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ACRONYMS

IVFCam – Interfaith Vision Foundation Cameroon
NWR – North West Region
AusAID – Australian Agency for International Development
H.E – His Excellency
MIVA -
CRS – Catholic Relief Services
DED -
SILC- Savings and Internal Lending Communities
VSO – Voluntary Services Oversea
AIDS – Acquired Immune Deficiency Syndrome
OVC – Orphans and other Vulnerable Children
ODA – Organisational Development Adviser
WWSF – Women’s World Summit Foundation
HRSGS – Human Rights Small Grants Scheme
HIV – Human Immunodeficiency Virus
ICT – Information and Communication Technology
FBO – Faith Based Organization
CBO – Community Based Organization
PLWHA – People Living with HIV & AIDS
RMSF – Resource Mobilization Strategy Framework
NSIF – National Social Insurance Fund
NEF – National Employment fund
AES – Applied Electricity Service
MTN – Mobile Technology Network
WOVCIG – women of Vision Common Initiative Group
NWADO – North West Association of Development Organizations
WWDP – women’s World Day of Prayer
MINPROFF – Ministère de la Promotion de la Femme et de la Famille
NGO – Non Governmental organization
UNDP – United Nations Development Program
PDO – Program Development Officer
RuWEF – Rural Women Empowerment Fund
HR – Human Rights
FGD – Focus Group Discussion
CV – Community Volunteer

PREFACE

This report gives an overview of all the activities that have been carried out within the Charity and Sustainability sectors of the Organization, and related achievements from January to December 2010. The report has five chapters; the first chapter gives the reader an insight of the organization; background, vision, mission, goals, strategic objectives and major activities. In the second chapter, summary statistical information on the administrative and program activities are given. Chapter three paints a picture of the administrative and management activities. In the fourth chapter the projects implemented within the year are enumerated; indicating the program areas, sponsors, and the activities and outputs. This is highly summarized as details about projects are found in the completion reports of the respective projects.

The report ends with a fifth chapter in which the challenges faces, recommendations and projections for 2011 and conclusion

The report is highly tabulated, and with statistical information to give a vivid view and understanding to the reader.

ACKNOWLEDGMENTS

IVFCam is very grateful to the Government of Cameroon for acknowledging her works and accepting to incorporate the organization as a not-for-profit and charity organization in the development process of the country. Worth appreciating is also the absolute understand and collaboration of the Administration and Technical services in the works of the organization both at office and field levels.

The Women's World Day of Prayers in Germany is once honored and appreciated for being our longest international funder since 2004, whose grants have enabled us realize the great achievements we have had in reducing the marginalization practices against women and widows in Mbengwi especially, with great impacts felt in the whole of Momo Division. We acknowledge the trust and confidence bestowed on us by approving our proposal for a sustainability phase in Mbengwi (2010) and a replication of the program in two sub divisions and 10 villages of Nkambe and Misaje, Donga/Mantung Division of the North West Region of Cameroon (2010 – 2012)

Our first and most giant intervention in Human Rights for widows and orphans in Batibo and Widikum Sub divisions of the NWR of Cameroon is thanks to the Australian Agency for International Development (AusAID). We greatly appreciate Ms Alison Edge, the Second Secretary of the Australian High Commission for Cameroon based in Abuja-Nigeria, for her presence in our target communities and organization to hold working sessions and the signing of the grant documents.

We most especially wish to salute the generosity and development-oriented attitude of the Australian High Commissioner to Cameroon, H.E. Mr. Ian McConville for not only approving this grant, but also taking his precious time off to celebrate with us in the official closing of this project in Widikum Sub division.

Our gratitude also goes to MIVA Switzerland for providing us with the multi-purpose car which has facilitated our penetration into the enclave communities. CRS and DED are also highly recognized for the enhanced motor bikes they each gave us which were very useful in facilitating our movements in the enclave and difficult-to-reach communities.

We are indebted to the Catholic Relief Services (CRS/CM), for her sustained funding to enable IVFCam empower some of her target villages, 119 villages (Momo Division) to support their poor and needy persons. Her continuous collaboration and support enabled IVFCam to create, empower and monitor the activities of some more 25 Community Based Groups and numerous Savings and Internal Lending Communities (SILCs) for support to OVC. Our strategy of project implementation through partnering with these and other CBOs is still of impact to the communities and IVFCam.

The Staff Capacity and strength of our Organization today is mighty thanks to Volunteer Service Overseas (VSO Cameroon) with their continues capacity building through the sponsoring of IVFCam's internal trainings and also enabling participation in workshops within the country. Her support through

international volunteer placement in IVFCam, micro grants for capacity building and short term project activities is also worth mentioning

The year 2010 in IVFCam being a year of awards is the great work of our partners. We thank all our local and international partners for their contributions to the winning of these awards. We especially thank Mrs. Rebecca Nanfuka Kalule from Uganda, and appreciate VSO for the placement of this ODA Volunteer in IVFCam; who nominated the organization for the WWSF 2010 Award for Women's Creativity in Rural Life.

The volunteers and staff members, led by the Founder and Chief Executive Officer of IVFCam, are specially recognized for their devotion and hard work.

May God bless the individual good-hearted persons, within and out of Cameroon, who sponsored some of the organization's partially adopted orphans, or gave in material and/or financial support for our charity work.

SUMMARY

This year which was dubbed "Year of Strengthening" was a very challenging one as IVFCam had to meet up with the support to increasing number of beneficiaries identified. The about 50% more beneficiaries identified, a lot was put in from the different departments of the organization to target these beneficiaries with a holistic support within the four programs of the organization. The achievements on Planned over Realized Activities are rated at 91.78%. However, some activities which were planned could not be realized as resources were limited

IVFCam was able to intervene in 15 more villages in Widikum and Batibo Sub Divisions with her Human Rights and Secure Livelihoods programs with funds from the Australian government; the first ever sponsored project in Cameroon under the HRSGS of AusAID. Similarly, the geographic scope of intervention was increased as the Grassroots Widows Support Program was replicated in 10 villages in Nkambe and Misaje of Donga Mantung Division-cameroon.

