



A N N U A L R E P O R T 2 0 1 5

Acknowledgements

Our sincere appreciation goes to our Volunteer staff, our Programme partners, our Target partners, our Strategic partners and our donors. Action10 work is a true teamwork, depending on everyone's skills, dedication and honest ambitions. Action10 is a family with members all over. We always try to meet, one way or another.

Program partners

Mr. Francois KLUTSÉ, Ms Délali ADEDJE, Ms. Nancy GITHAIGA, Mama Shiru, Mr. Morris MATADI, Mr. Brocks POKAI, Mr. Ramses Hutchins, Mr. Richard BBAALE, Ms. Alex NAMUGA, Mr Elvis AUSTINS, Mr. Roland MUSI, Mr. Rodrigo B. ZULUAGA, Ms. Paola VASQUEZ.

Volunteer Staff

Cecilia ÖMAN, Mikaela ÅKESSON, Anders KINDING, Niclas NILSSON, Linda ÅKERFELDT, Olha KARAVAYEVA, Shinwei YÉN, Christian MILZ, Åsa STENSSON, Caroline BRUNDIN, Mayra ERIKSSON Ellinor BÄCKLIN BERGH, Karen AIMARD, Milja NORBERG, Deidre FLANAGAN, Ayi KANYI, Karóly SZIPKA, Weiwei JIA, Frida ERLANDSSON, Alona LANSKY, Filippa PYK, Mtakai NGARA., Lina TOLANDER, Gunilla HÖJLUND, Daniel SVENSSON, Nizar BEN, Emilly NAMBEJJA, Ibsa KEKEBA, Vikas GOYAL, Akvile PREIKSAITE, Joanna KELLY, Hertha OIVIERA ÖMAN, Khan Agha DAWOODZAI, Staci PAULY, Stefanie BECK, Reetta ILLOMÄKI, Evelina JONSSON, Helena CEDERLÖF, Pia HYDÉN, Raquel BOHN LIMA, Erika OLSSON, Karin ALVELID, Elena SANDFORD-HAWKEN, Sabiru TANKO, Winnie MANKE, Dibya PHUYAL, Patrice HONG, Craig ERDRICH, and Niranjadevi GANESAN.

Extraordinarily support

We would also like to sincerely thank Dr. Gabor BRUSZT, who generously has been performed the professionally auditing of the Action10 2015 financial report, on a volunteer basis.

Special financial support

We want to especially acknowledge our close friends for extraordinarily fundraising efforts during 2015, Caroline BRUNDIN, Pia HYDEN Monica AXELSSON, Monika KHAN, Scott JACKSON, Frederick GLUCK and Nathalie PERSSON. We also want to mention our crowdfunding supports who have generously contributed through the Global Giving and the Action10 website. We appreciate special partners who have supported by giving discounts on a variety of different fees. We are also very, very thankful for the financial support provided by private and by corporate givers. We especially note the continuous support from a number of monthly givers, which creates a platform of sustainability, which is a corner-stone in the Ten Actions strategy. Our sincere thanks also go to all those who have generously contributed with clothes, shoes, office material, telephones, cameras etc to share with our programme partners.

Advisers

Action10 appreciates the team of experts willing to share knowledge with our Programme and Target partners, the Action10 Advisers.

Message from the President

While we welcome the beauty and the opportunities of 2016, we also reflect over and are grateful for the wonders of 2015. To work within Action10 is an amazing journey. We are running 20 programmes in seven countries together with 2,000 direct Target partners and maybe 100,000 indirect target partner. All the time we learn, we develop and we improve, sometimes through success stories and sometime through lessons learnt while doing mistakes. In Action10, we are actually not scared of challenges or even of making mistakes, as long as we learn the lesson and we do not repeat what went wrong. Challenges are the way to develop, and without them we could not grow as fast as we are. So Action10 welcomes challenges. I trust I speak for the whole Action10 volunteer staff team and all our programme and target partners.

I can't emphasize enough how much I and the team appreciate each and one of our volunteer staff, members, programme partners target partners and supporters. Working as a joint team and across cultures is rewarding; it allows everyone to grow and us as a team to become super strong. When we are able to combine all our skills, capacities, resources and experiences to the utter most then we are the strongest team in the world, and nothing is impossible for us. We have many things in common and one that makes us special is the Ten Actions value platform.

One important achievement during 2015 it that we can see an increased ownership of the organisation's mandate among the Action10 volunteer staff. This encourages us to take on new challenges at the headquarters, and for 2016 we will address more strongly how each workgroup ensures the set of the Ten Actions that have been assigned to them, in order to ensure the Ten Actions more strongly both at the headquarters as well as in our programmes in the Target countries. The Evaluation planning (EP) work group ensures two of the Ten Actions in all our activities; Real-time outcome evaluation planning and Needs driven programs. The IC work group ensures two of the Ten Actions; Institutional capacity and Strategic partners. KS ensures two; Knowledge sharing and Visibility, SE ensures one; whereas QV ensures three; Quality values (truth, trust, harmony and equity), Resilience and Equal partnership. The increased level of ownership combined with the more difficult tasks put new demands on the institutional capacity as well. Action10 as an institution will support its volunteer staff from 2016 and into the future with an improved internal workflow and internal communication strategy. We will in addition address leadership support.

In our Target countries we want to support our partners by strengthening their opportunities for finance administration and accounting, developing and maintaining sustainable economy plans, and increased understanding of cross-cultural partnership. We will do this by developing and strengthening guidelines and workshops as well as appointing coaches.

Let me take this opportunity to address the valid comment from the Auditor in the 2014 Auditing report. The Auditor was reflecting over if twenty programmes are too many for Action10 to handle. I would like to comment by referring to one of Ten Actions; resilience. In our partner countries we are always prepared for any external challenges that will significantly delay our activities. As we have resilience as one of our Ten Actions, we will patiently wait until the issue has been addressed and solved or the programme has to be revised. Thus from the twenty programmes we actually usually have about ten which are in operation at each specific time, which is a perfect amount of work for Action10 to handle.

I would also mention one of beauties and at the same time challenges with being a volunteer organisation. The volunteer staff will rotate. It is a beauty as many people will have their footprint in the organisation, sharing from their knowledge and experiences. At the same time, everyone that leaves has to be replaced and the new person has to get introduced into the organisation, its values and the specific work tasks. Regarding volunteer leaving and being replaced is a challenge for each volunteer organisation. Of course work, family and friends can sometimes be demanding and volunteer staff may need to leave their positions. We are though working hard on improving the Action10 side of the situation. Action10 strives to be a good organisation to work at, with a positive and loving atmosphere, clear assignments and workflow, good communication and import relevant tasks that reflect the expertise and interest of each volunteer staff.

During the year we have discussed workflow and internal communication. We have agreed to strengthen the institutional capacity on the topics by arranging seminars and workshops with the purpose of agreeing on improved strategies. We have also agreed to offer leadership training. During the year we have also discussed how to work in actual practice with the Ten Actions and to increase the direct link to and the understanding of our programme and target partners, among the volunteer staff. These issues will also be addressed in actual practice during 2016.

Thank you 2015 and welcome 2016...

10 March 2016



Cecilia ÖMAN
Founder and President of Action10

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Financial State-ments

Action10

Organisationsnummer 802447-2147

Årsredovisning 2015


RESULTATRÄKNING

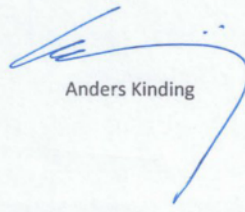
	2015	2014	2013	2012
Intäkter				
Gåvor från privatpersoner	81 297	71 140	42 501	
Global Giving, donationer	7 871	32 513		
Riktade gåvor	16 790	34 002		
Gåvor från företag	3 000	8 000	8 000	
Projekt och event	1 130	2 443	5 275	
Gåvor med förbehåll	18 662	500	950	
	<u>128 751</u>	<u>148 598</u>	<u>56 726</u>	<u>39 928</u>
Kostnader för projekt				
S.E.VIE	-41 720	-36 276	-38 500	
Spell Africa	-18 739		-8 750	
LINK-UP		-1 766		
Bana Pads			-18 904	
IDEFOCS	-46 029	-114 478	-18 850	
	<u>-106 488</u>	<u>-152 521</u>	<u>-85 004</u>	<u>-42 347</u>
Övriga kostnader				
Valutavinst	-2 767	-4 238	-2 960	-2 905
		1		
Resultat	19 497	-8 160	-31 238	-5 324

BALANSRÄKNING

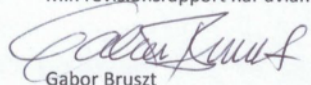
	2015-12-31	2014-12-31	2013-12-31	2013-01-01
Tillgångar				
Bank	27 897	8 401	13 714	12 949
Skulder				
Skuld till Cecilia Öman	53 122	53 122	50 275	18 271
Eget kapital	-25 225	-44 721	-36 561	-5 322
	<u>27 897</u>	<u>8 401</u>	<u>13 714</u>	<u>12 949</u>

Stockholm 4 januari 2015


Cecilia Öman


Anders Kinding

Min revisionsrapport har avlämnats den 3/3 2016


Gabor Bruszt

Kommentarer till resultaträkningen

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

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

Transaktionskostnaderna vid betalningar till utlandet består av två delar: Våra kostnader och mottagarens kostnader.

Av de totala kostnaderna för banktransfereringar 1 448 SEK är 750 SEK mottagarkostnader.

IT-kostnader, kostnader för websida etc, sponsras delvis av Fortnox.

Summa kostnader som ska belasta Action10 i Sverige

369	Webbhotell, hemsida
950	Bankkostnad (kommer att sponsras ytterligare under 2016)
698	Banktransfereringar

2 017 vilket är 1,6% av de insamlade medlen

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

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

Kommentar till balansräkningen

Utan tillskott av kortsiktiga lån från Cecilia Öman, hade igångsättningen för flera av våra projekt försenats. Cecilia har för närvarande inte för avsikt att kräva återbetalning, utan avvaktar till dess fundraising kommit väl igång.

