ACTION THROUGH ENTERPRISE

ANNUAL REPORT 2019

Registered charity number: 1149988

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Welcome from the Chair of Trustees

When I look back at 2019, I am filled with huge pride. Pride that our work in Lawra now reaches more people and has a greater impact than ever before. Pride that ATE came though the year a stronger, more effective, and more sustainable organisation than ever before. Pride that the ATE team (staff, trustees, volunteers, donors, and beneficiaries) has combined fantastically well so that together we have successfully met the challenges that the year threw at us.

The team's willingness to learn and apply that learning to what we do has been vital to our success. It is vital that we continue to learn, so that we make an increasingly large and positive impact.

Continued expansion is a 2019 highlight, epitomised by the launch of the new Bagri hub. At the same time, we refined, consolidated, and improved our overall hub way of working through a formal evaluation and review.

The competence and capability of our 34 strong staff team is the foundation stone of our work. During my January 2020 visit to Lawra I was a little surprised and extremely impressed by how much our core Ghana team has developed. Their development is not coincidence, it has been a real focus area in recent times.

Whilst in Lawra, it was a pleasure to be able to work with our team in our Inclusion Centre which was finished in 2019. This is a fantastic multipurpose facility that is transforming our work. A valuable benefit of the Inclusion Centre is our new ability to run the SNAP Play Scheme, a regular programme giving disabled children the opportunity to play, learn, feel included and valued. I also experienced first-hand how the facility enables the improvement of our training programmes for small business owners, that are such an exciting part of our BizATE work.

2019 was a 7th consecutive year of increased expenditure on project work in Lawra. This can only happen because of our loyal and generous donors. My final word is a mighty thank you to our supporters.

Charles Gardner
ATE Chair of Trustees

Our Mission

To end poverty in Lawra Municipal in all its forms, leaving no one behind.

Message from the Chief Executive

2019 was a year of transformation for ATE. We have moved into the next phase of professionalisation, challenging ourselves to become increasingly sustainable and robust with a growing team and increasing impact as a result of our careful intervention. Today, I believe that we are doing the best work that we ever have done.

The heroes of the story are our staff. In Ghana, we recruit Lawra talent: local knowledge, doing brilliant work in the local language, we are committed to empowering local leaders and providing excellent professional development opportunities. Our bright, committed, innovative small team in the UK bring skills that add incredible value. We are a united team with a common goal – poverty reduction and equality.

My desire to lead and grow ATE is unwavering. I delight in our achievements and remain committed to improving the lives of the people of Lawra. The children and adults we work with do not need our pity; they need our investment – an investment of time, energy and money. As the lead organisation in Lawra, we are perfectly placed to do this.

ATE is a bright light. I am proud of the change we make, and full of hope and excitement for our future.

Thank you for being part of our journey so far.

Sarah Gardner
Chief Executive

About ATE

ATE has been established for seven years and delivers key initiatives in education, enterprise and social change to improve lives for children and adults in Lawra Municipal, Upper West Region, Ghana.

What makes ATE unique is that we are the only charitable organisation rolling out a holistic combination of programmes in a Hub Model, for rural communities, in this incredibly neglected area of Ghana.

We've grown from a small seed and have now established five hubs; we feed almost a 1000 school children each day, support 99 small sustainable businesses, and improve the lives of 170 disabled children and their families.

The context in Lawra

- Lawra is located in the Upper West Region of Ghana
- It is remote and peaceful but neglected in terms of development
- For 5 months of the year many households can only afford one meal per day (UN 2010), or even as little as 4 meals per week (ATE 2016)
- Most people grow their own food to survive
- Climate change is worsening the crops
- Children's health and education are significantly affected
- Just 19% of the adult population are literate (UN 2010)

What we do

ATE works directly with communities in Upper West Ghana, reducing poverty through education, enterprise and social change. ATE does this through working in partnership with the local community and key stakeholders (such as the Municipal Assembly and the Ghana Education Service) on three key programmes of work.

EDUCATE

EducATE – Our access to education programme provides free school meals and learning materials, which relieves hunger and provides motivation to children to attend school, to learn and complete their basic education.

