going.

Programme management partner

The programme was initiated with the Programme partner IARAD (2009 - 2012) and was then taken over by S.E.VIE (2013 and on-going).

Context

Primary level education is free in Togo since 2011, in the sense that no school fee is requested for, but for many families it is the added cost of materials, of lunches, support to the teacher's salaries and the loss of an income when the children are not working on the farm, that results in that they miss out on their right to go to school.

Action10 and S.E.VIE also acknowledge that for a child to successfully complete their basic education they need more support than just basic school materials. So alongside the basic material the collaboration programme aims to provide school uniforms, schoolbags, nutritious school lunches, sleeping mats, shoes, a sweater, toothbrush and paste, soap, homework support by the teachers, light to support homework and health care.

Programme idea

The overall aim with the programme is to contribute to the improvement of the quality of lives for orphans and vulnerable children in Togo. The specific objective is to strengthen local initiatives that address the provision of education for children. The method on ground is to support and join the local communities and to strengthen their capacity. The work is done in collaboration with the communities and strategic partners. The programme addresses children who do not attend school in rural villages and small cities. The programme includes homeless children and orphans, their families or caregivers, their teachers and the headmasters of the schools, to help them have access basic education and good living conditions. S.E.VIE has guided the programme to look at the root cause of the low level of education in rural Togo. This has led to the understanding that the programme should address the raising of awareness of children's rights. The awareness raising shall address the children themselves, their families and caregivers, teachers, head masters and village authorities.

S.E.VIE has guided the programme to look at the root cause of the low level of education in rural Togo. This has led to the understanding that the programme should address the raising of awareness of children's rights. The awareness raising shall address the children themselves, their families and caregivers, teachers, head masters and village authorities. Thus S.E.VIE has arranged socio-educational drama in the villages. The programme has focused on giving educational support and it has built awareness on any aspect of children's rights including hygiene, the importance of education and social protection.

The programme was initiated in 2009 and is on-going. The programme operates in the Maritime region in Togo (south). The programme was initiated with the Programme partner IARAD (2009 - 2012) and was then taken over by S.E.VIE (since 2013). The number of children included in the programme has increased every year between 2009 until 2015; from ten in 2009 to 174 in 2015.

The programme has since the start ensured that children have had the opportunity to attend school and has provided encouragement, awareness raising about children's rights, necessary school materials, homework support and health check-ups. During 2014-2015, S.E.VIE introduced special attention to the specific situation of school girls, by addressing sexual harassment and early pregnancy. Initiatives have been taken and a new programme called "Preventing early pregnancies and early marriages among girls and women in Togo" began to take form in 2015.

Outcome challenges

- They children need encouragement to be motivated.
- The vulnerable children do not have access school lunches and the children go hungry in school
- The level of involvement from the communities are in some instances low.

Progress markers

Our progress markers include:

- The number of children that manages the end of year exam. This number can be compared with the number who manages the exam in average in Togo and in the specific school.
- The attendance of the children in school and in the homework sessions.
- Number of children completing primary school.
- The testimonies by the children within the programme.
- The testimonies from other stakeholders.

Output

The programme aims to ensure that the children have the opportunity to attend school and provides encouragement, awareness raising, the necessary school materials, homework support, and health check-ups. The initiative addresses school uniforms, schoolbags, nutritious school lunches, sleeping mats, shoes, a sweater, toothbrush and paste, soap, homework support by the teachers, light to support homework and health care. We arrange awareness rising about children's rights. A prize ceremony where students with remarkable results were acknowledged. Awareness raising on children's rights in several villages.

The aim was to support 300 children. The programme started with ten children in 2009. The number increased every year until 2014 when the programme included 174, in 2015 also 174.

The programme operates in the Maritime region in Togo (south).

2014

The focus during 2014 was on the communities of Agbélouvé, Gapé and Tsévié.

The general output for 2014 was that the education programme itself was kept at the same level as last year and that the community capacities were strengthened. Thus during 2014 the expected results were achieved. Still, the programme was weak in that we do not offer school lunches and the children go hungry in school. Also the involvement from the communities in general is sometimes weak and we aim for remobilisation of the community groups. The specific outputs for 2014 were;

- i. 174 school-kits were distributed to the vulnerable children in our programme.
- ii. 25 children were introduced to classes targeting social issues as well as classes providing computer skills. These were in the age of 7-17.
- iii. 500 children were made aware about children's rights. We also arranged focused sessions within our "Early pregnancy, HIV / AIDS and gender-based violence in schools" programme.
- iv. One library was installed in one of our schools. This was arranged together with one of our strategic partners.
- v. One simple building was constructed to be operating as kindergarten. Also 32 chairs were made. And 32 children at the age of 3-5 years were welcomed to the kindergarten. This was also arranged together with one of our strategic partners.

During 2014, S.E.VIE introduced a special attention to the specific situation of school girls, by addressing sexual harassment and early pregnancy. The programme was named "Early pregnancy, HIV / AIDS and gender-based violence in schools" and will be strengthened during the coming years.

Outcome

The education programme itself has been kept at a good level over the years and community capacities has been strengthened.

The children expresses that they feel motivated to make an effort in school. One can also see a positive shift in the way the children and the adults around them see their place in the society.

Physical punishment has decreased and education is seen as a priority instead of an aspiration.

Very importantly, the children share that they feel happier.

2009

During 2009, 10 children in the programme attended school and managed their exams well.

2014

All the 174 children attended school every day and managed their exams very well. The children expressed that the felt motivated to make an effort in school. The results have been remarkable. Of our sponsored children, 85 % passed their annual exams, as compared to a success rate of

50% amongst non-sponsored children. We have also seen a positive shift in the way the children and the adults around them see their place in the society. Physical punishment has decreased and education is seen as a priority instead of an aspiration. Very importantly, the children share that they feel happier.

2015

During 2015, 174 children in the programme attended school and managed their exams well.

2016

During the period 2009 – 2016, 298 children have been supported with school material and other support needed. During the period 2009 – 2016, 152 children (79 girls and 72 boys) in the programme have completed Primary School.

2017

Action10 volunteer staff Ms. Hadija INOUSSA visited S.E.VIE in Togo, and discussed bookkeeping and auditing.



The S.E.VIE Action10 supported children in Agbodjépoé 2014, with some of their new school material and school uniforms (photo Action10, Caroline BRUNDIN, 2014).



Some of the S.E.VIE Action10 supported children in Agbodjékpôé
(photo Action10, Caroline BRUNDIN, 2014).

Lessons

learned

Even though the children benefitted from our programme, we did not capture the parents, only very few parents decided to be involved with the SEVIE Action10 programme. It is a lesson like the mill actually. It was us who imposed a programme on the parents and we don't have the link to them actually. Maybe we did not from the start identify that the parents are TPs, but were thinking more about the children, the teachers and headmasters. Thus, we have learned also about the challenge of having a programme needs driven by ALL Target partners.

Also we could not solve the issue with school lunches, as we did not want to add a donation dependent component and the mill idea did not work out. Moreover, we did not manage to have all the 300 children, but less than 200, as the financial donation were not enough. And anyway we do not want donor driven programmes. It was also unfair in the school because only some belonged to the SEVIE Action10 programme, which made it unfair to the other children.

The challenge came out in a way where we created a conflict in the families, where the children wanted to go to school but the parents did not want them too. Thus Action10 introduced conflict.

This programme was our first pilot and started in 2009. It gave an indication of that that the Action10 approach is meaningful.

We did not have money to pay everything compiled as a need by our Country partners, so the children did not get all items listed, every year. The total cost was estimated to be 120 euro per

child and year. There are three items that are more expensive than the rest. If we take out the cost for the lunch, the health care and light to be able to do homework then the other cost will be around 30 Euro per child and year.

Addressing the lesson learned

Due to the lessons learnt we decided to close the first version of the education programme in Togo. But we will let those already involved finish grade 6, so we ensure they can read and write. The number of children within the programme the coming school year (2016 – 2017) will be around 150. Thus the cost for carrying them at the 30 Euro level is 4,500 Euro. This funding will come from Action 10 monthly givers.

We want to continue the education programme, and add the component of having it needs driven by the parents. We also want to address the Sustainable economy side.

The idea now is to link the education programme to the small-scale business programme, and support the children of the families involved with this programme. By doing so we already have a connection with the parents, and we will know if they have passion to be involved in a programme supporting their children to go to school. We will inform about the possibility and wait until they ask us to be part. We also ensure that the parents have funds to pay the school lunches for their own children, we have contact with the families and the school programme becomes visible in environment where it is implemented.

Moreover the costs are covered by the small-scale business programme, rather than by Action10 donations. Either the parents themselves pay the costs (alternative 1), or we extract the funds from the interest revenue (alternative 2), and ensure to cover the increased cost by lending out the money twice. Or a combination of alternative 1 and 2. The business plan will revile the portion of the interest that is required if we choose alternative 1 and 2 or alternative 2.

Before we had to ask the headmaster if we can give things, they sometimes give permission and sometimes not. Now we can ask the parents directly if we can give things to the children, it will be easier.

Another idea is to, in parallel support schools as a whole. If we decide to go in this direction we will support schools where we have identified a good team of teachers and headmasters. This model is nice as it will be fair to all kids. We can provide a cantina for food, toilets and water, as well as address other children's rights. It would be nice if we can offer volunteers that come and play with the children, and open their minds to issues outside the village and the school. According to the school staff this will very much encourage the children to study.

Thus we will continue with the children that are already enrolled in the on-going programme until they have concluded class 6. When they start college they will have to manage on their own for now on. Under this condition this programme will finish about after three years, and thus needs financial support from Action10 another three years. It will be priority funding from monthly givers to SEVIE.

Idea: maybe by Action10 volunteers, who can maybe come for one month during their holiday.

Testimonies collected during visits

Teachers

- The teachers are not allowed to beat the children any longer, according to new regulations from the government, so now they don't know how to motivate the children. They see this as a major problem. Cecilia assumes that the new rule has been imposed on Togo from the international community as part of the SDGs (Strategic development goals). But no one shared with the teachers on ground how they will now do. Remember the classes can be 200 kids, the parent do not support, they don't have books or other material and often the teachers do not have salary, they do not have access to water or toilets.
- They have to teach in French, even though the small children do not understand,
- The kids come when very small five years, and it is difficult at this age to sit in a school bench for long hours.
- The amount to teach is too much and there is no time for the children to have a break.

Strategic partners

The S.EVIE Action10 programme has over the years benefitted significantly from on-site assistance and financial support by volunteers from our Strategic partner, the French organisation the "Développement Sans Frontières (DSF)". In Togo two projects has strengthened the Gapé village during 2014. These have been funded by volunteer workers themselves. One concerns the construction of furniture for a kindergarten. The kindergarten takes care of children in the age 3-5 years. The funds donated by the volunteers for this programme was \$ 175 USD (100 000 CFA). In the same village volunteer workers also co-funded, together with S.E.VIE, a project that provided sheep for vulnerable families. The total donation was \$ 560 USD (320 950 CFA). S.E.VIE and the SPS Hové co-funded a programme in Hové to fight IST and HIV / AIDS. The joint total budget was \$ 3,330 USD (1909700 CFA).

No 2. Community mill and school lunches -Togo

Concluded 2014.

The 25 vulnerable children involved with the IARAD Action10 Education Programme in the Primary School of Agbodjékpôé in rural Togo during 2010 did not have access to school lunches. Other children could eat lunch in school but the vulnerable children in our programme did not have this support from home. IARAD and Action10 wanted to find a solution to the situation and at the same time we did not want to enter a situation where the children would become dependent on continuous donations from Action10. We also learnt that the inhabitants of the village of Agbodjékpôé did not have access to a corn mill. As a consequence the villagers had to carry the corn to the nearest mill 1,5 km away for grinding. Corn is the staple food of the Togolese population and their livelihood is dependent of milled corn.

For these two reasons, IARAD proposed in 2011 to expand the IARAD Action10 education programme to also include a corn mill. The inhabitants in Agbodjékpôé would benefit from having access to a mill inside the village and at the same time the revenue from the milling would cover the costs of the school lunches for the vulnerable children in the school. It was thus agreed that the IARAD Action10 programme should procure and install a corn mill in the village of Agbodjékpôé. It was further agreed that a corn Mill Management Committee should be installed which should to be in charge of the maintenance, operations and finances of the mill. The committee would receive training and coaching from IARAD on all aspects related to their new responsibilities. The idea was presented to the Village chief and the two Head master of the Primary School of Agbodjékpôé and they approved the project in June 2011. The mill was procured and installed, and a Mill Management Committee was appointed. The procurement cost was €, 1204 and of the installation € 454. The project was launched in the village in November 2011. A mill operator was employed early 2012 and the Mill Committee was trained on management issues as well as on finance administration and accounting. The operation of the mill experienced significant challenges during 2012 and most of 2013. The mill operator resigned, the mill broke down and no profit was generated that could cover the costs of the school lunches. Still the tax authorities arrived to the village and claimed tax for the newly established mill business. During second half of 2013 the performances of the mill and the Mill Management Committee were strengthened as a result of the effort of the new Village chief of Agbodjékpôé, Mr. Achille Ahiawonou. A new mill operator was employed, the mill was repaired, the Mill Management Committee was restructured and direct support was provided to the Committee by the Village Chief.

At the evaluation planning event in Agbodjékpôé in November 2013 it was found that the mill was operating well, it was used by the villagers for grinding their corn, the mill operator was satisfied and was paid a reasonable salary. A surplus was generated from the grinding and the 25 children in the IARAD Action10 programme were provided daily lunches in school. The project was therefore considered successful and everybody involved felt content and grateful. Thus in 2014, this IARAD Action10 intervention could be concluded. There were obvious lessons learnt from this programme.

Lessons learned

The main lesson was that a programme is not defined as Needs driven unless it is proposed and designed by the Target partners themselves.

No 3. Community services through small scale businesses - Togo

On-going

Context

Before the start of the programme in 2011 Togolese people in the rural areas of the Maritime Region had no access to any sort of investment capital to able to start businesses and earn an income. Neither authorities nor microfinance companies intervene in the rural areas. A majority of people living in rural areas are poor and lack capacity to a formal guarantee for a loan.

Microfinance institutions

In 2016 we were informed that the government has a programme where they give microfinance loans at 8% interest, FNFI. The government has included training. But the government does not implement the activities on-site but has assigned the Microfinance institutions to do it. The maximum loan amount is 30 000 CFA. The women have to be in co-operatives. In the field we have noticed that the Microfinance does not always provide training.

The Government agrees that other Microfinance Institutions, which have not been assigned by the Government take 18%. The normal level, accepted by everyone, in the field is therefore 18%. They give larger loans than 30,000 CFA and the women do not have to be in a cooperatives. In the field we have noticed that there are also Microfinance institutes that takes 25 % interest. In the field we have noticed that the Microfinance Institutions does not always provide training. We have learnt from the field that some Microfinance come with harsh penalties if they don't pay back, (the villagers mention killing, but means the pressure is too much), arrested by the police, or that the microfinance come to the village and just take their belongings. The villagers have to travel to the office Of the Microfinance Institutions to pay back the loan back to the Microfinance institute.

Programme idea

S.E.VIE and Action10 provide small loans for business investments as well as trainings and coaching to entrepreneurs in the rural areas of the Maritime Region in Togo. The programme shall not be seen as a microfinance programme, as it addresses the entrepreneurs as partners and do not act as a bank. S.E.VIE gives constant support to all loan takers as well as training on finance administration and accounting.

Output

All entrepreneurs have been involved in co-operatives in rural Togo.

- SEVIE Action10 provide investment capital at 10 % interest.
- S.E.VIE coordinate the entrepreneurs into cooperative groups which shall ensure that the group pay back in time and the group members cover for each other. The formal guarantee for the loan is replaced by a social solidarity structure. Entrepreneurs offered the loans form cooperatives of approximately five members where they independently run their businesses, but the paying back is collective. Every entrepreneur pays back with an interest rate of ten percent.

- The money that the entrepreneurs pay back is used directly to support other entrepreneurs to set up their businesses. As soon as a loan is paid back the same amount is used to provide more entrepreneurs with investment capital.
- They have also been supported with business training and financial coaching. The method for training and coaching has been thoroughly developed on-site by S.E.VIE, as lessons have been learnt on which aspects need to be strengthened and how this should be done. The profit from the interest covers the cost for the training and coaching.
- Programme surplus is used to co-fund the costs for programme no 1, "Basic education and child abuse prevention", in the villages.
- S.E.VIE visits our partners every week
- The first loan is 40,000 CFA and the second depends on how well the entrepreneur has managed the first, but maximum 80,000 CFA. If one member does not pay back in time due to lack of seriousness, then she will not be eligible for another loan (until she pays back). If members face challenges then we sort them out together.
- We take 10 % interest and give out the same money twice so we earn 20 %. We are considering to use 5 % of the funds earned for the school programme. To have a sustainable economy we need to have 10,000,000 CFA (142,000 SEK) on the SEVIE Action10 account. This will thus generate a yearly income for SEVIE of 1,500,000 CFA (15%, 21,000 SEK). The running costs for the programme include; traveling to the villages, work hour /salary to collect funds, provide trainings and address challenges; office space and material. We have to make the calculations of all running costs to ensure that we actually do cover them with the interest generated.
- We do not have a penalty system where we come and collect the belongings or put in jail if the partner is not paying back. Our equal partnership approach together with the cooperative system (groups of five who are responsible for each other), ensures a 100% pay back. If we include family members then the payback decreases, so we do not.

2015

- Action10/S.E.VIE supported 300 entrepreneurs with their businesses during 2015.

2017

- Action10 volunteer staff Ms. Hadija INOUSSA visited S.E.VIE in Togo, and discussed bookkeeping and auditing.

Outcome

- During 2012-2015 the programme has expanded each year. New villages have been included and more entrepreneurs have started their own businesses. The programme has extended from two villages in 2012, to four villages in 2013, seven villages in 2014 and eight villages in 2015.
- At first the programme only included women but during 2015 also men was included.
- All activities had a sustainable economy component and aim to support income generating activities and improve the socio-economic conditions for the people in the rural areas of Togo.

- The programme is successful and is also growing. It has improved vulnerable people's skills, more specifically women's skills, in running their own businesses.
- The businesses address the everyday needs in the rural areas.
- Women and men from all around the rural areas of the Maritime Region in Togo request to be part of the S.E.VIE/Action10 programme.
- In the village Tokpévia the market earlier had a very limited supply of products and services. As a result of the programme the market became lively and vibrant. On the market day there has been a significant increase in the number of products and services traded. More families can now provide for their children, afford to visit a hospital if necessary and pay for their children's education.
- The invested capital is paid back at the level of 98%.
- Entrepreneurs have begun to also save money, a basic rural bank has been created.
- The entrepreneurs are generally very content with the programme but expresses disappointment with the constraints to have access to more investment capital and expanding faster to a larger number of villages.

2015

25 new entrepreneurs in the village Kotsokopé.

Testimonies

One lady said the training had transferred her from ignorance to being aware.

Lessons learned

- Early 2016 S.E.VIE made a change to adapt to the government programme and lowered the interest rate to 8%, because the government offer microfinance loans to that level. Several microfinance institutions operate in the villages on behalf of the government. We discussed and agreed to increase to 10 % again, as we also provide training, which has been developed to match very well the realities on the ground, and coaching in the sense that we face challenges together as equal partners. We do continue with 8 % at sites where we have introduced the change.
- It may be so that the women do not use the money as explained in the business management training. But in total SEVIE Action10 get 100 % back. It seems that even though we do the training they still put all money into one pot. Even though they pay back well, sometimes the paying back is delayed. Sometimes up to six months.
- The truth is that life is so extremely difficult that it is not possible to be hard on them. The really struggle and we feel we can't push them more....
- If they manage to pay back according to plan, then they will get a second loan. But only then.
- We also save a capital for them as in rural bank. The capital is always paid back with the last business payment. The saving that was intended for bank never reach the level of a bank. The women use the money at once, possibly to expand their businesses.

Addressing lessons learned

- The children of the entrepreneurs are offered to be included in the Basic education programme (No1). This is an improvement from the previous education programme, as we now have contact with the parents.
- We will focus on a few villages only, rather than trying to be in many villages, in order to reduce the running costs, mainly the traveling. The number of entrepreneurs will be the same as planned; just the number of villages will be decreased. We will remain in one village until all the entrepreneurs involved in the programme have enough capital for the businesses, to ensure sustainability and limit the number of travels and work hours.
- We will save money from the businesses for a village and start health emergency programme if they want, they have to pay back with 10 %. We will not do that now.

Follow-up initiatives

Cotton producers

Support to cotton producers was initiated in 2012 in the village Foulani Kondji with seven producers. It was initiated in pilot scale in order to assess its sustainability. The result was good and the programme was extended in 2013 to a second village Boota and then included ten producers. In 2014 the amount of cotton producers involved with the S.E.VIE/Action10 programme increased to 15 and during 2015 the same number of producers has been supported. The business idea is to delay the selling of cotton from the time when it is collected until a time when prices have increased. At the time of picking the cotton a bowl of cotton can be sold for a certain amount. Three months later the same bowl can be sold for almost twice as much. Without having access to the S.E.VIE/Action10 programme the cotton producers are forced to sell the cotton at a low price in order to pay the cotton pickers their salary in time. With support from S.E.VIE/Action10 the cotton producers can borrow money to pay the pickers and sell the cotton later. The deal is the same as with the women (business) cooperatives and is based on 10% interest per year.

The cotton producers are also generally content with the programme and the programme does increase their income and thereby improve their life conditions. They also only see one constraint, the limited amount of investment capital.

Solar panel & mill

During 2015 follow-up initiatives included the installation of a solar panel in the village Kondo Kopé and the installation of a maize mill in the village Tokpévia-Kpota. These programmes were supported by Human Rights & Science.

All activities had a sustainable economy component and aim to support income generating activities and improve the socio-economic conditions for the people in the rural areas of Togo. The direct beneficiaries of these activities are for the solar panel a family of seven, for the maize mill a family of ten and for the entrepreneurs a group of 25. Indirectly though, the installation of a maize mill can provide access to a mill for an entire village and a solar panel can for example

provide access to light for an entire school class and for them to be able to study in the evenings. Support to entrepreneurs and income generating activities benefit entire families as well as enhance and expand the services and products available in the village market.

No 4. Table banking - Kenya

Context

Nyakinyua village

Nyakinyua village is an area located 7 km from Molo Town in Kuresoi Constituency, Nakuru County. The area is purely agricultural with over 98% of the people being subsistence farmers. Land parcels have continued to get smaller and smaller as families subdivide the land and pass it down to their children. Average land sizes were 1.4 acre (0.4 ha) initially, and this has continually reduced with even smaller pieces of land that can only accommodate a 3 roomed house. This has led to over reliance on the small pieces of land and further afield forest products for survival among many men and youths leaving many people living below poverty line and just getting by. There is need to diversify, but this is not possible without the options of borrowing money to invest, as is possible with other “bankable citizens.”

With change in weather patterns due to climate change the community is increasingly facing unpredictable weather patterns further deteriorating the environment they live in and their livelihoods, making it even more difficult when they have to rely on food crops alone for their survival.

The challenges for Nyakinyua are many and include lack of governmental support, limited contact with people outside the village, rain fed agriculture only with no equipment or fertilisers, clashes between ethnic groups at the time of the previous election in 2007 and HIV/AIDS. The life in Nyakinyua is based on the cultivation of potatoes, peas, beans, cabbage at small land lots and collection of firewood. The village is faced with many orphans who do not attend school, young people who do not start families and alcohol abuse.

Amani women group

Amani Women Group (AWG) is a Community Based Organization based in Nyakinyua, Molo and was established in 1995, as a seller group for pyrethrum crop, a cash crop grown in Molo upto to the late 90s. The group was destabilized after Post-Election Violence that occurred in Kenya in 2008 and Molo was heavily affected. The destruction and deaths in the area caused many people to move out of the village. The group seeks to enhance their livelihoods by coming together, saving a few dollars each week to create some funds they can use to borrow and lend for their economic empowerment. At the initial stages, fifteen people (10 women and 5 men) came together and save some equal amount each month.

AWEYS

Two groups are active, the Amani women group and the Environmental Youth Soldiers (EYS). In 2012, the two groups came together under a memorandum of understanding and formed an umbrella called AWEYS (Amani Women Group and Environmental Youth Soldiers) to initiate small enterprises that can bring revenue and at the same time conserve the environment.

The AWEYS group have from 2013 leased half an acre of land with the plan of ploughing it, planting and selling the product with a view to putting together funds enough to purchase their own piece of land.

The land in Nyakinyua is productive but the incomes is still quite low for the traditional farmers. In 2013, AWEYS acquired a Makiga block equipment (for making house construction blocks). The idea is to construct an office using the soil blocks- to be used as a demonstration and also a resource room. The idea is to also start a social business by selling such Maiga blocks. The AWEYS also keep 20-30 dairy animals, which were procured from the community trust fund in 2014. Once the dairy animals calve down the calves are passed down to the group members for individual ownership. The returns from the AWEYS groups' animals shall go into the group account.