Talking about events, the visibility of the organization and her partners were once more projected as five official project launches took place in Donga Mantung and Momo Divisions. The active participation in the International Labour Day activities was also remarkable. Most importantly was the commemoration of salient and thematic international days like; The Day of the African Child, The World AIDS Day in Mbengwi for the first time, and the International Human Rights Day in Batibo Centre for the first time as well.

The more than 120 people who visited the organization from within and out of the country for different reasons; most of which relate to information about the organization was indicative of IVFCam's great achievements in the previous year.

CHAPTER ONE.

ABOUT THE ORGANIZATION

1.1 BACKGROUND

IVFCam is a not-for-profit, apolitical and a women-headed Organization which is active in relief and development projects aimed at improving the livelihoods of the destitute, particularly Women, Orphans & other Vulnerable children, and People Living With HIV/AIDS; in rural communities.

Founded in 2000, IVFCam started as a single and Christian faith Organization with the name Aid International-Christian Women of Vision (“AI-ChrisWOV”). But due to the diversity of her target population on the field which includes non-Christians, and owing to the growing needs of this population, an Organizational Development Process was carried out and facilitated by VSO Cameroon, involving beneficiaries and partners. One finding was for the name of the Organization to be changed to embrace beneficiaries and members of other faiths. Due to this change, IVFCam came into being as a transformation for inclusion.

IVFCam has a membership of 25 (national and international) from all faiths; 12 staff and volunteers, including an IT Volunteer placed by Voluntary Services Oversea (VSO) to scale up ICT in IVFCam and to build the capacity of staff, members and beneficiaries. There is also a Peace Corps Volunteer who is assisting in the proper implementation of our Health and HIV/AIDS program in Mbengwi Sub Division.

The headquarters of IVFCam is in Bamenda in the North West Region of Cameroon. IVFCam also has two branch offices, one in Mbengwi Sub Division and the other in Donga/Mantung Division.

1.2 VISION:

“A world in which all people, especially those within the grassroots communities, have access to wealth and health irrespective of their Faiths.”

1.3 MISSION:

“To access wealth and health to the needy and vulnerable through Faith Based Organizations (FBOs) in the world, as a form of worship by Feasible and Realistic Actions of Charity and Human Development.”

1.4 GOAL:

“To contribute towards the improvement of wealth and health of needy and vulnerable people, especially those at the grassroots through sustainable interventions for the alleviation of poverty and misery, and for the promotion of education.”

1.5 STRATEGIC OBJECTIVES

IVFCam has as main objectives to:

- Facilitate the mobilization of Beneficiaries into constituted and well-coordinated Grassroots Organizations and Networks.
- Lobby, Advocate, Promote and Secure the Rights and Freedoms of Disadvantaged Persons.
- Improve Service Delivery and Utilization, especially in the areas of Treatment, Care and Support for good Health.
- Promote Sustainable and Secure Livelihoods.
- Promote Unity in Faith

1.6 PROGRAMS:

- Human Rights and Governance
- Health & HIV/AIDS
- Secure Livelihood
- Events Management and Insertion

IVFCam operates the following programs and related projects:

IVFCam's programs are beneficiary focused to give a holistic support to her beneficiaries. All beneficiaries and their communities are targeted with interventions within the four programs; hence the existence of the following three departments within the organization:

- Department for Empowerment of Marginalized Women
- Department of OVC and Youths
- Department of PLWHA "Dynamic Friends"

1.7 MAIN ACTIVITIES:

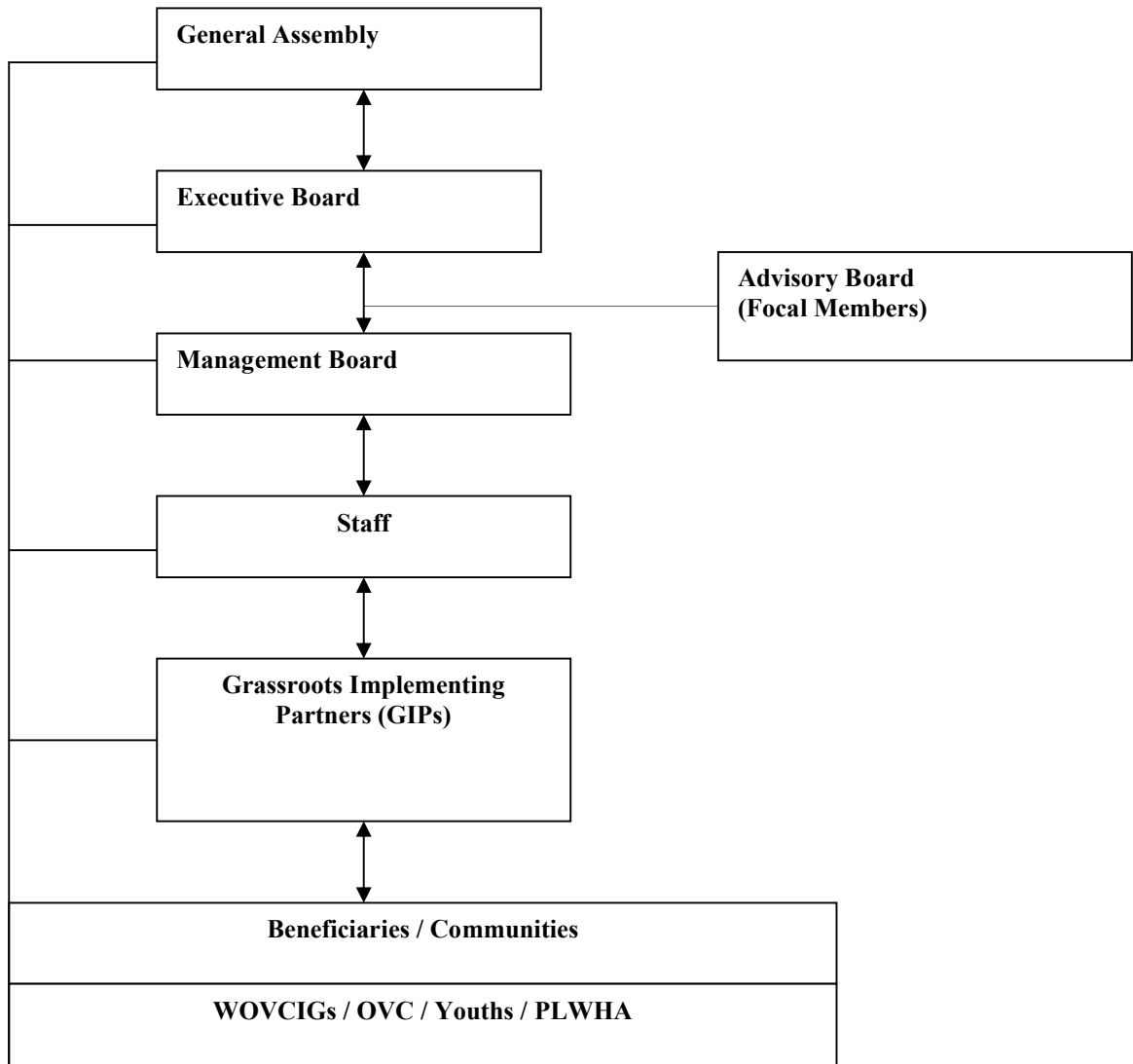
- Sensitize and educate traditional councils and Fons on Human (Women's) Rights and development issues within their villages.
- Defend, fight for and protect widows/ women, and orphans from violence and disinheritance.
- Partner with traditional authorities to revise obnoxious practices and laws that violate human rights.
- Train and capacitate widows/single mothers, and female foster-parents in socio-economic issues.
- Provide micro- credit to grassroots widows.
- Carry out massive sensitisation and education on Health & HIV/AIDS in grassroots communities
- Provide home-based and palliative care and support to PLWH/A.
- Provide basic school, health and nutritional needs to OVC.
- Train OVC in vocations, and support them to set up their own income-generating activities.