BIZATE

BizATE – Our small business development programme kick starts and maintains small sustainable enterprises for motivated people to be able to provide for themselves and their families. This includes support to dry season farmers and an apprenticeship scheme.

SNAP

SNAP – Our Special Needs Awareness Programme improves inclusion for marginalised disabled children and their families by providing vital support to overcome isolation, and access healthcare and education.

Our Impact

1,086 children across seven schools fed free school meals and provided with essential materials to support their education in 2019.

95 small businesses supported to kick start sustainable enterprises since 2012.

173,196 nutritious school meals provided to children in Lawra in 2019, and over **1 MILLION** provided since the launch of ATE.

170 marginalised disabled children and their families reached to overcome isolation across three support groups.

71 dry season farmers on 11 farms, included in our BizATE programme, enabled to grow crops when food is most scarce.

9 female apprentices provided access to apprenticeships to gain lifelong vocational skills.

Sustainable Development Goals Addressed By Our Work

The United Nations Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere, adopted by all UN member states in 2015.

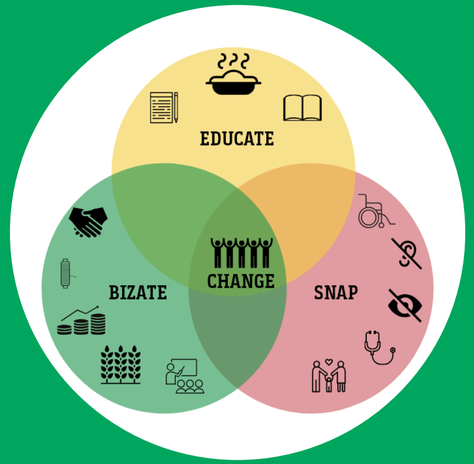
ATE's Hub Model Strategy

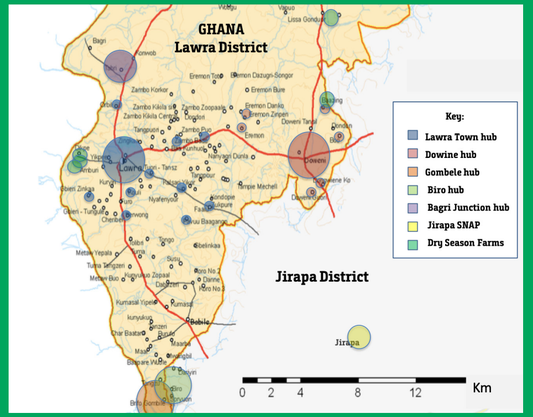
To bring opportunities for children and adults living in the poorest parts of Ghana, we deliver programmes which improve access to education, inclusion and income generation. We deliver a range of integrated support to rural communities in what we call a 'hub' of development. Our replicable Hub Model aims to concentrate support, and dovetail programmes and resources for maximum impact.

Our process is to select a rural area based on need, and assign a dedicated ATE Hub Manager who builds up trust and knowledge of the community, to strengthen the hub over time. Our partnership with the local school is our entry point to work with the communities, and introduce our key projects and other programme developments over time such as dry season farming, apprenticeships and gender equality projects.

ATE has now established 5 hubs across Lawra Municipal to enable access to our programmes. In June 2019 we carried out a Hub Model Evaluation. This generated a shared understanding of the Hub Model among all staff, trustees, stakeholders and hub communities, and a greater commitment to deepen our impact by integrating our programmes, and increasing our local engagement, outreach and communication. Community opinions reflected our shared belief that working with schools and individuals, leaving no one behind, ultimately benefits the whole community.

"The Hub Model has strengthened our position in the community - the interlocking projects brings out a clearer understanding of the impact of our work. It helps us to tackle the issue of poverty as a whole."
Prosper Albeboure, Hub Manager





Launch of Bagri Hub

In March 2019, we launched our fifth Hub of Development 5km north of Lawra Town. The newest community to benefit from our innovative poverty reduction model is centred around Bagri Junction Junior High School, which serves the four nearby communities of Konwob, Tabier, Orbile and Bagri.