Action10

Translation from Swedish

Corporate registration number 802447-2147

Annual report 2015**INCOME STATEMENT**

	2015	2014	2013	2012
Earnings SEK				
Donations from individuals	81 297	71 140	42 501	
Global Giving	7 871	32 513		
Targeted donations	16 790	34 002		
Donations from companies	3 000	8 000	8 000	
Projects and events	1 130	2 443	5 275	
Restricted donations	18 662	500	950	
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Costs for projects SEK				
S.E.VIE	-41 720	-36 276	-38 500	
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LINK-UP		-1 766		
Bana Pads			-18 904	
IDEFOCS	-46 029	-114 478	-18 850	
	<u>-106 488</u>	<u>-152 521</u>	<u>-85 004</u>	<u>-42 347</u>
Other costs	-2 767	-4 238	-2 960	-2 905
Currency gains		1		
Result	19 497	-8 160	-31 238	-5 324


BALANCE SHEET

Assets	2015-12-31	2014-12-31	2013-12-31	2013-01-01
Bank account	27 897	8 401	13 714	12 949
Debts				
Debt to Cecilia Öman	53 122	53 122	50 275	18 271
Equity	<u>-25 225</u>	<u>-44 721</u>	<u>-36 561</u>	<u>-5 322</u>
	27 897	8 401	13 714	12 949

Stockholm 4 January 2015

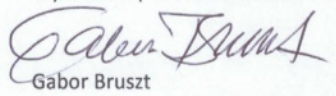


Cecilia Öman



Anders Kinding

My audit report was submitted on 3/3 2016



Gabor Bruszt

Action10

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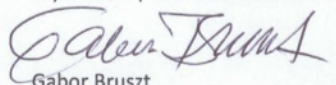


Cecilia Öman



Anders Kinding

My audit report was submitted on 3/3 2016



Gabor Bruszt

Revisionsrapport

Till medlemmarna i föreningen Action 10

Rapport om årsredovisningen för verksamhetsåret 2015

Jag har av medlemmarna utsetts som revisor för Action 10 och har utfört en revision av årsredovisningen för verksamhetsåret 2015.

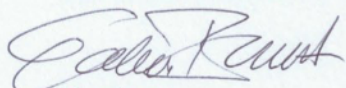
Det är styrelsens ansvar att upprätta en årsredovisning som ger en rättvisande bild av verksamheten för medlemmarnas information och möjlighet till kontroll. Det är revisorns ansvar att uttala mig om redovisningen ger en rättvisande bild av verksamheten.

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

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

Jag tillstyrker att medlemsstämman fastställer resultat – och balansräkningen och rekommenderar att medlemmarna beviljar styrelsen ansvarsfrihet för verksamhetsåret 2015.

Stockholm den 3 mars 2016



Gabor Bruszt

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Board members

The Board members during 2015 were:

President	Cecilia ÖMAN
Vice President	Mikaela ÅKESSON
Head of Finance	Anders KINDING
Head of IT	Niclas NILSSON
Secretary and Head of Institutional capacity	Olha KARAVAYEVA
Head of Evaluation planning	Linda ÅKERFELDT
Head of Knowledge sharing	Shinwei YÉN
Head of Quality values	Åsa STENSSON
Head of Sustainable economy	Christian MILZ
Substitute	Ellinor BÄCKLIN BERGH
Substitute	Károly SZIPKA

Other assignments

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

Workgroup and Focal point volunteer staff

Team leaders:

Evaluation planning (EP): Caroline BRUNDIN, Mayra ERIKSSON
Institutional capacity (IC): Ellinor BÄCKLIN BERGH
Knowledge sharing (KS): Karen AIMARD
Sustainable economy (SE): Milja NORBERG
Quality values (QV): Deidre FLANAGAN

Workgroup volunteer staff:

Evaluation planning (EP): Ayi KANYI, Karóly SZIPKA, Weiwei JIA, Frida ERLANDSSON, Alona LANSKY, Filippa PYK, Mtakai NGARA, and Craig ERDRICH.
Institutional capacity (IC): Ellinor BÄCKLIN BERGH, Lina TOLANDER, Gunilla HÖJLUND, Daniel SVENSSON, and Nizar BEN.
Knowledge sharing (KS): Emily NAMBEJJA, Ibsa KEKEBA, Vikas GOYAL, Akvile PREIKSAITE, Joanna KELLY.
Sustainable economy (SE): Hertha OIVIERA ÖMAN, Khan Agha DAWOODZAI, Staci PAULY, Stefanie BECK, Reetta ILLOMÄKI, Evelina JONSSON, and Helena CEDERLÖF.
Quality values (QV): Pia HYDÉN, Raquel BOHN LIMA, Erika OLSSON, Karin ALVELID, Elena SANDFORD-HAWKEN, Sabiru TANKO, Winnie MANKE, and Dibya PHUYAL.

US Focal Point (San Diego):

Head: Mikaela ÅKESSON
Volunteer staff: Patrice HONG and Niranjanadevi GANESAN.

The number of volunteer staff during 2015 was 49. But not all these volunteers have worked the whole of 2015, it can be estimated that around 35 are active at the same time. The number of volunteer workers

increased over the years but flattened out in 2015. In 2015 the number of volunteers was 49, as compared to 47 in 2014. In 2013 the number was 32.

The turn-over of volunteer staff is large, which can be expected from a volunteer organization. This adds challenges on continuity to the organisations, and group members can sometimes experience confusion. At the same time the organisation benefits from the immense input from new volunteer staff. The most common scenario is that someone enters the organization, shares from her experiences and knowledge and then leaves. There is a group of core volunteers who remain the memory of the organization, and there is also a significant number who leaves after a short period, most often due to changing life circumstances which is most often due to a demanding work situation. It can be noted that it is not easy to keep volunteer staff from African countries, which may be related to the limited tradition in these countries with signing up for volunteer organisations. The Board looks seriously on the challenge and puts procedures in place to cover for the high turnover and the confusion it can create in the organization.

During the year we opened a new Action10 Focal point. This Focal point is situated in San Diego USA.

Programme partners

Our Programme partners this year were:

- Executive Director Mr. Francois KLUTSÉ and Director assistant Ms Délali ADEDJE at S.E.VIE in Togo.
- Ms. Nancy GITHAIGA at LIP and Mama Shiru at Amani woman group in Kenya;
- Executive Director Mr. Morris MATADI, Head of finance Mr. Brocks POKAI and Mr. Ramses Hutchins at IDEFOCS in Liberia.
- Executive Director Mr. Brocks POKAI at GOLD in Liberia
- Executive Director Mr. Richard BBAALE and Ms. Alex NAMUGA at BanaPads in Uganda.
- Executive Director Elvis AUSTINS at SpellAfrica in Nigeria.
- Executive Director Mr. Roland MUSI at LINK-UP in Cameroon.
- Mr. Rodrigo B. ZULUAGA at KIWANIS Colombia.
- Executive Director Ms. Paola VASQUEZ at Genstainable Colombia.

During the year we have welcomed the new Programme partner, GOLD with its Executive Director Mr. Brocks POKAI in Liberia.

Two Programme partners which had concluded their Action10 partnership related programmes for the time being were IARAD and IDH in Togo. IARAD and IDH agreed with Action10 to be Programme Friends for the time being. Thereby, Action10 was working with nine Programme partner organisations in seven countries during 2015.

Workgroups

Evaluation

By

planning

(EP)

Caroline

- Recruited five new members, one new workgroup leader/senior officer and a head of EP.
- Two Evaluation Planning workshops at Cecilia's place.
- Caroline held a presentation about Togo and produced texts for the webpage.
- Production of several new documents such as "Real Time Evaluation Planning Procedures" and a spreadsheet on "Progress of Program Journal". Head of EP and workgroup leaders started a process of structuring the assignments and operations of the workgroup.
- Mtakai travelled to Kenya and met with our programme partner there.
- Workgroup meetings were held every month.

Institutional capacity (IC)

- Consolidating policy and template management documents.
- Production of a Strategic Partners document development.
- Producing the 2015 Annual Report.
- Finance Administration and Accounting (FAA) has been coaching Programme partners. (During the year the IC team underwent substantial volunteer turnover).

Knowledge sharing (KS)

By Shinwey

- Recreate a brand new website that improves the visual experience for visitors. The purpose is to deliver a clearer image of Action10 and create a responsive platform. The new website contains various template for sharing information interactively, including blog(news), portfolio, video and individual cause for fundraising. It is now possible to do fundraising directly on the website by programs with PayPal system. The system will also automatically send payment evidence to sender's email after process is succeeded.
- Support our program partners for setting up websites of their organization. By having a website, program partners seem credible and could be easier to reached by potential target partners. When there is a partner who need a financial or technical support for starting up or update their website, the board would evaluate the needs and internal resources to permit the decision of support.
- Evaluate the platform of having LinkedIn account, youtube channel and other online knowledge sharing platform. LinkedIn account has been updated and youtube channel still needs to be updated and organized.
- Building up internal image bank on the portal. Since our program partners take photos report the programs, all the images are important sharing tools. To improve our program partner's photo technically is to find donation camera to partners. When there is a donation, the board evaluate between partners and decide the donation goes to the most suitable organization.

- Starting up knowledge sharing workflow, frameworks and communication strategy. Working towards to the goal of having a clear working structure, creating the editorial guideline and the graphic style guide.

Sustainable economy (SE)

By Christian.

The year 2015 has been a year of change for the SE-Team to lay the foundation for a 2016 with ambitious plans for fundraising and visibility.

While we were able to increase the amount of private donations compared to 2014 - thanks to a new and updated website - events and company donations were lower than expected and below 2014.

The key changes and achievements within the SE-Team include:

- **Changed the Head of the Group**
In May, Christian Milz took over the role from Reetta Ilomäki who has left Action10 due to personal reasons.
- **Improved Web Presence**
After a thorough analysis, KS and SE have decided to change the website to an entire new template to ensure an excellent basis for increased online fundraising efforts. It can be seen live at <http://action10.org>
- **Increased Volunteer Staff**
- **Increased Social Media Activity**

In 2015, the SE-Team has been appointed to run the Social Media Activity and has therefore added two more volunteers – Social Media Specialists – to the team. Those are part of the “Private Fundraising” Unit within the team. With the new volunteers, Action10 was able to increase the activity on Facebook and has already seen great results.

- **Grant Applicability**

Action10 has received applicability status for Forum Syd projects for up to 500,000 SEK. We have therefore started developing a proposal for “Reintegrating former child soldiers”. To strengthen our capacity, we added 3 new volunteers to the “Grants & Companies” Unit of the team.

- **Further Grant Applications**

Throughout the year, we have applied for grants from a US-based Rotary Club for our reintegration home in Liberia and from the Swedish International Rotary Club for a sanitation program in Togo. Both applications have been approved but final decisions are still pending.

Quality values (QV)

Starting the year the QV team prioritised discussions on how to create overall image branding of Action10. During the year the QV team underwent substantial volunteer turnover and a lot of effort was spent recruiting new members.