Green house

The AWEYS group aims to acquire a green house in which they will plant high value crops such as tomatoes and other vegetables. The AWEYS group does not have land of its own and relies on voluntary lease of land from group members, it will be difficult to invest in a green-house property. Thus they have agreed that they need to buy some communal land where these activities can be carried out. With this, it will be possible to sustain activities and move on to value addition of their own produce on their own property.

Table banking

Table banking is a concept that has gained popularity in the recent past in Kenya. The aim of this kind of banking is to enhance the socioeconomic status of citizens particularly those from poor areas of the country that are “unbankable”. Poverty has been an issue in less developed areas partly due to the high interest rate that is imposed on the loans by financial institutions and the demand for collateral without which most people cannot access loans. Economic disempowerment not only affects development of the affected areas but the cyclic nature of poverty, which then means that people are not able to get out of the situation they are in. This continues to affect their livelihoods and importantly education of the young people.

Most table banking initiatives begin as “merry go rounds” and it is mainly women who are involved. A merry go round means women come together, contribute an amount of money per month or week, and then the amount is given to one person for the month. The next time a different person gets an equivalent. This continues until the last person's turn comes and he/she gets the same amount. The underside of this is that one cannot get big sums of money to revamp a business, but mainly for household items or food and occasionally school fees. If the merry-go round takes a year, a member still gets the same amount. Table banking takes this a notch higher. If well organised, families benefit enormously. The group meets together, they build and enjoy social capital, they share in their issues and participate in decision making, and they cultivate the culture of savings and are then able to take small loans which then enable them to sort out issues like school fees, buy inputs for their shambas (land) and even start small businesses. The main aim being to support their families and reduce dependence on handouts.

Programme idea

Green-house

The discussions between Action10 LIP and the AWEYS group on site in the village resulted in a draft activity plan:

1. A land will be acquired through a joint financial contribution from the Nyakinyua inhabitants and Action10. Action10 contributes with 2,000 euro, as a loan to Nyakinyua. Each plot size is around half an acre and cost 200 000 Kenya shilling (€ 1,700).
2. An LIP Action10 account is opened in Nairobi. To where the funds can be transferred and kept.
3. A green-house is set up at the land and dairy cattle are introduced and are kept.
4. The loan is paid back with 10 % interest to LIP as soon as possible, and shall be reinvested. The 10 % goes to LIP.
5. Trainings are provided if requested and on issues identified by the TPs.

The AWEYS TP group offers to bring together youths and women to work on the farm.

Table banking

The initiative was developed as a result of various discussions by members of Amani Women Group. The initial membership for this specific initiative is 15 members. This number may increase with time as per the by-laws. New members will be admitted only following the agreement of the entire group. The members have agreed to make a contribution of Kshs 500 per month contributed weekly at an average of Kshs 120 (1.2 USD), or Kshs 20 per day. This is more so to ensure that those who make wages of Kshs 200 per day for six days a week are able to save 10% of their wages. Once a member has contributed for an agreed length of time, e.g. 4 months, she may ask for a loan. This must be approved by the entire group and the committee. The loan may be a long term loan or a short term loan. The group determines the rate of interest that must be paid and for the short term, payable three months, this is 10%. u

Each person will have a passbook in which their contributions will be recorded each week. The collections are made each week to ensure that there is consistency in payment. The money will be held in a bank account in the name of the group. A committee of five has been elected to support the initiative's administrative affairs. Other details will be in the groups by- laws. The group will be supported to develop the by-laws by Livelihood Improvement Programme (LIP). It is expected that in the first year, individuals will make small improvements in their livelihoods at family level. After the second year, the group will then be exposed to different ventures in investment. The period is to ensure the group gels and dynamics are dealt with. Specific group livelihood improvement initiatives will then be discussed and agreed on. Simple technologies that have been piloted elsewhere and that can make livelihoods better will be promoted.

The Amani Women group are requesting for table top up of Euro 2,000 to boost the initial seed capital and accelerate growth. This will be repayable from the 36th month once the group has generated enough through savings and interest from loans, its own capital to sustain the initiative.

The initiative will employ different strategies to realise its vision.

The group has agreed on a common vision in Swahili - Najijenga Twajijenga, Kuboresha familia (approximate translation ; Developing yourself; Developing us ;Improving our families)

Mobilisation

Community members have been mobilised and paid up their individual weekly contributions.

Develop by-laws: A smaller group will agree better on by laws and internalise the common vision.

Once this is accomplished then new members may come on board.

Capacity Enhancement

This will be undertaken as dialogues within the group

Finance management – Use of tools developed by Action10

Social Capital Strengthening

Social Capital Strengthening: The table banking initiative will strive to build a set of norms and strong group that will promote trust and cooperation among the membership. This will focus on the social network between the members and the character of the group. The stable relationship is in turn expected to promote the constitution of social actors that can make a difference in the village through building of trust and reciprocity for those in the group and by standers as well. The initiative will also provide /create a forum for thoughtful and reflective dialogues.

Long term

To be undertaken in the common forums

Borrowing

The group members will be allowed to borrow and pay the amount lent in instalments; Group members of five will form the collateral for the borrower through peer pressure and social sanctions. The money will be used as per the request of the borrower. It is expected that initially it may be used to add an egg-laying chicken to their flock, buy sheep or a dairy animal, pay school fees, buy farm inputs etc. But as each month goes by, the pot will compound, the size of loan will grow and the projects will become more impressive.

The seed money/top up requested for will be paid for from the 36th month, this will enable the group to have an equivalent of the same from their savings to support their table banking.

Monitoring:

The group will meet regularly, at least once every month, in order to keep in touch with each other, (first six months); hear news of the member's projects and to make decisions about loans and possible new members (going forward).

Monitoring and Reporting Plan:

To monitor the progress, effectiveness and relevance of the initiative, monthly Activity Progress Update will be provided to the support office by the committee. The support will send a quarterly report to Action10 and also share any other information that may be relevant to Action10's activities and that may support other organizations supported by Action10.

Both quantitative and qualitative aspects will be monitored providing information and allowing for timely adjustment/adaptation of action when necessary. The group as mentioned earlier will meet monthly and for longer every six months to undertake an internal reflection.

Sustainable economy

As a medium term plan the AWEYS group aims at:

- Producing yoghurt and fruit jam
- Bottle Nyakinyua water for sale in the county of Nakuru.
- Demonstration for organic farming and eco- sanitation
- Develop a resource centre on the land where children can attend evening classes and get tuition from older students, with an aim of improving education standards in the village. Fortunately there will be electricity in the near future and this can be done in the evenings and weekends.
- Have a tailoring class course for young people that are interested in tailoring and dressmaking, to diversify on the enterprises opportunities.

Targeted impact

The targeted impact of the programme is that Community Development Organisations can always generate sufficient money for new investments. People have access to good employment so that they can fully support their families.

Output

2012

- Action10 President Cecilia ÖMAN met with our Programme partner Livelihood Improvement Programme (LIP) in Nairobi, and with Amani women group both in Molo and in Nyakinyua. The meetings benefited from ROPE and TAct.

2013

- Action10 President Cecilia ÖMAN met with our Programme partner Livelihood Improvement Programme (LIP) in Nairobi, and with Amani women group both in Molo and in Nyakinyua. Cecilia also met with Environmental Youth Soldiers (EYS) in Nyakinyua. The meetings benefited from ROPE and TAct.

2014

- Action10 President Cecilia ÖMAN met with our Programme partner Livelihood Improvement Programme (LIP) in Nairobi. Also the volunteer staff, Mr Mtakai Ngara (from Kenya), met with Ms Nancy Githaiga (CEO for LIP) in Nairobi. During the meeting Ms Githaiga and Mr Ngara agreed to postpone the direct activities in Nyakinyua until the members of the village had agreed to take ownership of the programme. Ms Githaiga is proposing that this ownership will be secured by the village inhabitants to co-funding the procurement of land.
- The meetings benefited from ROPE and TAct.

2017

- Head of EP, Ms Caroline BRUNDIN met with our Programme partner Livelihood Improvement Programme (LIP) in Nairobi, and with Amani women group both in Molo and in Nyakinyua.
- The meetings benefited from ROPE and TAct.

Evidence

To monitor the progress, effectiveness and relevance of the project, monthly Activity Progress Update and Critical Incident Report APU/IC. Both Quantity and quality aspects will be monitored providing information and allowing for timely adjustment/adaptation of action when necessarily. The Project Coordinator supported by a project officer will be responsible for day to day management of project including monitoring of activities and indicators, while the Project Implementation Committee has the overall responsibility of managing the implementation of the entire project, it will meet regularly for joint monthly planning, monitoring of activities and feedback; procurement processes and for quarterly internal evaluations. The community will undertake a reflection/internal evaluation exercise every 6 months, while an external annual evaluation will be conducted 18 months after the project. A final external evaluation will be conducted during the last two months of the project.

Testimonies

The testimonies were collected by Caroline BRUNDIN during her visit in 2017.

Interview with Eunice Njeri Njenga, treasurer

Tell me a little bit about yourself? I am Eunice Njeri Njenga.

How old are you? I am 62 years old.

Do you have a family? I have five grown up daughters and one son. The daughters have husbands. It is only me and my husband in our home now.

Can you tell me what your life looks like? I came here to Nyakinyua in 1992. I was teaching in Baringo district before. I shifted to Nakuru in 1992. I stayed for about 23 years in the same school and then I retired in 2015 in July. Now I am just doing farming and staying at home. I grow potatoes and maize for food and to sell.

How did you hear about the table banking initiative? We have a group who brought it to us. They are called Nekofa. They started table banking here. They told women to come together and then we started. Later another group came. They are called women federation. They also have a group here for table banking.

What do you think about the table banking initiative? It is so helpful to women. They need money and they get money. They pay with interest and after you have payed everything back you get a new loan. Then you may go to the shamba, develop your shamba, you can buy a dairy cow and then keep a dairy cow or do another development you need. Some even build houses. They build a house and later they buy a cow. Later they buy a piece of land. It is so helpful to women.

Since you joined the table banking initiative, has anything changed for you? Yes it has. Because the life I had before is not the life I have today. I can work easily in the shamba with people. When I need money I go and get a loan on 10 000 ksh and it will help me on the shamba. After harvesting

I get a lot more money than before I could have the loan. The shamba we share will help me because you have some people to help you. Look at these people working today. If it is just one person that one could not be able to finish today. It will take perhaps three months, but if they are many it will just take a day. And the crop will do well. So with the table banking this is what we do. We get money, a loan, we put people in the shamba and they work one day. After harvesting you can see what you got and you pay the loan. And then you are left with money to help yourself. Before the table banking initiative, what was your major challenge? The biggest problem was how to get money. You need the money and you can't get it from anywhere. So you stay with your problems. For some people, their children could not go to school. But today every mother will take her child to school. Because she know she can get 10 000 ksh to give the teacher and the child can go to school. Today they are doing a lot of work, women. Even their children. They are helping their children. No child who you can see today have comfort in their home if the mother is not a member of any table banking group. But if a mother is a member in a table banking group they look after their children very well.

Do you have dreams of your own or hopes for the future? I would like to achieve many things. Better living than today. A life where I will be living a comfortable life.

What is a better life for you? Where I can get the money, develop and then have my own dairy cow where that will produce milk. And then I can depend on that milk rather than what comes from the shamba.

Is one cow enough to sustain your livelihood? You need one or two. Feeding is a problem. You need two and if they feed well they will produce enough milk. Today milk is so expensive. They are selling at 50 ksh per litre. If you have one cow which will produce daily, in the morning, 20 litres. You can see how much that will generate. That can change your life completely.

What is your role in the table banking group? I am the treasurer. My responsibility is to collect the money and take it to the bank. After collecting we have the names of all who have payed and then the chair lady, the secretary and me take the money to the bank. After taking money to the bank we bring back the receipt to the members. When we meet they see, "here is your money". They can always see how much money there is. It goes round to the members and we ask if they are satisfied, the money is in the bank. We will work for this year, 2017, and after this year we will see how far we have come and what the next step will be. We will have a special meeting at the end of the year where we will sit down and have the receipt of the money on the account and the members will decide themselves. Individually we can't decide. Members will decide together and then tell us.

Interview with Lucy Nyambura (Mama Shiru), Chair

Please tell me a little bit about yourself.

My name is Lucy Nyambura. I am a chair lady of the Amani women group. I have my own business of farming. And when we are with the group I try to advise them what to do, because of tomorrow. If we stay without thinking about tomorrow, we will be in trouble. The days are going and we are getting old. When we don't plan for tomorrow we will be in trouble. So I advise them. Last year, April, I was telling them, I did before but they didn't know at that time what I was telling them, that was about two years ago. When it became last year in April I told them again; "What do you say

about what I told you? Days are going. If we start what I told you, by two years we could be far". I told them about this and that they could join me. I told them that if you want to save 5, 10, 20 shillings it is better than not saving at all. They agreed some of them. And that is the way we were going. We told the rest of the group about the vision. Let's go together we said.

What moment or event inspired you to start Amani women? Amani women started in 1995. We were at one shamba where we were living. We sat down together to think; "What shall we do about our children?". Then we can move together. Because in those days, even to buy a blanket was difficult. We decided to save, to do some table banking. To be able to buy a cup, utensils. We started with buying cups for everyone. When we finished with that we bought blankets. And then we moved on even buying beds. When we completed that we said that no children should miss school. We should now do table banking, every month the fifth. The group was known as date five. Date five you could not miss to bring the money we had agreed on. We had now a bank account. We gave the money to one person each month. We were voting on who to give the money. We were seven to begin with. We went that way, if you are not in a bad condition and you vote for March, when you are in need you will be given. We went on to grow that which makes insects side. We go on planting that together. We had now one shamba, only one shamba. We wanted to cultivate more but we had no money. We had to go and cultivate for others. We were given 70 shillings per day. I have done that work so much. We could go, six women, if we were paid we gave it to one person. The next day we gave another person. We went for three days to work for others and then three days to work for our own. Six days a week. We don't work on Sundays. We went on like that until the plant failed because of the president. It was corruption. We could not do anything. We were relying on that. By that time we sat together to discuss what to do next. There came a plan of growing potatoes. Another seed. Again we organized another way. We joined a bank account. If we got 200 shillings we went to the bank and brought back the receipt. If we could manage to have a full shamba we could divide it. That was when we bought a shamba and divided it into smaller plots. Some were selling there's, others cultivated. Our children, they started to move into secondary school and colleges. And we were struggling. 2007 when the clashes happened all our plans were destroyed. The group had started having dairy cows. We were supported with that. It was destroyed by that year. I had cows for milk. We were teachers to teach others. People came to our group to see how we were doing. But in the clashes everything was destroyed. By then our children had finished school. When we went back to our shambas after the clashes I started again with the women to organize. We had nothing, no goats, no cows, and no work on the shamba. Are we going to stay like that? With the certificate of Amani women the CDTF (Community development trust fund) were joining us. We were women groups discussing what to do. That was when Nancy assisted us to write a proposal. Then we joined with the youths. The youths could help us work on the shamba.

What is the vision of Amani women? The vision was that no one of us will have children missing out on school. Because we knew that if we educated our children they can see far away for us. Let's educate our children because they will be our eyes where we cannot see and they will educate us. Our vision was that. When we stay without children, who will help us? Let us, everyone, educate our children. Because in the future they will see for us. And now we are seeing our fruits.

What do you think, what do you expect from Amani women this upcoming year? Now, what I can see, we have educated our children and they are young mothers and fathers and they know how to go on. And now it is not like our days. Now it is difficult. And when we cannot do work you will need something to help you even if things will be hard. I used to tell the women; “Who will give me a job? No one will. I can’t do it. Now you can work but in the future you will be old like me, what will you do?”. I want to educate them. If I have nothing to help me, what will I do? “Plan your future now”, I usually tell them, “if you are old you will eat your youth, if you don’t plan you will eat nothing”.

What activities will you do the rest of the year and in the beginning of next? Soon we need to sit down again and discuss what we want to do. And the group will decide, the people will decide together when we get there. The table banking group. We will sit down all together and decide what to do with the money. They will know.

Action10 and Amani women have been partners for a while, why is Action10 a good partner you think? If you meet someone who will help you with something that is good for you. Even if you don’t know what to do they will help you. Anyone who can help you financially or with your mind-set is good.

Is Action10 different from other organizations you know of? Yes. Because I know Action10 don’t give us heavy instructions. CDTF were very difficult, it was difficult to do their project because they didn’t want this and they didn’t want that and we were not educated. They were difficult and we could not use the money the way we needed. You can say one day that you need one thing and then the next day you realize it is not good. But then you couldn’t change. If it is difficult we couldn’t change. But Action10 gave us the money and we can decide what can help us with that money. We are happy. You can be given something and it is a burden to you because you can’t do everything.

Is there a special moment with Amani women that you are proud of? I am proud of many things. Because if I were alone, if I have something of my own, I would not be able to. Being together makes me proud, because even if I don’t have the mood to do work or do activities there is something pushing me. I have a company to share things, what to do and where I can never reach there is someone who can reach and where someone does not know I can know. If you are sharing the obstacles they are not as big. If they are young or old everyone is together so that we can gain something with others. I am happy when we are with other people, we can go far. If I am alone, I can’t go that far. I don’t want to stay alone. I want to share with others. Minds, activities. And we have achieved something. We have knowledge we couldn’t have alone. We are further than other people who are not together, who go and work on their own shamba. We have more knowledge. We have so much knowledge because of being together. And we can be known. If we stick together people will know of us. You are here, we are known. There are so many blessings. I have achieved very much from when we started being together. And especially I am happy for Action10 because they are not being a burden. We can do anything now, we can do what the group want. But with the CDTF it was very tuff, the instructions given were a real burden.

[Interview with Jesse Njugua, assistant secretary](#)

Please tell me a little bit about yourself.

My name is Jesse Njuguna and I work as farmer. And I am a driver. I drive the motorcycle. When I am not driving I am in the shamba. I grow potatoes and maize.

Have you bought your own shamba? No, I rent my shamba. The shamba is one acre and a half. It costs almost 22 000 shillings.

Do you have a family? Yes I do have a family, one wife and two daughters. One is one year and the second born two years. The first ones name is Susan and the other one is Beth. And my wife's name is Lucy. She is also in the table banking group.

Can you describe your life today? Life is not easy, I am struggling. Today makes our future. I am struggling to make my two daughters that they will go to school. I am struggling to afford that. And I am thinking how my life with farming will be better. To make it better is this. No is the house I am living in for rent. I don't have my permanent place. Even the shamba is for rent. I am just like a guest in my country. I want to own my house and own my shamba, and if god bless, I would like to have a proper business in the city. I am farming and I am driving, working with both to get better. When I am not on the road I work on the shamba.

You are in the table banking group, so you also have the shamba together with the group? Yes. We have one with the group. When members visit the shamba we are together and work on the shamba. Every member know what to do.

Why do you like the table banking initiative? It is interesting because you know, I as a person, there are things that I can't do alone. An example is this, in Kenya now, if you would want to borrow money you must have a group. That is why we sit and talk together. It is better for us to contribute some money and do table banking. It is better because a shamba in Kenya costs half a million. I can't buy it alone. By the time we put money in the bank, later we can buy a shamba and pay with interest. When you are together we can do much. When you are alone you can't.

How did you find out about the initiative? We have our chair lady, she told us. She said she had a dream, we were working with here. We were stressed in the shamba. If she needed some people for her shamba she could call me and tell me to look for some people to work on her shamba. And then I pay them and got home. When we were in shamba daily she told me, for now, to buy a plot is difficult, because you are alone. But if we can do something together, save 10, 15 or 20 we can take the money to the bank. One can borrow some money and buy a plot. She told me that. For now things are difficult, we should join together. I saw it was better so I joined her and we looked for more members. And when we looked for more members we wanted serious members. As you can see, many are youths. And followed the advice and we are sure that we will see the fruit of the advice.

Has the table banking initiative in any way changed your life? Yes, I have. It has changed my life. Before when I got my money I would spend it. I had no vision. When I got the 200 shillings I spent it and was left with no money. But when the idea came I saw it was better and I saw that I was using money. But from that idea I listened to them and I take something from them and put it in my mind. So from that day if I got 200 I try the best, even if I spend 150, I make sure I have my own 50 shilling saved for me. Before we started this I had no motorbike. Now I have it. I have been able to buy it because I have saved money. Before I had just half an acre. No I have one and a half acre shamba. Before it was difficult with my family. But know I am trying. My first born girl was at school, and was sent home to get money but now it's not that way. No I can pay school fees.

You also save money yourself, and with that money you have been able to improve things in your life?

By the time they gave us the idea to save I started saving for myself. Apart from the saved 20 shillings for the group I saved myself 50 shillings. I added my own saving. That is per month 1500 shillings. The school fee for my girl is 2300 shillings. It is no longer difficult for me to pay school fees. These 20 shillings is not difficult for me to pay. If I get 200 per day, I try the best to save for me and the group. If you see when we are paying I am the first one to pay, because I have money. It came to me and I feel it is good. I can see it changed my life. And I hope it will change the life of other members.

How old are you? I am 32 years old. You know people in this area we live. People are not well learned. We get ideas from others. If we like to perform well, don't look at the failures, look at the ones who perform well. In my life I would like to stay with people who has performed well. Those who has failed, I don't hate them, still I love them, but in ideas I don't share with them. I want to share with those whom have done well. That's what I came to decide. When we started I didn't notice. When you are there and you stay with other people with no ideas you get nowhere. But if you live with people who has ideas you will go far. If not you will do farming, but not as a business, just to live. Now I am farming for food and for business. I can sell a bag of potatoes to others so I can get cash.

If we think of the table banking group, you have saved for a year. Do you have ideas what to do next with the group? When we are sitting down and sharing ideas, I said, we can get one a more acre of a shamba. That would be better. For now to lend shamba is much money. It costs 10 000. But if it is ours those 10 000 will remain with the members. So if we can start farming professionally. Even if we continue farming we can buy cows. It can bring much money. We can make a better green house. We can grow potatoes in the green house. We can grow other things in the green house. Even if it is farming we will start professionally. Better than now. Now we get 10 000, we improve it to 100 000. If we have capital we can do more. That is why we saved for the group. The way we started it we wanted to get better.

What are you most proud of with the group? I am proud because with the members we were not friends. Now we are friends. Now we can sit down together and share ideas and what we think about the group. Everyone was thinking about themselves. But for now when we sit down we share and we are together, we share ideas. I am proud to be a member of Amani women group.

Interview with Eliud NBogo, vice chair

Tell me a little bit about yourself.

I am Eliud NBogo, I am 32 years. I have one wife. I have two kids. Eunice and Jane, two girls. Eunice is ten and Jane is five. Eunice and Jane are both in school, Eunice in class six and Jane is in class one. I am also a farmer.

What do you do? Do you have your one shamba? No, we rent. I have one cow. I stay in my parents' shamba. They gave me some place to build my house. The cow gives me milk that I can sell. I also have the shamba that I share with the other people in the table banking group.

Have you always been a farmer? I have always been a farmer. My wife is also a farmer.

What crops do you grow? Potatoes, maize and peas.

Could you describe how your life is right now and how life is for people in the community? Life is always about struggling. If I talk about the youths in this place they don't have their own shamba. They have to struggle to get their daily meals. Even for me that is the case. I have to go to a farm and I get 200 Ksh for one day work. If I get 200 I have to use it to get what I need the most that day and my savings I need to get from that 200 KSH.

What is your main challenge? The biggest issue is about finance. If you don't have finances you don't know what to do about your life.

How did you find about the table banking initiative? We were in one group with some other people, we had to open our minds. When we opened our minds some saw that idea. Some thought they would not benefit from that idea. But our mam here (mama shiru) helped us so much. She talked about it in detail and I had to join the group.

What made you think that it was a good initiative? You have to look where you get that money. Mam helped us and told us, if you have to save you have to limit the spending. We talked about savings. One day we put 20 Ksh and I looked at the idea and knew I would do it. 20 bob (KSH) is not that much

Since you started almost a year ago, has it changed anything in your life? I am changed because when you look at that potato it is so beautiful because we have gotten together and we do a good work. It is changing my life, day by day.

What are your dreams and hopes for the future? In school I was so good. My parents didn't have enough money for me to go to secondary school and university. For me I have to look to my children. I learned from my parents. They didn't have money. I don't have to say I have no money for my children. I have to keep studying. I want them to go to university. It costs a lot of money. Anything else? I have a dream. For me I have to have money, being financed, for myself. My life will change. I want to get out of my parents shamba and buy my own shamba. One place for the house and one for growing crops. If I reach there I will also build some houses to rent out and get an income from that.

Would you like another cow? Yeah, that one cow I have bought from the 200 KSH. I have to have 200 KSH a day. I saved some and I used some so. The 200 KSH is not so small but not so much. I could save from my daily salary to buy a cow.

How much does a cow cost? If you buy a big cow it is about 60 000 KSH. I didn't buy an adult. If it is a small cow it costs about ten thousand. I have had the cow for about three years.

What future do you see for the Amani women group and the table banking group? In the future I see some big ideas coming from them. The one who came with that idea of saving and table banking was seeing far.

