

# ANNUAL REPORT



2016

Annual Report 2016

# ACKNOWLEDGMENT

This report covers the activities carried out by AJESH in 2016. The results of the works here reported are realisations attained by the entire staff team with support from the Board of Directors (BODs).

AJESH would like to express their sincere gratitude to all the representatives of the Ministries, Councils, local, national and international NGOs, and local community representative who gave their time, ideas and contributed positively during the implementation of our projects during this period.

In particular, the AJESH team appreciates RFUK, C2D-PSFE2 (MINFOF), FODER, IRESCO, LTS International UK, EFI, Rainbow Environment Consult, The Tenure Facility, RRI, WRI, Eyes on Africa, Transparency International (Cameroon), PNDP, and PBFD/World bank for providing the necessary financial and material backing that contributed to the realisation and attainment of recorded achievements.

In addition, AJESH wishes to express its appreciation to all partners and stakeholders: the Administration particularly, the Governor of the South West Region, The Sub-Divisional Officers for Mbonge, Nguti and Eyumojock; the Councils of Nguti, Mbonge and Bangem; the District Medical Officers for Tombel, Mbonge, Ekond Titi, Konye and Kumba; PSMNR, SEFECAM,National and International NGO for their tireless efforts in seeing that planned activities were realised within the state norms. We equally appreciate the Print and Video media houses such as: Green Vision and The SCOOP, for all their publications and visibility of AJESH's activities.

We equally wish to express our hearty thanks to, Well Grounded, MINFOF (C2D PSFE2), RFUK, KOICA, CGLC, IRESCO/Global Fund, PBF/World Bank for building staff capacities on: forest Governance, Leadership, Project development, Community Support, Advocacy, Accountability and Transparency, etc.

Finally, but most importantly, the AJESH team would like to thank the Mayors of Nguti and Bangem for hosting most of our meetings in the Council Chambers, the Member of Parliament for Nguti, all the Chiefs of Nguti and members of the Communities who walked and travelled for many hours through notoriously difficult and rugged terrene to attend our meetings and participating effectively in the implementation of our activities in their villages. We very much hope their efforts will finally be rewarded.

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# **ACRONYMS**

AFD Agence Française de Dévélopement

AMCUID Achieve and Maintain Universal Coverage of Interventions to fight Malaria for Long-

term Impact.

BMWS Banyang Mbo Wildlife Sanctuary

BCC Behaviour Change Communication

C2D Contrat Désendettement et Développement

CGLC Canaan Global Leadership Centre

**CED** Centre for Environment and Development

**CHW** Community Health Worker

**CLIP** Consentement Libre, Informé et Préalable (Free Prior Informed Consent)

**CSO** Civil Society Organisation

**DFID** Department for International Development (UK Government)

**DO** Divisional Officer

DMO District Medical OfficerEFI European Forest Institute

**EU** European Union

**EU-PASC** European Union - Programme d'Appui à la Société Civile

**FGMC** Forest Governance Markets & Climate

**FLEGT** Forest Law Enforcement Governance and Trade

**FODER** Forêts et Développement Rurale

**FORUDEF** Food and Rural Development Foundation

FPIC Free Prior Informed Consent
GOC Government of Cameroon
NCI National Cartographic Institute

IRAD Institute for Agronomic Research and Development

IRESCO Institute

KAAC Korean Alumina Association Cameroon
KOICA Korean International Cooperation Agency
LTS International Ltd (Consulting Firm)

MINADER Ministry of Agriculture and Rural Development

MINADT Ministry of Territorial Administration and Decentralisation

MINDCAF Ministry of Cadastral and Land Tenure

MINEPAT Ministry of Economic, Planning and Regional Development

MINEPDED
Ministry of Environment, Nature Protection and Sustainable Development

MINFOF
Ministry of Forestry and Wildlife
Ministry of Forestry and Wildlife

MINSANTE
MINRESI
Ministry of Public Health

IRAD Ministry of Scientific Research and Innovation

Institute of Agricultural Research for Development

MFG Mapping and Forest Governance
NGO Non-Governmental Organisation
NTFP Non-Timber Forest Product
OPM Office of the Prime Minister

PAs Protected Areas

PBF/WB Performance Based Financing / World Bank PSFE2 Programme Technique Annuel Budgétisé