Focal points

The US Focal Group

Recruiting: The group recruited a third member in the spring of 2015. The group now comprises Luktäpp Mikaela Svanberg Åkesson, Patrice Hong, and Niranjanadevi Ganesan.

Establishing the US Focal group: At a board meeting after the summer, it was decided that the three volunteers working in the US would create their own entity, the Action10 US Focal Group. The group will focus on tasks in the US. Previously the group had been a part of different workgroups within Action10, Sweden, and had been working on different tasks for Action10 headquarters, such as recruiting and editing texts.

Pilot Project - Letter Exchange Program (LEP)

The Action10 US Focal Group concentrated on exploring the possibility of setting up a letter exchange program between Cameroon and the US. After researching and approaching High Tech Elementary North County (HTeNC), in San Marcos, California, USA, and LINK-UP in Cameroon, it was decided that a pilot letter exchange project would take place in the school year of 2015-2016. Exploring the possibility of setting up this program and then implementing a pilot project became the main work for the US Focal Group in 2015. Programme output and outcome during 2015.

Action10 Visits to Target country partners

Two (2) Partnership meetings in Target countries:

- Cecilia ÖMAN met with Spell Africa in Abuja in Nigeria.
- Mtakai NGARA met with our partners in Kenya.

Events

During 2015 the Action10 arranged fifteen (15) joint events, as compiled below. In addition all Worksgroups held regular workgroup meetings.

- One (1) General Assembly: in March.
- Six (6) Board meetings: every second month.
- Four (4) seminars, trainings and workshops:
 - Seminar on Caroline's experience in her Togo journey
 - Workshop around the Memorandum of Understanding held by Institutional Capacity
 - Two Evaluation Planning workshops.

- Two (2) visibility and networking event:
Swedish national day celebration in Rålambshovsparken 6 June;
Christmas get-together at Stora Essingen in December.



Our Programmes

Table 1. Programme overview.

No	Name	Country	Partner	Start year	Status
1	Basic education and children abuse prevention	Togo	S.E.VIE	2009	On-going
2	Community mill and school lunches	Togo	IARAD	2011	Concluded 2014
3	Community services through small scale businesses	Togo	S.E.VIE	2011	On-going
4	Table banking	Kenya	LIP	2011	On-going
5	Language education over radio	Nigeria	Spell-Africa	2012	Concluded 2014
6	Ghetto interventions addressing former child soldiers	Liberia	IDEFOCS	2013	On-going
7	Access to Sanitary Pads in rural villages	Uganda	BanaPads	2013	On-going
8	Community services	Colombia	Kiwanis	2013	On-going
9	Health care clinic	Togo	S.E.VIE	2013	On-going
10	Support to local entrepreneurs	Nigeria	Spell-Africa	2013	On-going
11	Village libraries	Cameroon	LINK-UP	2013	On-going
12	Sanitation and hygiene	Togo	S.E.VIE	2012	On-going
13	Letter exchange	Cameroon	LINK-UP	2013	On-going
14	Rural banking	Togo	S.E.VIE	2013	On-going
15	Language education application for cell phones	Nigeria	Spell-Africa	2014	On-hold since 2015
16	Ebola prevention campaign	Liberia	IDEFOCS	2014	Concluded 2015
17	Construction of houses	Colombia	Kiwanis	2014	On-going
18	Training in a profession	Colombia	Kiwanis	2014	On-going
19	Botanical Reintegration Village	Liberia	IDEFOCS	2014	On-going
20	Back2School	Nigeria	Spell-Africa	2015	On-going

Programme No 1

Basic education and children abuse prevention - Togo

Background

Primary level education is free in Togo since 2011, in the sense that no school fee is requested for, but for many families it is the added cost of materials, of lunches, support to the teacher's salaries and the loss of an income when the children are not working on the farm, that results in that they miss out on their right to go to school. Action10 and S.E.VIE also acknowledge that for a child to successfully complete their basic education they need more support than just basic school materials. So alongside the basic material the collaboration programme aims to provide school uniforms, school bags, nutritious school lunches, sleeping mats, shoes, a sweater, toothbrush and paste, soap, homework support by the teachers, light to support homework and health care.

The programme

The overall aim with the programme is to contribute to the improvement of the quality of lives for orphans and vulnerable children in Togo. The specific objective is to strengthen local initiatives that address the provision of education for children. The method on ground is to support and join the local communities and to strengthen their capacity. The work is done in collaboration with the communities and strategic partners. The programme addresses children who do not attend school in rural villages and small cities. Action10 include homeless children and orphans, their families or caregivers, their teachers and the headmasters of the schools, to help them have access basic education and good living conditions. S.E.VIE has guided the programme to look at the root cause of the low level of education in rural Togo. This has led to the understanding that the programme should address the raising of awareness of children's rights. The awareness raising shall address the children themselves, their families and caregivers, teachers, headmasters and village authorities.

The programme was initiated in 2009 and is on-going. The programme operates in the Maritime region in Togo (south). The programme was initiated with the Programme partner IARAD (2009 - 2012) and was then taken over by S.E.VIE (2013 and on-going). The number of children included in the programme has increased every year from ten in 2009 to 174 in 2015. Thus during 2015 S.E.VIE/Action10 supported 174 vulnerable children in Togo with having access to education. The programme has since the start ensured that children have had the opportunity to attend school and has provided encouragement, awareness raising about children's rights, necessary school materials, homework support and health check-ups. During 2014-2015, S.E.VIE introduced special attention to the specific situation of school girls, by addressing sexual harassment and early pregnancy. Initiatives have been taken and a new programme called "Preventing early pregnancies and early marriages among girls and women in Togo" begun to take form in 2015.

Major happenings/output

The general output for 2015 was that the education programme itself was kept at the same level as last year and that the community capacities were strengthened. Thus during 2015 the expected results were achieved. Still, the programme is weak in that it cannot offer school lunches and the children go hungry in school and the level of involvement from the communities are in some instances low. Major outputs in 2015 included distribution of 174 school-kits to the children in the programme, a prize ceremony where students with remarkable results were acknowledged and awareness raising on children's rights in several villages.

Reflections/outcome

The support has contributed to the children also during 2015. The 174 children in the programme attend school and manage their exams well. The children express that they feel motivated to make an effort in school. One can also see a positive shift in the way the children and the adults around them see their place in the society. Physical punishment has decreased and education is seen as a priority instead of an aspiration. Very importantly, the children share that they feel happier.

Since the beginning of the programme 298 children have been supported with school material and other support needed. 152 children (79 girls and 72 boys) in the programme have completed Primary School.

Programme No 2

Community mill and school lunches -Togo

Was concluded in 2014.

Programme No 3

Community services through small scale businesses - Togo

Background

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

The programme

Women (business) Cooperatives in villages

S.E.VIE and Action10 provide small loans for business investments as well as trainings and coaching to entrepreneurs in the rural areas of the Maritime Region in Togo. The programme shall not be seen as a microfinance programme, as it addresses the entrepreneurs as partners and do not act as a bank. S.E.VIE gives constant support to all loan takers as well as training on finance administration and accounting. The formal guarantee for the loan is replaced by a social solidarity structure. Entrepreneurs offered the loans form cooperatives of approximately five members where they independently run their businesses, but the paying back is collective. Every entrepreneur pays back with an interest rate of ten percent. The profit from the interest covers the cost for the training and coaching. As soon as a loan is paid back the same amount is used to provide more entrepreneurs with investment capital.

The programme has extended from two villages in 2012, four villages in 2013, seven villages in 2014 and eight villages in 2015. At first the programme only included women but during 2015 also men was included.

Action10/S.E.VIE supported 300 entrepreneurs with their businesses during 2015. They were all involved in co-operatives in rural Togo. They have all received loans as well as support with business training and financial coaching.

Cotton producers

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

Major happenings/output

During 2015 the programme has expanded further. New villages have been included and more entrepreneurs have started their own businesses. Major outputs during 2015 include installation of a solar panel in the village Kondo Kopé, installation of a maize mill in the village Tokpévia-Kpota and support to start up small scale businesses to 25 new entrepreneurs in the village Kotsokopé. All activities had a sustainable economy component and aim to support income generating activities and improve the socio-economic conditions for the people in the rural areas of Togo. The direct beneficiaries of these activities are for the solar panel a family of seven, for the maize mill a family of ten and for the entrepreneurs a group of 25. Indirectly though, the installation of a maize mill can provide access to a mill for an entire village and a solar panel can for example provide access to light for an entire school class and for them to be able to study in the evenings. Support to entrepreneurs and income generating activities benefit entire families as well as enhance and expand the services and products available in the village market.

Reflections/Outcome

Women (business) Cooperatives

The programme is successful and is also growing. It has improved vulnerable people's skills, more specifically women's skills, in running their own businesses. The businesses address the everyday needs in the rural areas. Women and men from all around the rural areas of the Maritime Region in Togo request to be part of the S.E.VIE/Action10 programme. The method for training and coaching has been thoroughly developed on-site by S.E.VIE, as lessons have been learnt on which aspects needs to be strengthened and how this should be done. In the village Tokpévia the market earlier had a very limited supply of products and services. Today the market is lively and vibrant. On the market day there has been a significant increase in the number of products and services traded. More families can now provide for their children, afford to visit a hospital if necessary and pay for their children's education.

The invested capital is paid back at the level of 98%. The money that the entrepreneurs pay back is used directly to support other entrepreneurs to set up their businesses as well as co-fund the costs for programme no 1, "Basic education and child abuse prevention", in the villages. Entrepreneurs have begun to also save money, a basic rural bank has been created. The entrepreneurs are generally very content with the programme but expresses disappointment with the constraints to have access to more investment capital and expanding faster to a larger number of villages.

Cotton producers

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

Programme No 4

Community service - Kenya

The community process has altered the purpose with the programme and is now targeting a rural bank. It has been discussed to replace LIP with the Amani Woman Group and to have the LIP contact person, becoming an Amani contact person.

Programme No 5

English teaching through radio – Nigeria

Concluded in 2014.

Programme No 6

Ghetto interventions addressing former child soldiers - Liberia

Background

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

DDRR

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

Programme idea

This programme aims at reintegrating former child soldiers in Liberia back to society. After the war many child soldiers moved into ghettos where they still live under extremely difficult conditions. This programme was initiated by Development of Former Child Soldiers (IDEFOCS). Three Ghetto Outreach Forums has been performed so far, in July and November 2013 and in January 2014 but not any in 2015 due to lack of resources. The events took place in Turtle Ghetto, Du Pont Road Ghetto and Kink Grey Ghetto, all in Monrovia.