Do you have any special idea that you would like to see in the future for the group? I was telling them that if we get some money we can also borrow from the bank. The bank here used to credit some groups. And we buy a shamba and if you look at the place here. The houses built here can have several floors. We have to build them. If you look where life is going the shambas are getting smaller. And if we build that house it can house more people than building houses with only one floor.

You're the vice chair in the committee in the Table Banking group, what assignments do you have? I help the chair in the meetings. And I am stand in for the chair person.

Vision

The vision is a Kenya in peace. No clashes occurring between ethnic groups and no armed conflicts take place with foreign countries. That the Kenyan people believe in themselves, they have self-confidence and are aware of their talents. Development projects are successful. Everyone in Kenya have access to high quality water, sufficient energy and good sanitation facilities. Adaptation to climate change is properly made. The environment is clean and well kept. Old people are well taken care of. All children live comfortably and are provided good education. Women and men have equal rights and responsibilities.

No 5. English teaching through radio – Nigeria

On-hold since 2014.

Context

In 2012, prior to the collaboration with Action10, SpellAfrica test run a radio programme Spell101, and they got positive feedback. The purpose with the radio show was to teach proper English, by spelling words. The programme was designed for young youths, but the test run showed that adults were also interested. People kept calling in and it was all entertaining and educating. The challenge during the test run was with the presenter. Due to the very poor foundation of English in Nigeria even student presenters from the Mass Communication department of the University of Benin made series of grammatical errors. Therefore an orator who can do the job very well was appointed instead. Please visit the link for demo of Spell101 http://www.4shared.com/mp3/vfhYRPQd/-_spell_africa_radio.html. The next planned step was to send Spell101 for a three month period.

While Lagos, Abuja, Kano and some other cities enjoys a 4G wireless internet services, Benin City still struggles to provide 3G internet service. The SpellAfrica initiative has had many challenge starting up in Benin City, since the key pilot of the programme are from the said city. The choice station Radio Nigeria Bronze FM has a capacity to reach 22 million listeners covering the Niger delta area of Nigeria where pidgin is very predominating.

Programme idea

The programme idea was to strengthen the SpellAfrica initiative Spell101 radio programme.

Output

2013

- In the month of May 2013, SpellAfrica in collaboration with Action10 launched the Spell101 radio programme at Bronze FM 101.1 (Radio Nigeria).
- The intension was to run the programme for four weeks. The aim was further to get sponsorship or advert placement before the expiration of the four weeks. But after the three weeks broadcasts, the programme was put on hold due to a sudden strike of the Academic staff union of universities (ASUU) in Nigeria. The said academic strike lingered on for almost six months, thereby putting a stop to academics in the country. It was good news when the strike was finally called off in December, 2013.

2014

- School resumed after the holidays.
- Although everything was ready to resume the programme, the students were very busy at this time trying to meet up with huge academic workloads that they did not attend to during the strike periods.
- Thus, in 2014 it was decided to conclude this radio programme project, for the time being. The reason for concluding was the weak institution capacity at the side of the Nigerian

Universities and that the programme was dependent on volunteer staff from the Benin University.

No 6. Ghetto interventions addressing former child soldiers - Liberia

Context

Since Liberia experienced the 15 years prolonged civil unrest, the chances of chaos, crimes, violence and addictiveness to illicit substances remain a huge challenge for former child soldiers (FCS), women associated with fighting forces (WAFF) and other war affected youths (WAY). Today, a vast number of these young men and women are caught up with the use of illicit substances, violence and crime for living. The rapid development of Liberia will continue to remain elusive if we persist to ignore the importance of promoting social change and delivering our young men and women from the spell and addictiveness of psychoactive substances and other immoral practices.

DDRR

The Disarmament, Demobilization, Rehabilitation and Reintegration (DDRR) programme in Liberia began in 2003, and followed the end of the civil war. The programme followed from the Comprehensive Peace Agreement that was brokered by international and regional actors in 2003. The Comprehensive Peace Agreement included a provision requesting that the UN send troops to support the transitional government. This included a mandate to aid in the reconstruction of the country, including the reintegration of former combatants. To this end, the United Nations Mission in Liberia (UNMIL) was established in 2003 under UN Security Council resolution 1509 (UNDDR 2011). UNMIL's mandate was to demobilize, disarm and provide training and reintegration support to former soldiers for the two main factions, the Liberians United for Reconciliation and Democracy (LURD) and the Movement for Democracy in Liberia (MODEL), as well as the Armed Forces of Liberia (AFL). This included women and children.

IDEFOCS approach

This programme aims at reintegrating former child soldiers in Liberia back to society. After the war many child soldiers moved into ghettos where they still live under extremely difficult conditions. This programme was initiated by Development of Former Child Soldiers (IDEFOCS). The idea is that war affected youths are to encamp in a home, where they receive three months basic trauma and career counselling, medical treatment and awareness events on human rights. After the three months, integrate them into the society based on their individual driven mission for change, including scholarship, employment, business and shelter.

Programme idea

Action 10 to partner with IDEFOCS.

Assignments

The assignment for the Programme management partners given by the Target partners is to address the outcome challenges presented by the TP and to provide trauma counselling, medical treatment, homes, training and employment opportunity for former child soldiers, women associated with fighting and other war affected youth living in the ghetto as an action to giving them livelihood.

Desired impact

The desired impact as expressed by our Target partners are that everyone in Liberia live in an environment that enables them to have high quality life. Drugs, violence and crime are not part of their lives. All Liberians live in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education as well as save, invest and donate. They are safe in terms of social and physical security.

Target Partners

The Target partners are:

TP1: Former Child Soldiers (FCS) FCS are those young people who were under the age 18, got conscripted as fighter either by force, for revenge, peer pressure or any other unconventional means. They are usually uneducated, without skills, and unemployed. They are usually exposed to drugs, crime and violence for living. Many of them have not undergone a unique rehabilitation and reintegration activities since they escaped or were disarmed. They are usually found in large numbers in ghettos.

- Identified individuals: Boys and girls identified by the surveys performed in Ghetto Outreach events, and who accept and are willing to undergo the de-traumatisation, rehabilitation and reintegration phase of the Ghetto Outreach Forum.

TP2: Women Associated with Fighting Forces (WAFF) Girls and women who were used as sex slaves during the war. Some were used as cooks and wives for rebel fighters and their commanders. Many of them use the ghetto as their home. They were identified by survey through the IDEFOCS Ghetto Outreach Forum on July 31, 2013. Those women must accept to continue the rest of the phases of the programme.

- Identified individuals: Girls and women identified by the surveys performed in Ghetto Outreach events, and who are willing to change and go through the entire process of the SDRR strategy.

TP3: Wars affected youths (WAY) These are youth who find themselves in the ghetto because of the lack of parental care, peer pressure or extreme poverty. Are those youth who will accept to complete the Detramatisation, Rehabilitation and Reintegration phase of the SDRR strategy.

- Identified individuals: Boys and girls identified by the surveys performed in Ghetto Outreach events, and who are willing to change and go through the entire process of the SDRR strategy.

TP4: Ghetto Children Children whose parents are FCS, WAFF or WAY and who are born in the ghetto. These children are usually exposed to drugs, violence and crimes as well as immoral practices. Also children who, based on the poor relationship between themselves and their parents led the children to move into the ghetto.

- Identified individuals: These children are those whose parent will help them develop passion for the programme.

TP5: Parents outside Ghetto. The parents are those who, based on the poor relationship between themselves and their children led the children to move into the ghetto and become involve with drugs, violence and crime for survival.

- Identified individuals: The individuals are those parents or guardians to TP 1,2,3,4 who are living outside the ghetto.

Outcome challenges

Outcome challenges from the positive perspective and per Target partner.

TP1- FCS

The FCS lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP2-WAFF

The WAFF lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP3-WAY

The WAY lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP4- Ghetto children

The children get basic education and thereafter the education of their choice. They have a good relation with their families a live with their parents in a good home.

TP5-Parents outside ghetto

The parents have a loving and caring relation with the children in the programme. The children live in their homes. These children are provided six months primary education (After School Programme). During classes they eat one time, offer first aid medical assistance and supply them clothes with school materials such as book beg, pencil, note book, sharpener, eraser, colour pencil.

Progress markers

Target Partner

TP1- FCS

- Participate actively in one or more Ghetto Outreach programmes. Gives an interview during the Ghetto Outreach programme Participate actively in one workshop on human rights.
- Encamp in an IDEFOCS home for three months. Participate actively in three months basic trauma counselling. Participate actively in a training in a profession. Participate actively in three months medical treatment.
- Generate enough income to support a family. Arrange to live in a home of their own of good standard.
- Start higher education or get an employment or start a business. If education or training, manage the exams; if employment or business; generate enough funds to manage.
- Arrange with life-long access to medical care.
- Live with their family in harmony

TP2-WAFF

- Participate actively in one or more Ghetto Outreach programmes. Gives an interview during the Ghetto Outreach programme. Participate actively in one workshop on human rights.
- Encamp in an IDEFOCS home for three months. Participate actively in three months basic trauma counseling. Participate actively in a training in a profession. Participate actively in three months medical treatment.
- Generate enough income to support a family. Arrange to live in a home of their own of good standard.
- Start higher education or get an employment or start a business. If education or training, manage the exams; if employment or business; generate enough funds to manage.
- Arrange with life-long access to medical care.
- Live with their family in harmony

TP3-WAY

- Participate actively in one or more Ghetto Outreach programmes. Gives an interview during the Ghetto Outreach programme. Participate actively in one workshop on human rights.
- Encamp in an IDEFOCS home for one month. Participate actively in one month basic trauma counselling.
- Attend school, technical college or participate actively in a training in a profession. If they go to school that they manage the exams.
- Participate actively in one month medical treatment, when required.
- Live with their family in harmony.
- Start higher education or get an employment or start a business. If education or training, manage the exams; if employment or business; generate enough funds to manage.

TP4- Ghetto Children

- Participates actively in six months primary education (After School Programme). Are able to read and write.

- Participates actively in six months training in a simple work, to give the attitude to work. Let them work small only, not to take away energy or attention from education.
- Take good care of the school material and books they are given.
- Teachers give good quality education. Teachers educate well about good behavior. After six months the TP4s can read a write.

TP5 -Parents outside the ghetto

- Participate actively in one time face-to-face counselling.
- If they cannot sustain their kids they participate actively employment programme or in training on how to start business education.
- Participate actively in one workshop in human rights.
- If employment or start business; generate enough funds to manage to sustain their TP 4 children
- Provides a solid home for TP children
- Provides a loving home for TP children.

Output

2013

- IDEFOCS received from ACTION-10, the amount of one thousand Euro (1,000Euros) equivalent to one thousand three hundred and forty United States Dollars (US\$1,340). The money received was partial amount required to conduct the ghetto forum as stated in the project proposal. Portion of the money were used to compensate volunteers who were hire to conduct the survey. Out of the 1150.00 received, 935.00.00 was spent on the Ghetto Outreach Forum 2 and around in the Duport Road Ghetto remaining the balance of 215.00 to be used for the last round of the survey in the King Gray Ghetto.

IDEFOCS Outreach forums

The Initiative for the Development of Former Child Soldiers (IDEFOCS) conducted preparatory visits to three ghettos and two Ghetto Outreach Forums, in July and November 2013, with financial support from Actoion10.

During 2013 the IDEFOCS staff make visits to three ghetto in Monrovia for general discussions and information sharing.

During Outreach 1 in July 2013 the IDEFOCS staff provides trauma counselling, social events and interviews. They compilation of Dreams of 20 TPs.

During Outreach 2 in November 2013 the IDEFOCS staff provides trauma counselling, social events and interviews. They compilation of Dreams of 20 TPs.

The events took place in Turtle Ghetto, Du Pont Road Ghetto and Kink Grey Ghetto, all in Monrovia, and brought together stake holders and individuals from diverse backgrounds with complex situations, through interactive sessions. The sessions aimed at informing as well as collecting information about the danger of illicit substances, violence and crime.

Eight volunteers of IDEFOCS were placed to survey 20 FCS, WAFF and other war affected youths per forum. During the survey the volunteers addressed 7 pages with 42 questions concerning personal background, recruitment by fighting forces, an assessment on how the DDDR[1] affected the person, current circumstances and current health status.

2014

- The Initiative for the Development of Former Child Soldiers (IDEFOCS) conducted one Ghetto Outreach Forum in January 2014, with financial support from Action10. During Outreach 3 in January 2014 the IDEFOCS staff provides trauma counselling, social events and interviews. They compilation of Dreams of 20 TPs.
- Eight volunteers of IDEFOCS were placed to survey 20 FCS, WAFF and other war affected youths per forum. During the survey the volunteers addressed 7 pages with 42 questions concerning personal background, recruitment by fighting forces, an assessment on how the DDDR[1] affected the person, current circumstances and current health status.
- After these interactive forums, the first 21 century FCS and WAFF surveys were conducted. The surveys were able to ascertain the driving force that will lead the boys and girls in the ghetto to a new life. The survey thus captured their dreams. It also captured the challenges that the ghetto dwellers face and which makes it impossible for them to change their lives without support from outside the ghetto.
- In April the Action10 President Cecilia ÖMAN visited Liberia in April 2014 to meet with our partner IDEFOCS. A project DESIGN for a Reintegration home was developed by IDEFOCS and Action10 together according to the Ten Actions Strategy. The idea is that war affected youths are to encamp in a home, where they receive three months basic trauma and career counselling, medical treatment and awareness events on human rights. After the three months, integrate them into the society based on their individual driven mission for change, including scholarship, employment, business and shelter. We shall also distribute three months supply of cosmetic, slipper, clothes and household utensil.
- The programme DESIGN also captures the development of small scale enterprises that will be linked to the Integration Centre, thus providing employment opportunities as part of the integration as well as a source of income for the programme costs. Types of enterprises identified are farming, carwash and production of charcoal, wood and bricks.
- A waste management programme was in addition implemented inside the ghettos during 2014, as had been requested by the ghetto inhabitants. We decided to combine the implementation of the waste management programme in the three ghettos with the Ebola campaign (Programme No 16). Thus, the campaign also provided wheel barrels, shovels,

ricks, raincoats and rain boots. And we set up a management structure so that materials can be properly managed in the three targeted partners' communities.

- Cecilia ÖMAN visited the three ghettos in order to develop a connection. The sessions also included surveys where ghetto boys and girls could explain in which way they would like IDEFOCS Action10 to facilitating a process where they regain their lives.
- Action10 compiled the 2013 and 2014 surves and it was found that the dreams were expressed as: Everyone in Liberia lives in an environment that enables them to have high quality life. Drugs, violence and crime are not part of their lives. All Liberians lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can have quality health care and university education if they wash. They are safe in terms of social and physical security. They are all part of the society as equal Liberians.
- The mission of this programme has thus become to provide trauma counselling, medical treatment, homes, training and employment opportunity for former child soldiers, women associated with fighting and other war affected youth living in the ghetto. The Ghetto dwellers also shared that such support programme has to be run outside the ghetto. As long as they live inside the ghetto, any sustainable changes of lifestyles are impossible.
- IDEFOCS and Action10 have therefore agreed to procure a piece of land in a peaceful village close to the beach. We will construct a home with twenty rooms and to where ghetto dwellers can move and were we will provide a rehabilitation programme. IDEFOCS and Action10 have also agreed to include the community, which will be the new home or employer for the persons coming out from our programme, to ensure a loving and caring environment.

2015

- The focus of 2015 years fundraising and energy was on programme number 19, Botanical reintegration village that are a successor programme to ghetto interventions addressing former child soldiers.



IDEFOCS performing the Ghetto survey (photo IDEFOCS 2014).

No 7. Access to sanitation pads in villages – Uganda

On-hold since 2017

Context

The organisation BanaPads distributes sanitation pads, which are cost effective sanitary pads made from the processed stems of freely available banana plants. The eco-friendly absorbent material is derived from plant and paper materials and is packaged for monthly distribution to school girls and women. BanaPads fabrication centres employ and serve the female residents of the rural communities in Uganda. Thus, BanaPads empowers women and girls in rural Uganda and Tanzania. The justification is that school girls and female students often miss school days and avoid activities outside the home due to the shame surrounding menstruation and a lack of effective products. Therefore this group require affordable, hygienic, and accessible methods of managing menstruation to be able to attend school without embarrassment. BanaPads has 20 staff members and 19 volunteers and is funded through donations. In 2011 the organisation received \$50,000 which paid the production of 396,000 BanaPads in Uganda. During the year 2011, fifty champions were trained in five districts and 1000 sanitary pads were distributed to 147 school girls. The distribution was made free of charge. In 2012 BanaPads followed up the distribution with interviews and was able to sell the pads at a price of \$0.75 per pack. The selling of the pads involved 20 women per district, thus 100 women, and served 3,300+ girls per district. The aim was at that time to increase the number of leadership staff from two to seven and to build new production centers, maybe one per year. “We will impact 33,000 school girls and employ 200 women by 2016” says, Chief executive officer and founder Mr Richard BBALE. “BanaPads have improved our lives. Before I was using leaves and would stay home from school. Now, I can study and play. I feel very free” Rhoda, 16 year old school girl, Mpigi district, Uganda.

Programme idea

Action10 was proud to partner up with BanaPads Social Enterprise in 2013. Action10 supported the initiation of new BanaPads businesses phase according to the concept of the BanaPads programme.

Output

2013

- The programme started in June 2013. Ten (10) ladies in Uganda were given the opportunity to become social entrepreneurs through the BanaPads Action10 collaboration. BanaPads in Uganda invested one month in capacity building of the ladies appointed. The ladies were also provided with a start-up loan. The initial investment per entrepreneur was € 40 to cover the costs of training and training material and €164 to cover the cost of the first 330 packs of sanitation pads. The women entrepreneurs then started their business. The entrepreneurs went to villages assigned to them by BanaPads. In the villages they sell sanitation pads in packs of 10 for a cost of €0.60 per pack. The entrepreneurs earn themselves a commission of €0.10 per pack. As the entrepreneurs have invested in 330 packs, they thus have potential of earning €33. €0.50 per pack is recovered to repay the loan provided by BanaPads Action10.

As soon as the loan is repaid another women will have the opportunity to become social entrepreneur by selling sanitation pads. The project will be enlarged if Action10 is successful with fundraising. The social aspect is obviously core to everything and we are happy to share the message from the Director of BanaPads Mr Richard Bbaale. Mr Richard Bbaale writes to Action10 “The women are feeling your appreciation and I want to say that they are meeting their needs for connection, matter, gratitude, celebration with your kind contribution.”

- Later, another Ten ladies were supported in the same manner.

2014

After the support provided by Action10 to BanaPads in 2013, the Swedish International Development Agency (Sida) decided to provide significant financial support to the programme. As financial support was not an issue for BanaPads during 2014 Action10 focused on Institutional capacity support and also support in the preparation of a long-term strategies to make the programme sustainable also after the Sida support is due. It was agreed to provide a training and awareness raising programme for children on any issue related to improved livelihood.

2016

Action10 supported on aspect related to sustainability, in order to cover areas Sida did not cover. Discussions were held on how to complement the Sida support and preparations made for more strong support in 2016. Action10 did not prioritise to support financially. The President travelled twice to Mpigi in 2016 and stayed with the BanaPads community for two times ten days. Each visit offered a workshop for the BanaPads staff. The first workshop concerned the ROPE tool and the second the Ten Actions.

2017

In 2017 BanaPads experience serious break-down and a large portion of the staff had to leave. The collaboration with Action10 was put on-hold.

No 8. Child care centre - Columbia

Context

La Sirena is a rural settlement in the Andes Village. It is located four km from the urban area of the city of Cali Colombia in the hillside zone. La Sirena is a marginalized community formed by migrants who settled in the periphery of the city as a result of violence, economic depression or lack of educational and employment opportunities. Since the late 60s, the population in this community has grown in an informal and unplanned way. The inhabitants are suffering from severe deprivation and social exclusion. La Sirena belongs to the circles of poverty of the city, where people live under critical conditions of poverty or extreme poverty.

Most of the families in La Sirena are headed by women, and their responsibilities include the financial support of the family. The families often have three, four or five children. Due to the lack of financial resources and early childhood schools in the area, children do not have access to good quality education at early ages. The children stay at home when they should actually be in school. This also results in that mothers or older siblings must also remain at home to take care of the minor children. Thus the mothers cannot leave home to look for and manage an employment and older siblings cannot go to school. In addition, only very few of the mothers have had access to education and work opportunities for the women are scarce in La Sirena. Even schools for the older children are scarce in the area. The families in La Sirena live in small houses built with not suitable construction materials. A house can be basically one single room and without washrooms, where all family members sleep together. More than one family can live in the same house.

The Kiwanis Foundation identified La Sirena rural settlement as a priority area and wanted to address education at early childhood. In this programme, early childhood refers to the first six years of life. Thus the Kiwanis Foundation was interested in starting a school (kindergarten) in La Sirena. Kiwanis initiated their programme by conducting a study in the area to identify the most vulnerable women and family and the children from these families were prioritized for the school initiative. At this time a private person decided to donate a piece of land in La Sirena. The land also had an abandoned house which was in poor conditions. The Kiwanis Foundation was made in charge of the donation. Kiwanis decided to renovate the house. The house was small, and can hold not more than a small office and a small kitchen. The organization also constructed a classroom, which is an open space with no physical walls.

The partners Programme partners Kiwanis (PP) is an organization that is mainly concerned with vulnerable children education and that can also support social initiatives in the communities where the children programmes are being developed. Mauricio Linares and Paola Vasquez founded at the end of the year 2014, partly as a result of the collaboration with Action10, a new Non-Governmental Organization (NGO) called “Genstainable” (PP). “Genstainable” aims to work with poverty, social and environmental vulnerability reduction. Strategic partners Comunidad San Simon Stock (SP) is an organization which offers handicraft and sewing training on a voluntary basis. The environmental and technical aspects for the green construction initiatives (houses and

kindergarten), and in particular the coordination of general activities for the women houses initiative, have been led by another team that Mauricio Linares (SP), the owner of the CMO construction firm in Colombia, and Paola Vasquez, who was at the time finalizing her PhD on knowledge transfer in cleaner production, brought together for this purpose.

Programme idea

Action10 agreed to collaborated in a programme dealing with the establishment of a kindergarten on a plot of land in a very poor part of Santiago de Cali in Colombia. The programme also included the starting up a training Centre for women in handicraft, brick making and training in different professions, and the last part of the programme will deal with supporting women in finding an employment.

The goal with the programme is female entrepreneurship, child care and supporting marginalized children. Action10 had the privilege to partner up with The Kiwanis Foundation in 2013.

Output

2013

- The organisations agreed to make a Target partner survey at three occasions according to the Ten Action Strategy.
- The survey in La Sirena identified the children and the mothers of the children in the programme as Target partners.
- The women informed through the survey that they need education and employment to be able to improve their quality of life. To support the women's initiatives an alliance was established in 2013 with a Strategic partner, the Comunidad San Simon Stock. Comunidad San Simon Stock is an organization which offers handicraft and sewing training on a voluntary basis.

2014

- A plot of land was donated for the programme in 2014. The land came with a simple building. The building was renovated to be made usable as a kindergarten / school for marginalized children. The idea was to provide the women with; taking care of their children during day time, training them in a profession during Saturdays in the same school building and then supporting them with getting an employment.
- In May 2014, a Kindergarten class of 25 children started. Classes have been held between 7 am to 4 pm Monday- Friday.

2015

- The training of women started on the 15th of April and has taken place on Saturdays. The women were trained in handicraft and in brick making.
- The organization, Kiwanis, has supported the programme in Colombia by approaching the community, gathering women, analyzing social aspects of the community, and in the educational aspects and in the operation of the kindergarten.
- Action10 has supported with the ROPE tool but with no financial support.

Outcome

- The women informed through the survey that they need education and employment to be able to improve their quality of life.
- A plot of land was donated for the programme in 2014. The land came with a simple building and the building was renovated to be made usable as a kindergarten / school for marginalized children.
- This programme is very successful and during the past year it has progressed quickly.

Lessons learned

- The ROPE tool was appreciated and the partners mentioned especially the needs driven approach and the focus on TPs ambitions.
- The programme is successful due to the excellent partners and partnership.
- The programme was initiated by Genstainable, which decided to leave the collaboration due to the low scale of financial support by Action10 in 2015, and the partnership was taken over by Kiwanis Foundation. The partners did though not agree on the sustainable economy approach and the partnership was put on-hold / concluded. The lack of understanding may well be related to that Action10 never met with Kiwanis.

No 9. Health care clinics - Togo

On-hold since 2016.

Context

In the rural areas of Togo people often lack access to necessary health care. Health care clinics are mainly based in larger cities or villages. Transportation to cities can be both too expensive and too difficult for people to reach clinics available. This was the situation in the village Hové before 2012. If the inhabitants of the village were in need of health care treatment or consultation, they had to travel several kilometres to get to a hospital and roads are generally in very bad conditions. Many villagers could not afford to travel to a hospital and transportation opportunities were few and very time consuming. Thus the inhabitants of Hové had a dream to have their own health care clinic in the village.

