



**Came Women and Girls Development Organisation**

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# **Annual Report 2011**



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Successful Women = Successful Families = Successful Communities

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## Foreword

To address concerns affecting women and girls, CAME Women and Girls Development Organisation (CAWOGIDO) provided an opportunity to respond to these needs through advocacy, consultative forums, capacity building trainings, participation in technical working groups and community trainings, development of a minimum package for women and girls and establishment of a programme that addresses the health needs in the context of breast ironing. During the year, CAWOGIDO elected a new board of directors to oversee the activities of CAWOGIDO over the next two years. The new board members were taken through a one-day training on their mandate, roles and responsibilities. A large part of the year was dominated by the development of the new strategic plan that will guide CAWOGIDO for the next 3 years (2011-2013). CAWOGIDO's new strategic plan was developed in line with its vision and mission.

2011 was also a year of making international work a top priority. CAWOGIDO works internationally to support women's communities and women's groups in Cameroon to reduce the impact of poverty and to meet the challenges of HIV/AIDS and related health issues through community systems strengthening. As a linking organization for Cameroonians in the diaspora, CAWOGIDO supports joint action on breast ironing at the community level and has committed to developing mechanisms to help Cameroonians in the diaspora work together to achieve the shared goal of gender equality and women empowerment. CAWOGIDO participated in the national conference for women working in Partnerships: challenges and success with other women's organisation. The objective of the program was to provide capacity for the organization's leadership to face and manage new challenges. It is recognized that high-impact partnerships helps to improve the competitive advantage of the parties involved. Such improvement comes as a result of the exchange of best practices and knowledge. Through this program CAWOGIDO was also supported to refine her human resource and management skills with support from VSO, Ealing CVS and Women Resource Center in London. CAWOGIDO also made significant contributions and made her presence felt with respect to the ongoing debate on targeting most at-risk youth, socially marginalized and socially excluded groups, such as young people and women from the BMER communities

While all these new developments were taking place, the daily work of supporting CAWOGIDO's 25 member organizations continued unabated, funding projects and programs, strengthening capacity through training and mentorship, applying for grants, organizing networks for linking and learning, providing information and documentation, promoting advocacy and holding campaigns on further resource allocation to gender activities with greater success

The 2011 annual report reflects the diversity of CAWOGIDO's activities and is proof of our accountability and transparency, which is the basis of our legitimacy, and compels us to constantly review what we do.

MARGARET NYUYDZEWIRA  
CHAIR, Board of Trustees  
December 2011

## **Executive Summary**

The year 2011 will go down in the history of CAWOGIDO as a year of transition, increased networking and collaboration, both nationally and internationally. This will be remembered as a year of transition because of significant decisions made that will affect the course of thinking and CAWOGIDO's ways of working over the next three years and beyond. It was in 2011 that CAWOGIDO turned over a new leaf – a change that will bring about a fresh focus and adoption of new strategies in driving our agenda forward. This was the year that meant CAWOGIDO would no longer pursue business as usual but works with a freshness of focused purpose.

During the year, CAWOGIDO's new strategic plan was realized through a highly technical consultative process with our members, collaborating organizations and staff. The new strategic plan focuses on three strategic directions: community systems strengthening, improving policies for protecting women and girls from violence and institutional systems strengthening. The adoption of the new strategic plan represented a transition of our strategic thinking and focus guided by fresh evidence and aligned to the UK gender policies 2011 also saw increased networking and partnerships and the scaling up of activities towards education for young people and girls in Cameroon.

CAWOGIDO continued to support the youth program in Ealing to stay in education with a great measure of success, reaching more than 10,000 youths with positive education messages.

CAWOGIDO also continued to support other programs targeting gender based violence and sexual health with a big focus on breast ironing.