1.8 STRUCTURE OF THE ORGANIZATION:

IVFCam is structured in organs and committees as follows.

- The General Assembly, made up of all the members, staff, beneficiaries and Partners, is the supreme organ, and The Executive Board is made up of elected members, and the founder of the Organization.
- The Advisory Board is the third organ, and is made up of the focal members who contribute voluntarily in cash and in kind; and who voluntarily participate in project implementation when the need arises.
- The Management Committee makes up the fourth. Composed of senior staff, it is responsible for the daily running of the organization.
- IVFCam's Beneficiaries and Grassroots Implementing Partners, constituted in Coalitions and networks make up the last organ.
- The communities that harbour our target groups tail the structure.

Diagram of IVFCam's Organization Structure



**CHAPTER TWO
STATISTICAL INFORMATION**

2.1 ADMINISTRATION

(Visitors received below)

2.2 PROGRAMS DEPARTMENTS

In January 2010, IVFCam was restructured into three program Departments namely; the departments for Women’s Empowerment, OVC & Youth, and Dynamic Friends (for PLWHA). This was done to adopt a beneficiary focus programming; enabling Program Managers (Heads of Departments) to target beneficiaries that fall under their respective departments for support within the four program areas of IVFCam as follows:

- Human Rights and Governance
- Health and HIV/AIDS
- Secure Livelihoods and Socio-Economic Empowerment
- Events Management and Insertion

2.2.1 Women Empowerment (WE)

S/N	Program Area	Beneficiary Communities	Number of Persons Supported
1	Human Rights and Governance	Widikum, Batibo, Misaje and Nkambe Sub divisions (25 villages)	975
2	Secure Livelihood & Socio-Economic empowerment	Bamenda II & III, Widikum, Batibo, Misaje and Nkambe sub divisions	212
3	Secure Livelihood	Mbengwi Sub division	346

2.2.2 Orphans and other Vulnerable Children & Youth (OVC/Y)

S/N	Program Area	Beneficiary Communities	Number of Persons Supported
1	Human Rights and Governance	Widikum and Batibo Sub divisions of the NWR of Cameroon	432 OVC
2	Secure Livelihood & Socio-Economic empowerment	Widikum, Bamenda II and III, Batibo, Nkambe , Misaje and Mbengwi sub divisions	1487 OVC
	Events Management and Insertion		
	Health & HIV/AIDS		

2.2.3 Dynamic Friends (DF)

S/N	Program Area	Beneficiary Communities	Number of Persons Supported
	Health & HIV/AIDS	Bamenda II & III, Mbengwi, Nkambe, and Misaje sub divisions of the NWR.	1987
	Secure Livelihood & Socio-Economic empowerment		239
	Human Rights and Gov.	Bamenda II & III, and Mbengwi sub division	1778
	Events Management and Insertion		