**PSMNR** Program for the Sustainable Management of Natural Resources)

**RAINBOW** Rainbow Environment Consult

**RFA** Redevance Forestier Annuel (Annual Area Fee paid by Forest Concession)

RFUK Rainforest Foundation United Kingdom RPP Readiness Preparation Proposal RRI Rights & Resources Initiative

**SNOIE** Normalise External Independent Forest Monitoring System

SSV Sales by Standing Volumes

SUFI Scaling Up Malaria Control For Impact

**SWECSON** South West Civil Society Organisations Network

**VFMC** Village Forest Management Committees

WRI World Resource Institute
WWF World Wide Fund for Nature

# **FOREWORD**

This report is a summary of our activities implemented within the annual year 2016. During this year, we continued with our driven goal to approach people-centered issues like, the enhancing natural resources management and livelihood of our target audience towards sustainable development as well as building firm partnership with both International and National stakeholders.

The rural and the urban communities within these years have developed strong interest in forest governance, climate change and health related issues that impact their lives. The interest of these communities on the environment remains primordial in our work, for we keep believing that there cannot be any development if the concerned persons are not involved and their rights taken into consideration. It is on this note that our activities stayed focused in making communities understand their rights to land tenure, health, and other related environmental issues while at the same time bringing to them the different facilities to improve their livelihoods.

Our efforts in societal development has improved people's interest in agricultural production, processing, marketing (adding value in their activities) and sustainable natural resources use. Specific interest has been in guiding the communities to effectively manage their Forest Resources as well as strategically plan on better way to improve on the management of their Tenure systems through participatory mapping and Land Use Planning..

Through our efforts, people in the local communities are gradually becoming aware the need to actively participate in activities that impact their lives and are taking ownership of community programs.

We would not have attained certain level of achievement without the commitment and support from our staff, the Administration, consultants, partners and International Cooperate Bodies. The smooth collaboration and technical backstopping received from our partners spurred up our implementation approaches that led to some project realisations as well as contributed enormously to building the capacities of staffs in series of training workshops.

The AJESH Team

#### 1. INTRODUCING AJESH

# 1.1 Organisation Background

AJESH is a Civil Society Organisation recognized under law No. 90/053 of 19/12/1990 relating to freedom of Associations in Cameroon. It was founded on June 4, 2006 and approved by the Ministry of Territorial Administration and Decentralisation as a Non-Profit and apolitical Organisation in Cameroon.

#### **1.1.1 Vision**

Achieve an empowered, healthy and sustainable society that is free from poverty and injustice in harmony with its environment.

#### 1.1.2 Mission

To improve on the health and economic conditions of communities, through the empowerment of community members to sustainably manage their natural resources.

#### 1.1.3 GLOBAL OBJECTIVE

To empower 300 communities towards the improvement of their health and socio economic wellbeing through participatory management of their natural resources.

#### 1.1.4 Specific objectives

- 1. Accompany communities to be able to defend their rights and sustainably manage their resources.
- 2. Strengthened communities by providing sustainable agriculture and income generating activities.
- 3. To facilitate access to health services and providing knowledge and skills to improve health practices in communities.
- 4. Constantly enhance the organization capacity and build partnerships that will enable the attainment of set objectives.

#### 1.1.5 Structure:

General Assembly (Supreme body) Executive Bureau (Directing body) Executive Directorate (Executing body)

#### 1.1.6 Contact

**AJESH** 

P.O. BOX 679, Kumba

**SOUTH WEST REGION** 

**CAMEROON** 

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Mobile:(+237) 699 133 803

E-Mail: <a href="mailto:info@ajesh.org">info@ajesh.org</a> / ajeshcig\_deub@yahoo.com

Skype: harrinokaje

website: www.ajesh.org

#### 1.1.7 Location

AJESH works in the entire Cameroon but have offices in in the following towns:

Coordination office: Kumba

Nyasoso - Nguti,

Konye, Mbonge and Ekondotiti

Relay persons: Yaounde and Douala

## 1.1.7Target Groups

- The rural and the urban poor
- RuralWomen and girls
- Youths and children Men and boys
- Retrench ,
- Elder / the Aged

#### 1.1.8 Staff Strength

Number of staff: 16

Number of intents: Varies (international and National)

Community workers: 230

## 1.2. Strategic Intervention Areas (2015-2020)

# Strategic Development Intervention Areas

# Sustainable Management of Natural Resources

- Forest governance
- Conservation /Climate Change
- Land tenure
- Non Timber
   Forest Products
   (NTFs),
- LandscapeManagement
- Ecotourism.