On capacity building, CAWOGIDO actively engaged in the development and review of her members' capacities and participated in regional forums where members were given an opportunity build their individual capacities and to share their experiences and make recommendations on areas for capacity building and volunteering. Consequently, CAWOGIDO, through the Trust for London grant, finalized a breast ironing service mapping project and by the close of the year, more than 20 member organizations had been mapped, providing information on breast ironing and other related information.

Even with such successes, critical challenges such as identifying and involvement of victims of breast ironing in the decision-making process concerning human rights among themselves, enhancing the voice of women by providing an advocacy platform and working with national policies on prevention of violence among women and girls will remain key as CAWOGIDO opens a new chapter in implementing the new strategic plan – 2011-2013.

Board Members  
CAWOGIDO



**Our Organisation Team Members: 2011/2012**

**Trustees / Members**

<b>NO</b>	<b>NAME</b>	<b>Position Held</b>	<b>Responsible For</b>
1	Margaret Nyuydzewira	Trustee / Chair	Director / Fund raising/ Policy Officer
2	Geraldine Yenwo ,	Trustee / <i>Treasurer</i>	African programme / Training Coordinator
3	Betty Kemngang,	Trustee / Secretary	Administrator / Volunteer coordinator
4	Meredith Ashire	Trustee	Programme Manager / Advocacy and Campaign coordinator
5	Edith Lola,	Trustee	Publicity and communication
6	Celine Nzinguin	Trustee	Public Relations Officer
7	Mary Stella Aza	Trustee	Resource Mobilisation
8	Christina Achu	Trustee	Marketing coordinator /Community worker
9	Irene Tamanjong	Trustee	Event coordinator
10	Josephine Somo Ashire	Trustee	Adviser

**VOLUNTEERS/MEMBERS,**

Liferter Javnyuy Patricia Nana Bernadette Fonyuy Tientheu Abena Armande Baraccon Donald Yelan Christiana Mbi	Gladys Njiti Berinyuy <i>Simanka</i>  <i>Molo Yenwo Vernyuyy</i>  Sharon Lola
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Membership is open to all interested Cameroonian Women and girls who are able to register and pay their dues

**Volunteers Non members:**

Mohamed Omar  
 Birmad Ibrahim  
 Elizabeth Mofola  
 Aldo Berhami  
 Nicole Paercey  
 Derek shemlon  
 Dennis Jr Nyuydzewira  
 Massey Njiti

Evelyn Yilan  
 Ngwafor Kiven  
 Mpollo Amandine  
 Rev. Father Paul Verla  
 Oscar Sahla  
 Cyprain Mengjo  
 Paschal Chem-Langhee  
 Nytumpnyuy Yenwo

## **BACKGROUND INFORMATION:**

Came Women and Girls Development Organisation (CAWOGIDO) is an African diaspora women's organisation 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.

## **OBJECTIVES:**

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.

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.

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.

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.

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 in Ealing. Organised training and basic skill development for young people. Provide Advisory, Career guidance and Counselling services. Organised 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

In 2011, CAWOGIDO has experienced rapid growth, and by the end of 2011, CAWOGIDO had a membership of 25 members that are networking, collaborating and bound together by a common vision – to see women empowered living in dignity free from poverty and violence. CAWOGIDO's growth and expansion is attributed to its solid integrity, commitment dedication to service and visionary leadership. Membership is voluntary, calling for members to share a common vision and understanding and be prepared to work for the common good of women and girls

**Our Vision:** CAWOGIDO's vision is to have a world in which targeted women, girls 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 and violence.

**Our Mission:** Our mission statement is to continue to support women and girls with a commitment to providing and promoting leadership, collaboration and enhancing capacity among members and volunteers for collective action towards effective responses to women issues and its impact. CAWOGIDO recognises that poor health of women and their inequitable access to health provision, adversely impact on the socio-economic development of diaspora women's organisations in the UK and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view to promote gender equality, stimulate local economies and empower women to become active, involved and powerful changemakers.

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 work towards the realization of her goals, CAWOGIDO adheres to a set of core values that offer guidance and foster a sense of purpose and direction.