S.E.VIE has constructed and established a clinic for primary health care in Hové with financial support from the organisation Association Humanitaire (WAO) at the University of Pau in France. The clinic has been well constructed and consists of one building for health treatments, one house with four toilets and a cistern to collect rain water.

Programme idea

The programme idea was to establish a health clinic providing health services with sustainable economy within the construction already developed. Minimum one nurse shall be employed at the clinic. The health care clinic in Hové aims to provide 500 people with access to basic health care. The treatment is paid for by the patients and the fee is low enough for patients to be able to pay for the services. The nurse uses the income to support the clinic and for her own salary.

Outcome challenges

- The programme must be able to ensure a good salary to the nurse.
- The clinic needs support in order to strengthen its institutional capacity. Today it lacks necessary drugs and equipment. The nurse has for example pointed out the shortage of power supply as a major outcome challenge. Electricity is required for preserving snake venoms by keeping them cold. Snake bites are very common and may be lethal.

Outcome

2015

- During 2015 the patients seeking assistance from the health care clinic payed for the services. The income covered a very basic level of the running costs and a minimum salary for the nurse.
- Villagers in Hové had access to a basic level of health care.
- It was acknowledged already in 2014 that the nurse lives in a very simple hut and alone with her children and that the programme must address the improvement of her living conditions. In the beginning of 2015 the nurse's house had a fire accident. No person got injured and a

new house has been built but the issue with the nurse's living conditions continues to be of major concern.

Strategic partner

Association Humanitaire (WAO) at the University of Pau in France.

Lessons learned

We were not able to ensure the institutional capacity and sustainable economy required and the programme was put on hold in 2016.



From rural Togo (photo Action10, Caroline BRUNDIN, 2014).

No 10. Support to local entrepreneurs – Nigeria

Integrated into Programme No 20.

Programme idea

Support local entrepreneurs.

Output

2015

- A survey was made by SpellAfrica in order to identify needs among small scale and local entrepreneurs in Benin City. The study area was; Ekewan Area, Uzebu, and Ikopba hill road. The total number of business visited was 20 and the total number of people who are yet to start a business was 10. Through the survey a better understanding was gained about the problems facing local entrepreneurs and start-ups. The purpose was to improve the Action10 SpellAfrica support programme. The survey was carried out by SpellAfrica Initiative team members. Over a four months duration, SpellAfrica visited 10 business owners in selected areas of Benin and monitored the ups and downs. During interviews with the local entrepreneur, SpellAfrica deliberately asked them different questions according to their education background. SpellAfrica was also careful since most of them think they are from the government and were reluctant at first to give us facts and detailed information. We also interview youths who are interested in starting a business, there were free and opened up to us.
- After a careful analysis conclusion were drawn about the challenges and possibly solutions. The interest and need for support is among local small-scale entrepreneurs is obvious.
- While SpellAfrica were going around town, they happened to meet a young lady who runs a local corporative with the mission of supporting local entrepreneur and she has a good number of our targeted entrepreneurs in her network. Thus, SpellAfrica also interview her for the purpose of learning from a different perspective.
- The programme was integrated into the Back2School initiative.

Evidence

Testimonies

Samuel

Samuel was born in Benin City, Nigeria in the year 1987. In the year 1992, his parent got separated, living Samuel with no choice but to live with his uncle, with little or no hope for education. Since age 14, Samuel has been fendng for himself. At the age of 25, he was advised to learn how to repair computers. His computer repair skill, ever since then, has improved greatly. Outcome challenges: Office space, receipt booklet and basic computer repair toolkits. Why does Samuel need an office space? In pidgin he said, “people price me cheap because I am the one going around begging them for jobs, if I am stationed they will come looking for me and the better payment they will make for my services. Also my dream is to fix computers for big companies like Uyi ground hotel. But even though I can handle such a big job, but they have refused to offer me

such contracts, due to the fact that I do not have a base they can trace me, I guess they are scared, I may run away with their money and computers. And that is why I really need to rent a shop". Investment capital: Samuel requires the sum of NGN 120,000 (€ 530) to rent a shop for 12 months, print receipt booklet and if possible buy computer repair kits.

Mama Odion

Mama Odion is a single mother of three children, her husband left her 15 years ago for Europe, and since then she has been taking care of the children who are now adults. To survive she trades on food items, by selling roasted yam and stew for workers in the area. Outcome challenges: As the rainy seasons approach her biggest nightmare is how to build a shelter to protect herself and her customers, who are not pleased with the condition of her current space. She also wishes to buy a refrigerator for cooling soft drinks. Investment capital: Mama Odion requires NGN 70,000 (€ 310) to build a temporary shield from the sun and the rain, and also to buy a used fridge.

Ekene

Ekene was born in 1990 in Benin City. Although from a poor family he was able to complete secondary school education. But that was the best his parent could offer him. His greatest desire is to further his education. Ekene picked up a teaching job in a local private school. But he went jobless when the government closed down private schools that were not registered. Ekene is now a local entrepreneur that produces eggrolls and other edibles for sales in local schools. Outcome challenges: Currently Ekene uses firewood to bake his products, making it not safe enough for human consumption. His fear is that the government can come anytime soon and close down his business. Investment capital: He requires about NGN 100,000 (€ 440) to buy a mini industrial oven and also to brand his products.

Osariemen

Osariemen is 28 years old and a mother of one child. She is a deportee from Italy. Since she got back to Nigeria three years ago, the government has not empowered her as promised, she said. She is currently jobless and lives with her boyfriend. Osariemen tells that she worked with a fashion home while in Italy where she developed knowledge in the fashion industry and now she wants to start a clothing business. Investment capital: Osariemen is soliciting NGN 200,000 (€ 880) to start a clothing business.

No 11. Village library – Cameroon

Country partner

Our Country partner in Cameroon is LINK-UP.

Our three programmes with LINK-UP are; i) the Village library programme, ii) the Letter exchange programme and iii) education. The goal of the programmes is to increase the access to school text books (Mathematics, English and French), share knowledge and to increase the educational level of the population.

About the founder and manager of LINK-UP

Mr. Roland Musi visited the Buea Central Prison already in 1999 and there he met people living under very deplorable conditions. Buea is the capital of the South West Region of Cameroon. He reflected over the adolescence and children in prison. Some of these children were with their mothers and were either delivered inside the prison or were brought in as infants. The scene was really pathetic. He made a research on the root causes of adolescents being in prison. Most of the children were either orphans or came from very poor and broken homes. The majority of them were unable to read and write. It became obvious to Roland that, to tackle this problem all children needed equal access to education, especially the very poor. When children are in school, they are focusing on learning and are protected from abuses and crime. Roland thus established LINK-UP in 2000, as an organization with a mission to assist vulnerable children. The support shall be direct and shall be provided irrespective of the origin of the child. As LINK-UP kept working on promoting its cause, Roland realized another great problem - the acute shortage of textbooks in the school system.

Context

LINK-UP started to provide core textbooks to school children in 2003 and later in 2006 they introduced the Revolving core textbooks programme where textbooks were exchanged between students. This eventually led to the design and establishment of the Village Libraries Initiative in 2010, initially called "The Village Library". The initiative is designed to enhance access of to essential school textbooks and other learning resources to children in Cameroon. It equally serves as an education resource centre for the community. Through this programme Roland MUSI was offered a fellowship in 2013 by SE Forum Accelerator Programme Stockholm. This is how he got in touch with Mrs Cecilia ÖMAN, President of Action10. She believed in the LINK-UP mission, and LINK-UP and Action10 became programme partners. Thus Action10 was honoured to start a partnership with LINK-UP in 2013.

Programme idea

LINK-UP has developed a social enterprising idea addressing text books, the Village Library Programme. The idea behind Village Library Programme is to enhance access to the textbooks used in school for educationally marginalized children in particular, and for children in general, through the establishment of textbook exchange and sales points in Cameroon. Children, who are part of a textbook exchange programme, are certain to have access to core school textbooks in mathematics, English and French throughout their entire school programme. This will result in

that children will not be sent away from school due to lack of textbooks. Thus their learning experience will be enhanced.

An exchange fee will be charged for those involved in the exchange process by for example the parents, guardians, or local authorities, thus making the initiative financially sustainable. An integral component of the Village Library Model is the sales corner. This unit is designed to promote sales of textbooks at reduced price, especially in remote localities where there are currently no book shops.



Many children are struggling to study from a textbook (photo: LINK-UP 2014).

Output

2013

During 2013 Action10 and LINK-UP initiated discussion with publishers of books in Sweden. As publishers destroys books that cannot be sold with profit it was agreed that books written in French or in English which would be suitable for the Village library could be donated to LINK-UP. In parallel Action10 approached DHL to ask for free transportation of the books to Cameroon. Also other ideas were tried. The publisher stored a set of books about business for several months, but Action10 and LINK-UP could not come up with a low-cost method of transportation. Thus, no books were sent to LINK-UP during 2013.

2014

Action10 has also provided small financial support to vulnerable students during 2014. Action10 donated a one-year school fee for four children, who had been selected by LINK-UP. Limited financial resources have restrained Action10 from any significant financial support to LINK-UP during 2014.

Lessons learned

Village library support was postponed due to lack of a concluded programme design. Institutional capacity challenges and other challenges in Cameroon have delayed the programme.

No 12. Sanitation and hygiene – Togo

Context

Sanitation and hygiene is an area brought up by the rural communities where we do the “small-scale businesses programme, No 3” as something they would like us to prioritise.

Programme idea

To address water, sanitation and hygiene in rural Togo.

Output

2012 & 2013

An ecological sanitation toilet with four pits was constructed in 2012 and was followed-up upon during 2013. A sanitation committee (Comité d’assainissement scolaire) was established at school level to teach and to give the children the responsibility to urge their families, their schools, and their communities to take health care seriously and to promote concrete actions on the matter.

2014

During 2014, it was been agreed between Action10 and S.E.VIE to extend the water, sanitation and hygiene programme in rural Togo, and make it a stand-alone programme.

2016

The programme was expanded to link to No 21 and to be combined with selling water for sustainable economy.

No 13. Letter exchange – Cameroon

Concluded 2016.

Programme idea

Letter exchange between young students from LINK-UP in Cameroon and students in Sweden and U.S.A.

Output

2013

- A letter exchange programme was initiated during 2013, between young students from LINK-UP in Cameroon and students in Vasa Real in Stockholm. Action10 did not have enough Institutional capacity to give the programme the attention it needed during 2013. As a consequence of this, only one letter was exchanged during year.

2014

- The interest and resilience at the LINK-UP was kept high and they are content with the developments. There are many children in Cameroon who are really happy to be part of this programme, but the challenge is the cost of postage and local coordination. The parents to the children do not have the financial means to cover the costs. During 2014 the children wrote letters, but were unable to send them to Stockholm, because their parents considered the cost involved an extra burden on them in addition to the high cost of their children's education.

2015

- The programme with Vasa Real Stockholm was on-hold during 2015 due to challenges at the LINK-UP side.
- In order for us to succeed in this programme, LINK-UP proposes that the parents of participating children from the US or Europe contribute with \$25 per child and year. This amount will, as explained by LINK-UP, assist in letter postage for the corresponding child in Cameroon and for local coordination of the programme. This proposal with having parents paying, may not suit the Action10 LEP USA parents, but a targeted fundraising event may be more appropriate. A survey and information campaign performed by Action10 San Diego USA Focal point resulted in that a school in the northern parts of San Diego agreed to start a Letter exchange programme with some of your children in Cameroon. Three third grade teachers and their 66 students (22 students in each class, age of 8-9 years) are interested in starting a Letter of exchange pilot project. The pilot will last for a year and then be evaluated before continuing. If possible the teachers would appreciate for each child to have one pen pal each. LINK-UP agreed that each child in the US will be linked to one child in Cameroon. LINK-UP proposes the children to exchange between three or four mails within a year, taking into consideration the fact that normal mails through the post office, take an average of 6 to 8 weeks to leave or arrive Cameroon from abroad. LINK-UP states again that they are very grateful for the interest in developing this programme which has a lot of potentials to education and cultural exchange between these children.

- The Action10 US Focal group showed interest and decided to pick up and strengthen the programme. Preparations were made to strengthen the programme in 2015 by stronger support and linkages with the Action10 US Focal point. Exploring the possibility of setting up this programme and then implementing a pilot project became the main work for the US Focal Group in 2015. The US Focal group wanted to learn from previous experiences of letter exchange programmes so they did some research and asked LINK-UP and the previously involved Action10 volunteers about their last letter exchange programme. The group learned that the discontinuation of the Swedish-Cameroonian programme was due, in part, to the Cameroonian families' lack of financial means to cover the cost of materials and postage for the letters (basic education costs are already burdensome).
- The Action10 US Focal group began exploring the possibility of a letter exchange programme during spring, 2015. In May, the director at HTeNC, Ms. Amanda Massey, expressed an immediate interest too.
- Pilot LEP Project Overview. After researching and approaching High Tech Elementary North County (HTeNC), in San Marcos, California, USA, and LINK-UP in Cameroon, it was decided that a pilot letter exchange project would take place in the school year of 2015-2016.
- In May an informal meeting with two of the third grade teachers, Mr Jeremy Manger and Mr Jeffrey Feitelberg, took place and the letter exchange programme was introduced and discussed. The two teachers expressed their immediate interest. The 1st of October, a second meeting was set up, and this time the third teacher Ms Jill Alexander was present. A decision was made to proceed with the next step in implementing this pilot project. Sixty-six students at HTeNC (22 students/class in three classes, ages of 8-9 years old) and 66 students from six different schools in Cameroon were to participate. The pilot programme would take place from 2015 until June 2016.
- Right before the informational meeting regarding the programme was to take place, the Action10 US focal group was made aware of the fact that American schools are not allowed to sponsor or do fundraising for any organization that has a religious statement in their Vision/Mission statement. LINK-UP is a non-religious organization, but has a statement about God in the description of their organization. Due to this, the implementation of the pilot project was put on hold and there was no information given to the parents regarding the programme at this point in time.
- Once LINK-UP heard about this issue, they discussed it and determined that they would remove the statement about God. The Action10 team discussed the issue with Mr Roland Musi, director of LINK-UP, and recommended that LINK-UP stand by their values and not do anything that is not in their own best interest and according to their own beliefs. The issue was addressed with Ms. Amanda Massey, director of HTeNC. Once she had discussed it with her colleagues, the US Focal group was given the good news that the implementation of the pilot project could continue.
- On December 18, 2015, the letter exchange programme, Action10, and LINK-UP were introduced to the third grade parents at HTeNC. The parents were positive about the programme, and they were encouraged to participate and take charge in implementing fundraising efforts for the programme.

- LINK-UP estimated 6 to 8 weeks for letters to leave Cameroon and arrive in the US. Thus the goal was to have two letters exchanged during this first pilot programme.

2016

- The first letters would be sent in February, 2016, and the second ones as soon as the first letters arrived, hopefully no later than in April or beginning of May, 2016.
- Further research regarding costs for the programme was done. The total cost for the programme was estimated to be \$750: \$300 for postage for two letters to be sent from the US to Cameroon and \$450 for the Cameroon students to send two letters. The cost in Cameroon included purchasing supplies of paper, pencils, and envelopes. (\$6.095/student for two letters to be sent corresponding to 90% to go to the programme partner; additional monies to cover both the 7% contribution to LINK-UP and 3% contribution to Action10, all in accordance with the Action10 formula).
- In order to ensure the success of the US-Cameroon programme, LINK-UP proposed that the parents of participating children from the US contribute with financial support to the Cameroonian students. Each Cameroonian student would need stamps (\$10.45/year, per student), envelopes and writing material (\$1.74/year, per student). The total cost per student and per year would amount to \$12.19 to send four letters during a year.

Lessons learned

The Programme was put on-hold in 2016. Challenges were related to institutional capacity of LINK-UP and political challenges in the country.



The LINK-UP children receiving letters from children in Sweden (Photo LINK-UP, 2014).

No 14. Rural bank – Togo

Concluded 2016.

Context

The women in the village Foulani Kondji who were involved with Programme No. 3. on their own initiative took the initiative towards a rural bank.

Programme idea

In 2012 the women cooperative in Foulany kondji proposed to give a share of the revenue to S.E.VIE Action10 for the programme partners to save for them. The purpose with the approach was to build a capital. The women decided to save 100 FCFA (€ 0.15) per week and entrepreneur.

Outcome

2012

In November 2012 the entrepreneurs started to paid 100 CFA (€ 0.15) each week and the balance was collected by S.E.VIE and was kept on a bank account.

2013

In November 2013 when the entrepreneurs had paid 100 CFA each week for a year, they raised the issue of size of the capital. The women considered it to take too long time to build a useful size of a capital. They wanted to discuss how to further strengthen the rural bank idea.

2014- 2016

The funds were collected until 2016 and was then given to the women who did not ask for a follow-up or a continuation. Thus the initiative was concluded 2016.

Lessons learned / reflection

It would be interesting to explore bringing the Table banking idea from Kenya to Togo.

No 15. Language education application for cell phones – Nigeria

On-hold since 2015

Context

About SpellAfrica

Visibility

SpellAfrica has been successful with their visibility during 2014 and the organisation has been internationally acknowledged for its work with developing educational applications for cell phones. In April, 2014 - SpellAfrica became member of the International Association of Teachers of English as a Foreign Language (IATEFL). Interestingly, our founder Elvis Austins won the 2014 English Online Exam Scholarship. In May, 2014 SpellAfrica was acknowledged by the Nigeria Leadership Initiative (NLI), a prominent leadership organization in Nigeria. In July, 2014 SpellAfrica concluded a partnership pact with the United Nation (UN) Economic and Social Council (ECOSOC). The organisation was granted special consultative status with the United Nations Economic and Social Council. What this means is that SpellAfrica can now make both Oral and Written contributes to developmental issues to conferences and seminars hosted by the United Nations Head quarters. SpellAfrica was also offered the privilege to have a one-year pass for the purpose of entering any of the UN offices in New York, Geneva and Vienna. In July, 2014- Google Inc., offered a 10,000 USD an award grant to improve the online presence. In September, 2014 Spell Africa was selected among the 40 best tech Start-ups in Africa, at the 2014 DEMO Africa awards held in Lagos, Nigeria. In October, 2014, after a stiff and keenly contested challenge with some of Africa's finest start-up organizations in the world, the SpellAfrica team won the 2014 Global innovation Award in Berlin, Germany. Still in the month of October, the organisation won the LEAP Africa Innovation Award, a 12 month period fellowship for young social innovators in Africa. In November, 2014 SpellAfrica was invited to showcase their products and services at the 2014 eNigeria Conference in Abuja. It was indeed a big opportunity to explain and demonstrate our work directly to the Honorable Minister of ICT, Nigeria and other dignitaries.

Despite the international publicity around and appreciation of Mr. Austins and SpellAfrica, the organisation has not benefitted from external financial support. Only Action10 has actually supported SpellAfrica financially. The programme expected significant external financial support but it was not achieved.

About Mr Elvis Austins

Mr Elvis Austins, Founder and Director of SpellAfrica is invited through-out the world to present his ideas. He has won awards and he has developed a large international network. Despite the international publicity around and appreciation of Mr. Austins and SpellAfrica, the organisation has not benefitted from any substantial financial or institutional capacity strengthening support.

Austins Mr has embraced an adaptive form of leadership in the managing of SpellAfrica Initiative. He says he has come to understand more fully that change is really a factor to consider. As a technology based organization, the industry is changing very fast across the world; this is especially true in all developing markets. A change in the market has made SpellAfrica to introduce some new products and services. Mr Austins shares with Action10 ; “As a typical start-up that is incubated in an emerging market like Nigeria, SpellAfrica has had series of challenges and obstacles, some of which we were able to mitigate. At SpellAfrica we see challenges as mere obstacles that can only reduce our speed but can’t stop us from achieving our mission and set goals.” Mr. Austins also remarks “Mr Erezi Edoreh is acknowledged for his genuine spirit in the transformation of SpellAfrica Initiative. The same regards goes out to Action10 our funding partner, for their love and support all through the years. It is interesting to know that Action10 is the first organization outside Africa that have supported the SpellAfrica work financially”.

Programme idea

Knowing the English language well increases the likelihood for the population in Nigeria to become employed and it opens up different types of door and opportunities. Thereby it supports the fight against unemployment and the fight against extreme poverty.

The educational applications (EduApps) that SpellAfrica focuses on, teaches the users the English language.

Output

2014

Fotobulary app

- One the SpellAfrica products is the Fotobulary app, an Edugaming concept that utilizes the power of images to teach English language, the said game was launched at the 2014 DEMO Africa event in Lagos, Nigeria.
- Currently the app is free for downloads on the Google play store at: <https://play.google.com/store/apps/details?id=com.spellafrica.fotobulary&hl=en> . See the launching of the app on youtube at: <https://www.youtube.com/watch?v=WCndSE04uz0> .

mVocabulary

- Elvis did a market survey and discovered that over 50,000 users on our database are very much interested in learning through the SpellAfrica mVocabulary.
- The organisation has been working on better ways to measure the impact of our work, and as a result, have reduced the current beneficiaries to just 50 dedicated and serious people.
- Mr Austins has carefully selected 50 people to join the new class of SpellAfrica mVocabulary. This class would receive the message for 30 days, after which they will have to participate in a compulsory monthly examination via SMS, this will continue for the 2nd and 3rd month respectively. On the 3rd month, all 50 beneficiaries would appear in a center physically to write a final exam. Successful candidates will be offered a certificate and eventually helped to get a blue collar job.

- SpellAfrica is negotiating with local employers and currently about 5 employers have signed in for the pact.
- Action 10 provided strategic support during 2014. No financial support could be provided during this year due to lack of funds.

Outcome

- Since the launch of the game, SpellAfrica has got positive feedback and constructive criticisms all which we plan to integrate into the upgraded version.
- During 2014 SpellAfrica got feedback messages from renowned organizations in social businesses, including and mentors from StartUp Generation fellowships and Echoinggreen of which we came out as a semi-finalist.

Lessons learned

Despite of the challenges during 2014, SpellAfrica is proud to state that the organisation came out victorious and are delighted to be counted as one of the fastest growing start-ups in Nigeria.

Status

The programme is kept on-hold waiting for opportunities.

No 16. Ebola prevention campaign - Liberia

Ebola awareness and preventive measures campaign held in ten different communities in Liberia.

Concluded 2015.

Context

In March 2014 the painful and deadly Ebola disease appeared in Liberia and in mid July 2014 it strongly hit the entire country causing huge death casualties. The fear within each resident of Liberia became a paramount concern. The government of Liberia encouraged everyone to join the fight against Ebola. Preventive tips and awareness flyers were distributed around the country and workshops were conducted to share information about the disease and how to prevent its spreading. The Liberia Ministry of Health also established a coordination unit. The fight against Ebola through awareness and preventive measures became a main assignment for all civil society groups in Liberia. Also international institutions in Liberia including *Doctors Without Borders* and *WHO* became active. During the early stages of the spreading of Ebola throughout Liberia, there was a serious doubt among the population about the actual existence of such a disease in the country. Due to this doubt, which also created a negative perception towards the information shared by the Liberia government and the Liberia civil society organisations, the Ebola virus spread widely.

About Ebola

EBOLA virus disease (EVD) or EBOLA hemorrhagic fever (EHF) is a disease caused by an ebolavirus. Symptoms start two days to three weeks after contracting the virus, with a fever, sore throat, muscle pain and headaches. Typically, vomiting, diarrhea and rash follow, along with decreased functioning of the liver and kidneys. Around this time, affected people may begin to bleed both within the body and externally. The disease has a high risk of death. Spreading through the air has not been documented in the natural environment. Prevention includes decreasing the spread of disease from infected animals to humans. Properly cooking meat and wearing protective clothing when handling meat may be helpful. Fruit bats are believed to carry and spread the virus without being affected. Once human infection occurs, the disease may spread between people. Male survivors may be able to transmit the disease via semen for nearly two months. Protection includes wearing protective clothing and washing hands when around a person with the disease. Samples of bodily fluids and tissues from people with the disease should be handled with special caution. No specific treatment for the disease is yet available. Efforts to help those who are infected are supportive and include giving either oral rehydration therapy (slightly sweet and salty water to drink) or intravenous fluids. EVD was first identified in Sudan (now South Sudan) and the Democratic Republic of the Congo in 1976. The largest outbreak to date is the ongoing 2014 West Africa Ebola outbreak, which is affecting Guinea, Sierra Leone, Liberia and Nigeria. As of 22nd August 2014, 2,615 suspected cases resulting in the deaths of 1,427 have been reported. Efforts are under way to develop a vaccine; however, none yet exists.

The reality on the ground in Liberia

Unfortunately, some of the population in Liberia do not yet believe that such a pandemic could be found in Liberia. Because of these doubts in many citizens' minds, cases of people dying from EBOLA virus begin to rapidly spread in the leeward county. Health practitioners are usually the victims, specifically in Lofa County. Medical practitioners have tested people who have died from the virus and confirm that EBOLA is truly in Liberia. Due to the increasing death cases, the government of Liberia has pronounced a state of emergency that will last for ninety days. The ministry of health in collaboration with other medical groups and civil society organizations, are providing awareness and sensitization campaign to combat the spread of EBOLA throughout Liberia.