CHAPTER THREE
ADMINISTRATIVE AND MANAGEMENT ACTIVITIES

3.1 ADMINISTRATIVE ACTIVITIES

3.1.1 General Operations

S/N	Planned Activity	Realized Activities & Level of Realization	Achived Results / Outputs	Period
Objective One. Ensure Organizational Strengthening and Smooth Functioning				
1	Restructure the organization into departments to ensure beneficiary-focus strategy of programming	<ul style="list-style-type: none"> *Took stock of ongoing projects, activities and beneficiaries *Identified and grouped projects as per type of beneficiaries *Created departments as per beneficiary type *Appointed departmental managers and a Programs Supervisor 	<ul style="list-style-type: none"> * Three departments were created as follows: <ul style="list-style-type: none"> - Women’s Empowerment - OVC & Youth - Dynamic Friends (PLWHA) * Each department was assigned an office and a Program Manager appointed to each department 	Jan.
2	Develop and operationalize a Resource Mobilization Strategy framework (RMSF)	<ul style="list-style-type: none"> *Carried out a resource needs assessment and identified and prioritized key resources needed, and potential resource suppliers. *Established a RMSF / Document 	A RMSF / document was put in place with all resources needed, mobilization strategy and potential suppliers identified	Jan/Feb
3	Receive AUSAID representative and sign agreement for Human Rights project in Widikum and Batibo sub divisions.	<ul style="list-style-type: none"> *Made contacts with the Australian High Commission for Cameroon and Nigeria based in Abuja-Nigeria and got feedback on dates of visit *Planned reception and organized one for the Australian H.C’s visit IVFCam *Received representative, held working session and signed grant agreement 	<ul style="list-style-type: none"> *The Second Secretary of the Australian High Commissioner to Cameroon was received, grant papers studied and endorsed by IVFCam and AusAID * IVFCam received 72,000AUS Dollars for her one year H.R Project for widows and orphans in Batibo and Widikum Sub Divisions 	28 th Feb – 2 nd March
Objective Two. Increase the number of Qualified Staff and Ensure Skills Development and Welfare				
4	Recruit staff, volunteers (national and International) and a driver and sign engagement letters	<ul style="list-style-type: none"> * Carried out an organizational audit and identified staffing needs *Developed Job descriptions and announced vacancies *Drew up shortlist and carried out interviews with 12 persons 	<ul style="list-style-type: none"> * 03 staff, 04 National Volunteers (for IT and F.O respectively) and 01 driver were recruited * 01 international STV for IT was approved for recruitment and placement in IVFCam by VSO in 2011 	Feb. August
5	Improve staff motivation and welfare	<ul style="list-style-type: none"> *Reviewed staff credentials *Drew up a salary increment plan *Implemented increment plan *Registered new staff with NSIF *Registered volunteers with NEF *Paid Health Insurance for Staff through the Mutual Health Organization 	<ul style="list-style-type: none"> *Increased salaries of all old staff by 25% *04 staff members were registered with NSIF and contributions and monthly contributions made. *04 National volunteers were registered with NEF and received financial support 	January
6	Build and ensure	*Solicited/gathered staff information	*Files were created and a profile book	Feb.

	proper use of staff information/ Profile records	*Created folders/files for all new staff *Profile book acquired and recorded according to staff achievements/failures	opened with primary information of all staff.	
7	Improve on the skills of staff, board members, focal members and beneficiaries	*Conducted skills gap analysis amongst stakeholders and identified training needs *Identified and contracted facilitators *Drew up and implemented training plan, monitoring and evaluation parameters	* Organized and carried out 08 in-house trainings for staff, board members, focal members and beneficiaries on different thematic issues *Program staff attended 17 workshops.	April – Dec.
8	Reinforce Common Meal and staff unity/development	* Carried out an evaluation of staff socials and common meals *Drew up roster for hosts of common meals and staff socials *Ensure respect for roster	* 50 weekly common meals were organized and carried out * 10 Monthly staff socials were organized and hosted by each staff member	January - December
Objective 3. Ensure Embellishment of Head Office				
9	Furnish the CEO's office with carpet, executive chair, TV set, etc.	*Identified desired furniture/equipment and contacted supplier(s) of items *Purchased equipment and furnished the CEO's office	The CEO's office was equipped with a TV set, DVD player and a woolen carpet.	February
10	Acquire individual meters for water and electricity consumption at the Head Office	*Contacted AES Sonel and Cam Water with request for individual meters *Obtained pro-forma invoices *Effectuated payment and had individual meters installed	Individual meters for electricity and water consumption were obtained and installed at the head office in Bamenda	April
Objective 4. Enhance Information and Communication Tools for Improved Information Management				
11	Install an effective and efficient internet line	*Contacted Orange, MTN and Camtel and obtained billing options *Did a comparative assessment of the various suppliers' modalities *Obtained internet modem from Orange	Subscribed with Orange and obtained the USB internet modem for general use in the office.	
12	Repair old IT equipment and acquire new ones	* Formatted all infected computers, replaced the photocopier and acquired new office equipment.	All Desktop Computers were formatted, 03 new laptops, 01 desk jet printer, 01 scanner and a photocopier were bought and put to use.	March & June
Objective 5. Enhance Human Resources and Programs for Better Service Delivery				
13	Develop IVFCams policies and a Code of Conduct	*Identified key issues *Developed draft policies and Code *The BoD worked on, and adopted the policies and code of ethics and put them into operation	The code of ethics, programme, financial, child protection and Human Resource policies were developed, studied and adopted by the BoD, and put into operation	April & May
Objective 6. Increase Networking and Public Visibility of the Organization				
14	Organise and participate in activities to commemorate relevant	*Identified relevant international days * Carried out planning and identified commemorative activities *Mobilized stakeholders for participation in the events.	Organized and participated in the following International Days: *The Day of the African Child *World AIDS Day *International Human Rights Day	26 th June 1 st Dec. 10 th Dec.

	International Days		*International Labour Day	1 st May
15	Organized and carried out official launch of funded projects	*Mobilized, informed and invited the administration, municipalities, traditional authorities, beneficiaries and other stakeholders	Officially launched the following projects: *HR Project in Batibo and Widikum *Grassroots Widows Support Program in Nkambe and Misaje *Cassava Transformation Project of WOVCIG Funam Bome	March Sept.
Provided financial support to the Divisional Delegation of Women's Empowerment and the Family –Momo Division for the 2010 Celebration of the International Women's Day				

3.1.2 Networking and Partnership

Within this year, IVFCam increased her scope of networking and partnership. All existing partnerships were maintained, while one new partnership was created with the Australian Government. Networking was characterised by renewing membership with North West Association of Development Organization (NWADO).