The core values that have been guiding principles for CAWOGIDO are:

**Ownership;** Quality and equitable provision and common values are shared,

**Accountability;** Ensuring and maintaining credibility, reliability, integrity

**Commitment;** the highest degree of Solidarity and collective action by all at all time

**Transparency;** Genuine representation of members' and transparency in all operations

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

**Efficiency;** Active participation, involvement of members, government and stakeholders

### **Strategic goals that governed CAWOGIDO's operations from 2011-2013.**

1. Ensure efficient functioning of leadership and management structures- Governance
2. Improving infrastructure and systems and people performance and productivity- Staff through capacity building.
3. Effective and efficient management of funds, finance policies and systems- Finance management and effective accounting
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 education, breast ironing, HIV/AIDS, poverty, gender issues and prevention of gender based violence
7. Strengthen women, girls and youth action and leadership - Enhance vocational skills, employment skills and entrepreneurial skills of young people
8. Mobilizing and engaging women, girls and young people in volunteering

In implementing the eight key strategies goals that governed CAWOGIDO's operations 2011-2013, CAWOGIDO mainstreamed four key crosscutting issues related to health, education and poverty, and greater involvement of women, girls and young people. The four strategic goals that CAWOGIDO focused during the year can be summed as:

1. Policy development and Advocacy,
2. Capacity building and trainings, Campaign, community mobilization, Information and documentation
3. Research, consultation and planning ,
4. Networking and partnership building

## **ACTIVITIES IMPLEMENTED IN 2011**

**POLICY DEVELOPMENT AND ADVOCACY:** Delivering the policy and advocacy agenda, CAWOGIDO members acquired knowledge for articulating, interpreting and mainstreaming existing guidelines on breast ironing and impact into the program during 2011 and beyond. To realize this goal, CAWOGIDO is putting in place a policy development and advocacy initiatives at both locally, national and levels. CAWOGIDO is currently identifying issues and providing support to organizations in London, allowing them to engage in policy concerns including developing their own campaign messages. Additionally, CAWOGIDO delivered the development and advocacy agenda through three strategic objectives: 1) Assisting members, volunteers and trustees in acquiring knowledge for articulating, interpreting and mainstreaming existing guidelines on breast ironing; 2) Enhancing the leadership capacity of CAWOGIDO members to mobilize grassroots participation in dialogue, development and advocacy for implementation; and 3) Providing leadership in organizing and facilitating advocacy forums for members and other partners on emerging issues, concerns and gaps in messages

During 2011, CAWOGIDO increased dissemination of breast ironing-related materials through trainings, workshops and networking meetings. Among the materials disseminated during the year included Stop breast Ironing pamphlet and posters. The outcome was enhanced awareness among Cameroonian and mainstream organisations in London. Delivering on the this advocacy agenda was realized through the support of Trust for London and members.

## **CAPACITY BUILDING AND TRAINING**

Capacity building of CAWOGIDO member is a continuous process carried through the different projects. Capacity building is aimed at improving both technical and institutional capacities of CAWOGIDO members to effectively work towards realizing desired goals and objectives. The different projects contributed in capacity building initiatives for CAWOGIDO members in 2011.

The VSO capacity building program contributed immensely in various dimensions of strengthening the capacity of both CAWOGIDO and her members. The year 2011 was important for CAWOGIDO in strategically initiating activities for CAWOGIDO. Two CAWOGIDO members Geraldine and Margaret benefited from training on project development and strategic planning. This computer training course was to build the IT skills of CAWOGIDO women and girls in alignment with one of our program area. The course was very interesting and encouraging as some of the trainees sat in front of a computer for the first time .the zeal and enthusiasm they put towards this unique

achievement was very encouraging and reassuring. This newly acquired skills has contributed to their stepping up with the challenging technology age hence giving them the computer skills as a tool to meet up and facilitate their communication livelihood and hence supporting organisation activities.