# Sustainable Agriculture

# **Agro-Business**

- Improving production, processing and marketing / Value Chain Development Approach (VCDA)
- Promoting Agro Enterprise Development
- Promoting
   Income
   Generation
   Activities (IGA) in
   Agric and
   Livestock
   products,
- Food security

# Community Health care:

- Malaria,
- HIV/AIDS,
- Cholera,
- STDs

### 1.3 Affiliation with other Organizations

#### 1.3.1 National Level

- Member of the SWECSON (South West Civil Society Organisations Network) with head office in Buea, Cameroon
- Forest Monitoring Coordination (FGM)
- Forest Community Platform (FCP)
- Dynamique Citoyenee (NETWORK of civil society organisation members monitoring Public Investment Budgets)
- CNFF( Cameroon National Forest Forum) under the auspices of COMIFAC
- National REDD+ platform
- Coalition of Natural Resources Management (CNRM)
- ❖ KAAC: Korean Alumina Association Cameroon
- National Network for the Defenders of the Rights of Environmental Defenders.

#### 1.3.2 International Level

- Registered member EC with a PADOR number
- Registered member with Global Giving
- IFA (International Federation on Ageing) member
- CIF(Council of International Fellowship) member

#### 1.3.3 Partners

- Ministries: MINADER, MINADT, MINDCAF, MINEPAT, MINEPDED, MINFOF,

MINSANTE, MINRS (IRAD),

- Municipal Councils: Bangem, Kumba 1, Mbonge, Nguti, Tinto, etc
- National NGOs

**CED** 

**CEFAID** 

EU

**FODER** 

**IRESCO** 

Plan Cameroon

Rainbow Environment Consult

WWF - Cameroon

International

**ASA-GLEN** 

EFI (European Forest Institute)

Eye on Africa USA

Global Fund

LTS International UK

Plan International

Rainforest Foundation UK/DFID

#### 2. PROGRESS MADE

# 2.1. Sustainable Management of Natural Resources

#### 2.1.1. Forest Governance

#### 2.1.1.1 The Forest Management Units (FMU)

The 1994 forestry law of Cameroon which is under review gives rural communities access rights to forest resources in or around their villages. On the basis of a management agreement signed with the State and a logging company, which includes a simple management plan (SMP), villagers are allowed to participate in the management and exploitation, in a participatory manner in managing their forest resources to enhance livelihood development and reduce poverty.

The Forest Management Units (FMU) which are created under the 1994 Forestry Law, are zoned within the Permanent Forest Estate. They are allocated to an exploiter through a competitive bidding process for a renewable 15-year period and require a forest management plan approved by the relevant administrative authority. Forest concessions are defined as production forests, which may include one or more FMUs, managed by a single company and not to exceed 200,000 ha.

Within the Framework of the implementation of activities of the project: "Management and Monitoring of Cameroon's Forest" financed by the Contract of Indebtedness and Development (C2D), Pursuant to the dispositions of the convention of affectation No CCMI233 01 G of 28<sup>th</sup> of June 2012 signed between the French

Development Agency (AFD) and the Republic of Cameroon, the Ministry of Forestry and Wildlife (MINFOF) convened with AJESH (AJEMALEBU SELP HELP) to reorganise and train some selected VFMCs around Manyu Division on their functioning and roles in the management of FMUs in accordance to the above mentioned decision, which lead to a partnership agreement signed between MINFOF and AJESH with objectives to: (i) strengthen the capacities of VFMCs around the FMUs in Manyu Divisions on: Forest Management, Forest Governance, Monitoring of Illegal Timber Exploitation, (ii) build their organizational capacities and promote institutional links among them; and (iii) make data relating to the forestry sector accessible to these organizations (through distribution of documents on forestry concerning them).

On this note, the project was launched in Mamfe in a grand workshop that brought together all the stakeholders involved with the management of FMUs in the Division which included: VFMCs, Chiefs, the Administration, MINFOF, PSMNR and the logging companies.

