



Engage. Empower. Educate.

2019 ANNUAL REPORT

NOYED-Ghana

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Contact

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Acronyms

CEEGE	Creating Enabling Environment for Girls Education in Ghana
C4D	Communication for Development
DoVVSU	Domestic Violence and Victims Support Unit
FFN-GC	Fistula Free Northern Ghana Campaign
GES	Ghana Education Service
GUNSA	Ghana United Nations Students and Youth Associations
ICT	Information and Communication Technology
NNED	Northern Network for Education Development
NOYED	Net Organisation for Youth Empowerment and Development
NUGS	National Union of Ghana Students
NVTI	National Vocational Training Institute
SGBV	Sexual and Gender Based Violence
SMC	School Management Committee
STDs	Sexually Transmitted Diseases
TB	Talking Books
TBA	traditional birth Attendants
TTH	Tamale Teaching Hospital
TFSR	Tools for Self-Reliance
TMN	Treated Mosquito Net
UNFPA	United Nations Population Fund
VSLA	Village Savings and Loans Association.
VSO	Voluntary Services Overseas
Y-CEE	Youth Center for Entrepreneurial Empowerment

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MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear Friends of NOYFD-Ghana, it is yet another year cycle and we are delighted to share with you the little we have been able to do with your support.

It was not an easy year for us. It was rocky, winding, undulating and slippery at certain stages. Yet, with your commitment, prayers and support in various forms, we made it this far with some gains we deem very significant to share with you.

We at NOYFD-Ghana would be glad to have your feedback on this report after you have gone through and deemed it necessary to input for further development of the organisation so as to strengthen the organisation in its quest of being a voice for the voiceless while supporting them to develop the voice they need for their full development. Working in the interest of the vulnerable has always been a shared responsibility and NOYFD-Ghana is at the centre of this.

Please make time to enjoy the report.

Thank You.



1. INTRODUCTION

The year 2019 began in a very cloudy manner in view of the fact that most of the projects were coming to an end. It however had some potentials as NOYED-Ghana had worked on some strategic plans with some partners to the point of 90 per cent completion. This document summarises the 2019-year activities of NOYED-Ghana. It covers the projects and programmes, organisational development, prospects and challenges as faced by a growing organisation.

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NOYED-Ghana chalked significant achievements during the year. These achievements were not achieved solely but with the support and encouragements from diverse partners and allies.

2. ORGANISATIONAL SUSTENANCE

2.1. Staff Development

At NOYED-Ghana, capacity development of staff is highly prioritized as a critical strategy for delivering organisational mandate and continuity. The year witnessed the Trainer of Trainees training for staff facilitated by West African Civil Society Institute (WACSI) under the support of the French Embassy in Ghana. The training covered; Monitoring Evaluation and Learning (ME&L), Grant Reporting and Communicating Impact. The essence was to better position NOYED-Ghana to effectively and timely implement the project supported by the embassy and the sustenance of the organisation. EMpower, also created a space for learning and sharing among grantees. Valuable experiences were shared and partners also developed the understanding most of the ideas we have, have been tried by others elsewhere and so, opening up will help in enriching our plans towards youth empowerment and community development. The skills acquired deployed to the benefit of staff resulting into the development of specific tools to track the gains made on activities and projects implemented.

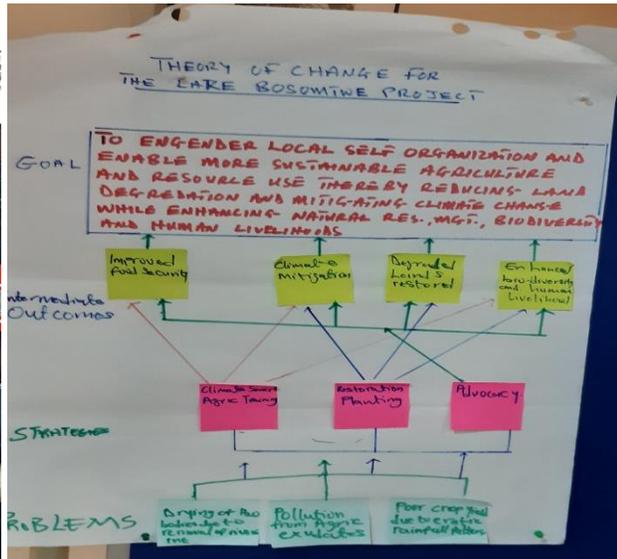
These skills acquired, were dropped down to the other staff who could not participate in the above trainings.