The table below gives a summary of funding partners of IVFCam who either renewed funding or funded the organization for the first time:

S/N	Name of Funder / Partner	Type of Funder / Partner	Program Area	Title of Project Funded	Period of Funding
1	Australian Agency for International Development (AusAID)	Financial	Human Rights	"Lobbying & Advocacy, and Capacitating in the Revision of Obnoxious Traditional Laws that Violate the Rights of Widows and Orphans"	Jan - Dec
2	Women's World Day of Prayer (WWDP), Germany	Financial	Human Rights and Secure Livelihood	"Liberating Grassroots Widows of Misaje and Nkambe Sub Divisions... from Traditional Marginalization, Acute Poverty and Misery..."	Jan - Dec
3	Voluntary Services Oversea (VSO) Cameroon	Technical and Financial	Health & HIV/AIDS	- "Training of Community Volunteers on Community Mobilization for the Fight Against HIV/AIDS, Improved Nutrition, Hygiene and Sanitation for PLWHA" - World AIDS Week Commemoration.	Jan – Dec 25 th Nov – 1 st Dec
4	Catholic Relief Services (CRS) Cameroon	Financial	Health & HIV/AIDS	- "Community Strengthening Coping Mechanisms for the Support of OVC infected and affected by HIV/AIDS" - "The SILC Project"	Jan – Dec
5	United Nations Development Program (UNDP)	Financial	Secure Livelihoods	- "Cultivation and Marketing of Irish Potatoes for WOVCIG Merforbe: Phase II" - "Cultivation of Cassava and Processing of Garri and other Cassava Products for WOVCIG Funam Bome" N.B: All are IVFCam's beneficiary widows groups.	April – Dec June - Dec

3.1.3 Visitors Received

This year, the organization was blessed with visitors who came from within and out of the country for different purposes. The number of visitors to IVFCam this year more than doubled that of 2009. For this reason not all will be mentioned in this report as others and details can always be consulted in the Visitors' book available in the head office.

The table below gives detail information on the visitors and their reasons for visiting the organization

Table: National and International Visitors to IVFCam in 2010

S/N	Name of visitor	Contact Address	Date of Visit	Purpose of Visit
01	Joanes Jang	Blantyre, Malawi Joanes.jang@gmail.com	10/01/10	To know more about IVFCm and seek for possible oversea partnership
02	Alison Edey	Australian High Commission – Abuja Alison.edey@dfat.gov.au	29/01/10	To sign letter of agreement with IVFCam for funding under AusAID's HRS GS (Australian Government)
03	Wgala Timothy	Nkambe- Ndu 77 03 26 50	09/02/10	To get involved in IVFCam's activities as a Community Volunteer
04	Kibon Ruth Divisional Delegate MINPROFF	Mbengwi Center 99232088	10/02/10	To lobby for support for International Women's Day 2010.
05	Dr. Nyamusa	77 64 93 11	04/03/10	For a private business with the CEO
06	Akonji Christina President of WOVCIG	Momo Division 74 81 50 15	10/03/10	To collect maize seeds for our beneficiary group (Social Women)
07	Aminatou N. Sec. Eden News Paper	Bamenda 75 93 46 75	18/03/10	To hand in newspaper carrying publication on IVFCam
08	Fon Amos	77 06 22 15	18/03/10	Appointment with the CEO
09	Asah Henry	79 33 70 88	24/03/10	To meet the CEO
10	Mbah Ivo	79 66 59 59	25/03/10	Prospecting
11	Ndi Fidelis	74 29 48 54	07/04/10	To find out about OVC support
12	Reymond Onana	75 23 17 35 Raymond_onana2@yahoo.fr	07/10/10	Carry out research under PASOC on the relationships between CSOs and donors
13	Aissatou Ngong Former PM HIV/AIDS VSO Cameroon	Nunu_56@hotmail.com	08/04/10	Courtesy visit to say goodbye and thank IVFCam for collaboration
14	Bih Sylvia Njah Paulines	bihstyl@yahoo.com	12/04/10 12/04/19	To promote sales for female condoms
15	Wah Joseph	77 41 03 30	26/04/10	To get information about IVFCam
16	Mbah Ndam Eric		20/04/10	Courtesy visit
17	Veronica Mbah	70 28 14 23	04/05/10	To see the CEO
18	Nah Regina	MINPROFF-MOMO 77 04 17 56	06/05/10	To give CD of Women's Day Celebration 2010 in Mbengwi
19	Hayley Richardson	Reach NGO South West hyrichardson@hotmail.co.uk	06/05/10	To visit IVFCam and know more about her activities
20	Tim Kraps	Reach Out NGO timkrap@hotmail.com	06/05/10	/// /// ///
21	Anong Kenneth	73 37 93 33	11/05/10	To give a token of support
22	Sone Benjamin	CARE Camroon 99 58 38 38	03/06/10	To discuss issues of partnership
23	Sylvie Bantar	PRESS 100% Youth	07/06/10	Interview

		74 60 71 03		
24	Chick Biath	Legal Department Mezam	09/06/10	Just to know about IVFCam and her activities
25	Ako Henry	Commercial Avenue Bamenda	09/06/10	To know what IVFCam is all about and her activities
26	Richard A. Tanyi	Mbengwi Council	09/06/10	Courtesy visit
27	Sylvie Ngoube	Yaounde-Cameroon 77 65 57 94	16/06/10	To enhance collaboration with US Peace Corps Volunteers
28	Hon. Tasi Ntang Lucas	77 75 57 70	17/06/10	Sharing notes
29	Yein Joan	berudep@yahoo.com	01/07/10	To make inquiries about the use of the Hilux vehicle donated by MIVA
30	Ngwainmbi Simom	/// /// /// ///	01/07/10	/// /// /// ///
31	Fon Njokam T.A.	Traditional Leader Mbengwi 76 56 75 85	07/07/10	To discuss on IVFCam's activities in Mbengwi village and to encourage possibilities for further interventions
32	Fokam Florence	UNDP Baffoussam 77 64 93 95	09/07/10	To monitor UNDP project supervised by IVFCam
33	Eyong Lucas	75 98 69 62	12/07/10	Information on OVC
34	Mafo K. R. Hervey	99 69 42 03	13/07/10	Presentation of the Global Leadership Conference
35	Sally Ewane	NEF – 77 76 44 45	21/07/10	Supervision of PED Candidates / Interns
36	Munyar Jeannette	NEF – 77 30 95 97	21/07/10	//// /// /// ///
37	Nyolale Barnabas	Councilor- Nwa – 75 83 31 09	21/07/10	To inquire about OVC support
38	Andrea Y. Gabuin	Nwa sub Divisional Youth President – 77 57 16 21	21/07/10	Inquireies on IVFCam's programs and to see how NWA sub div. can benefit
39	Andrea Damiba	UNDP – 74 99 10 22	17/08/10	Evaluation of collaboration with UNDP
40	Dorcas Waindim	Dorcas.waindim@vsoint.org	24/08/10	Working visit with VSO partners
41	Foncham John	74 17 40 90	21/09/10	To know more about the activities of IVFCam
42	Helene Tsague D.	99 84 29 87	22/09/10	Felicitations a IVFCam
43	Ndibi Elector	Anokwi CIG President nakombumelector@yahoo.com	19/10/10	Just to know about the organization
44	BENJAMIN ACE	77 83 80 43	19/1010	To know if IVFCam would be interested in helping with PC regional project
45	Dr.Anyangwe Christopher	77 78 15 15	20/10/10	Discovering visit to know more about the organization and staff
46	Silvestre Ngwa	PDO VSO- Cameroon75091581	08/10/10	Contact visit with partner organisation
47	Michelle Nain	VSO Volunteer 70 83 94 59	24/11/10	Invite IVFCam to meet VSO Regional Director at NWADO
48	Police Commissioner (A2)	99 27 17 86	30/11/10	To inform IVFCam on the visit of the Head of State for security measures