After the launching ceremony, the Regional MINFOF delegation staff in collaboration with PSMNR, one of the Logging company (SEFECAM/SIENCAM), and AJESH jointly mobilised the communities concerned with the said FMU and put in place the functional systems of some VFMCs where there were non-existent and did reorganized those VFMCs that had overdue their mandates. AJESH facilitated the election of 8 member committee of each of the concerned communities to represent the village in the management of the FMU they are concern with. This activity was carried out in 78 villages around FMUs: 11001, 11002, 11 003/4. The reports of the process and minutes of the sessions were equally signed and made available at the level of the Regional delegation of MINFOF.

The operationalisation of the entities, 1 training workshop was organised in Eyumojock that brought together some selected members of the VFMCs around FMU 11005 and 11002. Within 2 days, participants were trained on: their roles and responsibilities, Forest Management practices, issues on Forest Governance, Monitoring of Illegal Timber Exploitation, organizational capacities/Functioning and promotion of institutional links.

#### 2.1.1.2. Community Participatory Mapping

The year 2016 marked the third year of implementation of the DFID funded project "Mapping and Forest Governance (MFG) in the Congo Basin" with coordination from RFUK. AJESH being one of the Key implementing partners in Cameroon proceeded with the documentation of forest communities' land tenure and governance system through community participatory mapping approach and education them on their rights





Community participation during ground mapping in Nguti

To land and forest resources as stipulated by law. This project which is also meant to support Stakeholders (forest communities, NGOs, Administrative authorities and institutions) use the project data to inform land and resource users in planning processes that recognise community rights got to its fruitification with the completion of the mapping of the villages that make up the entire Nguti Municipality. AJESH successfully mapped the customary land and resources of 53 out of 54 village communities within Nguti Municipality. Copies of these maps were handed to each community mapped and shared with project partners.





Training of community mapper on the use of GPS

Within the context of the project, "mapping and Forest Governance", Participative mapping stands as a tool to defend the rights of local communities in natural resources management. The participation of the communities to effectively document and map their resources provide the opportunities for real-time data collection.

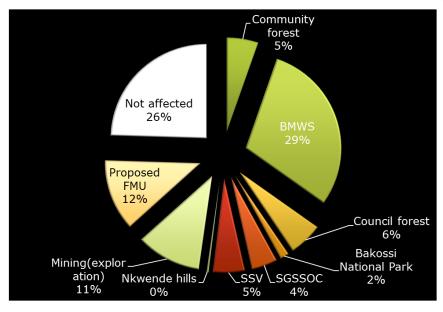




Cross section of the community after Validation of map

During the participatory mapping in communities, AJESH organised 4 working sessions some community representatives on how to use their maps as a tool to defend their lands and fight for their rights. During these sessions, discussions centered around problems faced by communities with respect to land allocation and use, identifying cases of conflictual and non-conflictual overlapping of their lands and resources between neighboring villages and other land affections (Logging concessions, protected area, Agro industrial establishment, etc.) and making suggestions as to how to present the situation to the competent administrative authorities concerned with Land matters.

## **Analysis of the Tenure situation in Nguti**



## 2.1.1.3.: Common participatory mapping protocol

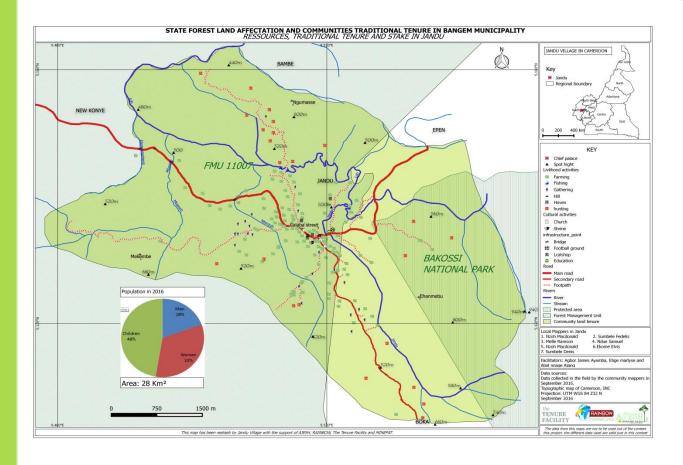
In order to get the state recognize community participatory maps, AJESH contributed in developing and testing a harmonized National Methodological Guide in some communities within Bangem, Mbonge and Nguti SubDivisions in Cameroon, with support from: MINEPAT, Tenure Facility and RAINBOW Environment consult. The result of the test encouraged the NCI to sign a convention with the Lead Consulting organization Rainbow Environment Consult to henceforth recognize community participatory maps that are produced using the accepted national methodology.

