



**Came Women and Girls Development Organisation**

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## **ANNAUL REPORT 2010**



**December 30th 2010**

## **Chair's Message**

I will first of all congratulate the board of trustees and members for their commitment and dedication through 2010, your efforts had yielded the many achievements and accomplishment as indicated by the Director. To the staff, I congratulate you for using your skills positively, to bring success to the organisation. I have witnessed how young people have benefited from the skills you got on training, capacity building and youth volunteering, counseling, and some areas you have shown an example how young people can participate in environmental conservation practically by planting trees, which had a positive impact.

The success and honour that we see today in Came Women and Girls development organisation was unthinkable two years ago. To all, trustees, staff, members and volunteers, I will encourage you to work hard toward achieving our objectives in the coming year 2011, let it be another year of excellent achievement. We need to work as a team in changing attitudes, practices and behavior. This year will be a difficult year, we need to look for several sources of funding, we need to develop our fund raising strategies and we must secure funding for our planned activities. Let effort, knowledge and integrity be a source of success. I wish you another step of success in year

While this year has been an exceptionally period of transition and change for Came Women and Girls development organisation, we have not compromised our vision to advance and protect the health and wellbeing of youths and women. Our innovative programme Young People Speak Out in London is making strides in creating a cadre of young activists for change. We have gone further in electing two young people on our board of trustees.

Lastly, I will thank the director for her leadership and commitment in implementing the activities planned and for securing funding for activities with young people. Special thanks to all our funders and supporters as well as our partners and networks.

I wish you all new energy and good cooperation

**CHAIR**

**Edith L**



### **Message from Director**

I thank God that I have managed to run the organization smoothly in 2010 regardless of the financial constrain and the many challenges to achieve the organizational objectives with limited funding and support. Our commitment and good relationship with the board of trustees enabled us to reach our objectives this year. 2010. We fulfilled almost 95% of work planned for 2010.

In Came Women and Girls development organisation we aim to facilitate and enable change to come from within. Working with and through strategic partnerships is at the very core of our work. We believe that all our stakeholders have a role to play in advancing the health and wellbeing of young people and women. We are all accountable to some degree, as policy makers, funders, statutory bodies, civil societies, religious and community leaders, women's organisations and as young people. We at Came Women and Girls development organisation make collective action our responsibility so as to ensure sustained change.

We take this opportunity to share with you our annual report over the period 2010. With a new team on board, we trust that we will take Came Women and Girls development organisation's work to new level, while consolidating the gains and opportunities. We have steadily improved our funding situation and look forward to operating at full capacity with your continued support and generosity. We appreciate the steady growth in our membership and look forward to working in partnership.

In 2011, much of our energy will be devoted to the continuation of the many significant initiatives from last year as well as the responsibility of collectively supporting one another. Hopefully our strategy will prevail. I believe this strategy represents a dedicated and committed team at its best. In conclusion, I look forward to a new year of continued support for CAWOGIDO's mission and your commitment to the teamwork necessary to make that happen.

I will end by wishing everyone, trustees, volunteers, beneficiaries and all our funders and partners the best in 2011.

Margaret Nyuydzewira  
Director

# **Came Women and Girls Development Organisation**

## **Annual Report 2010**

**Our Mission:** Promoting Health and Development among women and young people. Came Women and Girls Development Organisation (CAWOGIDO) is a community based organisation (CBO) dedicated to improving the health and well-being of a variety of people from disadvantaged communities, Black and Minority Ethnic groups, develop their potential and mobilise them to engage effectively in community development and regeneration activities and build their capacities.

CAWOGIDO promote good health practices and effective health development activities and the efficient application of resources for charitable purposes for the benefit of women and girls by associating them in a common effort. They also develop women's physical, mental and financial capacities with particular emphasis on poverty alleviation by supporting and strengthening their skills and by ensuring that women's voice, concerns and issues are represented wherever it is most appropriate and build up life vocational skills and entrepreneurial skills among young girls who have fallen through the safety net of academic system. that would enable them face the problems of unemployment, poverty, drug, crime, alcohol, prostitution, social exclusion and moral degradation. CAWOGIDO also promote women's and girl's sexual and reproductive health through education, advocacy and capacity building especially on matters related to breast cancer, teenage pregnancy, Sexually Transmitted Infections and HIV/AIDS. And finally prevent gender based violence in particular rape, breast ironing, FGM, child marriage and related reproductive health issues. Our work with young people is focused on Empowering and building the capacities of disadvantaged youths. Organise training and basic skill development for young people. Provide Advisory, Career guidance and Counselling services. Organise workshops, Seminars, Events, etc . Engage in Youth Development projects. Participate in International projects in partnership with other organisations. Promote volunteering among young people as part of the community

### **Our Vision**

CAWOGIDO envisages a world in which targeted women and youths are able to enjoy the highest level of physical health, mental health and social inclusion and are accorded their human rights, integrity, dignity, equality and freedom from all forms of discrimination.