KEY FEATURES OF MONITORING AND EVALUATION	
Monitoring	Evaluation
Continuous	Periodic: at important milestones such as the mid-term of program implementation, at the conclusion of the program or after a substantial period of time following program conclusion (3-5 years)
Keeps track of programmatic evolution, analyses and documents progress	In-depth analysis, compares planned with actual achievements.
Focuses on inputs, activities, outputs, implementation processes, continued relevance, likely results at purpose level	Focuses on: outputs in relation to inputs, results in relation to cost, processes used to achieve results, overall relevance, impact, and sustainability
Answers what activities were implemented and what results were achieved	Answers why and how results were achieved, contributes to building theories and models for change
Alerts managers to problems and provides options for corrective actions	Provides managers with strategy and policy options
Self-assessment by program managers, supervisors, community stakeholders, and donors	Internal and / or external analysis by programme managers, supervisors, community stakeholders, and / or external evaluators

Sources: UNICEF, 1991; WFP, May 2000; World Bank International Finance Corporation, January 2008

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NOYED-Ghana also recruited three additional staff to strengthen the staff base for effective and timely activity implementation. Sulemana Zulka Salpawuni, an educationist and a youth developer who takes charge of the Youth Center for Entrepreneurial Empowerment (Y-CEE) Project as the project officer, Benedicta Wiabrega also an educationist and gender practitioner, leads on the Creating Enabling Environment for Girls Education (CEEGE) Project and lastly, Gbande Yaw Joseph, a community developer and gender advocate leading on the Obstetric Fistula project. They all came in as project assistants and their impact have been impressive.

NOYED-Ghana also hosted 2 volunteers from the University for Development Studies (UDS). They supported the activities of the organization whilst undergoing mentoring in the area of development work.

2.2. Board Meetings:

The Board of the organisation also met. Their meetings among others reviewed the projects of the organisation to determine performance and advice accordingly. Beyond the projects and programmes, a review was done on the organizational governances' documents and structures. Audit reports, financial management procedures, child protection policy, gender policy, communication plans and staff manuals. Conclusively, the child protection policy was advised to be reviewed and requalified as "Child Safeguarding Policy". It was also advised that "A Board Charter" should be put in place instead of feeding directly from the constitution of the organisation.

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2.3. Field Office Setup in Kpandai:



The Kpandai district is one of the areas where NOYED-Ghana has attention on. In the 2015 report of Ghana Statistical Service, the Northern region has the third highest poverty headcount in Ghana. The incidence of poverty is highest in East Gonja (84.2%), followed by Bole (79.4%) and Kpandai (76.9%) districts. The lowest poverty incidence of 24.6percent is observed in Tamale Metropolis. Compared to the regional value (15.5%), the poverty depth is high in the East Gonja (40.9%), and Bole (38.1 %) districts. With the further division of the region, the new northern region automatically has Kpandai as the highest poverty district in the region. In terms of Sexual and Gender Based Violence

(SGBV), data from the northern regional office of Domestic Violence and Victims Support Unit (DoVVSU), Kpandai in the northern region of Ghana topped the list of districts with sexual and gender-based violence in 2016 with sixty (60) cases. Abduction and kidnapping came second with ten (10) cases while other cases included rape, defilement, illegal abortion, forced marriages and infant abandonment.

In view of the above reasons, NOYED-Ghana has set up a field office in the district to effectively support in addressing the challenges of the area. This is the first time NOYED-Ghana has set up office in Kpandai but has in the past carried out a number of interventions in the district through other collaborators. Currently, the Fistula project is the only project being ran in the district.

2.4. Publicity



According to *Joseph Pulitzer*, publicity is the greatest moral factor and force in our public life. Guided by this, NOYED-Ghana places significant premium on publicity. At NOYED-Ghana, our conviction is that keeping partners and beneficiaries well informed on what we do is but one the greatest forms of social accountability we can reflect.

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During the year under review, media engagements such as radio discussions, airing of project jingles, print media coverage for our programmes and printing of T-shirts, flyers and posters were carried out. Through our facebook page, we also adequately informed the world on what the organisation is doing to impact on the lives of our target beneficiaries. Twitter hand was

also added and regularly updated.

The organisational website which was down for almost a year, was activated and repopulated with current data. An officer has now been assigned with the task of regularly updating media platforms to increase interactions between the organisation and our partners.

Notably, some of the media houses NOYED-Ghana worked with included: Ghana News Agency (GNA), Daily Graphic, Radio Tamale and Kpandai STAR FM.

3. PROJECTS/ACTIVITIES

This part is presented in line with the thematic areas of the organisation.