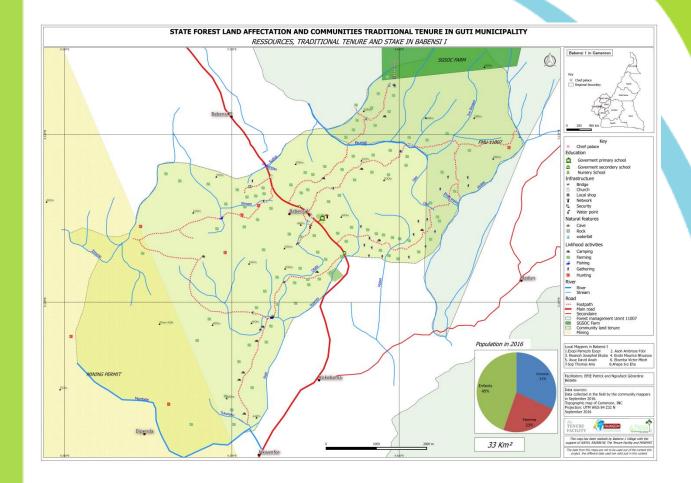


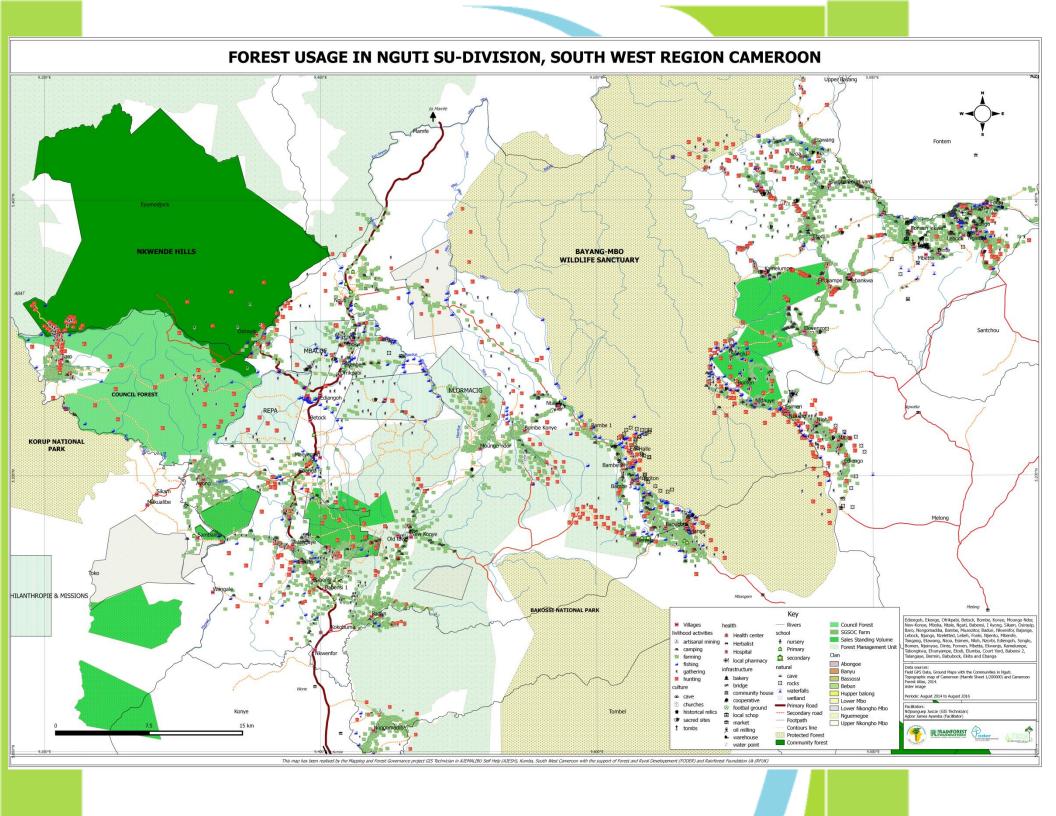
(1) Briefing community members on advocacy and negotiations techniques

(2) Community mappers after being handed their certificate

The selected pilot communities for the test phase included MBONGE-MARUMBA, JANDO and BABENSI 1 precisely. During the process Community mappers were selected, trained after which they collected data within their customary land for map production following the developed methodology. Also the community mappers were handed over certificates of participation as proof of participation in the mapping process.