By running our recycling campaign, we hope to raise awareness of recycling and recycling facilities in Ealing, while at the same time preventing tonnes of waste from going to landfill. Huge participation by young people especially those who have been trained as volunteers. We are making a difference and we can make, if we hit our target of 1000 mobile phones, 50 laptops and 100 musical sets, at the end of 2012, we could contribute to increase recycling rates by over 20 per cent in Ealing. This initiative was originally suggested our members who are passionate about engaging our borough and making it easier for them to lead more environmentally responsible lives. Our members have been empowered and are contributing to protecting the environment

The NLDC Project and grant has enabled the group to acquired knowledge and skills on training of trainers for volunteers, project management and general information on HIV/AIDS. Since we received the NLDC grant, it has enabled us to continue on a growth and organisational development path, including an expansion of our volunteer work force and capacity building for our members and knowledge upgrade on HIV/AIDS and sexual health. It has promoted Olympic 2012 and the sharing of skills, knowledge and ideas between members to contributing and encouraging members to be part of the 2012 Olympics. This initiative was originally suggested by our members who are passionate about engaging Ealing borough and making it easier for them to learn and promote the project. Our members have been empowered and are contributing to training young volunteers for others activities in the borough.

Our project funded by Big Lottery was to maximise education, apprenticeship, training and employment by a practical means of development of information and skills.

We have a mission to improve the position of under-privileged young people living in Ealing and specifically in Greenford, Northolt and Perivale and we achieved this by new and innovative ideas of empowering young people and women, empowering families and empowering communities. We have experience gained through our various projects empowering young people economically and socially. They were empowered to take centre stage in their education, welfare and job hunt by working with young people in Greenford, Northolt and Perivale where there is high rate of unemployment in the London borough of Ealing.

Thanks to North West London Foundation, a one day conference organized to celebrate International women's day 2011 whose objective was to upgrade the capacities of women's organizations in Barnet that have developed or are planning to develop programmes and projects for women and development. This women's day conference was an opportunity to promote networking and partnership and to share experiences and best practices and plan how together we as women can contribute to development

in Barnet through volunteering despite the many challenges and obstacles of funding cuts and unemployment.

**The research, consultation and planning** was carried out in Cameroon to provide a baseline for CAWOGIDO programming targeting women's groups as there is high demand for programs among women's groups especially in the North West, Littoral and the South West region of Cameroon.

During the year there was increased engagement in programming in breast ironing among Cameroonians which made CAWOGIDO a referral point for capacity building, information and advocacy work for breast ironing. As a result, awareness of the issue and open discussions of strategies to stop it has remarkably increased both within and outside the Cameroonian communities in London.

**Networking:** The media reports from Women's radio in Acton West London on CAWOGIDO's work have also risen. The promotion of CAWOGIDO's work has not only increased communities understanding CAWOGIDO, but build organisations working with local organisations, Ealing council and Ealing

Confidently we would say that through Ealing CVS support, CAWOGIDO engagement with women populations and high risk groups such as prostitutes in Southall Broadway have become more energised.

Members and volunteers are now more responsive to key population needs and interactions during other CAWOGIDO and other stakeholders' forums have been more visible. The groups working within these populations are now more visible and willing to share out their information with others.

### **Let us Stop Breast Ironing!**

Improving capacity of CAWOGIDO, Cameroonian and main stream organisations

The objectives are to increase the capacity of women and girls to make choices and to transform those choices into desired actions and outcomes. The intervention is done

Through sensitizations, awareness creation, advocacy and networking with partner organizations, production and distribution of IEC materials, and engagement with gender transformative exercises in the form of role plays, self reflective activities, debates, discussions, and workshops.

In 2011 CAWOGIDO Conducted 6 discussions focusing on both the primary and secondary beneficiaries of the project. The three themes were integrated in the activity i.e. the discussion statement brought out the issues of breast ironing, women and child abuse and human rights. The awareness reached an estimated 600 beneficiaries of the project. Girls remain one of the most vulnerable group to breast ironing.