3.2 MANAGEMENT ACTIVITIES (Programs Administration / management)

IVFCam, within this year had two giant projects to implement amidst other short term projects. The Human Rights Projects for widows funded by the Australian Government and the Women's World Day of Prayer in Momo and Donga Mantung Divisions respectively are worth mentioning here. Therefore, the management activities as enumerated in this section are highly summarized and limited to administrative components of projects. Amongst these activities, are the following typical and mind piercing ones that increased and projected the visibility of IVFCam and her funders:

3.2.1 Project Official Launches:

As planned, the organization organized and carried out the official launch of the Australian Government funded project for the promotion of the rights of widows and orphans in Batibo and Widikum Sub Divisions of the North West Region of Cameroon. A similar event was organised in Nkambe and Misaje sub divisions of Donga Mantung for the WWDP Germany funded project for widows in that locality. These crowd pulling events officially introduced IVFCam and her funders to the target communities.

3.2.2 Monitoring and Evaluation

This was done at the level of the office and the field. A total of 56 internal and external planning meetings (with key stakeholders) were held for all internally and externally sponsored projects. In addition to these meetings which culminated in action planning and identification and distribution of roles, 44 field visits were carried out to access field activities, identify and address difficulties in the implementation of the activities.

Similarly, 50 weekly staff meetings were held to jointly discuss achievements and track progress through participatory weekly planning and reporting.

To measure the impact of projects and major activities, 24 evaluation meetings were held. These were identified by 04 internal and 1 external auditing of project accounts to evaluate the use of funds.

**CHAPTER FOUR
PROJECTS IMPLEMENTATION**

4.1 INTERNALLY SPONSORED PROJECTS

4.1.1 Department for OVC & Youth

Program Area and period	Sponsor	Locality	Target Type	Purpose / Objectives	Realized Activities	Obtained Results / Outputs
Secure Livelihood (Social domain) <i>August</i>	Focal Members	Bamenda II & III sub divisions - Cameroon	OVC attending school	To ensure continuity in education through the provision of educational materials and payment of school fees	*Identified very needy OVC, assessed and prioritized their needs * Purchased and distributed exercise and text books, school bags, pens, pencils rulers, etc to the desperate OVC * Paid school fees for OVC *Carried out home visits to OVC foster homes	*21 OVC received educational support (school bags, writing materials and school fees) *26 Home Visits were made to OVC foster homes
Secure Livelihood... (Economic/ Micro grant domain) <i>July – Sept.</i>	Dawila Project	Bamenda II & III sub divisions - Cameroon	OVC attending school	To scale up the income of OVC during summer holiday to enable them acquire their school needs for the next academic year	*Identified OVC and their active IGA *Counseled OVC on IGA and Business Management (BM) * Gave OVC minimal capital *Carried out M&E of IGAs.	11 OVC received counseling on IGA/BM an 5000FCFA each to run IGA/business
Secure Livelihood... (Nutritional and Educational domain) <i>July</i>	Extended Support fund	Ebendi village of widikum Sub Division - Cameroon	Malnourished and school-going OVC	*To improve on the nutrition of malnourished OVC * To ensure continuity in education of OVC	*Purchase and hand beverages to Faith In Action Group (partner CBO) in Ebendi – Widikum * Provided financial support to the group for support to an identified desperate school-going orphan	5 tins of powdered milk, 5 tins of ovaltine, 5 packets of sugar and 20,000FCFA was given to the group as support to OVC
HIV/AIDS (Psycho-Social Support)	Focal Members	Bamenda II & III sub divisions - Cameroon	PLWHA, OVC, Foster Parents, Widows.	*To help beneficiaries come out of trauma *To socially integrate self stigmatized beneficiaries	*Carried out Home Visits to PLWHA & OVC *Took OVC infected and affected for outreach *Organized Christmas Party for beneficiaries	*56 Home Visits were carried out *04 outreach activities and a Christmas party were organized for beneficiaries
Events Management and Insertion	IVFCam Administration and Focal Members	Bamenda Centre	OVC caregivers and Teenage OVC	* To commune with OVC beneficiaries in celebration of Christmas	* Purchased and distributed food items like rice, oil, maggi etc, to IVFCam OVC households as Christmas gifts. * Organized and shared a	* 21 OVC received Christmas gifts from IVFCam focal members.