#### 2.1.2 Landscape Management

### 2.1.2.1. Community Land Use Planning

Within the framework of Land Use Planning (LUP) by MINEPAT and with the decentralization process that is gaining grounds in Cameroon and other countries of the Congo basin, community's involvement in decision-making becomes imperative especially as regards the management of lands and resources.





Training of community members on accurate farm size measurement

AJESH with assistance of RFUK supported Upper Balong Clan one out of the nine (9) clans that make up Nguti Subdivision (consist of 7 villages already mapped) in the implementation of the test phase of Community Land Use Planning. The aim of this planning is to:

- ✓ Give the government and other concern stakeholders accurate information on how communities use their land and resources;
- ✓ Empower community members to be part of decision making processes concerning their lands ;
- ✓ Secure community's livelihood sources and
- ✓ Guide communities on how to plan and manage their lands and resources in a sustainable manner.





Training of community planner on the use of GPS gamin

Summarily the result of the planning in Upper Balong Clan is as follows:

Surface area planning

Carrago area piami	Surface	
Planning	area (ha)	%
Agro-forestry	764	2.21
Community forest	1193	3.45
Community plantation	6000	17.33
Crop land extension	12959	37.44
Cultural site	979	2.83
Fish point	226	0.65
Industrial site	382	1.10
Infrastructure	156	0.45
Land for investor	820	2.37
Ranch for animal	90	0.26
Research land for University	387	1.12
Community reserved forest	4317	12.47
Settlement	2287	6.61
Touristic site	520	1.50
State property	3534	10.21
Total (ha)	34614	100%



Community member presenting on possible planning option in Upper Balong Clan

At the end of the planning process each community had it own planning map and are reflecting how to materialize the plan, which will help them secure their land and livelihood.

# 2.2. Agricultural Research

Within the Agricultural domain, AJESH in collaboration with IRAD – Barombi Kang in Kumba, carried out research on better techniques of production and marketing of cassava in order to improve on crop value Chains of these commodities. With IRAD the research focused on production meanwhile AJESH in collaboration with some students from the University of Bamenda researched on the challenges in processing and marketing techniques, within the supply chain. Information was gotten from literature review in research centres and Universities. Results of the research proved that, most community people were unable to obtain high yielding and disease resistant varieties of planting materials because some of them do not have the means to buy from the research centres, they are not usually selected during government distribution campaigns, they do not have influential politicians who can lobby for them, etc. In collaboration with IRAD; we succeeded in distributing to some selected farmers high yielding and short cycled cassava cuttings to some farmers within Kumba and its environs.

## 2.3. COMMUNITY HEALTH CARE

#### 2.3.1. Preventing Malaria, HIV/AIDs, etc. in Communities

Ended 31 March 2015, the Project "Scaling up Malaria for impact in Cameroon 2011-2015" abbreviated SUFI, was renamed by the implementation of the Project "Achieve and Maintain Universal Coverage of Interventions to fight Malaria for Long-term Impact from 2015 to 2017" abbreviated AMUID. This Project is part of the new funding mechanism of The Global Fund to fight AIDS, Tuberculosis and Malaria; ensuring consistent integration of community activities of the three Programs namely National Malaria Control Programme (NMCP), National AIDS Control Committee (NACC), and the National Tuberculosis Control Programme (NTCP). This programme integration led to a readjustment of activities, consequently performances metrics of the various actors in project implementation on the ground.



**Trained Staff for the AMCUID Project** 

AJESH one of the main implementing partners in Cameroon continued with the new funding mechanism as prescribed by the Global Fund: AMCUID in partnership with IRESCO. Together we are working to facilitate the implementation of the harmonized community intervention strategy whose goal is to ensure that at least 80% of the population adopts conducive practices to the promotion of healthy behaviours, the

prevention and integrated management of diseases (Malaria, Acute Respiratory Infections, Diarrhea, Tuberculosis, HIV/AIDS, Malnutrition, Onchocerciasis, Vaccine-Preventable Diseases, etc.) including combating violence and promoting FP at community level, especially in priority intervention areas.