In our first year of working to improve lives in Bagri Junction we have lauched a school feeding program, set up 4 small businesses, and began the delicate process of seeking out and supporting disabled children hidden within the community.

'I [did] not usually eat before going to school, and during the afternoon session I [was] always very hungry and find it difficult to concentrate in class and that affected my performance. Through your intervention, I now have renewed energy to take me through the afternoon session.'
Bevineh Jessica, 14 years old, Bagri Junction JHS

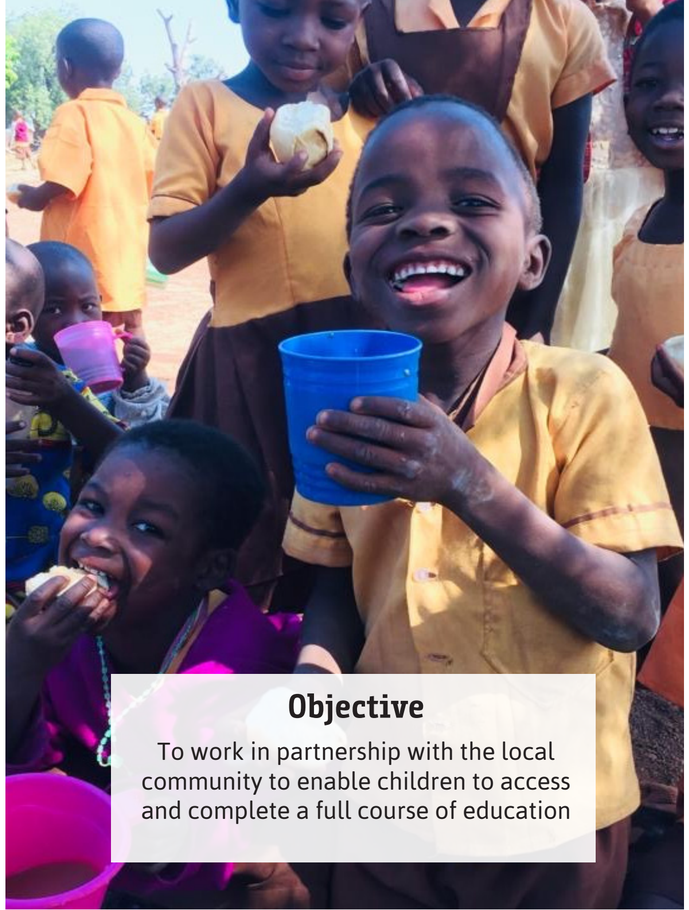
EDUCATE

EducATE is a partnership with local government schools to reduce hunger, increase pupil attendance and enable completion of basic education through provision of a school meal and learning materials.

The aim of the programme is that by providing free school meals and provisions such as school uniforms, books and pens, children are encouraged to attend school, to attend regularly and to complete their basic education. Satisfying hunger and removing cost barriers increases children's opportunity to reach their full potential, and improve their opportunities for the future, for the benefit of themselves, their families and their communities. ATE is now partnered with seven schools over Lawra Municipal, ensuring the provision of meals at one primary school (targetted at ages 5-11) and six junior high schools (JHS - targetted at ages 12-15).

Key developments in 2019

- In line with the launch of our new hub in Bagri Junction, we launched our feeding programme at the small junior high school which serves the community.
- Aided by the development of our Hub Model strategy, Hub Managers increased their community outreach work, supporting children who dropped out to return to school with some profoundly moving effects.
- Provision of learning materials for students in September, with assessments and promises made in July in order to try and prevent pressure to travel for work over the summer holidays.
- The second phase of our Support for Girls workshops took place at our two most rural schools - Gombile and Biro JHS.



Objective

To work in partnership with the local community to enable children to access and complete a full course of education

ATE Supported Schools

In Lawra, where families can struggle to eat as little as 4 meals per week, the costs of school uniforms and textbooks present a huge burden. Without support, only 1 in 4 of those attending school in Lawra will complete their junior high school education. For this reason, we are so pleased to report that two of our supported schools, Model Girls JHS and Biro JHS, have a Form 3 class taking BECE exams (GCSE equivalent) for the first time in the 2019/20 cohort. By completing their basic education, these children have a better chance at a brighter future. This means all six of our junior schools have Form 3 taking exams this year!