				(IVFCam annual Christmas Party)	common meal among focal members, OVC and their care givers	* a total of 64 people took part in the IVFCam annual Christmas party and enjoyed the common meal.
Dec						

4.2 EXTERNALLY FUNDED PROJECTS

4.2.1 Department for OVC & Youth

Program Area and period	Sponsor	Locality	Target Type	Purpose / Objectives	Realized Activities	Obtained Results / Outputs
*Human Rights & Governance	AusAID	Batibo and Widikum Sub division	*Teenage Orphans and Youths *Traditional and Municipal Councilors *Other Community members	To Protect and promote the rights of Orphans	*Organized the communities into focus groups and sensitized them on the rights of children with focus on children *Mobilized target teenage-orphan into constituted task forces (groups). * Organized and conducted workshops/ seminars with traditional councils and opinion leaders on Children's Rights * Guided Traditional Councils and Opinion Leaders to draw up and document policies to protect the rights of Orphans/Children.	* Target Grassroots communities now have policies that protect the Human Rights of Orphans. * Target communities have increased knowledge on Human rights and the Rights of a Child in particular; with the availability of the capacitated Human Rights Community Volunteers and Human Rights gadgets.
Secure Livelihood (Social domain)	CRS/CM	Momo Division of Cameroon	FBOs and CBOs	To enhance community mechanisms for OVC care and support increase the economic resilience of OVC care givers , number of OVC	* identified, engaged and capacitated 11 Community and Faith Based Organizations on providing OVC care and support. * Trained 11 CBOs/FBOs in IGA management for OVC care and support. * Provided micro – credit to 11 CBOs/FBOs as start off capital for group IGA for OVC care and support.	* Target FBOs/CBOs now provide improved and sustainable OVC care and support services within their communities. * over 571 OVC have (most of whom are still) benefited from care and support services provided by capacitated FBOs/CBOs

				attending school		
Secured Livelihood (Social Domain)	CRS/CM	MOMO Division	OVC Care givers	To increase the economic resilience of OVC care givers/households	<ul style="list-style-type: none"> * mobilized and created/constituted more groups of OVC care givers. * Capacitated constituted groups in Savings and Internal Lending (SILC), IGA management and resource mobilization for OVC care and Support. 	<ul style="list-style-type: none"> * 18 new caregivers groups (SILC) were created constitutionally and capacitated in OVC care and support. * Care givers groups were engaged in community mobilization for OVC care and support. * Target communities increased awareness on the need to take care of their own OVC
Secured Livelihood (Education and Vocational training)	CRS/CM	Momo Division	Teenage Orphans	To ensure continuity in education through the provision of educational/training materials and payment of school/training fees.	<ul style="list-style-type: none"> * Identified very needy OVC, assessed and prioritized their needs. * Purchased and distributed exercise and text books, school bags, pens, pencils rulers, etc to the desperate OVC * Purchased and distributed training tools to OVC on placement * Paid school fees and training fees for OVC * Carried out home visits to OVC households. 	<ul style="list-style-type: none"> 197 OVC received educational support in the form of exercise books, school fees etc. * 25 OVC were placed on Vocational training in different trades. * OVC 's prospects of achieving their immediate training/education qualifications were increased.
Health and HIV/AIDS	VSO	Mbengwi Sub division	Teenage Orphans and Youths	To raise awareness on Condom use and immune boosters among youths	<ul style="list-style-type: none"> * organized and carried out an HIV/AIDS sensitization and advocacy Motorcade with youths. * Organized a gala football match for advocacy and massive awareness building on HIV/AIDS * Organized and carried out Trains on the proper use of condoms (both male and female), and the production of immune boosters from local ingredients. 	<ul style="list-style-type: none"> * 01 motorcade was conducted by teenage orphans and youths for massive awareness building. 01 gala football match was played at the Mbengwi municipal football field among youths for HIV/AIDS advocacy. *01 training was carried out by 01 IVFCam staff and 01 health personnel on (proper) condom use and production of immune boosters.

4.2.2 Department for Women Empowerment

Program Area and period	Sponsor	Locality	Target Type	Purpose / Objectives	Realized Activities	Obtained Results / Outputs
*Human Rights & Governance *Secure Livelihood... <i>Jan - Dec</i>	WWDP, Germany	Mbengwi sub division of Cameroon	*Widows *Young widows with dependent children	Improve the Human Rights and Socio-Economic Conditions of widows	*Advocated for the enforcement of the existing widowhood charter *Established a micro-credit fund for rural women (RuWEF) *Formed a coalition of beneficiary widows groups (WOVCIG) *Trained CVs (municipal and traditional councilors) on different thematic issues	*RuWEF was put in place *A coalition of 33 WOVCIGs was put in place *33 CVs were given 05 trainings on HR, Gender and related concepts.
*Human Rights & Governance *Secure Livelihood... *Health and HIV/AIDS <i>Jan - Dec</i>	WWDP, Germany	Nkambe and Misaje sub divisions of Cameroon	*Young Widows with dependent children *Opinion Leaders *Other community members	Improve the Human Rights and Socio-Economic Conditions of widows	*Organized a HR seminar for traditional rulers *Organized and carried out FGDs on HR with community members *Formed support groups of widows *Identified and trained CVs on HR, Group Dynamics, HIV/AIDS, Gender and other thematic issues *Trained widows on IGA/BM *Provided micro-credits to widows groups (WOVCIGs)	*01 seminar held on HR and the plight of widows *60 FGDs on HR (focus on widows and children rights) held in 10 villages * 10 trainings held with 20 CVs * CVs held 20 trainings with widows groups *11 Widows groups were given micro-credits
Human Rights & Governance Health & HIV/AIDS <i>Jan - Dec</i>	AusAID	Widikum and Batibo Sub Divisions of Cameroon	*Widows *Traditional and Municipal Councils *Other community members	To promote and Protect HR of widows, with focus on young widows with dependent children	*Massively mobilized the communities for FGDs on HR *Mobilized young widows with dependent children and constituted support groups *Produced and distributed sensitization material *Trained CVs and opinion leaders on HR, Gender, Will Writing, HIV/AIDS *Lobbied & Advocated with TCs, and capacitated them for the revision of obnoxious customary laws that violate the rights of widows; formulate new laws	*90 FGDs held on HR and related issues *15 WOVCIGs (task forces were formed) *500posters, 3000flyers, 200T-shirts were produced and distributed *30 CVs and 25 municipal and traditional councilors were trained. *15 TCs were trained and guided in the revision of their laws, formulation and documentation of HR and gender sensitive customary laws
Secure Livelihood...	UNDP	Mbengwi, Bamenda III and Santa sub	WOVCIGs (Widows Support Groups)	Improve the income safety nets of widows	*Followed up WOVCIG Ndzah's vegetable gardening project, and WOVCIG Meforbe's project on	*05 and 08 Monitoring Visits paid to WOVCIGs Ndzah and Meforbe projects