Programme idea

An awareness and preventive measures campaign against EBOLA is highly imperative in the fight against the deadly EBOLA virus.. We deemed this exercise a matter of paramount to erase the scepticism that the Ebola virus is not real in Liberia, as if ignore, it has the ability to endanger the lives of many citizens across Liberia. We also think it is important to educated our targeted partners on the pandemic and provide them preventive measure to help reduce the risk of widely spreading the virus. This campaign exercise is going to involve everyone living in the ghetto vicinity, not the IDEFOCS/Action10 targeted partners alone.

Programme number 16 Ebola prevention campaign was initiated by IDEFOCS (initiated by Development of Former Child Soldiers) in partnership with Action10 in 2014. In order to actively support the Liberia government action plan, and stop the rapid spreading of the virus IDEFOCS in partnership with Action10 launched an Ebola awareness and preventive measures campaign in 10 different communities in Monrovia and three villages in rural Grand Bassa County (Compound one, Little Bassa and Kpainh Town).

The goal with the initiative is to provide awareness and preventive measures as to how we all can help combat the EBOLA Virus within ghettos communities.

Campaign Objective

During the early stage of the spread of EBOLA throughout Liberia, there has been a serious doubt about the existence of such pandemic in the country; because of this negative perception, the widely spread of the virus took rapid position. Henceforth, IDE-10 saw the need to promote more education on EBOLA existence and its prevention within 10 different communities in Monrovia.

- To provide preventive education on the EBOLA virus.
- To provide chlorine and other materials for each targeted ghetto.
- To put in place a leadership structure that will manage the chlorine exercise and cleaning up of each ghetto everyday.

Outcome Challenges

Initially, IDE-10 idea of spreading the word on EBOLA was to focus on its targeted partners (ghetto communities), however, the need to include 7 different communities was very imperative

because when we first visited our targeted communities, we saw that there exist no more ghettos in these targeted areas. We learned that the government of Liberia have given the police mandate to raid every ghetto around the country creating more unsafe environment because the government did not put in place a programme to encamp these guys and provide them medication and rehabilitation programmes instead they have been chased out of the ghetto to make other community unsafe in terms of crimes and violence. We realized that we were force to cooperate with the communities' dwellers accepting the fact that their community is no longer a ghetto community and as such whatever supplies and education we had for the ghetto boys, we should leave it with the community.

Target partners

IDEFOCS and Action10 have agreed to focus our efforts on our Target partners and have identified ten ghettos in the Paynesville City, Monrovia ghettos for the initiative.

Expected outcome

Ghetto dwellers will be more knowledgeable of the EBOLA Virus and its preventive measures.

Materials and chlorine will be available in each ghetto to help support the preventive measures in actual practice. A Leadership structure will be put in place in each ghetto to manage daily cleaning up and wash of hands activities within each ghetto.

Expected impact

The spread of EBOLA Virus in the ghetto vicinity will be prevented. Ghetto dwellers will contribute to the combating of the wide spread of the deadly Ebola Virus in Liberia.

Required inputs

- IDEFOCS/Action10 establishes and trains a team of eight men volunteers.
- The volunteer team carries out EBOLA virus preventive education in each of the ten targeted ghettos.
- Materials and chlorine will be provided to each ghetto which will last for ninety days.

Action plan

- The campaign strategy was approved by the Action10 medical expertise in Sweden.
- The campaign starts with that IDEFOCS/Action10 conducts a one day workshop that will train eight volunteers on how to implement the IDEFOCS/Action10 EBOLA ninety days Awareness Campaign.
- After the workshop, IDEFOCS/Action10 visits each of the ten targeted ghettoes to post and inform about the work plan of the Ebola Virus Campaign activities. During this process, we will pre-identify the leadership structure which will be responsible for managing the donated materials from IDEFOCS/Action10.
- Thereafter IDEFOCS/Action10 holds a one day awareness campaign in each of the ten ghettos.

- The one day awareness activities will educate targeted partners on the history of EBOLA, its danger and preventive measures that can be applied on a daily basis. There will be distribution of flyers and stickers in the targeted ghetto community by ghetto dwellers.
- At the end of the activity, IDEFOCS/Action10 puts together a leadership structure with the responsibility of properly manage the prevention materials donated to each targeted ghetto. The campaign in each ghetto will climax with the distribution of water pump drums, chloride and other detergents. The water pump drum mix with chloride will be placed at a particular station where everyone can easily have access, so they can wash their hands every time they are going out and coming in to the ghetto.
- After the workshop the IDEFOCS/Action10 will organise a bi-weekly monitoring and evaluation of the hand washing and cleaning up of the ghetto to identify obstacles and way forward after the five days implementation.

Output

2014

- Cecilia Öman visited Liberia in April 2014 to meet with IDEFOCS. The IDEFOCS approached Action10 in May and shared about their concerns about Ebola.
- Action10 consulted with our medical expert Med. Dr. Anna ÅGREN, who compiled the most resent knowledge about the disease, how it is spread and how to protect ones elves.
- Together Action10 and IDEFOCS developed the most appropriate action plan at that time and implemented it. The Action10 and IDEFOCS campaign was launched in the middle of June 2014.
- The campaign specifically addressed our targeted partners in the three ghetto communities where Action10 are running the “reintegration of former child soldiers” programme.
- When IDEFOCS went to the ghetto communities to initiate the campaign, they found that there no more exist ghettos in these locations. IDEFOCS then learnt that the government of Liberia have given the police mandate to raid every ghetto around the country. The government did not offer an alternative settlement location for our target partners. This was very unfortunate according to IDEFOCS and Action10, as by doing so the environment became more unsafe for the previous ghetto inhabitants. Thus, instead of offering our Target partner a home, an employment, medical and rehabilitations programmes, the Government actually chased our Target partners away from their ghetto environment. This behaviour is in addition, in fact expected to make other communities more unsafe in terms of crimes and violence.
- IDEFOCS realized that as we wanted to cooperate with the previous ghetto communities’ dwellers we were force to accept the fact that their communities were no longer ghetto communities. Therefore in order to share the supplies and education we had prepared for the ghetto inhabitants, the Action10 IDEFOCS programme must find and address the new communities where the Target partners were now staying. Thus, ten new communities were identified; seven in Monrovia and three villages in the rural Grand Bassa County (Compound one, Little Bassa and Kpainh Town).

- Through workshops and awareness raising events we gave our contribution to the fight against Ebola. (It shall be noted that the number of communities was restricted to ten only to mirror the funds available. With a larger budget we had included more communities.) Eight persons were hired to run the campaign. Both men and women were hired. IDEFOCS-Action10 provided training for the staff on the origin of the Ebola virus, the danger of the disease and on how to protect oneself, the family and the community. The training had a hands-on component, addressing how to make the protection measures in actual practice. The training also offered a physical illustration describing the origin of the Ebola virus and the danger of the disease.
- After the training of the staff they went together with the IDEFOCS team to the ten communities and shared the knowledge with them. The prevention measures were demonstrated together with the participants in actual practice, for example the washing of hands each time re-entering the community from the outside. After the training each participant who had attended the training became an educator in promoting safety measures against Ebola in their own homes.
- Action10 IDEFOCS also provided the materials required for the protection; chlorine, soap, water buckets, water barrels and gloves for each of the ten communities.

2015

- Due to diminishing humans affected by Ebola this programme where put on-hold 2015. WHO (world health organization) claimed Liberia to be free from Ebola the 9th of May 2015.

Outcome

- A very large amount of the communities' dwellers choose to attend the campaign exercises. The participants were eager to learn about and to understanding the mechanism of the spreading of the Ebola disease. They were also eager attend and support the fight against the virus. The success was also measured as the campaign brought together people from all over a particular community.
- The people got united around the issue of prevent the community against Ebola. Action10 IDEFOCS is truly excited about the exercise as it yielded such positive results.
- Each community was given bucket/barrel, chlorines, and soap as practical means of fighting the EBOLA virus. Each member of the community became an educator in promoting safety measures on the EBOLA pandemic in their various homes.

Lessons learned

- Action10 and IDEFOCS reacted very fast to the threat, faster maybe than most the other international organizations with offices in Monrovia, to set up our Ebola prevention campaign.
- The campaign was proven robust and very successful. Thanks to this campaign, the inhabitants of 10 different communities were given the necessary education and means to themselves fight the Ebola virus. All the ten communities were kept safe and the Ebola did not enter any of them.
- The awareness and preventive measures campaign on EBOLA was excellent because it brought together people from all over a particular community to share and gain ideas on

the prevention of EBOLA pandemic. IDEFOCS is excited about the exercise because it yielded positive results.

No 17. Constructions of houses - Columbia

Context

There are many social aspects that have to be considered and evaluated before providing women with houses (through donation or through a loan). One of the most important aspects is that women must participate in the design of their houses to ensure that the social networks will not be broken because of materials or architectural designs. Many women interact constantly with their neighbours and need more open spaces for this interaction (i.e. visual contact from their place) and for animals. When aspects like these are not contemplated, people tend to abandon or rent out the new houses.

Programme idea

It was requested that Action10 addresses the issue of constructing houses, and it was proposed that tools were developed, by which women would be able to construct their own houses.

CMO construction firm had agreed to support the architectural design of this pilot case, with the participation of women from the very beginning, and to do this on a voluntary basis. Also, to invite women and their families to participate in the construction of their own houses, a machine to produce bricks on site is being adapted to facilitate its operation by women. This means that women could build their own houses with local materials, reduced costs and less pollution. The construction itself will be supported by two volunteer engineers. An agreement with Comunidad San Simon Stock and CMO construction firm was made to develop a construction pilot case (one house for one family), as the basis for the large-scale construction initiative with Action 10 (houses for women).

Output

2014

- Action10 provided strategic support during 2014.
- The environmental and technical aspects for the green construction initiatives and the coordination of general activities for the women houses initiative, have been led by a team that Mauricio Linares (SP), the owner of the CMO construction firm in Colombia, and Paola Vasquez, who was at the time finalizing her PhD on knowledge transfer in cleaner production, brought together for this purpose.
- Although this has been considered a long-term activity, Comunidad San Simon Stock has expressed their interest of donating construction materials to build the first house for a woman's family in La Sirena Village, as a pilot case to start with. This pilot case will be the basis for the long-term and large-scale programme to be developed with Action 10.
- An agreement with Comunidad San Simon Stock and CMO construction firm was made to develop a construction pilot case (one house for one family), as the basis for the large-scale construction initiative with Action 10 (houses for women).

Lessons learned

- The programme has been put on on-hold due to lack of institutional capacity and lack of agreement around the sustainable economy approach.
- The idea is still interesting and Action10 sees its potential also for other locations.
- The Colombia team train themselves in the Action10 methodology and implements it in all its activities. The pilot project progressed.

No 18. Training in a profession - Columbia

Context

The Comunidad San Simon Stock members have great experience in supporting vulnerable communities, and one of the teachers who is leading this approach is a psychologist by education.

Output

2014

- On March 5, 2014, 16 women from La Sirena started receiving training on handicraft through the Action10 Programme and Strategic partners in Colombia. Five members of Comunidad San Simon Stock acted as teachers. The work was offered on a volunteer basis. The teachers report that the women showed great interest and skills as well a deep desire to learn more. After the training the women were even able to sell most of the products they have produced. Thus the possibility of starting formal businesses were proposed by the women and discussed in the training. According to Action 10 methodology, the programme's results should be measured in the change of attitude and behavior of participants.
- Action10 provided strategic support during 2014.

Outcome

- For the identification of women's current attitudes and behaviours, interviews were made with all women that were taking the course. In order to create a baseline, women were asked to respond questions such as "Describe the activity you actually do to obtain incomes", "How do you feel about this activity, Do you like it?", "Do I feel I'm learning something new when I'm doing this activity?", "Is it important to learn something new?", "Generating my own incomes makes me feel different as a woman, at home?", "Why do I want to generate incomes?", "How would I invest those?", "Do I feel capable of earning incomes for my family?", "how much money do I think I can produce?" .
- In addition, the teachers from Comunidad San Simon Stock agreed to make of this learning space, a space of interaction where women can share and express their concerns and desires. They will help with the identification of the women's necessities, initiatives and ideas while working with them.

Lessons learned

- The programme has been put on on-hold due to lack of institutional capacity and lack of agreement around the sustainable economy approach.
- The Colombia team train themselves in the Action10 methodology and implements it in all its activities. The pilot project progressed.

No 19. Botanical Reintegration Village - Liberia

Context

Since Liberia experienced the 15 years prolonged civil unrest, the chances of chaos, crimes, violence and addictiveness to illicit substances remains a huge challenge for former child soldiers (FCS), women associated with fighting forces (WAFF) and other war affected youths (WAY). Today, a vast number of these young men and women are caught up with the use of illicit substances, violence and crime for living. The rapid development of Liberia will continue to remain elusive if we persist to ignore the importance of promoting social change and delivering our young men and women from the spell and addictiveness of psychoactive substances and other immoral practices.

After the war many child soldiers moved into ghettos where they still live under extremely difficult conditions.

About IDEFOCS

IDEFOCS is a non-profit grass-root civil society organization founded by former child soldiers dedicated to the prevention of the use of children in war and to the rehabilitation and reintegration of former child soldiers in post war Liberia. We provide trauma counselling, agriculture programmes, scholarships (vocational/academic) for former child soldiers (FCS) both boys and girls by lobbying and networking with international and other national organizations and stakeholders.

About Little Bassa

The 15 years civil conflict in Liberia created a dire situation of extreme poverty amongst many of its people. Today many parents find it very difficult to provide one basic meal a day for their families, school fees, health care; and many children go unhappy at the end of every year. One community that tends to suffer this effect of the civil conflict is Little Bassa, a fishing town in District One, Grand Bassa County, situated on the Atlantic Coast. It is a rural community with more than 2000 inhabitants, majority of which are youth and children. With the presence of the Initiative for the Development of former Child Soldiers (IDEFOCS) in the Little Bassa community for the purpose of agriculture and the construction of the Botanical Reintegration Village, addressing the situation of poverty remains high on our agenda.

Problem description As Liberia moves toward its recovery and reconstruction process the issue of extreme poverty remains a major factor to the slow pace of its development. Many parents find it very difficult to provide one basic meal a day for their families, school fees, health care; and many children go unhappy at the end of every year. Since 2013, IDEFOCS have been working with the community of Little Bassa and have observed that due to the situation of extreme poverty in the district, many children remain hungry, sick and are unhappy even at Christmas Day, when other children around the world are happy. Due to the situation of extreme poverty in the community many children often go through the Christmas and New year celebration unhappy,

because their parents are unable to afford gifts or provide a decent meal for them. The programme aims to provide celebration support.

Programme idea

Programme number 19, the Botanical Reintegration Village was initiated by IDEFOCS (initiated by Development of Former Child Soldiers) in partnership with Action10 in 2014. The Botanical reintegration village is a successor programme to ghetto interventions addressing former child soldiers, due to an intense need for reintegration programmes outside of the detrimental environment of the ghettos.

Encamp in a home

The programme idea is that war affected youths are to encamp in a home, where they receive basic trauma and career counselling, medical treatment and awareness events on human rights. It is designed to rotate cohorts of FCS every three months for a total of 80 FCS per year. After the three months, they are to be integrated into the society based on their individual driven mission for change, including scholarship, employment, business and shelter. The programme shall also distribute a three-month supply of cosmetics, slippers, clothes and household utensils.

The purpose of the house is to serve as a rehabilitation and reintegration centre for young people associated with violence, drugs and crime. The building will be the first rehabilitation centre to host traumatized youth for a six months period after the poor implementation of the Liberia government/UN back Disarmament, Demobilization, Rehabilitation and Reintegration (DDRR) programme. According to Amnesty International report on the DDRR about 84 million was spent to implement the programme, but there is no government own rehabilitation centre to this day to address the challenges faced by young people associated with violence, drugs and crime.

The building will serve as home, store and training centre. The project intends to build five of this building at the DRV and the capacity of these categories of youth by supporting them with drugs rehabilitation programme, PTSD and Career counselling, agriculture, and other skills values, including employment opportunity, so that they can be capable to shift their own destiny.

Agriculture

The objective of the Agriculture project is to create income revenue through cassava farming that will support the BRV programmes in the nearest future.

Social enterprising

The programme also captures the development of small-scale enterprises that will be linked to the Integration Centre, thus providing employment opportunities as part of the integration as well as a source of income for the programme costs.

Reintegration

This programme is reintegrating former child soldiers in Liberia back to society.

Strengthen Little Bassa

- To promote food security.

- Reduce extreme poverty in Little Bass and it surrounding villages.

Sustainable economy

The Botanical Reintegration Agriculture Project was funded by Action10 of Sweden which values 3000, the fund was received in two instalments. IDEFOCS received a bank transfer of 1200 for the first transfer and 1700 for the second transfer purpose to brush, cut down of trees, burn the farm, and plan the crops over the two (2) acres. The total fund received for the agriculture project was 2900.00 USD. The fund was used to purchase agriculture tools, transportation of materials and staffs, wages for man-power to brush, cut down of trees, burning of farm, de-stumping and planting of crops. IDE10 Agriculture Project start up took place in Little Bassa.

Outcome challenges

- Power Saw Chain- The lack of power saw chain caused us to spent more money as it was not stipulated in the budget. We had to rent power saw chain to cut bigger stumps for total clearing of the site.
- Dwelling Place – the lack of dwelling place during our stay in Little Bassa, makes our stay uncomfortable until we return to our individual homes.
- In 2015 there was no proper storage place and farmers lack the tools to preserve the cassava. To overcome the challenges, IDEFOCS plan to build a storage place and production center that will also serve as a home to former child soldiers working on the farm.
- Work Force – It was extremely difficult to organize a committed workforce in Little Bassa, because majority of the youth focus on fishing, we have to go into surrounding villages to organize a dedicated workforce.
- Cassava Mill- In three months' time, we should be harvesting the cassava tubers, the project might lead to a failure if the installation of the cassava mill is not arranged in the harvesting range. Therefore, if we fail to obtain the cassava mill the team will rather sell the raw tubers then processing it, which will not help us meet the project objective or make a large community impact.
- Dwelling Place - the lack of dwelling place during our stay in Little Bassa, makes our stay uncomfortable until we return to our individual homes. It also expose our farming tools and materials to intruders.
- Work Force motivation - We need to allocate a mini salary structure for the farm manager and the two farm helpers, as to enable them efficiently maintain the crops on the farm.
- Few of our agriculture tools and materials are missing because we don't have our own privacy to carefully protect it from intruders.
- Working on the harvest and construction at the same time is a wonderful experience for us to our thinking taking off. In the implementation of both activities, our major challenge is transportation; we are spending more money on transportation then we expected. While we are implementing and will always, we are kindly asking for a Motto Bick that cost 1500.00 USD, the Bick will enable us carry our men, construction materials and products at the farm and market at a time.
- Transportation: The distance From Monrovia City (where the purchasing of the building materials was done) to Little Bassa Town, (our project site) in Little Bassa is a 55 Kilometer

distance. It caused us so much expenses to get the building materials from the store to the project site

- Water: The use of water is very important in construction. The lack of ground water on the farm made work more difficult for the workers. Workers have to leave the farm and walk a good distance down to the swamp, where the water level was so high to dig a mini well for the construction work to continue. Unfortunately, the well sunk in, and workers have to leave the farm to the village for water, about 15 minutes walk from the farm.
- Village Road to Farm: The road from the Little Bassa Town to the BRV is a path road which doesn't allow vehicles to ride on it, only by foot we can transport the sand from the beach to the farm. It cost us more fund to use manual labour for the transportation of the sand, planks, begs of cement and other materials from the beach to the farm.
- Workers Dwelling: It was a challenge to find dwelling for all our workers, therefore we had to rent two bed rooms house for our workers to sleep comfortably.
- Heavy down pour of Rain : Liberia has a very huge tropical rain forest, and the raining season in the rural arear commence two months ahead of the July to October season. Working under this strenuous condition we had to hurry to roof, if we had failed to roof the building before July, 2016, the rain might destroy the earth bricks and the wall of the building would have eventually fall.
- The sudden death of Moses Massaquo: During this difficult period, we had to go into our already low budget to help the family transport the body to town to be placed in the mortuary, and help in the funeral arrangement.
- Planting was finally completed on Feb. 27, 2017, we have two major challenges that might lead the project to a failure if not immediately address. We need to protect the crops from both the plant and the grass. To protect the crops from the grass, we need to weed the grass as soon as now to March ending. In other to protect the crops from the animal, we need to fence the farm, that animal wouldn't intrude the farm and destroy the crops.
- The immense population of Ghetto dwellers, known as vulnerable people, in postwar Liberia is a major challenge to community peace and security, because most of these vulnerable people are youth who are engaged in violent crimes like armed robbery, rape and drugs abuse. The stunning fact that is hard to resist is that most of these vulnerable persons are former child soldiers who are being stigmatized by the community and also by their families. Today, communities are being threatened by the violent acts perpetrated by these vulnerable people. This is a terrible situation and problem that need to be solved. To help solve these problems, IDEFOCS have designed 'Voice of the Vulnerable' to help find a possible solution to reduce the growing number of vulnerable people in the society. Moreover, mob violence initiated by the community dwellers as a remedy to reduce the threat caused by these vulnerable people can never help to solve this problem, but rather initiate more lawlessness that can create a situation that threaten community peace and security.

Output

2014

- In May 2014, Action10 purchased two (2) acres of farmland in order to establish the Botanical Reintegration Village (BRV).
- The fund was also used to purchase agriculture tools, transportation of materials and staffs, wages for man-power to brush, cut down of trees, burning of farm, de-stumping and planting of crops.
- Report on Part Payment of a Land sold to IDEFOCS/Action10: IDEFOCS/Action10 made a trip to little Bassa on May 16 – 20 represented by Morris Matadi and Brocks Pokai. At this time of the season; the rain is falling, with a very bad condition. We spent 4 days because we were not able to meet the elders on time, at the time; they have gone for a board meeting for two days into another county. Upon their returned, the meeting was called and issues were finalized, part payment was made with traditional ceremony demonstrated. Details: The meeting was called on the 19 of made, at 5:30 PM, well attended with all family and relatives members present, including the elder of elders, Town chief, speaker of the elders, secretary, head and assisting pastors, youth, women and children were all present. The meeting started 5:30PM and ended 9:30PM held in the Kpain's Town, the mother village of Little Bassa. Opening prayer was the first on the Agenda, Morris and Brocks presented a cartoon of hard gin, 2 cartoons of Royal juice, 2 packs of candy, 2 cartoon of soft drink (VIMTO) and 5 heads of tobacco leaf for the traditional ceremony. Morris introduced IDEFOCS/ACTION10's consur. He continues "We should have come to finalize our previous discussion, but due to the death of my aunty who I considered my mother, we couldn't, however, we have come to finalize the cost of the land and to make a part payment of \$1700.00 USD against the full cost of the three (3acres) of land sold to us. Morris continues, we can't afford to pay 2500 per, acre, but we appeal to pay 1300 per acre". He continued, "The programme is to bring development to your village and peace across Liberia". We will want you to please see reason to accept the price we can afford. The speaker stood to respond, "we have finally decided to sell the land 2000.00 per acre, the reason is that the land is a family heritage, we could reduce the cost a little if you intend to purchase more" he said. The elders asked us to excuse the general meeting for a short family meeting. When they return from the 5 min family meeting, the speaker continue, "we don't think is a good idea to receive this money little by little, otherwise it will be difficult to accomplish what we intend to do with the money as family" he continues, "we will accept this part payment for now", he emphasized, that the family will not accept the balance \$4,300.00USD in part payment but full payment" he continues, and will not want the balance payment to a take long time to be paid. "How soon with the balance of the money be paid"? The secretary asked. Brocks Pokai responded, "We will respond to your question in a week time please. The elder of elders stood to express his appreciation for the task under taken by IDEFOCS/ACTION10, "after you have finally paid for the balance payment, we are going to take you to the district superintendent to obtain your land certificate" The elder of elders noted that the cost of the certificate will be undertaken by the elders, not IDEFOCS/ACTION10. But IDEFOCS/ACTION10 is responsible to pay for the cost of the land survey, which we accept. As the meeting went to an end, the

women and youth representative stood and appreciate IDEFOCS/ACTION10 work and promised to cooperate with our project in the district. Finally, the traditional ceremony was the last on the agenda; drinks and candy were distributed to elders, women, youth and children of Kpain's Town which finally brought the meeting to an end.

- Brocks Pokai was Programme manager during 2014.

2015

- On February 5, 2015, we launched the Botanical Reintegration Village Agriculture Project on the two acres of the farm land purchased.