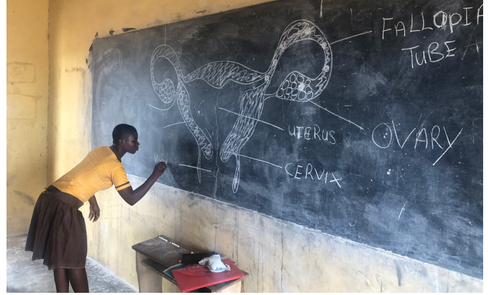
Support for Girls Workshops

An ATE evaluation of the EducATE programme in May 2017 revealed that although girls in Lawra Municipal enrol in higher numbers and maintain better attendance than their male counterparts during primary and the early years of junior high school, they are less likely to remain in school to complete their basic education. Rexford Benon, ATE Hub Manager, researched the issue further at the school in his hub, Gombile JHS, and found that in his sample, girls were four times more likely to drop out of junior high school than boys.

In response to this evidence, and as part of a gender focus due to the challenges girls in Lawra face, we have developed a series of workshops to give some targeted support. The purpose of the workshops are to explore and begin to tackle key issues causing absenteeism and drop-out of school girls. The workshop themes tackle the taboo of periods, and building up the future planning skills and confidence of these young women.

Having launched a successful pilot phase the previous year, in June 2019, girls from rural schools Biro and Gombile JHS took part in four Support for Girls workshops. The sessions were designed to be enjoyable, educational, and to promote self-expression and confidence. At the end of the workshops, the girls received a 'hygiene pack', made up of two pairs of underwear, one re-useable sanitary pad and two interchangeable liners. Feedback from the girls demonstrated the further need for support - 81% of girls at Gombile said they learnt the most about menstruation, but 69% said they still want to learn more about the topic.

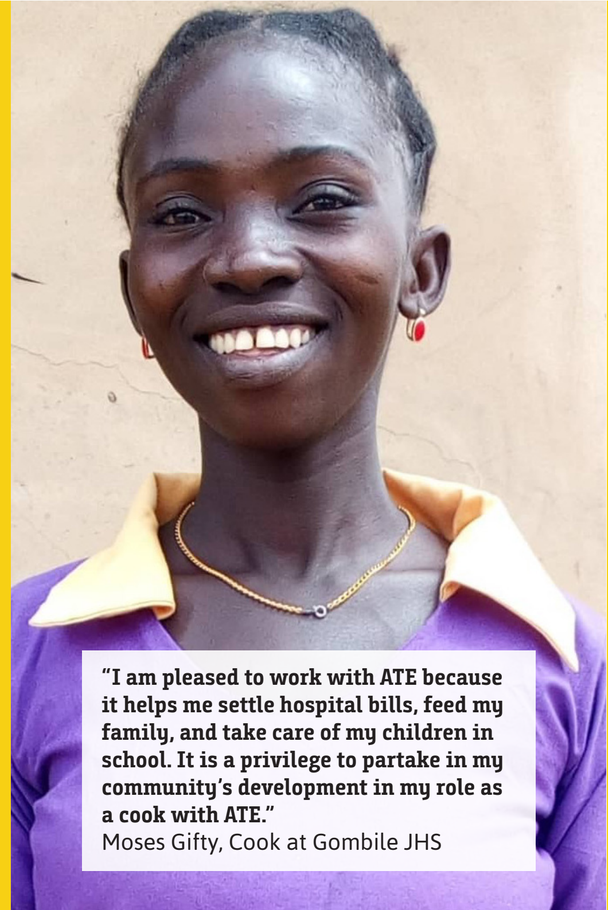
Support for girls is vital for development in Lawra. We will continue to develop our support for girls within our EducATE programme to support all children to complete their basic education and to play our part to achieve SDG 5; to achieve gender equality and empower all women and girls.