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3.1. Education

NOYED-Ghana had only one project to implement under this thematic unit. Beyond this project, NOYED-Ghana was active in the activities of Northern Network for Education Development (NNED) to which NOYED-Ghana serves as the lead agency.

3.1.1. Creating Enabling Environment for Girls Education in Ghana (CEEGE) Project.

With funding from EMpower: The Emerging Market Foundation Limited under the BRIGHT PROMISE Awards, NOYED-Ghana crafted this project out of interactions with young girls aimed at generating a comprehensive and wholistic approach towards addressing their needs with improving on their access to, performance, completion and transitioning to higher education. The interaction generated the table below using the vulnerability assessment tool.

Category	Vulnerabilities leading to dropouts/absenteeism/ poor performance
Human	<ul style="list-style-type: none">• Inability of girls to recall what they learnt previously.• Fear/lack of hope in benefiting from school
Social	<ol style="list-style-type: none">1. Teachers insult students2. Peer influence3. Corporal punishment4. Being denied food as punishment.5. Severe sickness of parent6. Death of parent7. Teenage pregnancy8. Menstrual cramps and heavy blood flow9. Lack of parental support (ignorance on girl child education)
Economic	<ul style="list-style-type: none">• Lack of school materials; sandals, uniforms, exercise books and supplementary needs.• No food in the house• Inadequate furniture• Inadequate support from parents (poverty)• Inadequate sanitary materials (pads, panty linings, detergents etc.• Inadequate TLMs (card boards, science apparatus, text books etc)
Environment	<ul style="list-style-type: none">• Classrooms not disability friendly• Sometimes the weather gets too hot making the classroom uncomfortable.

These were processed into the following objectives in support of the project with a duration of one year:

1. To increase attendance, retention and performance of at least 30 adolescent girls in junior high school (JHS)/middle school. Page
2. To deepen the confidence level of at least 30 adolescent girls in project school.
3. To increase the income levels of at least 30 parents (mothers) to support the education of 30 adolescent girls in project school.
4. To educate and empower 30 mothers as Girls' Education Ambassadors in their communities.
5. To profile school on girl friendliness and build teachers capacity in the project school.

Under this, young girls have been educated on personal hygiene, masculinity and gender, ICT, and provided with some basic sanitary needs to help keep them in school. Their mothers have been educated on the reverence of girls' education and trained as girls education ambassadors. Early 2020, they will be given credit facilities to support their household income to the advantage of the girl's education. Below are some pictures on the project.





3.2. Livelihood & Governance



Under this thematic area, key highlights are on our Youth Centre for Entrepreneurial Empowerment (Y-CEE) and Village Saving and Loans Associations (VSLA) implemented with the support of Empower.

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3.2.1. Youth Centre for Entrepreneurial Empowerment (Y-CEE) Project.

This project is supported by Empower; the Emerging Market Foundation Limited and the community Chief of Kakpagyili, Nyeb Guma-Naa. Developed and ran per batch of 15 youth for 18 months cycle, NOYED-Ghana secured an additional grant for phase/batch three (3). This was successful following the successful completion and graduation of the second batch of welders. NOYED-Ghana scored 100% completion and 100% pass in the National Vocational Training Institute (NVTI) Proficiency exams. They also received literacy training, entrepreneurship as well as guidance on leadership. At the point of graduation, each trainee received a welding machine and certificates as evident below in the pictures.



3.2.2. Ghana Alliance for Clean Cooking Stoves and Fuels (GHACCO)



Through this alliance, Ghana Alliance for Clean Cooking Stoves and Fuels (GHACCO), both locally fabricated and imported cook stoves are promoted with the hope that Ghanaians will patronize them over the traditional cookstoves that are not fuel efficient and have high emissions of smoke. Also, other eco-friendly energy devices; solar lamps, panels and energy saving bulbs are promoted with the support of partners and producers and marketers.

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NOYED-Ghana, has been serving as the Northern Zonal Coordinating organisation for GHACCO for about 2 years now. This covers the 5 regions (Northern, North-east, Upper east, Upper-west and Savanna). With the support of the national leadership, cook stoves, energy saving devices and best practices are recommended and promoted in northern Ghana. OGIIS and Life Care Ghana complement NOYED-Ghana in manning GHACCO in the north.



They handle Upper east and Upper west respectively.

3.3. Health

Health, particularly maternal and reproductive health is very dear to the heart of NOYED-Ghana. Pursuing our commitment to improving on the condition of mothers and young persons, NOYED-Ghana continued with education on HIV/AIDS and other STI/Ds educating young persons at the Y-CEE and peers associated with trainees of the center supported by EMpower.