Farm

- The objective of the Agriculture project is to create income revenue through cassava farming that will support the BRV programmes in the nearest future.
- During 2015 the farmland was cleared
- Brushing of 2 acres Farm Land Burning and Clearing of 2acres Farm land Planting of crops on the 2acres farm land (cassava and corn) Collaborating with local farmers. With the supervision of IDE10 team and the hired work force, today IDE10 is confident of progress being made on the farm.
- Cassava and corn was planted. We have planted two acres of Cassava farm and collaborating with other 5 local farmers who are involved with cassava farming in Little Bassa and its surrounding villages.
- The cassava was harvested in collaboration with local farmers.
- In a 2nd step, a canopy will be constructed where the cassava mill will be installed to establish a mini cassava factory to support the preservation of the cassava into other local food such as farina, fufu and acherkeh for public consumption.
- Not only will the farm create income revenue for the organization, but it will make it easier for local farmers to ground their cassava tubers on a considerable price, that will increase their production. We will also purchase cassava from other local farmers, to increase our production, therefore, we will be creating large market for other cassava farmers in the region.
- We were writing the American Ambassador Self Help grant of ten thousands (10,000.00) to establish a mini factory that will turn cassava tubers into gari and other local foods for public consumption.
- IDE10 hired work force of 20 men from neighbouring towns in little Bassa, these men were paid per day to brush the 2 acres farm land. The brushing and felling of trees started Jan 6. We hired 10 men to burn the farm and after 5 days the land was ready for de-stumping and clearing. The planting started on Feb 18 and ended on 27, 2015. We hired 8 women of Little Bassa, who planted the cassava and corn on the 2 acres of Land for 7 days.
- Our land in the Botanical Reintegration Village (BRV) was found to be very fertile and the cassava grows well. It is continuously being checked on its quality and growing progress by Brocks Pokai and Morris Matadi from IDEFOCS and Richard Darwo – a former child soldier from the ghettos outside of Monrovia who currently takes care of the farmland. In November 2015, the second weeding of grass from the cassava farm will start.

House

- The project started in October 2015 and was expected to be completed by January, 2016.
- The team arrived in Little Bassa on October 15 where a meeting was organized between elders of the town and the staff of IDEFOCS over the construction of the building. The outcome of the meeting officially gave IDEFOCS the traditional authority to start the construction of the building on IDEFOCS 2 acres property.
- The activities of the construction were as follow: Purchasing of construction materials, Transportation of the materials from Monrovia to Little Bassa, Hauling of sand from the beach to the construction site, Fetching of water from the swamp to the project site, Digging of the foundation, Mixing of concrete, laying of earth bricks and cooking amongst others activities. The construction of the building was initiated on October 2015, with 3 staff of IDEFOCS purchasing building materials to be transported from Monrovia to Little Bassa about 55 Kilometer distance.
- Moses Massaquoi, Joe Y. Matadi and Mathew Nangbah have moved out to the Botanical Reintegration Village (BRV) and together with Richard Darwo they are constructing bricks for the house. Moses Massaquoi and Mathew Nanagbah are former child soldiers previously living in the ghettos in Monrovia that were adopted by IDEFOCS and Action10. 2000 Bricks out of 3400 have already been made and they are of good quality. As soon as the 3400 bricks are ready then we can start constructing the house.

2016

Working on the harvest and construction at the same time is a wonderful experience for us to our thinking taking off.

Farm

- The harvesting of the cassava will be extended from January to May 20016 because, the huge amount of Cassava to harvest – there are 2 acres of land (around 8,000 square meters) - brings challenges with it.
- We harvested a very small areal of the farm and got six bags of Fufu and will be market at the rate of 800.00 LD in USD 9.00, we are just testing the products and market.
- Our major challenge is transportation; we are spending more money on transportation then we expected.

House

- The house in Little Bassa was more or less finalized.
- A water well was constructed and a programme for milling cassava was developed.
- In 2016 IDEFOCS completed the construction of the first Five (5) bed room's house to be built at the Botanical Reintegration Village (BRV). The project initially targeted 4 bed rooms, but we were able to achieve the construction of five (5) bed rooms including a bath room. The building was constructed with 10 steel concrete pillars. The two Masons constructing the building were transported from Monrovia to the farm and helped by our targeted FCS that lives at the BRV. IDEFOCS rented a two bed room house, where all its workers slept. These workers leave the Little Bassa village every morning to go to the farm to build. The

implementation of the building project was done in four phases: Phase 1: From October 2015 to February 2016 – the team molded 5000 Bricks to commence the project. Phase 2: From March 2016 to April 2016 - digging of foundation and elevation of the structure got underway. While two village youth and two women of Little Bassa were loading sand from the beach to the farm land in wheelbarrow and buckets. In such time frame, workers were able to construct the foundation of the building from the depth of the trench to the floor level of the building. Phase 3: From early May 2016 to late May 2016 the team was able to remold 1000 damaged bricks for the completion of the elevation. Phase 4: From late May 2016 to June 1st 2016 – the team was able to complete the roofing. And arrived in Monrovia on the 2nd of June to attend the funeral of Moses Massaquoi, one of our worker who died during the last phase of the job.

- The construction of the building was in 2016 providing job opportunity for 3 targeted partners, 3 rural women, and 3 village youth from the Little Bassa community, 2 masons, and 2 helper boys with each group providing different roles and responsibilities to enhance the project success. Villagers passing through our farm (BRV) to other villagers are motivated over the remarkable effort undertaken.
- The entire work had a standstill in 2016, all materials was consumed, including the eight bundles of Zinc used for roofing. Workers had to return to their families, awaiting us to return to work as soon materials are ready.
- The building was roofed other activities included to plaster and lay the floor, insert doors, window bars ceiling and paint to prepare the building for the first ten targeted partners to start the six month training, counselling and rehabilitation exercise.
- McYonordee Page was Head of Programme in 2016
- In 2016, advanced collaboration was developed with Forum Syd and opportunities for large-scale funding explored.

2017

Farm

- During 2017 IDE10 have been extensively engaged in various activities that have accomplished the following: Brushing of 2 acres Farm Land, Burning and Clearing of 2acres Farm land , Planting of crops on the 2acres farm land (cassava and corn), Collaborating with local farmers. Weeding, Maintenance of crops, Planting of 35 plantain trees, Wages for over 30 youth and 10 women, Developing about 15 beds for growing vegetables, Planted 15 heads of edol.
- Planting was finally completed on Feb. 27, 2017, we have two major challenges that might lead the project to a failure if not immediately address. We need to protect the crops from both the plant and the grass. To protect the crops from the grass, we need to weed the grass as soon as now to March ending. In other to protect the crops from the animal, we need to fence the farm, that animal wouldn't intrude the farm and destroy the crops.
- On April 27, 2017, IDE10 completed the final weeding of grass from the cassava farm covering 2 acres of land. During the weeding exercise, we hired a five lady team from Little Bassa, who

completed the weeding in 14 days. Three months from this June, we expect to start the harvest exercise.

- Weeding process and the continue maintenance of the crops on the farm until harvest. In helping this process, IDEEFOCS hired a farm manager, Richard Darwo who is a former child soldier, including two farm helpers from the Little Bassa community, to continue to watch over the growth of the crops and bring in new idea for the farm development.
- After the final weeding on April 27, IDE10 hired a farm manager, and two farm helpers to continue protecting the crops from grass and bush animals.
- The farm manager and helpers are also charged with the responsibility to use the rich of the swamp for vegetable production. Some of the vegetable that are currently on nursery for transplanting include eggplant, pepper, okra and greens. The team has already developed 15 beds, on which we have planted about 50 okra trees on 3 beds and 30 tress of water greens on 3 beds, the remaining 9 beds are prepared to grow the egg plants that are on nursery. The farm team also continue to develop more beds for other vegetables.
- We were seeking for a grant of ten thousands United States dollars to construct a canopy, where we intend to install a cassava mill machine that will be used to process the raw cassava tubers harvested from the farm. The cassava mill will process the raw cassava tubers into other local food products such as, gari, fufu and achekey to be sold to the public for social and economic benefit of the community, women associated with fighting forces, rural women and the organization. Not only will the cassava mill create income revenue for the organization, but it also will encourage other local farmers to grow more cassava farm, because these farmers will take advantage of the reasonable cost we will be offering to local farmer for processing cassava into local food using the cassava mill. Not many farmers in the region grow lager farm, the reason is that, it causes lot of labour and money to process these local food product manually

Housing

- In addressing the challenge with accommodation and the safety of our agriculture tools and material, Richard and his team have put in action to started cutting bush sticks to build a three bed room mod house that will be used to accommodate staffs and protect the farm tools and materials from intruders. We are currently constructing a mud house structure consist of three beds rooms, to accommodate staff, the farm manager and the farm helpers during our stay on the farm. The building is also constructed with the goal to protect our agriculture tools and materials from intruders, the construction of the mud house is undertaken by the farm manager.

Counselling

- 2017 brought hardship for IDEFOCS and the Target partners. The presidential election stirred up a lot of violence with tragic consequences to both the TP's and the organization's work. There were riots in three ghettos the organization is working in and one of the young men was killed. This makes the programme even more important.
- To ensure that every former child soldier that joins the programme will receive the individual help they need to be successful, IDEFOCS have enlisted the help of Mr. Samuel Kupe who

will provide counselling services at the BRV. IDEFOCS will also appreciate Åsa Schlyter's effort to share about Swedish trauma counselling, through Action10.

Providing employment

- At the end of 2017, IDEFOCS almost had a hundred kids under the programme and they were learning new skills to be able to get normal jobs. For example, after the summer 32 happy graduates all got a job with IDEFOCS' support.

Marketing & Visibility

- In addition, BBC World was coming to see the Botanical Reintegration village.
- The application for Forum Syd was submitted. Huge amount of effort had been put into the application. Action10 used the online crowd-funding platform "Global Giving" to raise the required co-financing contribution of 10%. Unfortunately, the application was almost immediately turned down due to insufficient information and formalities.

Lessons learned

- The beginning of the BRV project was really a lesson and a success. We are happy that we were able to prepare the land for farming which of course we have already planted cassava and corn as start-up crops on the BRV.
- We are also grateful to Action10 for her continuous support in helping IDEFOCS achieve some of her many goals.
- According Richard Darwo's study, he believe that the soil is the richest soil he had ever seen, more especially the swamp; he observe the land cover over 100 acre of swamp land which he recommend that we grow 30 acre if swamp rice in the next years, which he believe with yield better.
- Richard also recommends that we be able to also install a rice mill that will enable us to package and beg our own rice finish product, since Liberia major food is rice.

No 20. Back2Shool

Context

Problem: Illiteracy!

The Lagos state government of Nigeria, in a recent survey has identified over 3M adults' illiterates in the state. There is a massive campaign by the government to reduce the numbers of illiterates in the Lagos state. Ref: <http://www.pmnewsnigeria.com/2016/10/13/ambode-to-send-3-million-illiterates-to-adult-literacy-school/>

Problem: Poor Education across Africa

The lack of accessible, quality education is the biggest problem facing Africa. In Nigeria, over 120 teenagers drop out of school before their 16th birthday. Sadly, due to the poor standard of teaching, even those who were privileged enough to attend school, often leave lacking basic literacy and numeracy skills. Statistics show that individuals at the lowest literacy and numeracy levels have a higher rate of unemployment and earn lower wages than the national average. Low literacy costs the Nigerian government \$5 billion each year in non-productivity in the workforce, crime, and loss of tax revenue due to unemployment. Elvis states "As a person who received poor education, I know what it means to be limited by education. My inability to read and write held me from getting a decent job for many years."

In recent years, the government of many African countries has increased the number of schools built. Each year 500 new schools building are being constructed across Nigeria. While building schools is a step in the right direction, many teachers serving in these schools lack the necessary teaching skills. This particularly affects their ability to effectively inculcate language and numeracy skills to their students.

Solution: Mobile platforms for Education

As a technology driven organization, SpellAfrica is disrupting the standard of education in the continent to meet with the UN target goal #2, "to ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeric skills". With over 120 million people in Nigeria connected to a mobile phone, the number continues to grow. According to one CNN report, there are more mobile phones in Botswana and Namibia than the population, we know mobile platforms will support use to increase access to quality education, in a fiscally supportive way.

About SpellAfrica

The SpellAfrica Initiative is an Education for sustainable development organization, founded by Elvis Austin, with a mission to improve the poor standard of education across Africa. We sincerely believe every person in Africa has a right to basic education. The ability to read and write and speak to an acceptable level is the first step toward eradicating poverty in Nigeria and by extension other parts of the world. The SpellAfrica Initiative is an Education for sustainable development organization with a mission to improve the poor standard of education across Africa.

The SpellAfrica team comprises of young and passionate entrepreneurs who are hungry to make a difference in the standard of education across Nigeria and beyond. In 2015 included:

- Elvis Austins (CEO) Elvis is directly in charge of designing the Back2School program and looking for opportunity to sustain the program
- Erezi Edoreh (Project Coordinator) Erezi is the coordinator of the programme, he has 4 years of experience in managing and marketing of educational related program
- Simon Obasi (Head of Finance) Simon currently works with KPMG Nigeria and currently volunteers as the head of finance for SpellAfrica
- Mrs Yemi Afolabi (Director Kids Guide Montessori Services) has 13 years in classroom teaching experience, before establishing Kids Guide, she has taught in many government and private school in Nigeria. She is a proud member of the AMI (Association Montessori Internationale).

About Elvis Austins

As the founder, I have embraced an adaptive form of leadership in the managing of SpellAfrica Initiative, in the last 4 years. I have come to understand more fully that change is really a factor to consider. As a technology based organization, the industry is changing very fast across the world; this is especially true in all developing markets.

About

Erezi

Edoreh

Erezi Edoreh, is from a smaller tribe called Isoko, Emevor in Delta State as opposed to Lagos, which is in "Yoruba land". His father Pius Efewobaha Edoreh, was a principal and so Erezi have always had the inner burning passion for education. He was actually working as a tutor from the tender age of nine. When he got older he studied geology, which he says, actually has nothing to do with what he is working with nowadays. Erezi has a family: a wife; Michelle and one young child, Hansel. He lives in Lagos State but he shuttles back-and-forth between Benin City and Lagos, where he also has part of his extended family. He is very passionate about SpellAfrica and he is constantly coming up with new ideas.

Visibility

- April, 2014 - we became member of the International Association of Teachers of English as a Foreign Language (IATEFL). Interestingly, our founder Elvis Austins won the 2014 English Online Exam Scholarship.
- May, 2014 - we were acknowledged by the Nigeria Leadership Initiative (NLI), a prominent leadership organization in Nigeria.
- July, 2014 - After two and half year application duration, we are so proud to announce to you that we successfully concluded a partnership pact with the United Nation (UN) Economic and Social Council (ECOSOC). We were granted Special consultative status with the United

Nations Economic and Social Council. What this means is that SpellAfrica can now make both Oral and Written contributes to developmental issues to conferences and seminars hosted by the United Nations Head quarters. We were also offered the privilege to a yearly passes for the purpose of entering any of the UN offices in New York, Geneva and Vienna.

- July, 2014- Google Inc., offered us a 10,000USD adword nonprofit award grant to improve our online presence.
- September, 2014- We were selected among the 40 best tech Startup in Africa, at the 2014 DEMO Africa awards held in Lagos, Nigeria.
- October, 2014, -After a stiff and keenly contested challenge with some of Africa's finest startup organizations in the world, the SpellAfrica team won the 2014 Global innovation Award in Berlin, Germany.
- October, 2014- Still in the month of October, we won the LEAP Africa Innovation Award, a 12 month period fellowship for young social innovators in Africa.
- November, 2014 – We got invited to showcase our products and services at the 2014 eNigeria Conference in Abuja. It was indeed a big opportunity for us to explain and demonstrate our work directly to the Honorable Minister of ICT, Nigeria and other dignitaries.
- December, 2014 –The BBC in London has indicated interest in our work and is coming over to do a short video documentary on the SpellAfrica Story.
- In 2015 Elvis was shortlisted for an all expense paid trip by the US government to attend the Global Entrepreneurship Summit in Nairobi last month. For the second time he was with President Obama in the same room.

mVocabulary

In January 2013, SpellAfrica introduced a simple technology solution known as the mVocabulary. mVocabulary is utilized to teach English vocabulary to young adults and youths across Africa. Since launching, over 55,000 users have benefitted from the program.

Programme idea

The Back2School programme of SpellAfrica Initiative is a unique Adult illiteracy programme designed using the Montessori methods. We picture a Nigeria, where every teenager and adult is able to Read, Write and Speak English, the official language of the country.

The SpellAfrica Back2School is proposing a new solution to addressing the problem of illiteracy in Nigeria. For the first time in Nigeria we are going to try the Montessori way of teaching on adults. Montessori education is an educational approach developed by Italian physician and educator Maria Montessori based on her extensive research characterized by an emphasis on independence, freedom within limits, and respect for a child's natural psychological, physical, and social development. While the Montessori Method is not new in Nigeria, but it has never tried on adult. The Back2School idea is based on the principle that this wonderful method of teaching can greatly aid adults to learn fastest.

To achieve maximum results, we have teamed up with leading educational providers in Lagos state, like the Lagos state Agency for Mass literacy and Adult non formal education, and Kids guide Montessori.

This programme addresses grown-ups that missed out from primary school.

Back2School is a literacy program designed by SpellAfrica in partner with the following bodies

- Kids Guide Montessori Services
- Lagos State Agency For Mass Literacy, Adult And Non-Formal Education.
- Etin-Osa Local Government Area, Lagos State

It intends to employ the Montessori teaching method on 200 adults and youths with little or no basic education, who operates their small personal businesses. We intend to reduce the number of 3million illiterates in Lagos, and demonstrate the relevance of literacy in the growth of business and how it affects our economy. These 200, at the end of the program, would undergo an assessment test conducted by Lagos State Agency For Mass, Non-Formal & Adult Education, to measure impact and approve them officially literate.

Sustainable economy

Reflection

SpellAfrica has decided not to be donor dependent because Elvis has asked for too many grants with little or no result. Mr Austins has experienced a lot of travelling as a result of invitations by many internationally known institutions during the previous 2014 and 2015, but little has come out in terms of concrete collaborations. Thus SpellAfrica has decided to rethink its mode of operation.

Financial support

The Back2School program is partially funded during 2016 with logistical support from; Etin-Osa Local government who donated a hall for the programme for free and Lagos state government who promised to donate 200 notebooks and writing materials as well as 100 hand size AM/FM radio sets.

Customer identification

Lagosians between the ages of 25-45 years, people who dropped out of school or never went to school. Youths who are interested in learning for the purpose of improve their economy status. How many are they? 3 million illiterates in Lagos. How do we reach them? We are reaching out to them through our fast growing network of volunteers at the NYSC camp in Lagos states. In the past we have conduct reached out to our target customers through flyers and postal and street talk campaigns.

Customer paying capacity

After a market survey with existing customers and also putting into consideration the economy situation of the students, we decided to fix a N1000 monthly weekly fee. Each student will have to commit N4000 (4 weeks) at the start of the program. There exist a big market opportunity for this noble program. We are targeting 1% of the 3M illiterates in Lagos state. $1\% \text{ of } 3,000,000 = 30,000 \text{ students}$, $30,000 \text{ students} \times 4000 \text{ monthly fee} = 120,000,000 \text{ monthly revenue}$

We have tested different business model and payment solutions for our students. They prefer to pay cash. Publicity/ words of mouth and referral are the key way we acquire our customers

Revenue will be generated from school fees/ we may also offer the sales of learning materials in the future.

Income statement for Back2School program, January 2017 - December 2017: Anticipated Number of student =100, Weekly payment =N1000, Monthly payment weekly payment X 4 weeks =N400, Monthly payment X number of students =N400,000, Income per annual $N400,000 \times 12 = N4800000$

Cash flow budget for back2school program: Payment of teacher N20,000 per teacher, Numbers of teacher 4, Electricity bills N12,000, Suppliers N10,000, Transportation N5,000, Fuel (generator) N 10,000, Promotional materials N10,000, Logistics N20,000, Total: N174,000

The program is sure to turn positive cash flow when we hit 50 students and above.

Outcome challenges

- A steady flow of electricity is a problem in Nigeria and a lot of people have generators in case of power failures.
- Lack of sharing: Beatrice who visited Lagos was informed by Erezi “ Erezi Edoreh, CEO of SpellAfrica (partner to founder Elvis Austins), created an adult literacy project in the city of Lagos called Back2School in partnership with Yemi Afolabi and together with a couple of strategic partners in September 2016. The project is a part of SpellAfrica Initiative that also have projects in Benin City in Nigeria.” Erezi also developed a youtube video, where he did not mention Elvis nor Action10.

Progress markers

Our metric for impact measure includes:

- Number of student who register for the program:
- Number of students who score 75% classes attendance
- Number of student who score 60% and above in home work and class assignments
- Number of student who sit and pass the final examination
- Numbers of people who are able to get a job or start a business due to the knowledge acquired

Strategy for change

- There are over 65 million illiterate Nigerian youths and adult, living in extreme poverty because they cannot read and write.
- Since illiteracy is the leading cause of poverty, literacy on the other hand leads to economy development. We are targeting youths who are productive people between the ages of 25-45.
- It is our belief that getting the right education will empower them to start small scale business or get a blue collar job. We also have plans of connecting our graduates to local job employers in their respective cities.
- In 2019, we hope to develop a volunteer teachers app, and scale up in having 6 literacy centres, each in the six geopolitical zones covering Nigeria, targeting to transform the lives of 3,000.

Output

2015

- In partnership with a training institute in Lagos, we are providing English and Entrepreneurship lessons to adults in the Ajah area of Lagos.
- During 2015 two teacher and 22 students have been involved.
- Classes are offered between 4 and 7pm.
- The teachers are using Montisori technique.

2016

- The program has been running with since March 2016 with an average of 13 students weekly. Recorded 45 student in the past, but dropped down recently due to inadequate facilities.
- While SpellAfrica and Kid Guide has been sustaining the program. The program is current live but needs to be improved.
- Officially launched the Back2School Programme in the last quarter of 2016.
- The programme witness a lot of trial and error, which we consider as part of our learning processes. The highest peak of the program saw 120 active student while the lowest was 40 students.
- We also noticed that after a major holiday, the number of class attendance drops below 60 students. We are still working on new ways to attract and engage the students.

2017

- Back2School gives English classes through Montessori pedagogy every week day between 4-6 pm in classrooms at Jama-at-ul Islamiyya Primary School, Igboefon, Lagos State. The majority of the students are women but there are also male students.
- To find these students, Ezezi collected 200 signatures in Ajah, the borough around the school during a rally. They also got support from a philanthropist and popular local radio host Steve Onu, (Yaw) of 95.1 Wazobia fm, who promoted and launched the project live on Wazobia fm.
- After finding students, they did an English test to see what level of English the students were at and what goals they had for going to the classes.

- Erezi says that they use Montessori pedagogy in partnership with Kids Guide Montessori Services, since it is the most effective and more hands-on, giving the students the opportunity to be more interactive in the teaching.
- They not only teach English skills but math and financial literacy which improves their small personal businesses and their English by having them speak and learn at the same time.
- They had eight volunteers teaching with Daniel Arubayi, an M.Sc holder, as the head of them. Three of them were part of the public youth service in Nigeria - the National Youth Service Corps. This is a program for university students, obligatory after their Bachelor's degree. The other four are all graduates, three with a B.Sc ; Ekemini Sylvester, Milcah Jagboro and Stephanie Ingya, and one currently in her PhD; Temidayo Akinola. They have all taken an English class called GST and Ekemini Sylvester is an actual teacher.
- When the power is working, Erezi and the teachers use technology like televisions and computers in their teaching. Erezi says that this has a positive effect on the students' learning.

Lessons learned

- Although we officially launched the Back2School Programme in the last quarter of 2016. The programme witness a lot of trial and error, which we consider as part of our learning processes. The highest peak of the programme saw 120 activate student while the lowest was 40 students. We also noticed that after a major holiday, the number of class attendance drops below 60 students. We are still working on new ways to attract and engage the students.
- Open a Spell Africa Action10 bank account in Nigeria, in the name of Elvis because an organisational account is expensive.

Strategic partners

2017

The project has several strategic partners, besides the radio host already mentioned; it is how they keep the costs low while still developing the projects. It also makes the project sustainable which is one of the foundations of Action10. They have four different social and media partners; GistVille, Helen Events Blog, Kemi-Filani Blog and DreyPr. They have one partner for the technology; Cimnet Hub and one partner; Zoracom Intelligent Solutions, working with the portal, where they keep track of the students and their progress. Another partner Back2School is cooperating with is the public agency, Agency for Mass Literacy based in Lagos. According to Erezi, cooperating with the state is also essential to keep the project sustainable.

Testing strength of Evidence

Interview with Erezi Edoreh

By Beatrice Person on site in Lagos in 2017

What challenges have you encountered and how do you deal with them?

- Lack of our own Montessori Teaching Materials: So what we do is to partner with a Montessori Services company, Kids Guide Montessori Services, where we rent Montessori materials to

use in the class and they go back with these materials at the end of the class. Sometimes the materials would not be available to rent.

- Lack of our own digital teaching materials: So what we do is partner with a tech company Cimnet Hub who takes their pain to come with a television, laptop, projector, internet data, and the likes to the class any day we need it, and they go back with them at the end of class.
- Difficulty in conveying the adult students together as a group to excursions, educational events and competitions: We try as much as possible to expose these students outside the classroom. In situations where they are to go out for educational excursions or occasions, we plead with the students to come individually with public transportation to the destination point and then we gather ourselves together there.
- Power failure: Since we make use of visual aids, and depend on power, we suffer a lot because power failure happens regularly here. So what we do is to make use of the materials that do not need power source.