### **Capacity building to CAWOGIDO members for resource mobilization**

Participation forums to lobby for increased resources CAWOGIDO continued to support members to access resources. This was done in London through the women resource centre, VSO, sponsors, members and friends. Some of the organizations that have benefited through this process include positive vision in Cameroon, Bulu blind in Buea, the dioceses of Kumbo, Selamo foundation in Limbe, and CAWOGIDO CAWOGIDO has also been able to support youth groups and women's groups in Jakiri sub division to access resources through our Cameroon support programme.

Visit Orphans in Limbe on Christmas day 25<sup>th</sup> December 2011 by Geraldine Yenwo



## **CHALLENGES**

Among the key challenges for the year included;

Lack of funding for planned activities

High expectation by members for financial support

High competition for resources among charities

Global economic crisis which made the G8 countries reduce resource allocation for the health sector globally.

Grants making processes not favouring women's diaspora organisations

Exhibitions also play a key role in publicity and broaden CAWOGIDO's understanding of community needs and responses.

Connecting CAWOGIDO with other organizations to enable learning, information sharing and networking. CAWOGIDO was trained by VSO and WRC to use the social media. CAWOGIDO initiated the bulk SMS tool to help send out high volumes of text messages. The messages involved running competitions, fund raising, mobilization and campaigns; sending notifications to network members about issues of mutual interest, such as event updates and invitations; personalized communications; and peer- to-peer communication.

In 2011, CAWOGIDO redesigned her website to better meet members and user needs. The website has been used locally and internationally as a source of information on Women's reproductive health.

CAWOGIDO's website is quickly becoming a sharing and communication tool, not only among member organizations, but also to other interested parties worldwide.

CAWOGIDO's Board is required to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the organisation as at the end of the financial year and of its operating results. It also requires the board to ensure that the organisation keeps proper accounting records that disclose, with reasonable accuracy, the financial position of the organisation.

The board is also responsible for safeguarding the assets of the organisation.

The board accepts responsibility for the financial statements, which have been prepared using appropriate accounting policies supported by reasonable prudent judgments and estimates.

## CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

INCOME AND EXPENDITURE				
For the Account Period of <b>March 2011/March 2012</b>				
<b>INCOME</b>				
Membership fees	25		500.00	
Foundation	1		20,000.00	
Grants	2		5,000.00	
Donations	3		2,000.00	
In kind	5		11,500.00	
Organisation Fundraising activities	6		1,800.00	
Development Agencies	2		1,200.00	
<b>Total income</b>			<b>42,000.00</b>	
<b>EXPENDITURE</b>				
<i>Overheads</i>				
Rent			3,500.00	
Utilities			300.00	
Insurance			300.00	
Stationary			750.00	
Post			150.00	
Photocopying			200.00	
Phone/fax/internet			200.00	
<b>subtotal</b>			<b>5,400.00</b>	
<i>Other Costs</i>				
Volunteer expenses			400.00	

Professional Fees			1,500.00		
Audit			300.00		
Miscellaneous			200.00		
<b>subtotal</b>			<b>2,400.00</b>		
<b>Staffing</b>					
Project Manager			5,200.00		
National Insurance			0.00		
Refreshments			2,000.00		
Facilitators fees			2,000.00		
Publicity			1,500.00		
Travel			1,000.00		
Trainings/workshops/conferences			9,000.00		
Activities/Sensitisation campaigns			10,000.00		
Miscellaneous			1,000.00		
Equipments			2,000.00		
<b>subtotal</b>			<b>33,700.00</b>		
<b>Total expenditure</b>			<b>41,500.00</b>		
surplus/deficit					
<b>Total Surplus/Deficit</b>			£500		
<b>Notes</b>					
1. Outline of grants received			See above		
and applications pending			£20,000		

Submitted By

Margaret Nyuydzewira (**CHAIR**)