Employment of Cooks

Women in rural Ghana, particularly in the northern regions of the country where we work, are more likely to be significantly poorer and more marginalised than men; less likely to own land or assets, more likely to be engaged in insecure employment, and paid less.

In 2019 we formally employed all 21 of our cooks! These women prepare healthy free school lunches at all 7 ATE supported schools, every school day. We are paying them a fair salary (all year round) as well as tax, social security and pension contributions. This empowers these hardworking women, giving them security and dignity.



"I am pleased to work with ATE because it helps me settle hospital bills, feed my family, and take care of my children in school. It is a privilege to partake in my community's development in my role as a cook with ATE."
Moses Gifty, Cook at Gombile JHS

BIZATE

Supporting small sustainable businesses

BizATE is a small business development programme which provides support to kickstart and grow small businesses to increase their likelihood of success in an extremely challenging economic environment.

Each year, ATE selects 16 new small business owners (SBOs) from a cross-section of the Lawra community, across a range of trades, to join the programme. The selection process explores the viability of business ideas, and the entrepreneurs' commitment to learning and enhancing the wider community through their success. The programme includes investment capital grants, business development training workshops, customised business advice and assistance, and 12 months one-to-one mentoring.

We have developed and improved the programme in every aspect since our pilot in 2012 and the 1 year and 5 year survival rates of those we support stack up, with 80% of those supported 5 years ago and 100% of emerging businesses supported through 2019 having survived with significant uplift in profit, savings and household income.

Key achievements in 2019:

- Training delivery is more inclusive, participatory and grassroots focussed
- Training and mentoring is delivered in full by our core Ghana team, deepening the use of the local dialect, local knowledge and expertise.
- Completion of our 2017-19 Training Plan
- Creation and development of our innovative Integrated Training Plan as the next phase of BizATE

BizATE Training

CET
Learn•Apply•Achieve

In 2019, in January and August, we provided unique and practical training support to over 55 Small Business Owners, funded by our partners at the Commercial Education Trust. From January 2019, the training was designed for a new group formation of four training groups instead of three. Each group was designated according to their specific trade and skillset which enabled a more focused and tailored session for each entrepreneur's learning experience, and peer learning. Our trade specific workshops enabled our Small Business Owners to receive engaging, inclusive and transformative support. Training was delivered by our talented ATE core staff, with over 30 locally recruited support consultants to provide one-to-one support in the workshops.

From January 2020, our BizATE training workshops will be delivered on a monthly (rather than 6 monthly) basis on rotation to our four trade training groups; sell, make, mend, grow – which gives each of our engaged Small Business Owners an extra training workshop each year.

WOMEN
We are dedicated to providing training in an inclusive and supportive way. Many female business owners in the area still carry out their childcare duties alongside work - to ensure this was not a barrier, all women were able to bring their children or grandchildren along to the workshops. This ensured that the workshops supported the flexibility that these women needed.

For single mothers, grandmothers, and women with caring responsibilities, the flexibile workshops ensured that the learning didn't have to stop.

YOUTH
Not all young people have access to education and some are responsible for many family members. ATE ensures young people are not discriminated against for opportunities to learn, set up and develop a business.

Some of our SBOs and locally recruited consultants were younger than most but brought just as much energy and engagement for the training content. Youth unemployment continues across Lawra - but our workshops are a chance to provide business support and training to young people too.

ELDERLY
Age is a cultural factor across Ghana that ensures reverence is given to the elderly. Often though, elderly members of the community require business support, training or opportunity as much as younger community members.

Our workshops supported healthy and inclusive dynamics that enabled respect and collaboration across ages. Stereotypes were also defied as our Dry Season Farmer shows us just how to get down and boogie during one of our workshop energisers.

Quality Mentoring to Create Sustainability

ATE establishes thriving small businesses with great success. A vital part of our innovative BizATE process is targeted mentoring. The supportive relationship between entrepreneur and ATE Mentor is key - enabling honest and open problem solving. Together, they ensure that the business has the best chance of profitability.