What can we expect from SpellAfrica/Back2School in 2017?

In 2017, we expect 50 adult students to have graduated, with the ability to know how to read and write and progress in their personal lives. We also expect digital literacy to be one of the major subjects to be taught, exposing them to social media platforms, computer literacy, and basic internet knowledge. We also look forward to more strategic partnership. We would welcome both International and local partnership in achieving the SDG goal of transforming the over 62 million illiterates in Nigeria to become functional literates in our society.

How has action 10 increased your chances of success?

Action 10 has been a very great International partner so far. They have this genuine relationship with us in mentorship. If there is anything I will not forget Action 10 for, is the importance of sustainability in any project. This is what has helped me in thinking outside the box to come up with innovative ideas to make sure the Back2School project is sustained even with little or no funds.

What is the best thing about working with Action 10?

The best thing for me that has ever happened to me in working with Action 10, is the visit of Beatrice Perssons all the way down to Nigeria, to see how the Back2School project is doing. It was truly inspirational to the adult students and to me too.

Interview with Comfort Tinka

By Beatrice Person on site in Lagos in 2017.

Comfort Tinka is 21 years old and comes from Bauchi state which is in the Hausa region in the north of Nigeria. She lives with her brother in Ajah in Lagos, close to the school. She works as a kitchen assistant and she has been going to the Back2School project for four months. Comfort found the project through the rally that Ezezi organized. She had taken English in school when she was younger but it was a long time ago and before taken the classes she was very uncomfortable with the language. As a Hausa speaking person in a Yoruba speaking place, she

was stuck in her development. Now she has regained her confidence and English, so much so that she applied to the university and got admitted. She was so proud when I met her and her English was excellent. Her plan is to keep going to her English classes after work and learn everything she can at the university during the weekends. Her goal with learning English is to get another job, but mostly she wants to grow on a personal level and learn more about the world.

Interview with Esther Morgan

By Beatrice Person on site in Lagos in 2017.

Esther Morgan is a 53 year old woman from Cross River state. She has a family with nine children ranging between 14-30 years old. She speaks Efik language and has always had a problem with the English language. Esther came in contact with the Back2School project through listening to the radio station where the local radio host promoted it. Esther has gotten much better at English she says that by taking these classes she can now read books and write letters. She also states that her confidence is much higher. I could tell from her smile. Yet, the biggest reward she states, is that she can now read, interpret and understand the bible herself, without anyone helping her. This is what will motivate her to continue with her English classes, there is so much to learn.

Interview with Abike Balogun

By Beatrice Person on site in Lagos in 2017.

Abike Balogun is 42 years old from Lagos. She has four children, three boys and one girl. She found out about the Back2School project at a bus stop through the rally Erezi organized. She was "recruited", as she describes it. She has been going to classes for four months and she says that the project has not only helped her, but everyone there. With the skills she has acquired she has become inspired enough to have started her own business, a provision store. She wants to continue learning English and develop her entrepreneurship.

Testimonies

The quotes and pictures are from B2S's own FB page "B2S ADULT Literacy".. Erezi, from SpellAfrica, gave us the permission to use these for the Action10 web page as well as Facebook.

"Nine months ago, she could not read, write and identify the alphabets and numbers. Just last week she partook in the Assessment Exam from Lagos State Government, reading the questions and answering them."



"She never saw the four walls of the classroom growing up.

We are so proud of the level of literacy of our students writing the assessment exam just after nine months."



"The conduct of our students during the exam was amazing. Indeed they have been transformed."



"Nine months ago, he could not stand and give public speech as a comedian and artist. Today he boldly speaks, entertain and gives public speech as a comedian and just released his latest music single track dedicated to [#adulthood](#) students worldwide."



"Nine months before she started to attend the school, she could not fill a form in the bank to carry out a transaction. Today she now goes to the bank alone and confidently carryout deposits and withdrawal bank transaction, etc."



No 21. Raise awareness about early pregnancies – Togo

Start-up

Context

In 2012, the Ministry of Primary and Secondary Education in Togo conducted a study in the primary schools (age 6 - 12) and in the secondary schools (age 12-15). This study revealed 5,443 cases of pregnancies during the school year 2011-2012, of which 230 pregnancies were recorded in the primary school. This situation is a major concern to the Togolese government, the parents, the teachers, the head-masters and also to the S.E.VIE-Action10 partnership.

In the rural area of Togo, it is estimated that only 40 % of the population has access to safe drinking water and that only 12 % have access to adequate toilets. It is obvious that these often occurring hygiene- related diseases reduce the education level among girls as well as the participation rate of women in revenue-generating activities. The Government has declared an action plan that shall increase the amount of people having access to safe drinking water to 65 % by 2017.

In September 2015, S.E.VIE was approached by teachers who pleaded for action regarding early pregnancies. Moreover, when we opened the question in rural villages and part of our discussions within our “small-scale businesses programme”, what do you see as next priority, the answer was hygiene.

Programme idea

S.E.VIE-Action10 decided to address the situation and initiate a programme that would:

- Prevent pregnancies among school girls below the age of 15, to
- Raise awareness regarding early pregnancies and early marriage targeting young women aged 15 to 18.
- Provide adequate support to young girls who have become pregnant.
- Address the use of adequate contraception to control pregnancies.

The programme shall involve all stakeholders and besides the school girls and young women, also include the school boys and young men as well as the parents, the teachers and the head-masters. The programme shall be in strategic partnership with the Togolese government. The activities will raise awareness and encourage all stakeholders to reflect over and take responsibility for; sexuality and gender as well as women and men rights and responsibilities.

Besides the awareness raising the programme shall address the access to adequate toilets and water and to support with providing proper hygiene opportunities, not only for the girls and young

women but for all stakeholders involved. The toilets shall offer privacy and also opportunities to remain clean during the menstruation period.

We will also include the access to sanitation pads.

The programme shall in addition addresses the access to safe drinking water, in order to protect our Target partners against hygiene-related diseases. The programme will install water committees that will sell water at an affordable price, and collect the funds for repair and maintenance of a well, a pump and toilets.

Maritime part of Togo

This phase of the programme will address one rural area in the Maritime part of Togo. The project is planned for a period of 12 months. During the first six months the focus will be on strengthening the leadership skills among youth associations and youth trainers. S.E.VIE-Action10 will play an active role in the implementation of the interventions preparation, including the execution, supervision and monitoring of activities. Toilets and a ground water well will be constructed during the second six months period, when the awareness of the programme objectives is clear to all stakeholders. The operations will gradually be taken over by youth associations, and by the end of the year the programme will be self-sustained. The project key activities are:

1. Train 30 trainers (men and women) on the dangers of early pregnancies and early marriages as well as strengthen their organisational and managerial skills.
2. Inform and educate 400 teenagers - 300 girls and 100 boys- in the ages 14-18 years on the dangers of early pregnancy and early marriages.
3. Mobilise 65 parents, 25 youth leaders, and 20 authority representatives (community leaders, religious leaders, traditional authorities, district's chiefs, and traditional communicators) to support the prevention of early pregnancies and early marriages.
4. Recruit and train 30 youths to lead future awareness rising sessions in youth organisations.
5. Train twenty women representing the community on the aspect of hygiene.
6. Establish campaigns of trainings, animation and information of all stakeholders in the project area.
7. Construct ten family toilets.
8. Construct a groundwater well and equip it with a manually operated pump (PMH).
9. Install and train a water committee.

Output

Fundraising for the programme was initiated in 2016 but the result was small and the start of the programme was postponed.

Sustainable economy

Start-up budget

The start-up budget, which this application is seeking funding for, enables the Programme partners to initiate a programme that have potential of becoming financially sustainable (Table 1 and 2).

In terms of administration costs, the Action10 guidelines for grants state that 7 % of the budget can be allocated for administration at the side of the programme partner and maximum 3 % can be allocated for Action10 thus ensuring that no more than 10 % of the total budget is allocated for administration. Action10 S.E.VIE secures that 90% of the budget is allocated for direct programme costs.

Table 1. Start-up budget, in \$ and including VAT.

Activity	Amount
Background survey	800
Meetings to coordinate the activities of all stakeholders	800
Train 30 trainers	2 000
Inform and educate 400 teenagers	2 000
Mobilise 65 parents, 25 youth leaders, and 20 authority representatives	2 000
Recruite and train 30 youths	2 000
Train twenty women	2 000
Establish campaigns of trainings, animation and information	2 400
Construct ten family toilets	8 000
Construct one water well	4 000
Install one water committee	1 000
Administration S.E.VIE	2 100
Administration Action10	900
TOTAL	30 000

Table 2. Estimated calculations of the water business. In \$, including VAT.

Estimation of the amount water required	
Size of the population	1 500
Population unserved, 71 %	1 065
Estimated consumption per day and person, liter	20
Total amount required per year, m³	7 775
Estimated production cost per year, \$	
Preventive service and maintenance	11
Repair; dewatering column, chain, bearings, etc.	166
Total Maintenance Costs	177
Estimated income from selling the water per year, \$	
Amount to be sold, m ³	7 775
Prize per m ³ (500 FCFA *)	0,81
Income	6 297
Balance per year, \$	6 120

The estimated calculations indicate that selling water has potential to not only cover the cost of service and maintenance of the pump and the well, but also generate a significant profit. The profit will be used to sustain the “prevention of early pregnancies” programme as well as expand it and the “access to water” programme to other regions. Thus, this programme will significantly contribute to the MDGs for water. Please note also that the prize of the water has been set at a level where each family can afford to procure the amount of water they need.

The programme has potential for being scaled-up by copying this pilot project into other regions. The project can also be strengthened by analysing the water quality and even improving the capacity of performing water analyses in Togo.

No 22. Plastic recycling - Colombia

Context

La Sirena is a marginalized community in Cali-Colombia that, together with other surrounding districts, are described as socially uprooted and subnormal, with a high infant-population assistance deficit in terms of education, health and nutrition. This community has grown in an informal and unplanned way, resulting in severe deprivation and social exclusion.

In 2013, the Kiwanis Foundation started the construction of a kindergarten in La Sirena in a donated plot of land. The kindergarten was created so that the infants would have access to different benefits, especially education. Further, the kindergarten initiative allows the mothers that are head of households to be able to work and earn an income while their children are the kindergarten. Today 35 children attend the Kiwanis kindergarten. The sustainability costs are covered by Kiwanis through different types of fundraising as sponsors, donations by partners and individuals, and different activities such as “flea markets”, soccer tournaments, annual institutional “bingo”, among others. Despite all these efforts, the revenues are not sufficient to meet the expenses of the kindergarten.

Programme idea

After meetings, Kiwanis Foundation and the communities came up with the idea of a project that will contribute to its maintenance. The management of recyclable material and use of solid waste was proposed. The idea is that the communities participate in the collection, processing or manufacturing, marketing, and productive uses of the recyclable waste found in and around Los Andes, Villacarmelo, La Buitrera, Caracolí, Los Mangos, Arrayanes and La Sirena, which are districts in Cali. This will be complemented by direct purchase from professional recyclers from the sector. Additionally, the human resource that will participate belongs to these districts and to Comuna 20, which is a community in Cali.

In order to be able to start with the project, Kiwanis need to construct a storeroom for the solid waste.

The project is based on the construction of a storage facility; namely a storage room of 12 meters by 40 meters, and a total area of 480 square meters, on the donated plot of land.

With the direct participation of the community, mothers and fathers head of households will be provided the opportunity to earn additional income to improve their quality of life. At the same time, it will contribute to the self-sustainability of the Kiwanis kindergarten giving it the opportunity to grow in relation to the number of children attending to the school, thus lowering the educational attendance deficit of pre-school children in these communities.

No 23. Empowerment of speech in vulnerable settlements - Liberia

Context

Smallholder farmers have faced problems with farming for over the past five decades in the Gbeah's Town, Gbor Clan, and District 2B.

The project is the first Pilot project of Growing Liberia Democracy (GOLD), which focuses on promoting a sustainable community and quality governance in rural Grand Bassa County. The project is raising its pilot funding on the Global Giving platform, through an affiliation with Village Earth, of Boulder Colorado. However due to limited funding, the strategy initially focused only on building a sustainable community by organizing and developing a group of 15 smallholder farmers and creating a management team to establish the Rural Early Learning Program (RELEP) for inhabitants in Gbeah's Town and its surrounding villages; the community is located in the Gbor clan, District 2B, Grand Bassa County.

About GOLD

Growing Liberia For Democracy (GOLD) is a social engineering development platform that promotes poverty reduction through community capacity building and ensuring democracy and high quality governance in rural Liberia. GOLD is committed to diversity in all staff, volunteers, donors and partners, including their full participation in our programmes, policy formulation, and decision-making. Their vision is an economically vibrant rural community that can meet the health and educational needs of its children. This project envisions empowering communities with the resources to realize this vision through sustainable economic growth. The organisation Growing Liberia Democracy (GOLD) (<https://www.facebook.com/goldlib/>) has as its mission to empower the smallholder farming community to be agents of economic growth, employment creation, and community development in District 2B, Grand Bassa County, Liberia.

Programme:

1. COOPERATIVE AGRIBUSINESSES: GOLD organizes local smallholder farmers into cooperative formal agribusinesses & help them to market/sell their products.
2. CHILDREN'S EDUCATION: Using the funds generated from our cooperative agribusinesses, we provide local primary schools with supplies, training and workshops.
3. LEADERSHIP & ADVOCACY TRAININGS: We develop effective leadership and advocacy trainings for quality representation in local government.

Survey

The survey successfully Identified 15 smallholder farmers. The purpose of the survey was to identify basic challenges and recommended solutions to those challenges, as a measure the next generation of the Gbor Clan age smallholder farmers can use as tools to improve the farming environment for smallholder farmers in the Gbor Clan. The strategy we used in administering the survey is based on the traditional Gbor clan values and leadership principle and for group facilitation, advocacy, organizational leadership, and community mobilization. In accordance with these values, the survey process began on March 28, 2017 by training two local volunteers with the skills needed to conduct the survey. After the survey administrative training, the two local

volunteers worked alongside GOLD staff to administer the survey; a process which took place from March to April 2017. The survey covered five villages including Gbeah's Town, Jurkpan's Town, Toga's Town, John's Town and, Darkinnah's Town, soliciting the views of respondents in the community.

Output

2017

We were negotiating collaboration during 2017.

No 24. Community support / Empowerment of professional artists - Uganda

Up-start

Target Partner

PAMOJ, CEO Bernard OMONY

Context

PAMOJ was a network of professional artist measuring in all types of art Aspects, Located in out skirt of Kyebando.

Programme idea

Support PAMOJ with their livelihood improvement work.

Output

2017

- We agreed to seek opportunities for collaboration with PAMOJ and were negotiating collaboration during 2017.

Analysis of 2017

Meeting the expected outputs and outcomes

Budget

We did not fundraise according to budget. We were doing our best, our volunteer staff are working hard, trying different methods. The main challenge during 2017 was the large turnover of staff in the IC, SE and KS workgroups, especially IC and KS suffered as the groups were left without a Head of workgroup. Lessons learned have been implemented in our strategy.

Programme

The focus for the support during 2017 was to remain supporting S.E.VIE, IDEFOCS and SpellAfrica programmes with the aim to sustain what has been started.

2017 Targets

The 2017 targets assigned by the General Assembly were thoroughly addressed by the Board and improved strategies were developed and implemented for each of the targets.

Financial outcome

Key ratio

Key ratios for administration costs at secretariat in relation to total costs

2013. 2,7 %

2014: 2,4 %

2015: 1,6 %

2016: 1.3 %

2017: 2,4 %

Assets

- Farmland in Liberia, owned by IDEFOCS.
- Investment capital at bank account in Togo, owned by S.E.VIE
- Office equipment material donated to Action10 Focal point offices in Liberia, Togo and Uganda, owned by Programme partner.

The year ahead, 2018

Programme

The programme for 2018 was proposed by the Board and agreed on by the General Assembly. The programme was agreed to be business as usual, while adapting to lessons learned, thus:

- To manage about 20 programmes, that are either active or on-hold.
- To manage around ten Country partners
- To manage around ten Countries;
- To manage the operations in Sweden through five workgroups; EP, IC, KS, SE, QV and a working Board.

Budget

Income	2018 Budget	2017 Income	2016	2015	2014
Monthly Givers	150 000	74 495	72 186	81 297	71 140
Forum Syd / other grants	120 000	-	-	-	-
Rotary	80 000				
Crowd-funding, GG, A10 website	100 000	6 030	12 747	7 871	32 513
Targeted Donations	20 000	-	-	16 790	34 002
Corporate	30 000	-	-	3 000	8 000
Projects and Events	30 000	433	260	1 130	2 443
Restricted Donations, through partners	20 000	-	40 953	18 662	500
TOTAL	550 000				

Financial Statements



Action10

Organisationsnummer 802447-2147

Årsredovisning 2017

RESULTATRÄKNING	2017	2016	2015	2014	2013
Intäkter					
Gåvor från privatpersoner	74 495	72 186	81 297	71 140	42 501
Global Giving, donationer	6 033	12 747	7 871	32 513	
Riktade gåvor		0	16 790	34 002	
Gåvor från företag		0	3 000	8 000	8 000
Projekt och event	433	260	1 130	2 443	5 275
Gåvor med förbehåll		40 953	18 662	500	950
	80 961	126 146	128 751	148 598	56 726
Kostnader för projekt					
S.E.VIE	-34 057	-16 600	-41 720	-36 276	-38 500
Spell Africa	-19 920	0	-18 739		-8 750
LINK-UP		-3 613		-1 766	
Amani Womens Group		-18 977			
Bana Pads		-18 951			-18 904
IDEFOCS	-6 264	-73 679	-46 029	-114 478	-18 850
	-60 241	-131 820	-106 488	-152 521	-85 004
Övriga kostnader	-1 932	-1 803	-2 767	-4 238	-2 960
Valutavinst				1	
Resultat	18 789	-7 476	19 497	-8 160	-31 238
BALANSRÄKNING					
	2017-12-31	2016-12-31	2015-12-31	2014-12-31	2013-12-31
Tillgångar					
Bank	29 209	20 421	27 897	8 401	13 714
Skulder					
Skuld till Cecilia Öman	43 122	53 122	53 122	53 122	50 275
Eget kapital	-13 912	-32 701	-25 225	-44 721	-36 561
	29 209	20 421	27 897	8 401	13 714

Stockholm 1 januari 2017

Cecilia Öman

Anders Kinding

Min revisionsrapport har avlämnats den 2 mars 2018

Gabor Bruszt



Kommentarer till resultaträkningen

Vi lovar våra donatorer att som mest förbruka 3 % av insamlade medel här i Sverige. Max 7 % kan användas av våra program partners, och minst 90 % ska nå fram till våra target partners.

Bankkostnaderna i Sverige sponsras till stor del av Swedbank och Bankgirot.

IT-kostnader, är kostnaden hos one.com för websida etc.

Kostnaden för autogiroprogrammet sponsras helt av Fortnox.

Summa kostnader som ska belasta Action10 i Sverige

444	Webbhotell, hemsida
350	Bankkostnad, till större delen sponsrad av Swedbank
1 138	Banktransfereringar
1 932	vilket är 2,4% av de insamlade medlen

Därutöver har medlemmar själva betalat sina resor och uppehälle, till ett sammanlagt värde av flera tiotusentals kronor.

Det ingår inte i denna redovisning, men är naturligtvis av största betydelse för verksamheten.

Kommentar till balansräkningen

Utan tillskott av kortsiktiga lån från Cecilia Öman, hade igångsättningen för flera av våra projekt försenats. Under 2017 har den första amorteringen gjorts, vilket på sikt leder till att vi återbetalar detta förskott. Planen kommer att sträcka sig över flera år.

ACTION10

Action10

Translation from Swedish

Corporate registration number 802447-2147

Annual report 2017

INCOME STATEMENT

	2017	2016	2015	2014	2013
Earnings SEK					
Donations from individuals	74 495	72 186	81 297	71 140	42 501
Global Giving	6 033	12 747	7 871	32 513	
Targeted donations		0	16 790	34 002	
Donations from companies		0	3 000	8 000	8 000
Projects and events	433	260	1 130	2 443	5 275
Restricted donations		40 953	18 662	500	950
	80 961	126 146	128 751	148 598	56 726
Costs for projects SEK					
S.E.VIE	-34 057	-16 600	-41 720	-36 276	-38 500
Spell Africa	-19 920	0	-18 739		-8 750
LINK-UP		-3 613		-1 766	
Amani Womens Group		-18 977			
Bana Pads		-18 951			-18 904
IDEFOCS	-6 264	-73 679	-46 029	-114 478	-18 850
	-60 241	-131 820	-106 488	-152 521	-85 004
Other costs	-1 932	-1 803	-2 767	-4 238	-2 960
Currency gains				1	
Result	18 789	-7 476	19 497	-8 160	-31 238

BALANCE SHEET

	2017-12-31	2016-12-31	2015-12-31	2014-12-31	2013-12-31
Assets					
	29 209	20 421			
Bank account			27 897	8 401	13 714
Debts					
Debt to Cecilia Öman	43 122	53 122	53 122	53 122	50 275
Equity	-13 912	-32 701	-25 225	-44 721	-36 561
	29 209	20 421	27 897	8 401	13 714

Stockholm 1 January 2017

Cecilia Öman

Anders Kinding

My audit report was submitted on 2 mars 2018

Gabor Bruszt



Comments to the Income statement

We promise our donors that at the most use 3 % of the funds for costs in Sweden. Maximum 7 % will be used by our program partners, and at least 90 % should reach our target partners.

Banking charges in Sweden are sponsored largely by Swedbank and the BankGiro.

IT costs, website, etc., are sponsored in part by Fortnox.

Total cost to be carried out by Action10 in Sweden

444	Web hosting, website
350	Bank costs (will be sponsored further during 2016)
1 138	Bank transfers
1 932	which is 2.4% of the funds raised

In addition, the members themselves paid their travel and living, to a total value of several tens of thousands of SEK

These are not included in this report, but is obviously of the utmost importance for the business.

Comments on the Balance statement

Without the supplement of a short-term loan from Cecilia Öman, the start-up of several of our projects should have been delayed. During 2017 the first payment in a repayment plan is done, to gradually pay back this advance. The plan will extend over several years.

Revisionsrapport

Till medlemmarna i föreningen Action 10

Rapport om årsredovisningen för verksamhetsåret 2017

Jag har av medlemmarna utsetts som revisor för Action 10 och har utfört en revision av årsredovisningen för verksamhetsåret 2016.

Det är styrelsens ansvar att upprätta en årsredovisning som ger en rättvisande bild av verksamheten för medlemmarnas information och möjlighet till kontroll. Det är revisorns ansvar att uttala mig om redovisningen ger en rättvisande bild av verksamheten.

Jag har efter bästa förmåga granskat verksamhetens redovisning av resultatet, balansräkningen, uppgifter från banktransaktioner, större transaktioner, donationer och utgifter jämväl styrelsens protokoll.

Jag anser att redovisningen uppfyller krav på god ordning, är upprättad enligt gängse redovisningsstandard och ger i alla väsentliga avseenden en rättvisande bild av verksamheten.

Jag tillstyrker att medlemsstämman fastställer resultat – och balansräkningen och rekommenderar att medlemmarna beviljar styrelsen ansvarsfrihet för verksamhetsåret 2017.

Stockholm den 2 mars 2018


Gabor Bruszt

Governance, management and operations

The highest governance body is the annual General Assembly (GA), which is constituted of the Action10 members. The GA appoints the Board members. The overall annual work plan and budget is proposed by the Board and decided on by the GA. The General Assembly also appoints a professional Auditor who is in charge of the annual auditing as well as a Nomination committee for the coming GA Board election.

The Action10 Board is a working Board and the members of the Board are responsible for:

1. Overseeing the work of the organisation (governance),
2. Organising the daily work (management), and
3. Appointing Workgroup and Focal point Team leaders.

The Workgroup and Focal point Heads and Leaders are responsible for:

4. Appointing group members.

The Workgroup and Focal point Heads, Team leaders and members are responsible for:

5. Carrying out the work of the organisation (operations).

Organogram

The operations are organised into five Workgroups; Institutional capacity (IC), Evaluation planning (EP), Knowledge sharing (KS), Sustainable economy (SE) and Quality values (QV), and the overall workload is shared between the Workgroups in a balanced manner. One Head of Workgroup is appointed for each Workgroup and the Head of Workgroup is a Board members. Two Workgroup Leaders are appointed for each Workgroup who link between the Workgroup and the Board. The Workgroup Leaders also carry the title senior officers. The Workgroup Leaders are also responsible for leading the team of Workgroup members and for the implementation of the work tasks appointed to the Workgroup by the Board. Three to seven additional Workgroup members are appointed for each Workgroup. The Workgroup Leaders call for Workgroup meetings every month. The Workgroup Leader reports to the Head of Workgroup. The Workgroups are responsible for ensuring that the Ten Actions are fully honoured in each activity and each Workgroup is in charge of one or more of the Ten Actions.