### **Our Philosophy**

Came Women and Girls Development Organisation (CAWOGIDO) recognises that poor health of women and girls and their inequitable access to health provision, adversely impact on the socio-economic development of diaspora organisations in the UK and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view which requires a multi-sectoral strategy for the implementation of health, education, economic development and socio-economic programmes. By working with individual women, girls and youth within communities at the local grassroots level, and with community-based organisations, statutory groups, governments and other members of civil society at local, national and international levels, CAWOGIDO seeks to create a better understanding of the multiplicity of issues that impact on the health and well-being of women and girls from disadvantaged communities, Black and Minority Ethnic groups

## **CORE VALUES:**

To achieve organizational vision and mission

**Ownership;** common values are shared,

**Accountability;** high standard of accountability maintained

**Commitment;** the highest degree of commitment by all at all time

**Transparency;** everything in the organization is open and genuine

**Trust;** building trust between the funders, stakeholders and beneficiaries

**Efficiency;** design, plan, implement and evaluate all possible actions



Came Women and Girls Development Organisation (CAWOGIDO)'s work on culturally sensitive issues continues to bring a number of challenges as well as opportunities.

In this current climate of fear and uncertainty, we are more conscious of the need to remember the thousand of women and girls whose lives are plagued by a legacy of social exclusion and practices designed to make them 'acceptable as women'.

We are all aware of diminishing financial resources, as well as the education in the commitment to reproductive health concerns and the loss in the gains that women fought for at the Beijing conference. Came Women and Girls Development Organisation (CAWOGIDO) continues more than ever to fight for the situation of women and girls, who form the majority of vulnerable people in the UK. Over the past two years, we have worked tirelessly to finalise our strategic plan for 2010-2012, to make our work more effective, dynamic and integrated. We have continued to carry out our primary function of advocacy and awareness raising, through education and training of target groups and diasporas organisations.

Through our 'peer educators' programme, we have initiated a process of change from within targeted communities, where a cadre of dedicated youth are helping, persuading and empowering other young people. We are continuing to raise the issue of young offenders leaving prison where ex-convicts reoffend after leaving prison and the need for work to start in 2011. On examining all the strategies from all the locations of operation, we strongly believe this innovative project completely



complements all the local, regional and national strategies in reducing the number of Frequent offenders from offending again. Our employment of offenders project will develop and evaluate service models, based on both current evidence and best practice to support offenders individual needs to find and remain in work. In doing so, we will work collaboratively with the National Offender Management Service to explore what works well for offenders.. We will select partners to work with who have an interest in developing practice to create a shared agenda for transforming employment services for offenders to include the core principles of continuity, speed and integration. We will also aim to establish a learning network of agencies which would meet to identify shared areas of concern and develop a research and development programme

### **CAWOGIDO Celebrates its 3<sup>rd</sup> Birthday**

This year, 2010, marks the third anniversary of CAWOGIDO's existence, from its humble beginnings in 2008 when we started the organisation as a working group of the Minority Women's Group from Cameroon before registration and effective work in March 2010. CAWOGIDO has been a pioneering force in the campaign to empower Cameroonian women in the diaspora, and has contributed to creating awareness, advocacy and promoting policy development. CAWOGIDO will celebrate its birthday with a women's day conference aiming at sponsoring girls in education in Cameroon, as well as an evening fundraising gala to raise money for our activities with women in Cameroon. This women's day events will also be accompanied by a sensitization campaign to lobby for resources for our poverty reduction activities with women in Cameroon.

### ***OUR ACHIEVEMENTS IN 2010:***

This section outlines the achievements and performance in relation to the eight programme objectives that were set for this period.

#### **To provide information and resources**

CAWOGIDO's information and resources form a key component of our education and awareness strategy. These resources are provided directly to women experiencing breast ironing and affected by breast cancer in Cameroon

#### **To provide training, advice and mentoring**

Training and public education forms a key part of CAWOGIDO's work and aims to help provide the relevant skills for build the capacity of women in tackling poverty and looking for employment or be self employed. We work in Limbe and Douala Cameroon.



## **To undertake lobby and advocacy action in Cameroon**

Advocacy and campaign action is central to the work of CAWOGIDO in Cameroon, due to the need to strengthen visibility of the issues that CAWOGIDO tackles such as HIV/AIDS and poverty. While unemployment has been an issue of concern in the UK for the past years, because it affects primarily ethnic minority groups and refugees and asylum seekers, We strive to work through partnerships and networks to undertake our advocacy and campaign activities to put people back to work.