The idea is that war affected youths are to encamp in a home, where they receive three months basic trauma and career counselling, medical treatment and awareness events on human rights. After the three months, integrate them into the society based on their individual driven mission for change, including scholarship, employment, business and shelter. Action10 shall also distribute three month supply of cosmetic, slipper, clothes and household utensil.

The Initiative for the Development of Former Child Soldiers (IDEFOCS) conducted three Ghetto Outreach Forums, in July and November 2013 and in January 2014, in partnership with Action10. The events took place in Turtle Ghetto, Du Pont Road Ghetto and Kink Grey Ghetto, all in Monrovia, and brought together stake holders and individuals from diverse backgrounds with complex situations, through interactive sessions. The sessions aimed at informing as well as collecting information about the danger of illicit substances, violence and crime. The sessions also included surveys where ghetto boys and girls could explain in which way they would like IDEFOCS and Action10 to facilitate a process where they regain their lives. Eight volunteers of IDEFOCS were placed to survey 20 FCS, WAFF and other war affected youths per forum. During the survey the volunteers addressed 7 pages with 42 questions concerning personal background, recruitment by fighting forces, an assessment on how the DDRR[1] affected the person, current circumstances and current health status.

After these interactive forums, the first 21 century FCS and WAFF surveys were conducted. The surveys were able to ascertain the driving force that will lead the the boys and girls in the ghetto to a new life. The survey thus captured their dreams. It also captured the challenges that the ghetto dwellers face and which makes it impossible for them to change their lives without support from outside the ghetto. Addressing all these challenges now constitute the strategy map for the IDEFOCS-Action10 collaboration program.

The dreams were expressed as: Everyone in Liberia lives in an environment that enables them to have high quality life. Drugs, violence and crime are not part of their lives. All Liberians lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can have quality health care and university education if they wish. They are safe in terms of social and physical security. They are all part of the society as equal Liberians.

The mission of this program has thus become to provide trauma counselling, medical treatment, homes, training and employment opportunity for former child soldiers, women associated with fighting and other war affected youth living in the ghetto. The Ghetto dwellers also shared that such support program has to be run outside the ghetto. As long as they live inside the ghetto, any sustainable changes of lifestyles are impossible.

IDEFOCS and Action10 have therefore agreed to procure a piece of land in a peaceful village close to the beach. We will construct a home with twenty rooms and to where ghetto dwellers can move and were we will provide a rehabilitation program. IDEFOCS and Action10 have also agreed to include the community, which will be the new home or employer for the persons coming out from our program, to ensure a loving and caring environment.

The Forums brought together stakeholders and individuals from diverse backgrounds with complex situations, through interactive sessions. The sessions aimed at informing as well as collecting information about the danger of illicit substances, violence and crime. The sessions also included surveys where ghetto boys and girls could explain in which way they would like IDEFOCS Action10 to facilitating a process where they regain their lives. Eight volunteers of IDEFOCS were placed to survey 20 former child soldiers (FCS), women associated with fighting forces (WAFF) and other war affected youths (WAY), per forum. During the survey the volunteers addressed 7 pages with 42 questions concerning personal background, recruitment by fighting forces, an assessment on how the DDRR affected the person, current circumstances and current health status. After these interactive forums, the first 21 century FCS and WAFF surveys were conducted. The surveys were able to ascertain the driving force that will lead the boys and girls in the ghetto to a new life. The survey thus captured their dreams. It also captured the challenges that the ghetto dwellers face and which makes it impossible for them to change their lives without support from outside the ghetto. Addressing all these challenges now constitute the strategy map for the IDEFOCS Action10 collaboration programme. The dreams were expressed as: Everyone in Liberia lives in an environment that enables them to have high quality life. Drugs, violence and crime are not part of their lives. All Liberians lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can have quality health care and university education if they wash. They are safe in terms of social and physical security. They are all part of the society as equal Liberians.

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

Target Partners

The Target partners are:

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

escaped or were disarmed. They are usually found in large numbers in ghettos. Identified individuals: Boys and girls identified by the surveys performed in Ghetto Outreach events, and who accept and are willing to undergo the de-tramatisation, rehabilitation and reintegration phase of the Ghetto Outreach Forum.

TP2: Women Associated with Fighting Forces (WAFF) Girls and women who were used as sex slaves during the war. Some were used as cooks and wives for rebel fighters and their commanders. Many of them use the ghetto as their home. They were identified by survey through the IDEFOCS Ghetto Outreach Forum on July 31, 2013. Those women must accept to continue the rest of the phases of the program. Identified individuals: Girls and women identified by the surveys performed in Ghetto Outreach events, and who are willing to change and go through the entire process of the SDRR strategy.

TP3: Wars affected youths (WAY) These are youth who find themselves in the ghetto because of the lack of parental care, peer pressure or extreme poverty. Are those youth who will accept to complete the De-tramatisation, Rehabilitation and Reintegration phase of the SDRR strategy. Identified individuals: Boys and girls identified by the surveys performed in Ghetto Outreach events, and who are willing to change and go through the entire process of the SDRR strategy.

TP4: Ghetto Children Children whose parents are FCS, WAFF or WAY and who are born in the ghetto. These children are usually exposed to drugs, violence and crimes as well as immoral practices. Also children who, based on the poor relationship between themselves and their parents led the children to move into the ghetto. Identified individuals: These children are those whose parent will help them develop passion for the program.

TP5: Parents outside Ghetto. The parents are those who, based on the poor relationship between themselves and their children led the children to move into the ghetto and become involve with drugs, violence and crime for survival. Identified individuals: The individuals are those parents or guardians to TP 1,2,3,4 who are living outside the ghetto.

What hinders the Target partners from reaching their dreams - Outcome challenges

Here we identify the challenges that the Target partner face. This is a compilation of the reasons for why the Target partners are not doing what they want to do to reach their dreams. We call the compilation of challenges "Outcome challenges".

Target Partner Outcome challenges

TP1- FCS The FCS lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP2-WAFF The WAFF lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP3-WAY The WAY lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do things they like, including quality health care and university education.

TP4- Ghetto children The children get basic education and thereafter the education of their choice. They have a good relation with their families a live with their parents in a good home.

TP5-Parents outside ghetto The parents have a loving and caring relation with the children in the program. The children live in their homes.

These children are provided six months primary education (After School Program). During classes they eat one time, offer first aid medical assistance and supply them clothes with school materials such as book bag, pencil, note book, sharpener, eraser, colour pencil.

Progress markers

Target Partner Progress markers Level 1 Most easy to achieve Level 2 Level 3

TP1- FCS Participate actively in one or more Ghetto Outreach programs.

Gives an interview during the Ghetto Outreach program

Participate actively in one workshop on human rights.

Encamp in an IDEFOCS home for three months.

Participate actively in three months basic trauma counselling.

Participate actively in a training in a profession.

Participate actively in three months medical treatment.

Generate enough income to support a family.

Arrange to live in a home of their own of good standard.

Start higher education or get an employment or start a business.

If education or training, manage the exams; if employment of business; generate enough funds to manage.

Arrange with life-long access to medical care.

Live with their family in harmony

TP2-WAFF Participate actively in one or more Ghetto Outreach programs.

Gives an interview during the Ghetto Outreach program

Participate actively in one workshop on human rights.

Encamp in an IDEFOCS home for three months.

Participate actively in three months basic trauma counseling.

Participate actively in a training in a profession.

Participate actively in three months medical treatment.

Generate enough income to support a family.

Arrange to live in a home of their own of good standard.

Start higher education or get an employment or start a business.

If education or training, manage the exams; if employment of business; generate enough funds to manage.

Arrange with life-long access to medical care.

Live with their family in harmony

TP3-WAY Participate actively in one or more Ghetto Outreach programs.

Gives an interview during the Ghetto Outreach program

Participate actively in one workshop on human rights.

Encamp in an IDEFOCS home for one month.

Participate actively in one month basic trauma counseling.

Attend school, technical college or participate actively in a training in a profession.

If they go to school that they manage the exams

Participate actively in one month medical treatment, when required.

Live with their family in harmony. Start higher education or get an employment or start a business

If education or training, manage the exams; if employment of business; generate enough funds to manage TP4- Ghetto Children Participates actively in six months primary education (After School Program).

Are able to read and write.

Participates actively in six months training in a simple work, to give the attitude to work. Let them work small only, not to take away energy or attention from education.

Take good care of the school material and books they are given Teachers give good quality education.

Teachers educate well about good behavior.

After six months the TP4s can read a write.

-

TP5 -Parents outside the ghetto Participate actively in one time face-to-face counseling.

If they cannot sustain their kids they participate actively employment program or in training on how to start business education.

Participate actively in one workshop in human rights. If employment or start business; generate enough funds to manage to sustain their TP 4 children

Provides a solid and loving home for TP children

Outcome

Waste management

A waste management programme was implemented inside the ghettos during 2014, as had been requested by the ghetto inhabitants during ghetto outreach forum. Action10 helped to set up a management structure as well as provided wheel barrels, shovels, ricks, raincoats and rain boots. Botanical reintegration village is also an outcome from one of these forums.

Output

Meetings with the Target partners

The Table presents the logistics of the meetings with the Target partners and how the surveys were conceptualised to capture their dreams and outcome challenges.

Event No	Type of event From PP	Dates From TP	Participants	Type of survey	Output
1	Visits to three ghetto in Monrovia		Continuous	IDEFOCS staff	General discussions and information sharing
2	Outreach 1 and interviews	July 2013	IDEFOCS staff	Trauma counselling,	social events
3	Outreach 2 and interviews	November 2013	IDEFOCS staff	Trauma counselling,	social events
4	Outreach 3 and interviews	January ? 2014	IDEFOCS staff	Trauma counselling,	social events
5	IDEFOCS and Action10 together				Compilation of Dreams of 20 TPs

Desired impact

The vision is that all persons in Liberia live in an environment that enables them to have high quality life. Drugs, violence and crime are not part of their lives. All Liberians lives in a home with their families. They have the training of profession they wish, and they can all read and write. They have employment or run their own business and earn enough to sustain their families. With the funds they earn they can buy and do

things they like, including quality health care and university education as well as save, invest and donate. They are safe in terms of social and physical security.

Requested Output

To provide trauma counselling, medical treatment, homes, training and employment opportunity for former child soldiers, women associated with fighting and other war affected youth living in the ghetto as an action to giving them livelihood.

Programme No 7

Access to sanitation pads in villages - Uganda

Ten women were supported to start business during 2013. Thereafter the Swedish Sida provided large scale funding. It is useful if Action10 partner up for sustainability reasons, to cover areas Sida does not cover. Discussions were held on how to complement the Sida support and preparations made for more strong support in 2016. Action10 did not prioritise to support financially.