Within this program, AJESH is covering four (04) out of the selected Seven (07) Health Districts in the program and is tasked with facilitating the implementation of Community Based Interventions in these districts which involves overseeing the day to day activities of Community Health Workers in their respective communities. In order to intensify the awareness in communities on the use of Long Lasting Insecticidal Nets as a means to protect them from malaria which has been the number one killer disease in Cameroon over decade's, AJESH through its community workers carried out series of educational activities with the support of the state health personnel working at the health districts and health Area Levels. Realisations so far registered include:

#### 2.3.1.1. Activities carried out

- Facilitated the distribution of mosquito Nets; LLINs (Long Lasting Insecticidal Nets) to over 8570 households.
- ❖ Trained 237 CHWs in Konye, Ekondotiti, Nguti and Tombel Health districts on the context of the project < Achieve and maintain universal coverage of interventions for the fight against malaria for long term impact> (AMCUID)
- ❖ Recruitment and training of 237 CHW agents for konye, Ekondo Titi, Nguti and Tombel health Districts.
- Trained 237 CHW on BCC, Advocacy, Counseling, home visit, diagnosis of uncomplicated malaria, educational talks, refer cases of early malaria, tuberculosis, HIV/AIDS and pregnant women to the hospital (for ANC) etc. These CHWs works directly with the community people counseling them in their homes, groups, during clinical sessions, and during public gathering such as national days, cultural festivals, etc on malaria control and prevention, tuberculosis, and HIV/AIDS.
- Carried out bimonthly home visits in 21 Health Areas within 4 health Districts, and encouraged household members on the Usage of their nets, diagnosed

cases of complicated and uncomplicated malaria and reported to the nearest health facilities for follow up of patients.

#### 2.3.2. Research on the Quality of Health provision in Communities

"Health is Wealth" as it is said. Health care activities were one of the sub focus areas where the organization carried out series of community monitoring opinions about health care services rendered to them at the hospitals or health centers they go to receive these services. This program supported by the Performance Based Finances (PBF) of the World Bank though the MINSANTE was able to documents the level to which patients are treated and handled in Health facilities. Patient's opinions were documented and reported to appropriate quarters, for possible improvement of the quality of services rendered to the community. It was also an opportunity to access the quality and availability of medical equipment's placed at the level of health facilities especially in local communities or where quack clinics are sprouting at the detriment of officially recognized medical services.

Within this program, over 350 persons were met to get their opinions on the hygienic conditions and health services rendered to them by health centers and hospitals as a means to improve on the quality of health services within our target communities in partnership with the ministry of health.

## 3. TRAININGS/FORUMS/WORKSHOPS/MEETINGS

Within the course of this year 2016, AJESH staff participated in series of capacity building workshops and training courses organised both nationally and internationally as follows:

- The CEO participated in a Rural Development Training Course in the Canaan Global Leadership Centre in Korea.
- 2 staff received training coursed on Forest management, Forest Inventory, Forest Monitoring and tree species Identification organised by C2D-PSFE2 (MINFOF program.
- ❖ Two (02) staff participated in 3 different training workshops on Harmonized participatory mapping methodology in Cameroon, organized by Rainbow Environment Consult in Yaoundé
- Six (06) staff participated in the Training on Land Use Planning Methodology organized by Rainforest Foundation UK.
- Six (06) staffs were trained for one week on AMCUID organised by IRESCO and MINSANTE in Buea.
  - The Account Officers were equally trained on the DFID and EU financial reporting model.
  - The forest expert participated in a two week training on capacity building of AJESH staffs and some selected council staffs and other NGO on QGIS(quantum geographic information system) organised by RFUK.
- ❖ Best practice of CSO (civil society organizations) actions on cooperative governance.
- The organization participated in National Forest Forum in Yaoundé in 2016
- EU- PASC workshop in Project development and management.
- ❖ In view of promoting CSOs collaboration, AJESH participated in a two day position statement workshop for COP 21 organized by FORUDEF in Kumba.
- In relation to FLEGT and REDD+ actions two staff (02) participated in a twoday capacity building workshop on the follow up of forest conversion projects, monitoring and denouncing of illegalities on the OBSTER platform.

- ❖ Participated in the RIO DEL REY mangrove platform establishment workshop organized by the National REDD+ Coordination (Cameroon Ecology) in view of promoting conservation.
- 2 staff participated in training on Independent Forest Monitoring organized by FODER.
- The Resource Mobilizing Officer participated in EU-PASC evaluation meeting in Buea.
- The CEO participated in three coordination meetings on independent forest monitoring.
- On several occasions AJESH staffs have regularly participated in all the FLEGT and REDD+ platform meetings.