<i>Jan - Dec</i>		divisions of Cameroon		of Meforbe, Funam Bome and Ndzah, through groups IGA	Cultivation and Marketing of Irish Potatoes; assessed activities, identified and addressed weaknesses * Provided follow-up trainings to the groups *Guided WOVCIG Funam Bome to purchase project equipment for their Garri Processing Project	respectively * 02 and 05 follow-up trainings organized and held for WOVCIGs Ndzah and Meforbe respectively *02 machines, 01 motor bike, 09 frying pans, and other materials acquired.
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4.2.3 Department for Dynamic Friends (PLWHA)

Program Area and period	Sponsor	Locality	Target Type	Purpose / Objectives	Realized Activities	Obtained Results / Outputs
*Health & HIV/AIDS *Secure Livelihoods ... <i>March – Dec.</i>	VSO	Bamenda and Mbengwi Sub divisions of Cameroon	Support Groups of PLWHA	Improve members' knowledge on HIV/AIDS and Opportunistic infections	*Organized and carried out educative talks with support group members on positive prevention, treatment adherence, Nutrition and Sanitation * Provided nutritional assistance to infected women and children	*21 Educative talks were held with support group members in Bamenda and Mbengwi *Food baskets were given to 23 women and 32 children living with HIV/AIDS.
*Health & HIV/AIDS *Secure Livelihood. <i>April/May</i>	VSO	Bamenda, Batibo, Widikum, Nkambe and Misaje sub divisions	CVs, Heads of Support Groups	Enhance the capacity of CVs for quality service delivery to clients	*Trained CVs and heads of support groups of Bamenda, Widikum, Batibo and Mbengwi on "Community Mobilisation for the Fight against HIV/AIDS, Improved Nutrition, Hygiene and Sanitation of PLWHA".	60 CVs and 24 heads of Support Groups; an average of 21 participants were trained in Bamenda, Widikum, Batibo and Nkambe respectively
*Human Rights & Governance * secure Livelihood *Health & HIV/AIDS *Events Management and Insertion <i>December</i>	VSO	Mbengwi Sub Division	*PLWHA * People affected by HIV/AIDS *Communities	To Speak out against HIV/AIDS for impact mitigation	*Increased awareness on HIV/AIDS in communities through the acquisition and distribution of sensitization material. *Organized sporting and other social events with the participation of persons infected and affected by HIV/AIDS *acquired and distributed material for prevention of HIV	*Organised and conducted a sensitization convoy through motorcade *Organized a football match and other sporting activities for youths *Trained men and women on the correct use of male and female condoms; and distributed condoms *Had a common meal

CHAPTER FIVE CHALLENGES, RECOMMENDATIONS, MAJOR PROJECTIONS FOR 2011

5.1 CHALLENGES

Within the year 2010, IVFCam faced a number of challenges within the implementation of projects and the operation of the organization. Even though challenges of different projects are found in the project activity reports found in IVFCam's head office, the following major/general challenges which relate to the general operation of the organization, and financial resources are worth enumerating:

5.1.1 Limited Financial Resources to Provide Services to the Increasing Number of Identified Beneficiaries

With the increasing number of beneficiaries (groups and individuals) identified, mobilizing financial and material resources to support these needy and vulnerable people was an uphill task. As a result, IVFCam could not meet up with the support to most of her target beneficiaries who badly needed assistance this year due to limited finances.

5.1.2 Managing and Maintaining Support Groups of Beneficiaries

For the simple reason that most beneficiaries wanted immediate and direct support, maintaining support groups of PLWHA and Widows especially, was very challenging. Even in the midst of projects and activities aimed at building capacity, most beneficiaries expressed their needs for material support and not knowledge. This led to the dissolution of some support groups like the Dynamic sisters (PLWHA) in Bamenda.

5.1.3 Meeting up with operational cost

This was a very big challenge as IVFCam mostly depended on projects overheads for her operational cost. This is because the few IGAs that take care of operations were not very productive this year and thereby produced less income than anticipated.

5.2 RECOMMENDATIONS

5.2.1 Seek International Affiliations with Renowned International Organizations

Organizations like IVFCam that have a high operational cost should identify renowned international organizations with the same objectives and seek to affiliate to them. This will probably enable the international affiliate to assist in grants for operational and other direct costs.

5.3 MAJOR PROJECTIONS FOR 2011

- Restructure the organization into departments
- Receive AUSAID representative and sign agreement for project on the Human Rights of Widows and Orphans in Batibo and Widikum Sub Divisions
- Revamp and enhance branch office in Mbengwi and IVTC
- Register the Organization as a functional Private Social Institution in Cameroon
- Increase salaries and improve staff motivation and welfare
- Re-install fixed phone line at the head office
- Install an effective and efficient internet line and build web site
- Set up a networking and intercom system at head office
- Update registration with NWADO and participate in activities of the network
- Develop and implement a communication/advocacy and publicity (media) plan
- Carryout radio programs and news paper publications for major activities and events
- Mainstream Gender and Human Rights in programs / projects activities
- Carry out performance check and protection for all IT equipment

CONCLUSION

Though IVFCam faced a number of challenges this year ranging from financial difficulties to programming, a lot was realized in terms of output. The number of beneficiaries supported this year increased by 46%, indicating that the inputs were enormous. The achievements this year over planned and realized activities is rated at 91.78%. Much was put in especially as the scope of intervention within program activities increased to cover 15 villages in Momo Division and 10 villages in Donga/Mantung Division. From the evaluation carried out for different projects, the impact of IVFCam's activities is far reaching as livelihoods of target beneficiaries have improved. By the greatest grace of God, 2011 will witness another great advancement in the works of the organization,

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