Programme No 8

Community service - Columbia

In Colombia Action10 have collaborated in a programme dealing with the establishment of a kindergarten on a plot of land in a very poor part of Santiago de Cali, in starting up a training center for women in hand-craft, brick making and training in different professions, and the last part of the programme will deal with supporting women in finding an employment. The goal with the programme is female entrepreneurship, child care and supporting marginalized children. Action10 had the privilege to partner up with The Kiwanis Foundation in 2013. The organizations agreed to make a Target partner survey at three occasions according to the Ten Action Strategy.

The survey in La Sirena also identified the mothers of the children in the programme as Target partners. The women informed through the survey that they need education and employment to be able to improve their quality of life. To support the women's initiatives and Alliance was established in 2013 with a Strategic partner, the Comunidad San Simon Stock. Comunidad San Simon Stock is an organization which offers handicraft and sewing training on a voluntary basis. A plot of land was donated for the programme in 2014. The land came with a simple building and the building was renovated to be made usable as a kindergarten / school for marginalized children. The idea was to provide the women with; taking care of their children

during day time, training them in a profession during Saturdays in the same school building and then supporting them with getting an employment.

Thus, in May 2014, a Kindergarten class of 25 children started. Classes have been held between 7 am to 4 pm Monday- Friday. The training of women started on the 15th of April and has taken place on Saturdays. The women were trained in handicraft and in brick making. This programme is very successful and during the past year it has progressed quickly. The organization, Kiwanis, has supported the programme in Colombia by approaching the community, gathering women, analyzing social aspects of the community, and in the educational aspects and in the operation of the kindergarten.

Background

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

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

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

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

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

Programme No 9

Health care clinics - Togo

Background

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

The programme

S.E.VIE has built and established a clinic for primary health care in Hové with financial support from the organisation Association Humanitaire (WAO) at the University of Pau in France. The clinic has been well constructed and consists of one building for health treatments, one house with four toilets and a cistern to collect rainwater. One nurse works at the clinic. The health care clinic in Hové aims to provide 500 people with access to basic health care. The treatment is paid for by the patients and the fee is low enough for patients to be able to pay for the services. The nurse uses the income to support the clinic and for her own salary.

Output/major happenings

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

Outcome/Reflections

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

Programme No 10

Support local entrepreneurs – Nigeria

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

Programme No 11

Village library – Cameroon

Small support provided from Action10 for school fees of three children. Village library support postponed due to lack of a concluded design. Other institutional capacity challenges in Cameroon have delayed the programme.

Programme No 12

Sanitation and hygiene – Togo

Sanitation and hygiene is an area brought up by the rural communities as something they would like us to prioritise. A few small local initiatives have been arranged.

Programme No 13

Letter exchange – Cameroon

A letter exchange programme was coordinated between students from LINK-UP in Cameroon and students in Vasa Real Stockholm during 2014. Program was on-hold during 2015 due to challenges at the LINK-UP

side. Preparations were made to strengthen the programme in 2016 by stronger support and linkages with the Action10 US Focal point.

The Action10 US Focal Group concentrated on exploring the possibility of setting up a letter exchange program between Cameroon and the US during 2015. After researching and approaching High Tech Elementary North County (HTeNC), in San Marcos, California, USA, and LINK-UP in Cameroon, it was decided that a pilot letter exchange project would take place in the school year of 2015-2016. Exploring the possibility of setting up this program and then implementing a pilot project became the main work for the US Focal Group in 2015.

Pilot LEP Project Overview

The Action10 US Focal group began exploring the possibility of a letter exchange program during spring, 2015. The group reached out to LINK-UP in Cameroon and to the third grade team at High Tech Elementary North County (HTeNC), San Marcos, CA, to see if there was an interest in such a program. (In 2013 there was a letter exchange program - a "pen pal program" - between students in Cameroon and students in Vasa Real in Stockholm. LINK-UP's enthusiasm for the program continued and they remained interested in starting up another letter exchange program.) In May, the director at HTeNC, Ms. Amanda Massey, expressed an immediate interest too.

The US Focal group wanted to learn from previous experiences of letter exchange programs so they did some research and asked LINK-UP and the previously involved Action10 volunteers about their last letter exchange program. The group learned that the discontinuation of the Swedish-Cameroonian program was due, in part, to the Cameroonian families' lack of financial means to cover the cost of materials and postage for the letters (basic education costs are already burdensome). During 2013 the Cameroonian students wrote letters, but they were unable to send them to Stockholm. The Swedish Action10 team was not aware of this, and due to this lack of oversight, only one letter was sent - again confirming the importance of real-time evaluation and planning.

In order to ensure the success of the US-Cameroon program, LINK-UP proposed that the parents of participating children from the US contribute with financial support to the Cameroonian students. Each Cameroonian student would need stamps (\$10.45/year, per student), envelopes and writing material (\$1.74/year, per student). The total cost per student and per year would amount to \$12.19 to send four letters during a year.

Pilot LEP Project Timeline, 2015-2016

In May an informal meeting with two of the third grade teachers, Mr Jeremy Manger and Mr Jeffrey Feitelberg, took place and the letter exchange program was introduced and discussed. The two teachers expressed their immediate interest. The 1st of October, a second meeting was set up, and this time the third teacher Ms Jill Alexander was present. A decision was made to proceed with the next step in implementing this pilot project. Sixty-six students at HTeNC (22 students/class in three classes, ages of 8-9 years old) and 66 students from six different schools in Cameroon were to participate. The pilot program would take place from 2015 until June 2016.

Right before the informational meeting regarding the program was to take place, the Action10 US focal group was made aware of the fact that American schools are not allowed to sponsor or do fundraising for any organization that has a religious statement in their Vision/Mission statement. LINK-UP is a non religious organization, but has a statement about God in the description of their organization. Due to this, the

implementation of the pilot project was put on hold and there was no information given to the parents regarding the program at this point in time.

Once LINK-UP heard about this issue, they discussed it and determined that they would remove the statement about God. The Action10 team discussed the issue with Mr Roland Musi, director of LINK-UP, and recommended that LINK-UP stand by their values and not do anything that is not in their own best interest and according to their own beliefs. The issue was addressed with Ms. Amanda Massey, director of HTeNC. Once she had discussed it with her colleagues, the US Focal group was given the good news that the implementation of the pilot project could continue. On December 18, 2015, the letter exchange programme, Action10, and LINK-UP were introduced to the third grade parents at HTeNC. The parents were positive about the program, and they were encouraged to participate and take charge in implementing fundraising efforts for the program. LINK-UP estimated 6 to 8 weeks for letters to leave Cameroon and arrive in the US. Thus the goal was to have two letters exchanged during this first pilot program. The first letters would be sent in February, 2016, and the second ones as soon as the first letters arrived, hopefully no later than in April or beginning of May, 2016. Further research regarding costs for the program was done. The total cost for the program was estimated to be \$750: \$300 for postage for two letters to be sent from the US to Cameroon and \$450 for the Cameroon students to send two letters. The cost in Cameroon included purchasing supplies of paper, pencils, and envelopes. (\$6.095/student for two letters to be sent corresponding to 90% to go to the program partner; additional monies to cover both the 7% contribution to LINK-UP and 3% contribution to Action10, all in accordance with the Action10 formula.

Programme No 14

Rural bank – Togo

The women in the village Foulani Kondji, took the initiative to develop a “rural bank”. Since November 2013 the entrepreneurs has paid 100 CFA (€ 0.15) each week and the balance is collected by S.E.VIE and is kept on a bank account.

Programme No 15

Language education application for cell phones - Nigeria

Despite the international publicity around and appreciation of Mr. Austins and SpellAfrica, the organization has not benefited from external financial support. Only Action10 has supported SpellAfrica financially.

Programme No 16

Ebola prevention campaign - Liberia

Summary

Programme number 16 Ebola prevention campaign was initiated by IDEFOCS (initiated by Development of Former Child Soldiers) in partnership with Action10 in 2014. Due to diminishing humans affected by Ebola this programme where closed during 2015. WHO (world health organization) claimed Liberia to be free from Ebola the 9th of May 2015.

Background

In March 2014 the painful and deadly Ebola disease appeared in Liberia and in mid July 2014 it strongly hit the entire country causing huge death casualties. The fear within each resident of Liberia became a paramount concern. The government of Liberia encouraged everyone to join the fight against Ebola. Preventive tips and awareness flyers were distributed around the country and workshops were conducted to share information about the disease and how to prevent its spreading. The Liberia Ministry of Health also established a coordination unit. The fight against Ebola through awareness and preventive measures became a main assignment for all civil society groups in Liberia. Also international institutions in Liberia including *Doctors Without Borders* and *WHO* became active. During the early stages of the spreading of Ebola throughout Liberia, there was a serious doubt among the population about the actual existence of such a disease in the country. Due to this doubt, which also created a negative perception towards the information shared by the Liberia government and the Liberia civil society organisations, the Ebola virus spread widely. In order to actively support the Liberia government action plan, and stop the rapid spreading of the virus IDEFOCS in partnership with Action10 launched an Ebola awareness and preventive measures campaign.

The programme

Cecilia Öman visited Liberia in April 2014 to meet with IDEFOCS. The IDEFOCS approached Action10 in May and shared about their concerns about Ebola. Action10 consulted with our medical expert Dr Anna ÅGREN, who compiled the most recent knowledge about the disease, how it is spread and how to protect ones elves. Together Action10 and IDEFOCS developed the most appropriate action plan at that time and implemented it. The Action10 and IDEFOCS campaign was launched in mid June 2014. Action10 and IDEFOCS reacted very fast to the threat, faster maybe than most the other international organizations with offices in Monrovia, to set up our Ebola prevention campaign. The campaign specifically addressed our targeted partners in the three ghetto communities where Action10 are running the “reintegration of former child soldiers” programme. But when IDEFOCS went to the ghetto communities to initiate the campaign, they found that there no more exist ghettos in these locations. IDEFOCS then learnt that the government of Liberia have given the police mandate to raid every ghetto around the country. The government did not offer an alternative settlement location for our target partners.