## **To network and support community action and engagement in Ealing**

Our community programmes is geared at engaging with women and young people and strengthening partnerships and capacity of African and minority ethnic migrant and refugee community based organisations. We work through an advisory group made up of representatives from community agencies that provide guidance and support monitoring of the project.

## **To manage staff, develop organisational systems and office infrastructure**

CAWOGIDO continues to operate with small team of staff and provide technical support to partners and implements directly many of it's services. In the reporting year CAWOGIDO has maintained its staff strength which is made up of two full time staff and one part time staff and six volunteers. We strive to motivate and retain staff through staff training, effective supervision and a culture which allows collaboration, friendliness and sharing. Some of the training provided

## **CHALLENGES**

CAWOGIDO have continued to impact on the capacity to increase fundraising and market our work have been the lack of investment and staffing in the area of fundraising. CAWOGIDO s work could also benefit greatly from a strengthened senior management structure to support particularly monitoring and evaluation of programmes, training and staff management..

## **Review of funding sources and expenditure**

CAWOGIDO 's financial situation is still heavily dependent on restricted short term grants, however the number of grants applications have increased. The total income of for the year 2010 was £37,000, it was slightly below the expected level, however considering the economic crises and recession, this represented a good level of income for our organisation and supported a number of cutting edge programmes. There was a slight increase in unrestricted funding which is partly due to the increase in the training and consultancy services activities which brought in some new income. The finance management system has further supported in tracking funding payment schedules and cash flow and helped to ensure that fund requirements are met on time.

There is need to increase funding from ALL sources in the coming year.

## **Organisational Goals from the Strategic Plan 2011-2013**

The 2011-2013 Strategic and Business Plan of the Came Women and Girls development organisation provides the framework that will guide the organisation to double efforts to plan and strengthen access to services for the many vulnerable women whom we aim to support in London and in Cameroon. The operational goals and programme objectives for the year April 2012- March 2013 are as follows:

**Programmes:** To advocate for the development of positive policies and ensure access to comprehensive services and programmes, particularly for vulnerable women.

**Organisational Development & Performance:** To strengthen our leadership, develop our capacity and resource base to achieve our mission and strategic goals in engaging in our poverty reduction strategy among women in Cameroon.

We are seeking assistance to facilitate research, consultation, visioning and strategic planning meetings to identify sustainable poverty reduction options for the rural women in Cameroon, including economic development strategies in order to ensure the priorities of the beneficiaries are met in the near and long term. This process will also include: Promoting community participation in research, consultation and planning, Training women and men as knowledge managers, including at least 90% women. Disseminate research findings from the project with an emphasis on policy-makers. This will give poor rural women in Cameroon a sense of belonging and the opportunity to benefit from networking and to develop and own the project. Through research, consultation and planning we will mobilise communities, government and resources, create, engage all to build and sustain a network that is committed and ready to work for poverty reduction among women. Helping women farmers access the resources they need to grow food . By empowering Cameroonian women to start and grow farms and businesses, we can help thousands of women lift their families and communities out of poverty for good

### **Programme Objectives**

1. Ensure efficient functioning of leadership and management structures- Governance
2. Improving infrastructure and systems and people performance and productivity- Staff and Infrastructure
3. Effective and efficient management of funds, finance policies and systems- Finance management
4. Increase visibility and profile of the organisation and information resources-
5. Secure sustainable resources to implement strategic plan- Fund raising
6. Strengthen and consolidate – Training on HIV/AIDS and Gender issues
7. Strengthen women action and leadership - women advocacy
8. Mobilizing and engaging women and girls people in volunteering



## **TEAM :**

**Margaret Nyuydzewira** , Director

Specialist in Public Health, youth and adolescents reproductive health, gender advocacy, and extensive senior management experience in public, private and nongovernmental organisations.

**Geraldine Yenwo** , *Treasurer and Programme Manager*

Director of Geraver Food Enterprise and is a member of many associations.  
Experience in business management

Betty Kemngang, *General Secretary and Administrator*

Meredith Ashire, *Policy and training Officer*

Edith Lola, Events coordinator

Francesca Tanyi, Advocacy coordinator

Beri *Finaka*, *Public Relations Officer( publicity and communication)*

Liferter Javnyuy, Fundraising and resource mobilisation

**Advisers :** Mrs Ekaney Jane, Dr Judith S

## **Trustees:**

Edith Lola

Celine Nzinguin

Mary Stella Aza

Josephine Somo Ashire

Irene Tamanjong,

Christina Achu

**Members:** Doris Ngum, Ms Jane Kem, Naana Marie, Rose Tompson, Mrs Viban Gladys, Emilia Oruh Obi, Mme Nobock Shantal, Lenora Bayen, Sharon Lola, Isabelle Tume,

Membership is open to all interested Cameroonian Women and girls who are able to register and pay their dues