3.3.1. Fistula Free Northern Ghana Campaign (FFN-GC) Project

NOYED-Ghana was privileged to have secured a grant from the French Embassy in Ghana to implement the above project. NOYED-Ghana is collaborating with the United Nations Population Fund (UNFPA), Ghana Health Service (at the regional and district level) and Kpandai STAR FM to create more awareness of the condition and to identify and correct the condition of 30 people in the Kpandai district. NOYED-Ghana works with community leadership, volunteers and traditional birth attendant (TBAs) to reduce if not totally eliminated, fistula in the Kpandai district. Please see selected pictures below:

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3.3.1.1. *Positives about the Project:*

- Acceptability by UNFPA: NOYED-Ghana was officially accepted when a collaboration call was made on UNFPA in the implementation of this project. UNFPA made strategic inputs in the design of the campaign materials and followed up to be sure the concerns raised were effectively incorporated.
- District level Acceptance and support: At the district level, the leadership, particularly the health director, the assembly and the traditional leadership whole heartedly accepted and are supporting NOYED-Ghana in the implementation of this campaign.
- The Health directorate leveraged on the campaign and with flexibility from the French Embassy, about 60 traditional birth attendants (TBAs) were met and educated on the need to refer cases to the health centres early enough to avail complications with likelihood of fistula.
- Impressively, some of the suspected fistula patients are bold enough to show and avail themselves for treatment against the stigma and discrimination

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3.3.1.2. *Limitations:*

- The Tamale Teaching Hospital (TTH) through social media advertised that they were working with doctors from the Czech Republic to correct various conditions including Fistula. NOYED-Ghana made inquiries and it was confirmed. But when the patients were brought, they were only examined, their conditions confirmed but the surgeries were not conducted with the reason being that their conditions needed special time
- Lack of stationed surgeon who can correct Obstetric Fistula at the fistula centre in a big limitation to fighting the condition in northern Ghana.

3.3.2. *Communication for Development (C4D) Project:*

Under the support of Unicef, NOYED-Ghana continued the work with Literacy Bridge Ghana in conducting community dialogues in the project communities in Karaga, northern region. The dialogues were triggered after the distribution of some devices called Talking Books (TBs) to the communities. The devices were populated with content with themes on environmental cleanliness, corporal punishment, use of Treated Mosquito Net (TMN), early childhood education, hand washing, effects of open defecation to mention but a few. The dialogues sought to interact with the community members and to see the extent to which they have put the knowledge acquired on the above themes into use.

The response rates of the community members were deemed impressive. Evidentially, compounds were clean, household-built pit latrines and attached “Tipy taps” to them, children were in school and parents indicated their commitment to supporting in educating their children.

However, some parents had little concern on the abolishing of corporal punishment saying “Spare the rod and spoil the child” Some pictures below and a success story that was written from one of the communities:



4. KEY SUCCESSES IN SUMMARY

In summary, the following are some of the specific achievements registered as an organisation.

- i. With the trainings provided, staff of NOYED-Ghana are now better positioned to support in actualising the vision and objectives of the organisation.
- ii. Increase visibility for the organisation. The social media platforms and the website have seen significant updates and now have a designated officer overseeing and update them.
- iii. Securing official collaboration with United Nations Population Fund (UNFPA) means a lot to NOYED-Ghana. This depends the credibility of the organisation and can lead to bigger opportunities towards addressing concerns of common interest in the communities where we work.

- iv. Serving as the focal organisation for Northern Network for Development (NNED) and Ghana Alliance for Clean Cook Stoves and Fuels (GHACCO) in northern region and the northern zone respectively.
- v. Our partnership with the French Embassy is an opportunity that has helped in standardising our campaign materials in the fight against Obstetric Fistula in northern Ghana.
- vi. NOYED-Ghana successfully hosted the board and donors of Empower who visited Ghana for the first time to monitor projects they have provided funds for. The board chairs of Empower were enskinned as a form of acknowledging the contributions of Empower to the development of communities in Tamale by Nyeb Guma Naa, the chief of Kakpagyili.
- vii. There has been a deepen relationship between NOYED-Ghana and Empower. Empower has granted a third phase grant to NOYED-Ghana for Y-CEE. Also, securing a grant for the CEEGE project is another step in consolidating the trust reposed on NOYED-Ghana by Empower.

5. KEY CHALLENGES

The above notwithstanding, there were a few challenges. These include:

- i. The lack of stationed surgeon at the fistula centre to operate clients is a major threat to the campaign strives on NOYED-Ghana in dealing with Obstetric Fistula.
- ii. There still exists a fear of staff attrition due to NOYED-Ghana's inability to meet competitive remuneration terms for staff.
- iii. The general fall in donor support to organisations in developing countries threatens the survival of the organisation since we are largely donor dependent.