This was very unfortunate according to IDEFOCS and Action10, as by doing se the environment became more unsafe for the previous ghetto inhabitants. Thus, instead of offering our Target partner a home, an employment, medical and rehabilitations programmes, the Government actually chased our Target partners away from their ghetto environment. This behaviour is in addition, in fact expected to make other communities more unsafe in terms of crimes and violence. IDEFOCS realized that as we wanted to cooperate with the previous ghetto communities’ dwellers we were force to accept the fact that their communities were no longer ghetto communities. Therefore in order to share the supplies and education we had prepared for the ghetto inhabitants, the Action10 IDEFOCS programme must find and address the new communities where the Target partners were now staying. Thus, ten new communities were identified; seven in Monrovia and three villages in the rural Grand Bassa County (Compound one, Little Bassa and

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

Outcome

The campaign was proven robust and very successful. Thanks to this campaign, the inhabitants of 10 different communities were given the necessary education and means to themselves fight the Ebola virus. All the ten communities were kept safe and the Ebola did not enter any of them. A very large amount of the communities' dwellers choose to attend the campaign exercises. The participants were eager to learn about and to understanding the mechanism of the spreading of the Ebola disease. They were also eager attend and support the fight against the virus. The success was also measured as the campaign brought together people from all over a particular community. The people got united around the issue of prevent the community against Ebola. Action10 IDEFOCS is truly excited about the exercise as it yielded such positive results.

Programme No 17

Constructions of houses - Columbia

It was requested that Action10 addresses the issue of constructing houses, and it was proposed that tools were developed, by which women would be able to construct their own houses. There are many social aspects that have to be considered and evaluated before providing women with houses (through donation or through a loan). One of the most important aspects is that women must participate in the design of their houses to ensure that the social networks will not be broken because of materials or architectural designs. Many women interact constantly with their neighbors and need more open spaces for this interaction (i.e. visual contact from their place) and for animals.

When aspects like these are not contemplated, people tend to abandon or rent out the new houses. CMO construction firm agreed to support the architectural design of this pilot case, with the participation of women from the very beginning, and to do this on a voluntary basis. Also, to invite women and their families to participate in the construction of their own houses, a machine to produce bricks on site is being adapted to facilitate its operation by women. This means that women could build their own houses with local materials,

reduced costs and less pollution. The construction itself will be supported by two volunteer engineers. An agreement with Comunidad San Simon Stock and CMO construction firm was made to develop a construction pilot case (one house for one family), as the basis for the large-scale construction initiative with Action 10 (houses for women). Action10 provided moral and strategic support during 2014, but no financial support due to lack of funds

Strategic partners

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

Although this has been considered a long-term activity, Comunidad San Simon Stock has expressed their interest of donating construction materials to build the first house for a woman's family in La Sirena Village, as a pilot case to start with. This pilot case will be the basis for the long-term and large-scale programme to be developed with Action 10.

Programme No 18

Training in a profession - Columbia

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

For the identification of women's current attitudes and behaviors, interviews were made with all women that were taking the course. In order to create a baseline, women were asked to respond questions such as "Describe the activity you actually do to obtain incomes", "How do you feel about this activity, Do you like it?", "Do I feel that I'm learning something new when I'm doing this activity?", "Is it important to learn something new?", "Generating my own incomes makes me feel different as a woman, at home?", "Why do I want to generate incomes?", "How would I invest those?", "Do I feel capable of earning incomes for my family?", "how much money do I think I can produce?" .

In addition, the teachers from Comunidad San Simon Stock agreed to make of this learning space, a space of interaction where women can share and express their concerns and desires. They will help with the identification of the women's necessities, initiatives and ideas while working with them. The Comunidad San Simon Stock members have great experience in supporting vulnerable communities, and one of the teachers who is leading this approach is a psychologist by education. Action10 provided moral and strategic support during 2014.

Programme No 19

Botanical Reintegration Village - Liberia

Summary

Programme number 19, the Botanical Reintegration Village was initiated by IDEFOCS (initiated by Development of Former Child Soldiers) in partnership with Action10 in 2014. In May 2014, Action10 purchased two (2) acres of farmland to establish the Botanical Reintegration Village (BRV). The objective of the Agriculture project is to create income revenue through cassava farming that will support the BRV programmes in the nearest future.

About Little Bassa

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

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

The programme

The mission of this programme is that war affected youths are to encamp in a home, where they receive three months basic trauma and career counselling, medical treatment and awareness events on human rights. After the three months, integrate them into the society based on their individual driven mission for change, including scholarship, employment, business and shelter. We shall also distribute three month supply of cosmetic, slipper, clothes and household utensil. The programme also captures the development of small-scale enterprises that will be linked to the Integration Centre, thus providing employment opportunities as part of the integration as well as a source of income for the programme costs. The BRV is a follow-up to the Programme No 6; The Ghetto interventions addressing former child soldiers in Liberia.

Output

2014

In 2014, IDE10 purchased 2 acres of farmland to establish the Botanical Reintegration Village (BRV). The fund was also used to purchase agriculture tools, transportation of materials and staffs, wages for manpower to brush, cut down of trees, burning of farm, de-stumping and planting of crops. On February 5 2015, the Botanical Reintegration Village Agriculture Project was launched.

During 2015 has the farmland been cleared and cassava and corn have been planted. The cassava was harvested in collaboration with local farmers. A house for two farmers and their tools have been built.

Our land in the Botanical Reintegration Village (BRV) is very fertile and the cassava grows well. It is continuously being checked on its quality and growing progress by Brocks Pokai and Morris Matadi from IDEFOCS and Richard Darwo – a former child soldier from the ghettos outside of Monrovia who currently takes care of the farmland. In November 2015, the second weeding of grass from the cassava farm will start, the harvesting of the cassava will be extended from January to May because, the huge amount of Cassava to harvest – there are 2 acres of land (around 8,000 square meters) - brings challenges with it. As of today, there is no proper storage place and farmers lack the tools to preserve the cassava. To overcome the challenges, IDEFOCS & Action10 plan to build a storage place and production center that will also serve as a home to former child soldiers working on the farm. For this purpose Action10 has just transferred 2,000 \$ of donations to IDEFOCS and will transfer more once available to ensure the house can be built quickly. In a 2nd step, a canopy will be constructed where the cassava mill will be installed to establish a mini cassava factory to support the preservation of the cassava into other local food such as farina, fufu and acherkeh for public consumption

Moses Massaquoi, Joe Y. Matadi and Mathew Nangbah have moved out to the Botanical Reintegration Village (BRV) and together with Richard Darwo they are constructing bricks for the house. Moses Massaquoi and Mathew Nanagbah are former child soldiers previously living in the ghettos in Monrovia that were adopted by IDEFOCS and Action10. 2000 Bricks out of 3400 have already been made and they are of good quality. As soon as the 3400 bricks are ready then we can start constructing the house.

In 2014, IDE10 purchased 2 acres of farm land to establish the Botanical Reintegration Village (BRV).

BRV AGRICULTURE PROJECT OBJECTIVE (S) : To promote food security, To clear the BRV Site, Reduce extreme poverty in Little Bass and its surrounding villages Generate income revenue to support the BRV activities.

2015

On February 5 2015, we launched the Botanical Reintegration Village Agriculture Project on the two acres of the farm land purchased. The objective of the Agriculture project is to create income revenue through cassava farming that will support the BRV programs in the nearest future. We have planted two acres of Cassava farm and collaborating with other 5 local farmers who are involved with cassava farming in Little Bassa and its surrounding villages. We are currently writing the American Ambassador Self Help grant of ten thousands (10,000.00) to establish a mini factory that will turn cassava tubers into gari and other local foods for public consumption. Not only will the farm create income revenue for the organization, but it will make it easier for local farmers to ground their cassava tubers on a considerable price, that will increase their production. We will also purchase cassava from other local farmers, to increase our production, therefore, we will be creating large market for other cassava farmers in the region.

BRV METHODOLOGY: IDE10 hired work force of 20 men from neighboring towns in little Bassa, these men were paid per day to brush the 2 acres farm land. The brushing and felling of trees started Jan 6. We hired 10 men to burn the farm and after 5 days the land was ready for de-stumping and clearing. The planting started on Feb 18 and ended on 27, 2015. We hired 8 women of Little Bassa, who planted the cassava and corn on the 2 acres of Land for 7 days.

OUTPUT : For the past 3 months on the BRV, IDE10 have been extensively engaged in various activities that have accomplished the following: Brushing of 2 acres Farm Land Burning and Clearing of 2 acres Farm land Planting of crops on the 2 acres farm land (cassava and corn) Collaborating with local farmers. With the supervision of IDE10 team and the hired work force, today IDE10 is confident of progress being made on the farm.

CHALLENGES : 1. Power Saw Chain- The lack of power saw chain caused us to spend more money as it was not stipulated in the budget. We had to rent power saw chain to cut bigger stumps for total clearing of the site. 2. Dwelling Place – the lack of dwelling place during our stay in Little Bassa, makes our stay uncomfortable until we return to our individual homes. 3. Work Force – It was extremely difficult to organize a committed workforce in Little Bassa, because majority of the youth focus on fishing, we have to go into surrounding villages to organize a dedicated workforce.

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

CONCLUSION : The beginning of the BRV project was really a lesson and a success. We are happy that we were able to prepare the land for farming which of course we have already planted cassava and corn as start-up crops on the BRV. We are also grateful to Action10 for her continuous support in helping IDEFOCS achieve some of her many goals. As we move forward with the BRV, we anticipate more support to help manage the farm regularly as stated in the BRV Work plan. We want to say thank you God for all you continue to do for IDEFOCS and Action10.

RECOMMENDATIONS: 1. We recommend that we weed the farm, or else, the grass will suppress the crops from growing healthy. 2. We recommend to fence the farm to protect bush animals from eating the crops 3. We recommend to rent two rooms with at least tree mattresses and beddings. 4. Planting was finally completed on Feb. 27, 2015, we have two major challenges that might lead the project to a failure if not immediately address. We need to protect the crops from both the plant and the grass. To protect the crops from the grass, we need to weed the grass as soon as now to March ending. In other to protect the crops from the animal, we need to fence the farm, that animal wouldn't intrude the farm and destroy the crops. Ramses A. Hutchins was HEAD OF PROGRAMS during 2015.

Programme
Back2Shool

No

20

This programme addresses grown-ups that missed out from primary school. Classes are offered between 4 and 7pm. During two teacher and 22 students have been involved. The teachers are using Montessori technique.

SpellAfrica has decided not to be donor dependent because Elvis is of the opinion that he has applied for a large number of grants, but with little or no result.

Finances

Meeting the expected outputs and outcomes for 2015

Budget

We did not fundraise according to plan. Our budget for 2015 was: SEK 300,000 from grants, companies and crowdfunding. SEK 200,000 from monthly and ad hoc givers. Total: SEK 500,000.