## **Volunteers :**

Mohamed Omar

Birmad Ibrahim

Elizabeth Mofola

Aldo Berhami

Nicole Paercey

Derek shemlon

Dennis Jr Nyuydzewira

Evelyn Yilan

Mary Tompson

**Partners:**

The Millennium Group, London UK  
Cameroon Forum, London UK  
Women Resource Center, London UK  
New World Rescue Home – Douala Cameroon - mou  
Positive Vision – Bamenda Cameroon - mou  
Ealing community Voluntary Services UK  
African Foundation stone, Chingford, London - mou  
GNP – Northolt, London  
African Foundation for Development (AFFORD), London UK  
Association for women’s Right in Development (AWID)  
SELAMO Foundation, Limbe, Cameroon  
CENDEP Limbe , Cameroon - mou  
Cameroon High Commission, London UK,  
Foundation for women’s health and research  
Volunteer service Overseas (VSO)  
Diaspora Volunteering Alliance

**Funders:**

Mr Nyuydzewira Denis  
Members  
Award for all  
Heathrow environmental fund

## PROGRAMMES AND ACTIVITIES

- Education and Community Support Programs
- Micro-enterprising for small businesses
- Training
- Youth programme
- Health Programmes

### Education and Community Support Programs

Upgrading and improving the environment, health, educational, social, and cultural and infrastructure aspects. Education on Health & environment, youth & education, women's sexual and reproductive health through seminars, workshops & conferences.

### Educational Support



CAWOGIDO has developed opportunities for orphans and disabled women to continue with their education through scholarships and social support. By promoting the continued education of young girls and women in Cameroon.



Providing business mentoring to women in Douala to become self-sufficient and valuable contributors to their communities.

## **Training**

We conduct specialized training programs such as training for refugees and asylum seeking women, women's participation in community development, health sensitisation and promotion, Training of Trainers (TOT), Attitude and Behaviors change, Participatory and specialized workshops for NGO leaders and capacity building for organisations and members. Workshops for experience sharing, advocacy and policy influencing on cross cutting issues such as HIV/AIDS.

**Skill Building** - Through our work with various local women's groups in Douala and Limbe, we offer a number of vocational trainings. For example, through the use of volunteers and consultants, we offer workshops on telephone recycling, management and leadership skills.

## **Micro-Enterprising for small businesses both in Ealing and Cameroon**

The main goal of this program is to provide technical help, training, business mentoring and other types of support to micro-enterprise business owners or those



wishing to start a micro-enterprise

To date, only a few projects have been financed. With the generous support of individuals and businesses, we are hoping to increase the number of projects we support in Cameroon.

## **Youth programme in Ealing**

We aim to reduce poverty and to bring together a variety of young people from disadvantaged communities, Black and Minority Ethnic groups, develop their potential and mobilise them to engage effectively in community development and regeneration activities and build their capacities through education and trainings.

**What we are currently doing:**

Identifying the training needs of people from disadvantaged communities, Black and Minority Ethnic groups,

Empowering and building the capacities of disadvantaged youths and women in breast ironing and breast cancer

Developing and implementing fund raising activities

Organising training and basic skill development for young people and women. Providing Advisory, Career guidance and Counselling services

Organising Conferences, workshops, Seminars, Events, etc

Engaging in Youth in volunteering and Development projects especially the project we are currently implementing training young people in mobile telephone recycling

Participate in International projects in partnership with other organisations

Promote volunteering as part of the community development.

Encourage refugee leaders from the BAME communities to become mentors and positive role models to young people in their community

**Health Programmes**

We aim to strengthen access to education for women and girls infected or affected by breast cancer and to strengthen the capacity of local organisations and communities to

respond to the impact of HIV/AIDS among women and girls

Training and education to raise awareness about sexual and reproductive health issues among women and girls

provision of legal aid and advice to victims of sexual and reproductive health problems and violence

interpersonal counselling

health service information and orientation,

income generation for youth and women,

Advocacy

Lobbying of policy makers

## **Your Donations will make a Difference**

We would like to thank the many individual donors who continue to support our mission. It is your generous contributions that enable us to make a difference in the lives of so many girls and women. Considering the number of people affected by the devastations of poverty and disease, much more effort is warranted. It is evident that, any fund donated to the organization would be very useful. The organization accounting plan follows the normal accounting procedures and are open to scrutiny by the Board of Directors, Donors/sponsors and external Auditors. Project reports and financial reports would be available to all our supporters. In case any of the supporter wishes to supply the organization with a method for reporting on a particular project funded by them, it would be highly welcomed.

### **How to Donate:**

Send your cheque to:

Came women and Girls Development Organisation,  
26 Uneeda drive, Greenford, LONDON, UB6 8QB

Bank Transfer to:

Came women and Girls Development Organisation

Sort code: 07 00 93

Account NO. 0293 704 079 230