The board consists of the; President, Vice President, Secretary, Head of Finance, Head of IT, Head of Institutional capacity, Head of Knowledge sharing, Head of Sustainable economy, Head of Evaluation planning, Head of Quality values, Heads of Focal Points and two Substitutes. The President is the head of the Board.

Operations outside Sweden, can be managed through Action10 Focal points. The establishment of a new Focal point is decided on by the Board and the Head of the Country Focal point is a Board member.



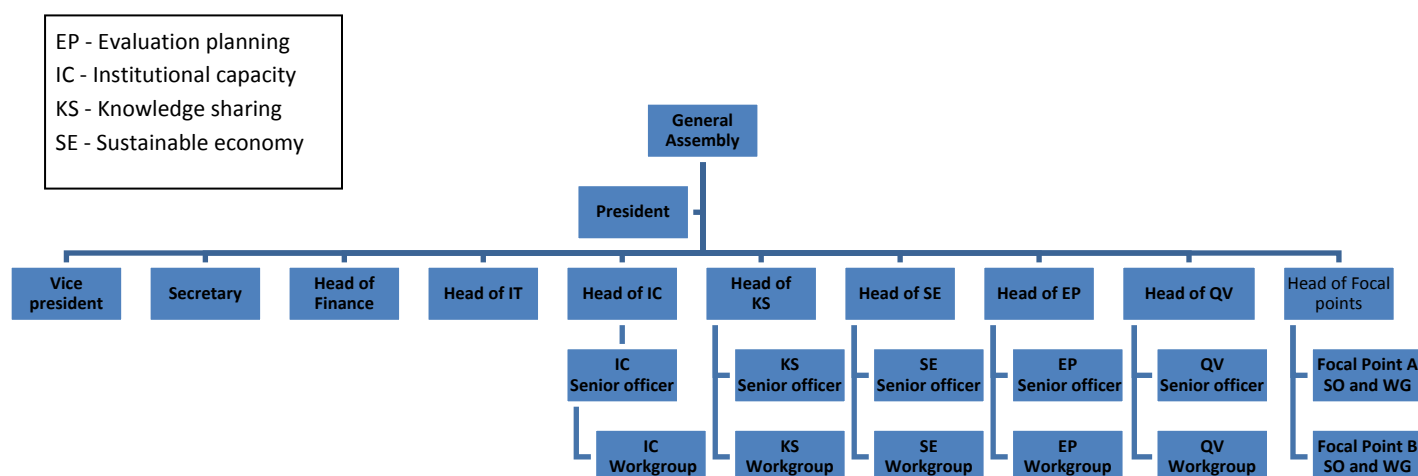


Illustration 1. The Action10 organogram.

Focal points (FP)

Focal points (FP) are governed by the Board; the tasks and responsibilities for each Focal point are agreed on by the board and the Focal points report back to the board. The overall tasks and responsibilities for each Focal point mirrors the full organisation but in a mini format and targeting the identified region. In addition each focal point may take on a specific assignment. The first Focal point was established in 2014 in San Diego, USA (US Focalpoint) by Mikaela Åkesson and the second was established in 2017 in London UK (UK Focalpoint) by Milja NORBERG.

Workgroups

The responsibility for implementing the Ten Actions is shared among the Workgroups. The Evaluation planning (EP) work group ensures two of the Ten Actions in all our activities; Real-time outcome evaluation planning and Needs driven programmes. The IC work group ensures two of the Ten Actions; Institutional capacity and Strategic partners. KS ensures two; Knowledge sharing and Visibility, SE ensures one; whereas QV ensures three; Quality values (truth, trust, harmony and equity), Resilience and Equal partnership.

Table 1. The compilation presents how the responsibility for the Ten Actions is shared among the Workgroups.

Workgroup	Actions		
EP	Real-time outcome evaluation planning	Needs driven programmes	
IC	Institutional capacity	Strategic partners	
KS	Knowledge sharing	Visibility	
SE	Sustainable economy		
QV	Quality values (truth, trust, harmony, equity)	Resilience	Equal partnership

Operations

1. Each work group is composed of one Head of workgroup, two Team leaders and 3-5 other workgroup officers; these are workgroup members and volunteer staff.
2. All volunteer staff sign the Action10 Code of Conduct (the distribution and archiving is managed by QV).
3. The Head represents the Workgroup in the Board. In case the Head cannot attend a Board meeting, she assigns one of the Team leaders.
4. The Team leaders ensure that each workgroup members is well aware about Action10, the five workgroups, the distribution of tasks between workgroups and the specific task assigned to each member in their own workgroup. The Team leaders ensures that the workgroup members are motivated, have the necessary tools and knowledge, delivers as expected and meet deadlines.
5. All workgroup members takes social responsibility and ensure that everyone in the group appreciate being an Action 10 volunteer staff.
6. Each Workgroup meets every month to deal with workgroup issues. The meetings are called for by the Head of workgroup.
7. All volunteer staff attends the monthly Action10 knowledge sharing and team building events. The events take place the first Tuesday every uneven month and the first Friday every even month. The events are posted on the Action10 Portal and on the Action10 Website.
8. Each Workgroup is active on the Portal and post information about Operations, Assignments, Ongoing activities and Outputs of the year. PP reports, communications and other material are uploaded on the Portal.
9. Each Workgroup delivers a compilation of the previous year's activities to IC in January each year. This information will be published in the Annual report.

Volunteer staff commitment

The Board, the Workgroup / Focal Point Leaders, the Workgroup / Focal Point members are referred to as the Action10 volunteer staff. The volunteer staff signs a Code of Conduct. Among other issues that are brought up in this document, the volunteer staff agree to allocate a certain number of hours of work and they also agree to participate in a certain number of meetings and events. The President agrees to be working 30 hours per month, other Board members 20 hours, Workgroup Leaders 15 hours and Workgroup members 10 work hours per month. The Board, the Workgroup Leaders and the Workgroup members participate in Action10 events as much as possible. They stay updated on Action10 developments and they represent Action10 externally in a positive and a supportive manner. In case a volunteer staff can no longer meet the requirements, she is expected to inform the President with one month notice that she will resign as a volunteer staff. Previous volunteer staff are welcome stay within the Action10 Family as Friends and as Monthly givers.

Coordination and communication

Action10 internal

The daily work of Action10 is supported by an IT platform, the Portal using the OnlyOffice tool. The Board and the workgroup members have access to the OnlyOffice. Here we put emphasis on the Document section, the CRM and the project section. "Documents are used for sharing of documents including Board meeting minutes and upcoming Board agenda. The CRM is used to compile volunteer staff, programme partners, monthly givers, ad hoc givers, grant givers, strategic partners and other important stakeholders. The CRM is also used to post communication between Action10 volunteer staff and other stakeholders. The Project section is used to coordinate projects such as developing the annual report and seeking grants.

The Board meets every second month with even number; February, April, June, August, October, and December, thus the Board meets six times a year. The QV arranges Action10 event during the first week of every month, and the volunteer staff are expected to attend. The Workgroups and the Focal points meet once a month or more often.

The Board members are responsible for the overarching coordination of the Action10 work as well as developing and implementing work strategies and policies. The Board members meet and share about daily work, progress and challenges, discuss and decide on activities and solutions. The Board members are responsible for informing about the output of the Board meetings to all volunteer staff, partners and other Action10 members. The Head of Workgroups / Focal Points shall be updated on the daily work and progress of the groups and step in to fill any gaps and address any challenges that may occur. They shall be in continuous contact with the Leaders and support them directly.

Action10 - Programme partner

The coordination and communication with our Programme partners (PP) are obviously key to the programme.

All Board members have PP related assignments and thus, direct contact with the PP Director and assigned staff.

All workgroups have tasks assigned that are related to the Programme partners and these are priority assignments. The Head of workgroup link between the workgroup and the Programme partners regarding the workgroup PP tasks.

Action10 aims to meet with the PPs annually, depending on opportunity, and to have monthly skype interactions. Besides, the President keeps a weekly contact via e-mail or social media.

Assignments

Board members assignments

The Board and has the below work task responsibilities, besides the tasks assigned to the Heads and their Workgroups / Focal points:

- Overall
 - Has an overview of and makes sense of all activities.
 - Bridges gaps and addresses challenges at any level in the organisation.
 - Ensures overall knowledge sharing and communication.
 - Ensures that the required policies and strategies are developed and implemented.
 - Addresses the year targets set by the GA.
 - Shares awareness about and implements TAct, CCP and ROPE in the programmes.
 - Keeps track of lessons learnt and revises the operations accordingly.
 - Appoints Advisors, Ambassadors and Strategic partners.
 - Updates and distributes the Case statement.
- Support to volunteer staff
 - Appoints Heads and Leaders when vacancies.
 - Keeps a workflow scheme accurate and owned by the groups.
 - Ensures a clear and comprehensive sharing of workload.
- Collaboration with PPs and TPs
 - Ensures continuous communication with all PPs.
 - Ensures visits to PPs.
 - Provides guidelines on bookkeeping and on developing business ideas.
 - Ensures all Programmes have a sustainable economy.
 - Comments on the PP Programme and Financial reports.
 - Ensures an honest and professional auditor for all PPs.
- Finances
 - Addresses Action10 finance and administration issue.
 - Manages the bookkeeping.
 - Distributes funds to reflect the requests by PPs.
 - Transfers funds to PPs.
- IT
 - Address any IT issue
 - Ensures the Website is up and running.
 - Ensures the Portal is up and running and that volunteer staff had access.
 - Ensures that volunteer staff has access to Action10 email.

Team leader assignments

- Recruitment
 - Ensures sufficient number of Workgroup officers.
- Operations
 - Supervise, motivate, facilitate and support the group members.
 - Allocate the work tasks between the group members.
 - Ensures monthly group meetings and group member participation in Action10 events.
 - Coordinate with other Leaders
- Communication
 - Keep the group page on the Portal updated and well organized.
 - Post group related information on the Website through KS.
 - Keep the head well informed.
 - Compile the group year achievements in February each year, for the Annual report.
- Restrictions
 - A Workgroup leader can only assign tasks to members of their own group.

Workgroup officer assignments

- Addresses the work tasks assigned.
- Keeps the dead-lines.
- Keeps the Leader informed.

Workflow

Board member workflow

The Board responsibility is shared between the Board members as below:

President

Has full access to the bank account and administration rights to the Portal and the web-site host.

- Overall
 - Has an overview of the organisation, fills gaps and addresses challenges.
 - Coordinates with Programme partners (PPs), Target partners (TPs) and Volunteer staff.
 - Is available for volunteer staff consultations.

- Has full access to the bank account, top administration rights to the Portal and the web-site host.
- Manages a blog.
- Board and General Assembly (GA)
 - Leads the work of the Board.
 - Chair Board meetings and prepares the agendas.
 - Prepares the GA agendas.
 - Ensures a draft annual report is available and presented at GA.
- Workgroups and Focal Points
 - Oversees that lessons learned are implemented in actual practice.
- PPs
 - Ensures that Agreements are signed each PP, that are clear, reflect cross-cultural understanding and kept updated.
 - Ensures the PPs are visited once a year or more often.
 - Has skype communication with each PP every second month or more often.
 - Ensures weekly or more often social media contact with each PP.
 - Keeps track of the assets at the A10 PP bank accounts.
 - Ensures that all PPs appoints an honest and professional auditor.
 - Oversee the Action10 presence in the Target countries in collaboration with HR&S.
 - Seek opportunities for Programme partner meetings in collaboration with HR&S.

Vice president

Has full access to the bank account and administration rights to the Portal and the web-site host.

- Overall
 - Oversees the branding of the organisation.
 - Oversees the stewardship programmes.
 - Ensures the Annual report is finalised and distributed not later than one month after the General assembly in March.
- Workgroups and Focal Points
 - Ensures that Heads and Leaders positions are assigned.
 - Ensures that each workgroup has enough members.
 - Ensures that the workflow is understood and committed to, and that the work tasks are addressed in the agreed priority order.
- PPs
 - Oversees that the programme and financial reports are collected from the PPs in February each year.
 - Oversees that all Programmes has a sustainable economy.
- TPs
 - Oversees that stories are continuously compiled from the TPs and shared.

Secretary

Has administration rights to the Portal and the web-site host.

- Board and General assembly (GA) meetings.
 - Send out invitations.
 - Share the agenda and other meeting documents.
 - Write, share and file minutes.
 - Ensures that the nomination committee prepares a proposal for the GA.

Head of Finance

Has full access to the bank account.

- Action10
 - Has an overview of the A10 Finances.
 - Manages the bookkeeping.
 - Shares about the status every second month with the Board.
 - Produces the annual financial report.
 - Communicates with the Auditor.
- PP
 - Makes the transfers to PPs and ensures the transfers are safe.
 - Makes an annual compilation of the PPs assets with links to A10; land, constructions and bank accounts.
 - Comments on the PPs Financial Annual reports.

Head of IT

Has administration rights to the Portal (OnlyOffice) and the web-site host (action10 one.com)

- Overall
 - Has an overview of the Action10 IT.
 - Supports the volunteer staff on IT related issues.
 - Is kept updated on the development of ITC and Tech solutions relevant for Action10.
 - Ensures that appropriate ITC and Tech solutions are implemented.
- Portal (OnlyOffice)
 - Ensures volunteer staff have access.
 - Provides training to volunteer staff on the use of the Portal.
 - Ensures volunteer staff have a personal Action10 email address and g-mail alias.
 - Ensure QV Head and Team leaders have admin rights (to manage list of members).
- Member list
 - Ensures the volunteer staff compilation on the portal is kept updated. Regularly check with Head and Team leaders about the work group status at least every time we meet.
- Web page (Action10)
 - Ensures the Web page is kept secured.
 - Addresses any IT issues.
 - Allocates messages sent to info@action10.org

- Workgroups
 - Ensures the President, Deputy President and assigned three or more QV staff has access to the Action10 page at “Volontärbyrån”.
 - Ensures that the President, Deputy President and assigned three or more SE staff has access to the Action10 pages at “Global giving”.PP
 - Oversees the PP website hosting when requested by PPs.

Head of Workgroups

- Recruitment
 - Ensures one or two Team leaders and a sufficient number of workgroup members.
- Operations
 - Ensures the group fulfils its operational responsibilities.
 - Supports the work of the Team leaders.
 - Keep group members well informed about all Action10 issues.
- Ensures that the decisions taken in the Board is shared with all the Workgroup members.
- Ensures that two or more workgroup members attends each Action10 event.
- Ensures that if the head cannot attend a Board meeting one of the Team leaders attends.

Head of Focal points

- Recruitment
 - Ensures two Leaders and a sufficient number of workgroup members.
- Operations
 - Ensures the group fulfils its operational responsibilities.
 - Supports the work of the Leaders.
 - Keep group members well informed about all Action10 issues.
- Ensures that the decisions taken in the Board is shared with all the Workgroup members
- PP
 - Links the PP with the activities of the PF region.

Substitutes

- Attends Board meetings and take the role of any Board member not attending a meeting.

Workgroup workflow

Each workgroup have about 7-9 tasks assigned to them. Each workgroup is expected to have seven active members or more. The work tasks of the workgroups are prioritised, as below, so that if the workgroup has fewer members than required, still the most important tasks are always addressed.

Evaluation planning (EP)

The Evaluation planning work group ensures two of the Ten Actions in all our activities; Real-time Evaluation planning and Needs driven programmes. The Evaluation Planning Work group is, together with our Programme partners, responsible for ensuring that our programmes are designed in such a way that they fulfill the needs as presented by our target groups. Furthermore, the work group evaluates, together with our Programme and Target partners, all on-going programmes real-time and ensures that our ten actions are implemented. The work group uses our own unique evaluation planning tool, ROPE (Real-time Outcome Planning and Evaluation). The workgroup specific assignments to address in relation to each programme are as below and the tasks are assigned to volunteer staff in the compiled order:

PP

1. Keep Programme Journals (PJ) updated.
2. Seek opportunities to develop stories from individuals among Target and programme partners and share with KS.
3. Propose Sustainable economy approaches for each programme.
4. Make Institutional capacity assessments for each PP.
5. Address any other task related to a programme that falls under the A10 responsibility.

Action10

6. Provide knowledge sharing from PJs to Action10 staff, partners and others.
7. Involve Action10 advisers.
8. Make cross PJ analyses.
9. Develop and maintain an EP database.

Institutional capacity (IC)

This work group ensures for all programmes, two of the Ten Actions, Institutional capacity and Strategic partners. The group ensures that Action10 benefits from the highest possible Institutional capacity. The group also supports the Programme partners to achieve the same. IC collaborates with the Head of Finance regarding Action10 bookkeeping, auditing and transfer of funds. The Institutional capacity addresses, in addition, issues like annual programme and financial reports, policies, governance, staff, volunteers, meetings, IT, web-site, office space, finance administration and accounting, bank accounts, transfer of funds, agreements, contracts, social security, benefits, and well-being. The group is also responsible for identifying the most relevant Strategic partners and for developing and maintaining a good relation with them, thus promoting collaboration and knowledge sharing. The group oversees that all Strategic partners are kept informed about Action10 achievements and are invited to events. Strategic partners include for example, national and international development organizations and authorities with similar mandate, funding organizations and private and corporate givers as well as other institutions with parallel activities.

The IC collaborates with the Action10 **Head of Finance** regarding Action10 bookkeeping, auditing and transfer of funds, and with the Action10 **Head of IT** regarding Action10 ITC capacity, including the Portal and the e-mailing.

The workgroup specific assignments are as below. Please note that the tasks have been compiled in the priority order, and are thus to be assigned to volunteer staff in this order.

PP

1. Stay in contact with the PPs
Skype calls are encouraged in order to strengthen the continuous communication. Provide operational support to Programme partners when requested; such as website.
2. Manage the Memorandum of Understanding (MoU)s between Action10 and each Programme partners.
3. Analyse the status of Programme partner's physical infrastructure and provide support when requested.
4. Coach Programme partners on Finance administration and accounting, preferably on-site and with skype.

Action10

5. Develop and distribute the Action10 reports and presentations, including Action10 annual programme and financial report, Case statement and presentations.
6. Identify the relevant Strategic partners (SP). Developing and maintaining a good relation with them through well defined stewardship programmes.
7. Address Action10 policies, routines and instructions (PRI). Documents are developed and uploaded on the Portal and summaries are compiled in Appendix 1.
8. Assess Action10 IC, arrange annual IC assessment events for volunteer staff and others.

Knowledge sharing (KS)

The Knowledge sharing (KS) work group ensures two of the Ten Actions in all programmes; Knowledge sharing and Visibility. The KS work group is responsible for gathering, compiling and sharing knowledge between all partners and members. KS acknowledges that all Action10 stakeholders are experts in different disciplines and that the strength in the organization lies in sharing this knowledge, benefitting from it when designing and implementing our programmes as well as allowing the shared knowledge to strengthen the lives of the Action10 family. The group also ensures that that the knowledge about the vision, mission programmes and achievements of Action10 and its programme and Target partners is available to the public, together with TAct, CCP and ROPE.

The workgroup specific assignments are compiled below. Please note that the tasks have been compiled in the priority order, and are thus to be assigned to volunteer staff in this order.

PP

1. Develop and share stories from the Programme and target partners. Establish contact with camerapersons, interviewers and storytellers in the Target countries, as well as guide the Action10 members when travelling.
2. Support the Programme partners with their websites when requested for (collaboration with IC).

Action10

3. Keep the A10 Webpage and Facebook quality, updated and informative¹.
4. Develop and visibility and marketing material and make them available for use.
5. Collect and archive photos, interviews and videos.
6. Arranging knowledge sharing events.
7. Support the President to manage her blog as well as develop and maintain other appropriate social media channels including twitter, LinkedIn, YouTube, Instagram, etc.
8. Develop, implement, revise and maintain a visibility, knowledge sharing, branding and marketing strategy.

Sustainable economy (SE)

The Sustainable economy work group (SE) ensures Sustainable economy in all the Action10 programmes. The members of this group support the Programme partners with ensuring that all programmes are designed with a long-term sustainable economy plan in mind, most likely a business model. The group is also in charge of fundraising, for Action10 to be able to offer seed-money and investment capital to our Programme partners. SE develops and assess the Action10 fundraising strategy. Their work includes identifying and keeping a good relation with private, corporate and civil society givers and with grant giving organisations. They ensure safe and easy ways of donating as well as keeping givers content and well informed about what their contributions were used for (stewardship). The group also manages marketing, crowd funding, donor meetings, fundraising events, training on fundraising, and a compilation of givers (using the Portal CRM).

The workgroup specific assignments are compiled below. Please note that the tasks have been compiled in the priority order, and are thus to be assigned to volunteer staff in this order.

PP

1. Ensure a sustainable economy approach in each programme.
Support with developing the idea and coach its implementation on site.
Support EP with the SE progress markers.

¹ Webpage ensure; presentations of each Programme partner with logo, vision, mission, staff, webpage, contacts and on-going Action10 programmes; presentation of each programme; presentations of volunteer staff; a good number of stories. Facebook, ensure a flow.

Link fundraising activities to specific programme sustainable economy plans, in collaboration with EP.

2. Keep ongoing crowd-funding activities updated and visible, such as Global Giving (GG) and the A10 website. GG requires an updated project report every three month and this is the aim also for the A10 website.

Action10

3. Ensure a quality stewardship programme for givers especially the monthly givers, but also ad hoc givers, including individuals (reached through A10 and PPs), corporations and Rotary.
4. Manage web and social media marketing in collaboration with KS.
5. Develop and maintain a fundraising strategy. Revise according to lessons learnt.
6. Address new funding sources including: Monthly givers, Crowd funding sites, Rotary, corporate givers, CSO givers, grant giving institutions and donors appointed by Programme partners.
7. Address different fundraising activities including; fundraising events, campaigns, gift cards, donor meetings and marketing merchandises.

Quality values (QV)

The Quality values work group ensures three of the Ten Actions in all programmes; Quality values, Resilience and Equal partnership. The group designs and maintains a strategy for how the three Actions, are ensured in all programmes and at the HQ, in actual practice. Furthermore, QV acts as a resource for all the different Action10 member categories. The group manages recruitment, integrates the new Action10 volunteer staff into the organization and continues to support them from an organizational point of view as well as keeps the Action10 record of volunteer staff updated. The QV work group is charge of continuously arranging seminars, workshops, awareness raising and social events with the purpose of knowledge sharing, team building and networking. One of the major events is the international meetings with Programme partners, where knowledge is shared about realities across countries and continents.

The QV collaborates with the **Head of IT** in keeping the member list on the Portal updated and with **Vice President** concerning the recruitment. Head and Team leaders have admin rights to the portal so they can conveniently keep the member list updated.

The workgroup specific assignments are compiled below. Please note that the tasks have been compiled in the priority order, and are thus to be assigned to volunteer staff in this order.

PP

1. Ensure three Actions are reflected on in all programmes: Quality values (truth, trust, harmony, equity)

Resilience

Equal partnership

2. Prepare and support Action10 volunteer's visits to Programme partners as well as PP visits to A10. Support with seeking travel grants.

Action10

3. Recruit new members
 - a. Ensure that the Heads and Team leader positions are assigned
 - b. Ensure sufficient workgroup members.Follow-up on recruitment
 - c. Ensure workgroups incorporate new workgroup members.
 - d. If no active leaders, arrange meetings with the new volunteers as well as the President or Vice President, until new leaders have been appointed. Those meeting address, building team spirit, inform about Action10, assign tasks and spot potential leaders.
4. Welcome, motivate and support volunteer staff
 - a. Manage the volunteer staff Code of Conduct. Signing and filing.
 - b. Ensure bi-annual TAct trainings. No volunteer staff shall represent Action10 externally prior to having attended a TAct training and approving with the Action10 core values.
 - c. Develop communication strategy; group-mail, mailchimp account
 - d. Ensure all staff has Action e-mail and Action10 g-mail alias (technically by Head of IT).
5. Keep the compilation of members on the Portal updated coordinate with the Head of IT.
6. Arrange monthly events for volunteer staff and supporters for knowledge sharing and team building.
7. Arrange visibility events. Prepares access to related material such as tents, banners and information material.
8. Identify relevant Advisers and Ambassadors. Developing and maintaining a good relation with them through well defined stewardship programmes.

Focal points

The overall tasks and responsibilities for each Focal point mirrors the full organisation but in a mini format and targets the region of location. Each Focal point acts as an ambassador for Action10 and keeps it visible as well as manages a Crowdfunding platform targeting the region of location. In addition, each focal point may take on specific programme assignments.

US Focal point

The US Focal point manages:

1. Visibility.
2. Seminars and training on TAct.
3. Fundraising through the crowdfunding platform Global Giving.
4. Link to the local Rotary club for visibility and fundraising.
5. Private giver programme.
6. Stewardship programme.

UK Focal point

The US Focal point manages:

1. Visibility.
2. Seminars and training on TAct.
3. Fundraising through a UK designed crowdfunding platform.
4. Link to the local Rotary club for visibility and fundraising.
5. Private giver programme.
6. Stewardship programme.