In reality we raised SEK 128,751. We even raised SEK 20,000 less than during the previous year.

We are doing our best, our volunteer staff are working hard, trying different methods. Our SE workgroup gathers very competent, capable and ambitious members, and the work could not have been done better. It is a learning process and with time we will reach a level that is balanced with generating the support we can handle. Still we fundraise so that we can run a programme, even though we could have progressed faster with more financial support.

Programme

The focus with the support for 2015 was planned to address the S.E.VIE and IDEFOCS programmes with the aim to sustain what has been started. It was planned to also prioritise SpellAfrica for the same reason. The aim was further to support all our Program partners in 2015 with at least € 2,000 each. In addition Action10 aimed remain responsive to any initiative presented by our Target partners through our Program partners.

We operated according to plan, S,E.VIE received SEK 41,720, IDEFOCS SEK 46,029 and SpellAfrica 18,739. Due to lack of income we could not fulfil the target of transferring at least € 2,000 each Program partner. We acted responsive to all our Target partners initiatives. Sometimes we responded with a delay, which was due to the volunteers leaving and being replaced.

Regarding volunteer leaving and being replaced is a challenge for each volunteer organisation. Of course work, family and friends can sometimes be demanding and volunteer staff may need to leave their positions. We are though working hard on improving the Action10 side of the situation. Action10 strives to be a good organisation to work at, with a positive and loving atmosphere, clear assignments and workflow, good communication and import relevant tasks that reflect the expertise and interest of each volunteer staff.

Financial comments

Key

ratios

Administration costs at secretariat in relation to Total costs

2013	2,7 %
2014	2,4 %
2015	1,6 %

Assets

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

Programme

Target countries

The programmes in our target partner countries are going very well. Still the programme would sometimes be stronger if more funds were available and the institutional capacity strengthened both sides. We have during the year identified three issues that we would like to focus on in our partnership during the coming year. We will appoint FAA coaches in IC, and sustainable economy plan coaches in SE. The CCP workshop will be developed with the support from QV.

Thus the targets for 2016 are:

- Strengthening the finance administration and accounting (FAA) training and coaching among PPs and TPs when relevant.
- Strengthening the Sustainable economy plans within each PP.
- Cross-cultural partnership (CCP) awareness rising. The CCP concerns to big extent changing the attitude from aid to equal partnership collaboration, this seems to be is required at both sides, both in Lower income countries and in Higher income countries.

HQ

During the year the Action10 volunteer staff has brought forward the need for strengthened institutional capacity at Action10. Two issues have been addressed by many of the volunteer staff, a more clear and efficient workflow; within workgroups but especially between workgroups, as well as better communication, so that each volunteer staff have a better understanding about what is going on in the organisation. To address this we will arrange open meetings and seminars to discuss and agree on strengthened workflow and internal communication strategies. IC will lead the process. In addition the organisation will provide leadership support. Everyone are welcome to attend the support program, both those appointed leaders for the time being and others, who may want to become leaders in the future or who would like to better understand the role of a leader.

We have also reached a point where the organisation is ready to work more strongly and more directly with the Ten Actions. Each workgroup are in charge of one, two or three Actions, some of which may actually not be fully addressed in the everyday work as we are now operating, and it may even not always be clear and obvious how they should be targeted.

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

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

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

Thus the targets for 2016 are:

- More efficient workflow and internal communication.
- Leadership support.
- Ten actions implementation in each workgroup.

Budget

Total income

We aim to collect in total SEK 300 000 during 2016.

- SEK 200 000 from grants, companies and crowd funding.
- SEK 100 000 from monthly and ad hoc givers.

The funds will be distributed among our Programme partners and projects reflecting the progress and the expressed needs. Each support is discussed and approved by the board prior to transfer. All programmes

strive for a sustainable economy and finance administration and accounting according to international standards.

Financial State-ments

Action10

Organisationsnummer 802447-2147

Årsredovisning 2015

RESULTATRÄKNING

	2015	2014	2013	2012
Intäkter				
Gåvor från privatpersoner	81 297	71 140	42 501	
Global Giving, donationer	7 871	32 513		
Riktade gåvor	16 790	34 002		
Gåvor från företag	3 000	8 000	8 000	
Projekt och event	1 130	2 443	5 275	
Gåvor med förbehåll	18 662	500	950	
	<u>128 751</u>	<u>148 598</u>	<u>56 726</u>	<u>39 928</u>

Kostnader för projekt

S.E.VIE	-41 720	-36 276	-38 500	
Spell Africa	-18 739		-8 750	
LINK-UP		-1 766		
Bana Pads			-18 904	
IDEFOCS	-46 029	-114 478	-18 850	
	<u>-106 488</u>	<u>-152 521</u>	<u>-85 004</u>	<u>-42 347</u>

Övriga kostnader

Valutavinst	-2 767	-4 238	-2 960	-2 905
		1		

Resultat

	19 497	-8 160	-31 238	-5 324
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BALANSRÄKNING

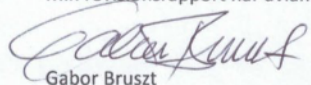
	2015-12-31	2014-12-31	2013-12-31	2013-01-01
Tillgångar				
Bank	27 897	8 401	13 714	12 949
Skulder				
Skuld till Cecilia Öman	53 122	53 122	50 275	18 271
Eget kapital	-25 225	-44 721	-36 561	-5 322
	<u>27 897</u>	<u>8 401</u>	<u>13 714</u>	<u>12 949</u>

Stockholm 4 januari 2015


Cecilia Öman


Anders Kinding

Min revisionsrapport har avlämnats den 3/3 2016


Gabor Bruszt

Kommentarer till resultaträkningen

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

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

Transaktionskostnaderna vid betalningar till utlandet består av två delar: Våra kostnader och mottagarens kostnader.

Av de totala kostnaderna för banktransfereringar 1 448 SEK är 750 SEK mottagarkostnader.

IT-kostnader, kostnader för websida etc, sponsras delvis av Fortnox.

Summa kostnader som ska belasta Action10 i Sverige

369	Webbhotell, hemsida
950	Bankkostnad (kommer att sponsras ytterligare under 2016)
698	Banktransfereringar

2 017 vilket är 1,6% av de insamlade medlen

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

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

Kommentar till balansräkningen

Utan tillskott av kortsiktiga lån från Cecilia Öman, hade igångsättningen för flera av våra projekt försenats. Cecilia har för närvarande inte för avsikt att kräva återbetalning, utan avvaktar till dess fundraising kommit väl igång.

Action10

Translation from Swedish

Corporate registration number 802447-2147

Annual report 2015**INCOME STATEMENT**

	2015	2014	2013	2012
Earnings SEK				
Donations from individuals	81 297	71 140	42 501	
Global Giving	7 871	32 513		
Targeted donations	16 790	34 002		
Donations from companies	3 000	8 000	8 000	
Projects and events	1 130	2 443	5 275	
Restricted donations	18 662	500	950	
	<u>128 751</u>	<u>148 598</u>	<u>56 726</u>	<u>39 928</u>
Costs for projects SEK				
S.E.VIE	-41 720	-36 276	-38 500	
Spell Africa	-18 739		-8 750	
LINK-UP		-1 766		
Bana Pads			-18 904	
IDEFOCS	-46 029	-114 478	-18 850	
	<u>-106 488</u>	<u>-152 521</u>	<u>-85 004</u>	<u>-42 347</u>
Other costs	-2 767	-4 238	-2 960	-2 905
Currency gains		1		
Result	19 497	-8 160	-31 238	-5 324


BALANCE SHEET

Assets	2015-12-31	2014-12-31	2013-12-31	2013-01-01
Bank account	27 897	8 401	13 714	12 949
Debts				
Debt to Cecilia Öman	53 122	53 122	50 275	18 271
Equity	<u>-25 225</u>	<u>-44 721</u>	<u>-36 561</u>	<u>-5 322</u>
	27 897	8 401	13 714	12 949

Stockholm 4 January 2015

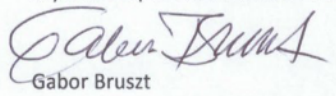


Cecilia Öman



Anders Kinding

My audit report was submitted on 3/3 2016



Gabor Bruszt

Action10

Translation from Swedish

Corporate registration number 802447-2147

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Stockholm 4 January 2015

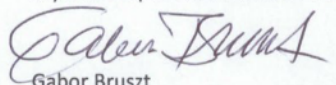


Cecilia Öman



Anders Kinding

My audit report was submitted on 3/3 2016



Gabor Bruszt

Revisionsrapport

Till medlemmarna i föreningen Action 10

Rapport om årsredovisningen för verksamhetsåret 2015

Jag har av medlemmarna utsetts som revisor för Action 10 och har utfört en revision av årsredovisningen för verksamhetsåret 2015.

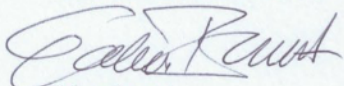
Det är styrelsens ansvar att upprätta en årsredovisning som ger en rättvisande bild av verksamheten för medlemmarnas information och möjlighet till kontroll. Det är revisorns ansvar att uttala mig om redovisningen ger en rättvisande bild av verksamheten.

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

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

Jag tillstyrker att medlemsstämman fastställer resultat – och balansräkningen och rekommenderar att medlemmarna beviljar styrelsen ansvarsfrihet för verksamhetsåret 2015.

Stockholm den 3 mars 2016



Gabor Bruszt

Governance, management and operations

Action10 is run by volunteer staff only, thus Action10 does not have any paid staff. The highest governance body is the annual General Assembly (GA) of the Action10 members. The GA appoints the Board members.

The members of the Board are responsible for:

- Overseeing the work of the organisation (governance);
- Organising the daily work (management); and
- Appointing workgroup leaders.

The workgroup leaders and workgroup members are responsible for:

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

The overall annual work plan is decided on by the GA. The detailed activities are decided on by the Board and they are then shared between the five workgroups. The Board may decide on dead-lines for certain activities. The President is the head of the Board. The board consists of the; President, Vice president, Head of finance, Head of Institutional capacity who is also secretary of the Board, Head of IT and knowledge sharing, Head of Sustainable economy, Head of Evaluation planning, Head of Relations and Quality values and two Deputy Board members. The Board meets every second month in February, April, June, August, October, and December, thus the Board meets six times a year. The operations are organised into five workgroups; Institutional capacity, Evaluation planning, Knowledge sharing, Sustainable economy and Quality values. The workgroups are responsible for ensuring that the Ten Actions are fully honoured in each activity and each workgroup is in charge of one or more of the Ten Actions. Each person in the Board with the title Head oversees the work in one of the workgroups. One or more workgroup leaders are appointed for each workgroup. Workgroups are composed of three to ten workgroup members. The workgroup leaders are responsible for leading the team of workgroup members and for the implementation of the work tasks appointed to the workgroup by the Board. The workgroup leaders call for workgroup meetings every month. The workgroup leader reports to the Board member specially assigned to be the link between the workgroup and the Board. The workgroup leaders also carry the title senior officers. Operations outside Sweden or Stockholm can be managed by Action10 Focal points. Each Focal point is appointed by the Board.