6. CONCLUSIONS

We take solace in the fact that we anchor our existence on networks and partnerships. It is our conviction that having an opportunity to share ideas and offer smiles at the vulnerable, can give hope into the future. NOYED-Ghana shall survive beyond the vision of the founders once partnership is used as the horse. Thank you and wishing you all the best out there.

7. APPENDIX:

7.1. Photo Gallery

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Empower Board Enskinned as Chiefs in Kakpagyili, Tamale, Northern region of Ghana





French Embassy Related Project Pictures (Fistula Free Northern Ghana Campaign)





7.2. Profile of NOYED-Ghana

7.2.1. Background

The Net Organisation for Youth Empowerment and Development (NOYED-Ghana) was established and registered under the Registrar General’s Department of Ghana in the year 2005 and operates as a Non – Governmental, Not-for-profit Organisation. NOYED-Ghana is also registered with the National Youth Authority (NYA-Tamale) as a youth related organisation.

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It is a creation of a group of young people who were trained in community development by the Ghana Red Cross Society (Tamale), as well as other youth led organisations including, the Ghana United Nations Students and Youth Associations (GUNSA), the National Union of Ghana Students (NUGS).

NOYED-Ghana continues to be led by the youth to champion the development of the vulnerable and less fortunate communities.

The organisation has a team of well-experienced individuals, who provide support to the implementation of the programs and projects run by the organization. These people are carefully selected for their technical expertise in the thematic areas of education, health, women’s empowerment and good governance and livelihood.

7.2.2. Vision and mission statement:

NOYED-Ghana’s vision is: “An improved quality of life of the youth and the vulnerable (women and children) in society”; and

The mission is: “To collaborate with community networks as a force for the cost-effective creation and implementation of sustainable programs.”

7.2.3. Our approach:

NOYED-Ghana uses a multi-faceted approach to development, with the understanding that no project, campaign, community or individual is the same. These strategies include education and sensitization, capacity building and training workshops, advocacy and behavior change communications, as well as direct service delivery through volunteerism as the key driver of sustainable and lasting change in the communities across Northern Ghana.

The vision and mission of the organisation are supported through the following objectives:

To advocate for access and enhance quality education for all children especially for girls and children with disabilities (CWDs) in northern Ghana.

To contribute to improved health, predominately among women and children in the society.

To sensitise the public on the importance and severity of HIV/AIDS, Sexually Transmitted Diseases (STDs) and other outbreaks.

To contribute to improved socio-economic status of women through income generating activities.

To empower the youth to become responsible and active citizens, through volunteerism, capacity building and participation in decision making.

7.2.4. Organisational Structure

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The administrative structure of NOYED-Ghana consists of the Board of Directors, the Executive Board and the School/Community Groups. The Board of Directors is the highest decision-making body of NOYED-Ghana and consists of five members, including three men and two women. The functions of the Board include: Guiding affairs in accordance with the laws of the organisation and Ghana; Market NOYED-Ghana to the donor community and secure funding as basis for ensuring financial solvency and fluidity; Approve budgets and authorise expenditure; Monitor, evaluate and supervise the Executive Board in the performance of their functions; Monitor and ensure transparent and efficient use of NOYED-Ghana's resources and funds.

The Executive Board, which serves as the implementing body of NOYED-Ghana's projects and programs, is made up of the Executive Director, Director of Programmes, Accounts/Financial Administrator, Communications, Fundraising and Project Officer and Programme Officers.

Currently, NOYED-Ghana has a total of six staff - four men and two women (including a volunteer from Australia). All staff are working on voluntary basis with monthly stipends, based on the availability of funds.

As the head of the organisation, the Executive Director enters into contracts and partnerships with other organizations on behalf of NOYED-Ghana and is directly responsible for the day-to-day administration of the organisation. He serves as the secretary for the Board of Directors during Board meetings and provides updates to Board members on any developments within the organisation.

NOYED-Ghana is fortunate to have an experienced Accounts Officer who strives to ensure decency in the management of finances at NOYED-Ghana. He is a signatory to all the accounts of NOYED-Ghana and keeps all financial records of the organisation.

The Programme Officers are well experienced in their respective fields of operations and are highly committed to the vision and mission of the organization.

The Programme Officers are in charge of executing various projects under their thematic areas. They prepare the budgets and operationalize project activities.

Finally, the school/community groups are the grass root implementers and beneficiaries of the initiatives of NOYED-Ghana.