## 4.0. LESSONS LEARNED AND DIFFICULTIES ENCOUNTERED

#### 4.1. Difficulties Encountered

- Limited funds to achieve planned activities for the year.
- Heavy rains contributed in destroying the already bad roads, making accessibility into communities difficult.
- The reluctant reception of the team in some communities delayed work.
- The unresponsive attitude of some persons towards the community project.
- The natures of the terrain i.e. the topography of some communities are hilly, stony and undulating. This damaged most of our working materials especially the motorbikes and the GPS tablets as a result of constant falling with materials.
- Most communities are not electrified. This poor or no energy supply slowed down the work process in most of the communities.
- Due to limited finances we could not attain our planned objectives for the year.
- Our work was also to some extend perturbed by the reluctance and Administrative bottlenecks of some government administrative authorities and the virtuousness of some private sectors and CSOs in providing relevant documentation and information required.
- Backstabbing from some unscrupulous and suitcase CSOs in some communities.

#### 4.2. Lessons learned

- Determination and self-drive is the foundation needed to reach set objectives.
- Communication adaptation is the key for project success in communities.
- Deal with patience and be explicit to the fullest when dealing with communities.
- It is often easier to work with communities when you have their FPIC.
- Participatory mapping approach has easily led the identification of potentials and future conflict zones between different communities.
- Using participatory approaches when dealing with communities is the best way to preserve cultural heritage as well as biodiversity.
- Adequate time management is very important in project implementation.
- Achieving success for implementing initiatives brings inspiration.
- Participatory approaches help community to express themselves fully and they have the feeling that they are fully involved in decision making process.

# **5.0. STAFF COMPOSITION**

S/N	Name	Sex	Position
01	Harrison Nnoko Ngaaje	М	Executive President (CEO)
02	Epie Patrick Piemme	М	Projects coordinator
03	Nnoko Mercy Dione	F	Account Officer
04	NDJOUNGUEP Juscar	М	GIS Database Manager
05	Dione Eseme Aline	F	Assistant projects coordinator /
			Resource Mobilising Officer
06	Agbor James Ayamba	М	Forester / Project Facilitator
07	Philomina Endzoadong	F	Cahier officer
08	Collins Kangue	М	Project Coordinator
09	Ngole lord-denise	М	I.T technician
10	Kube Ignatius	М	Extension Staff
11	Elad zacharia	М	Extension Staff
12	Ajand Albert	М	Support Staff
13	Ngek jemima Gueji	F	Sanitation
14	Ngane Benjamin	М	Staff at large
15	Harold Ngole	М	Legal Adviser
16	Volunteers		National and International
17	Student Interns		From Universities and Professional
' '			training institutions
18	Security	М	Sizer & Sons

## 6.0. CONCLUSION

The year 2016 was one of those very challenging year, as we developed new partnerships and initiated multitude of actions and projects with little financial and unmatched human resources, policy level changes and unforeseen hostile climatic conditions especially the Anglophone crises. However, our desire to press on and quest for continual improvement and perfection was our main driving force with the spirit of "WORK FIRST, SERVE FIRST AND SACRIFICE FIRST". Our registered achievements within this year were also possible due to the continual technical and financial backup from partners, collaborators and the dynamism of our staffs even though we registered a few setbacks which were beyond our control. Notwithstanding, in 2017 we hope to capitalize and drew experiences from our past experience to improve on our performance and attainment of our mission. "YES WE CAN".

# 7.0. BOARD OF DIRECTORS

NO.	NAME	PROFESSION	POSITION	SEX
*	Harrison Nnoko Ngaaje	Forester	Executive President (CEO)	М
1	Samson Ekwe Ntio	Forester	Chairman of the Board	М
2	Serah Malike Ngoe	Nurse	Member	F
3	Christina Fonbah	Agronomist	Member	F \
4	Andrew Enongene Kang	Health Specialist	Financial Secretary	М
5	John Ewane Nnoko	Social Scientist	Adviser	М
6	Marie Louis Kelle	Farming	Member	F
7	Catherine Meye	Sociologist	Adviser	F





#### **AJEMALEBU SELF HELP**

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