

Introduction

Fantsuam Foundation is a non-denominational, non-profit organisation. The Foundation is registered with the Corporate Affairs Commission at Abuja, Kaduna State and the UK Charities Commission.

Mission: To eliminate poverty and disadvantage through integrated development programmes and its

Vision: To be the most effective model of rural development in West Africa.

Organisation Structure

In the year 2014 the organizational structure comprised of:

Board of Trustees and Community Representatives -----> Management -----> Staff

The Foundation has 4 major departments: Health, ZittNet Academy, Sustainable Livelihoods, and GAIYA. Each department is headed by a program manager whose team meets weekly, while the entire organization holds a monthly staff meeting.

The Administration Department

The department witnessed tremendous achievement in the area of staff development. A total of seven (7) staff attended international conferences, seminars and meetings and 36 attended local trainings. There were 13 new employments and one (1) international volunteer on microfinance. There were significant activities that took place in Fantsuam Foundation especially in engaging our renewed efforts to engage with government. This was actualised with the dinner held with government officials and the elderly in the community. This was the first of its kind and it opened the door to advance the case of the elderly to social welfare issues from the government. A radio program on community dialogue was introduced and it attracted a large listening audience that contributed to the dissemination of important information on sensitive issues, for the understanding of the community to progress.

Challenges

The major challenge was lack of fund, as most of the funders are withdrawing. Thus the key issue is that of sustainability.

The labour turnover in the organisation was high and this affected the smooth running of programs in terms of achieving targets as the departures often were at the peak of a project work.

Health Department

The Department were not able to meet up with most of their Funders targets (CIHP and CISHAN). The TB, PLWA, and PABA activities were far below expectations. They had an impressive performance in the areas of Advocacy and community mobilisation but did not leverage on same to achieve the targets.

Challenges

The release of fund and working materials (HCT) kits were inconsistent by the funders

There were security threats in some of the communities and the weather at certain seasons was not conducive to the communities or the staff.

The quality of staff/volunteers and their attitudes to work posed some major setbacks.

There was Lack of cooperation and the display of careless attitudes by many communities towards HIV/AIDS counselling and testing.

A series of improper documentation of addresses and contacts of clients obtained from the General Hospital on cases of referrals.

Strategies to improve

Deliberate efforts would be made to leverage on one activity to carry out several other activities.

There would be a shift of emphasis from only counselling and testing to health talk on non communicable diseases, reproductive health and provision of other health services (BP check, analgesics and folic acid for pregnant women).

The recruitment of more qualified and committed staff and volunteers.

Finance

The income statement of the year 2014 shows that the organisation is not sustainable. The sustainability level is put at 37%. The major challenges of the department are:

There is need to purchase and install robust software (Quick book and sage).

The systems (computer) need to be changed to meet up with the proposed software package.

Microfinance

The microfinance department witnessed a high labour turnover during the year 2014 with stiff competitions from other financial organisations within its areas of operations.

The recovery of loans was painstaking as most of the debtors have relocated with no contact addresses/ telephone numbers.

The loan repayment to PFD depleted the financial base of the microfinance.

Strategy to improve

The department re-trained its staff in the microfinance systems, procedures and international best practices. There is an emphasis on the recruitment of more qualified staff.

The system of loan disbursement had been overhauled and only credible clients after a thorough appraisal would be selected and given loans. An individual loan is given priority over group loans.

Zittnet & Academy

The Department was not able to achieve its enrolment target to carry out its projected number of courses. However, it witnessed tremendous achievements.

The Business Centre was fully reactivated and up doing providing browsing, laminating, photocopying and printing services.

There were two instructors who went to the University of Jos, for training on ITESS, in addition to the in-house training of instructors on packages in use.

The curriculum was upgraded to international standard with new courses introduced such as coral draw, social media and internet security.

Challenges

There were inadequate instructors, equipment and computers in the dept.

The teaching curriculum/materials were not up to- date with the fast growing ICT demand.

The challenge of internet access due to lack of enough battery bank to charge the inverter.

Strategies to improve

The dept decided to implement a robust strategy to improve enrolment through aggressive marketing using flyers for distribution in religious institutions, tertiary institutions/schools and government agencies.

A concrete proposal was made to purchase batteries to ensure adequate internet in classes to improve the teaching of courses that require the use of the internet.

Summary

The year 2014 was turbulent in view of government policy, priorities and practices with the security challenges. These had tremendous negative effects and impacts on the citizenry particularly in the rural communities which is the focus of the Foundation.

Challenges of the year

High labour turnover of skilled personnel