The Board, the Workgroup leaders, the Workgroup members and the Focal points members sign a Terms of Reference. Among other issues that are brought up in this document, the Board and the Workgroup members agree to allocate a certain number of hours of work and they also agree to participate in a certain number of meetings and events. The President agrees to working 30 hours per month, other Board members 20 hours, Workgroup leaders 15 hours and Workgroup members 10 work hours per month. The Board, the Workgroup leaders and the Workgroup members participate in Action10 events as much as possible. They stay updated on Action10 developments and they represent Action10 externally in a positive and a supportive manner.

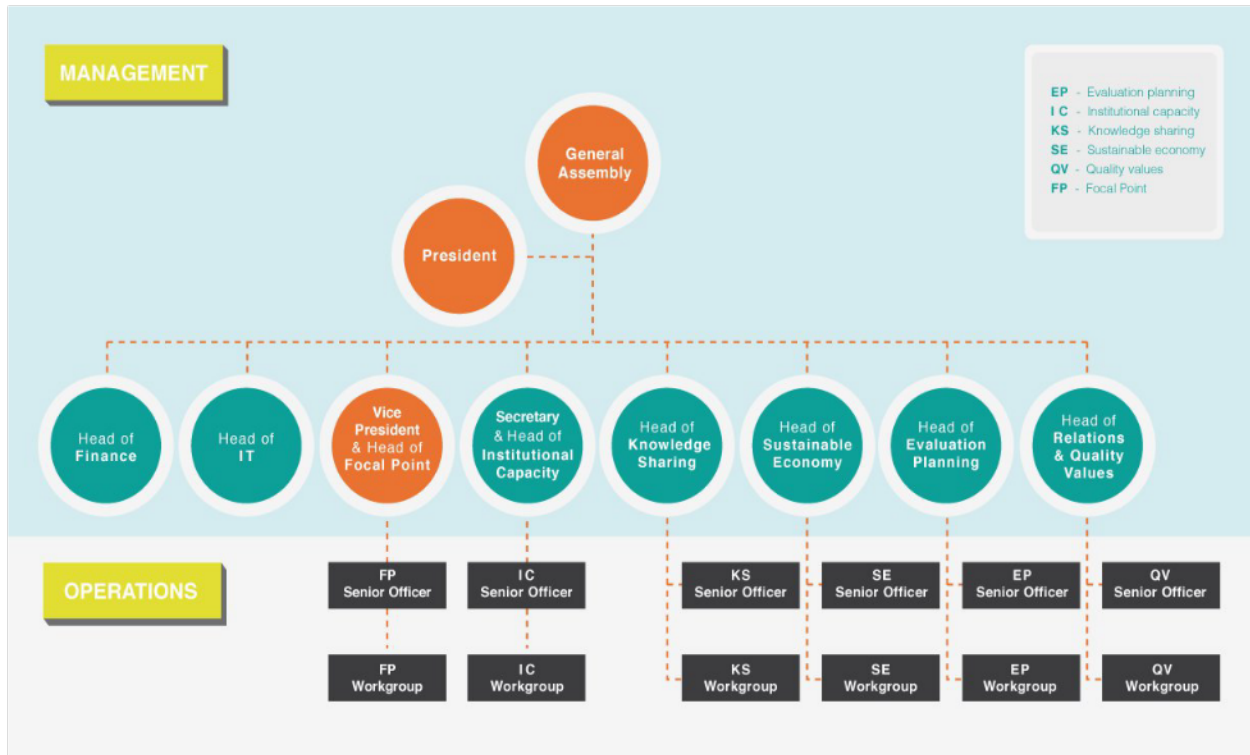


Illustration 1. The Action10 organogram.

Board and workgroup members' roles and responsibilities

The board members are responsible for the overarching coordination of the Action10 work as well as developing and implementing work strategies and policies. The Heads shall support their workgroups fully, be updated on the daily work and progress as well as themselves step in to fill any gap that may occur. They shall address any challenge in the workgroups and the obvious support for the workgroup leaders. The Board members meet and share about daily work, progress and challenges, discuss and decide on activities and solutions. The Board members are responsible for transferring the output of the Board meetings to the workgroup leaders, work group members, partners and other Action10 members.

President

- Is head of the Board
- Address the policy and management issues of Action10.
- Address the tasks assigned to the President by the GA.
- Assign tasks to other Board members and workgroup members.
- Is available for Board members and workgroup leader consultations.

Board members

- Manage the tasks assigned to each board member position.
- Provide briefing during board meetings.
- Heads
 - Ensure their workgroup has 2-3 workgroup leaders in place who are serious team leaders and who; calls for monthly workgroup meetings; ensure that work tasks are assigned members, addressed and reported on; ensures that workgroup members feel motivated and content with Action10

- Facilitate and supports the work of the workgroup leaders.
- Ensures the workgroup has 5-10 dedicated workgroup members.
- Can assign tasks to the workgroup the person is linked to.

Workgroup leaders

- Address the work tasks allocated to the workgroup by the Board and ensure that the deadlines are met and deliverables are produced. This encompasses:
 - Allocate the work tasks between the workgroup members ¹.
 - Supervise, motivate, facilitate and support the workgroup members.
 - Arrange workgroup meetings six times a year or more often.
 - Keep the workgroup members well informed about all Action10 issues.
- Ensure that the workgroup always has three to ten members.
- Keep the workgroup page on the Action10 Portal updated and well organized.
- Post workgroup related information on the Website through the Knowledge sharing workgroup.
- Report regularly to the Head of the workgroup and always prior to Board meetings.
- Cooperate with each the other workgroup leaders.
- Compile the workgroup year achievements in February each year, for the Annual report.

Workgroup member

- Address the work tasks assigned, keep the deadlines and produce the deliverables².
- Report results to the workgroup leader.

Workgroup assignments

Evaluation Planning (EP)

The Evaluation Planning Work group is, together with our Program partners, responsible for ensuring that our programs are designed in such a way that they fulfill the needs as presented by our target groups. Furthermore, the work group evaluates, together with our Program and Target partners, all on-going programs real-time and ensures that our ten actions are implemented. The work group uses the evaluation planning tool, ROPE, which has been created by the founder of Action10.

Institutional capacity (IC)

The group ensures that Action10 benefits from the highest possible Institutional capacity. The group also supports the Program partners to achieve the same. The Institutional capacity addresses issues like staff, volunteers, governance meetings, IT, web-site, office space, finance administration and accounting, bank account and transfer of funds, annual program and financial reports, policies, agreements and contracts, transportation, staff social security, benefits, and well-being. The group is also responsible for identifying the most relevant Strategic partners and for maintaining a good relation, thus promoting collaboration and knowledge sharing. The group oversees that all Strategic partners are kept informed about Action10 achievements and are invited to all events. Strategic partners include national and international development organizations and authorities with similar mandate, funding organizations and private and corporate givers as well as other institutions with parallel activities. The Head of IC is secretary of the Board.

¹ It shall be noted that a workgroup leader can only allocate work tasks to members of her own group.

² A workgroup member can have tasks belonging to another workgroup assigned, if assigned by the Board

Knowledge sharing (KS)

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

Sustainable economy (SE)

The members of this group work with ensure, in collaboration with the Program partners, that all programs are designed with a long-term sustainable economy plan in the Target country ensuring, most likely a business model. The group is also in charge of fundraising for the programmes of Action10 and thus the real-time evaluation planning of the Action10 fundraising strategy. Their work includes identifying and keeping a good relation with private, corporate and civil society givers and with grant giving organisations. They ensure safe and easy ways of donating as well as keeping givers content and well informed about what their contributions were used for. The group also manages crowd funding initiatives, donor meetings, fundraising events, awareness campaigns, training on fundraising, marketing and a customer relation management (CRM) database.

Quality values (QV)

This group designs and maintains a strategy for how the three Actions, Quality values, Resilience and Equal partnership are implemented and ensured in all out programmes and at the HQ in actual practice. Furthermore, QV acts as a resource for the Action10 members (board members, workgroup leaders, workgroup members, workgroup friends and Action10 friends, monthly donors and advisors). The group manages recruitment, integrates the new Action10 volunteer staff into the organisation, continues to support them from an organizational point of view and keeps the Action10 record of volunteer staff updated. They are in charge of continuously arranging seminars, workshops, awareness raising and social events for knowledge sharing, team building and networking purposes. One of the major events is the international meetings with Program partners, where knowledge is shared about extreme poverty eradications in actual practice across countries and continents.

Action10 member categories

The category Action10 members include:

1. Board members
2. Workgroup leaders and workgroup members
3. Workgroup Friends and Action10 Friends
4. Monthly donors
5. Advisors
6. Ambassadors

Friends

Members of Action10 who do not have the time or interest to allocate the required amount of work hours, but who would like to support with work hours from time to time, are welcome to become Action10 Friends. Action10 Friends are kept updated with the progress and are called upon at when extra support is required,

for example when events are arranged. An Action10 Friend can either be linked to a workgroup or be associated with the organisation as a whole.

Advisers

Action10 is, in addition, coordinating a worldwide network of Action10 Technical Advisers and Action10 Country Advisers. The aim of the network is knowledge sharing on thematic topics and to bring knowledge about our Target countries to meetings in Sweden, when PPs and TPs are not attending. The Action10 advisers also sign a Terms of Reference.

Ambassadors

Action10 also appoints Action10 Ambassadors. The Ambassadors shall spread the word about Action10 and may be persons who are well known to the public.

Auditor

A professional Auditor is in charge of the annual auditing. The Auditor is appointed by the General Assembly.

Literature

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Davidson, J. E. (2011). Evaluative Rubrics: The Basics. *The Rubric Revolution*. 2011, from <http://kinnect.co.nz/wp-content/uploads/2011/09/AES-2011-Rubric-Revolution-Davidson-Wehipeihana-McKegg-xx.pdf>.

Earl, S., et al. (2001). Outcome Mapping; Building Learning and Reflection into Development Programmes. I. D. R. C. (IDRC). Ottawa, Canada.