This year, we launched exciting materials to make the commercial education aspect of mentoring consistent and central to the process. Our ATE Mentoring Workbook and Handbook captures our learning from 8 years of effective work in this area, guiding 12 months of learning and providing a clear path to new business success through activities, checks and forward planning.

We have no doubt that implementing these tools has transformed our mentoring. It is increasingly structured, consistent and a far improved learning process. We empower and educate new business owners to become successful entrepreneurs, who are ultimately able to make more money and contribute more to the growing local economy.

Hermas' Story

When 28 year old, welder, Tanye Hermas applied for BizATE support, he had trade-qualifications, skills, and tools but like many small business owners we support, he had no capital. This meant he had to negotiate down-payment from customers to buy materials and make-to-order. He struggled to gain enough income to support himself, to eat reliably, or live independently and felt he had no control over his life.

In January 2019 - following shortlisting, home visits and supported business planning - Hermas was one of just five small business owners selected to be granted from hundreds of applicants. Seed funding, business development training and monthly mentoring from ATE mentor, Rexford Benon, enabled Hermas to implement new business skills and his ideas to grow his customer base, create new income streams and more than double his monthly profit.

One year on, Hermas' is independent and in control. He runs a sustainable business, able to withstand the ups and downs of the challenging local economy, and is reinvesting in his community, training young apprentices to have brighter futures too.

"BizATE has changed my life by giving me a capital, to enable me to get more materials which I use to weld more products to sell - now my business is growing bigger and bigger."
Hermas, ATE Small Business Owner

VocATE: Pilot programme

ATE's apprenticeship scheme

The situation in Lawra:

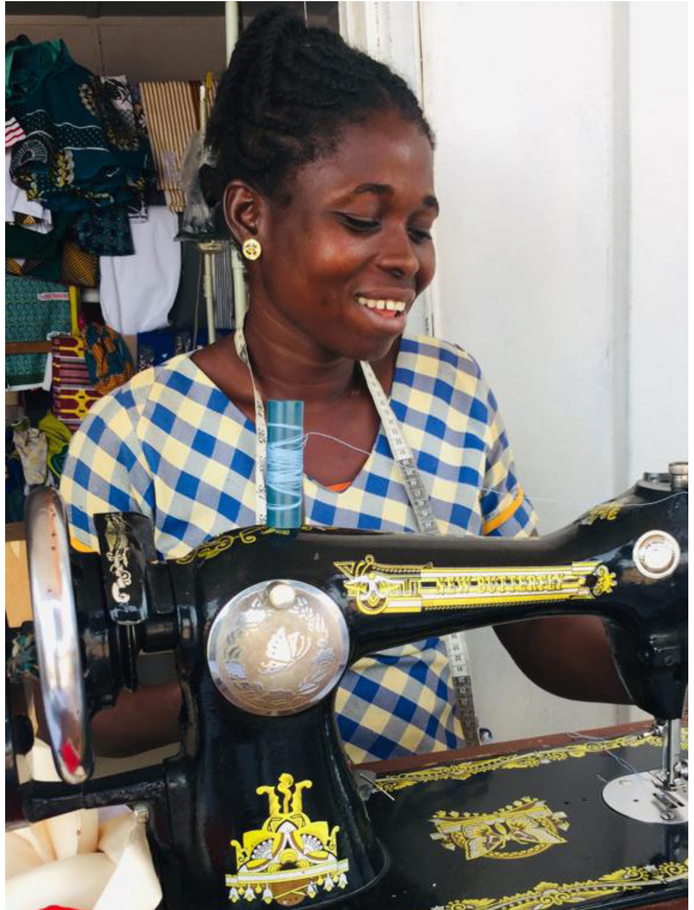
Low school completion rates and youth unemployment are acute problems in Lawra Municipal, and opportunities for education and training are even further out of reach for young women, due to poverty and gender inequality. Apprenticeships to gain market-ready vocational skills are an attractive option, but opportunities and access are limited, and as they are unpaid and widely unregulated with low completion rates, there are open questions about their effectiveness.

How ATE helps:

From 2016, we piloted a three-year apprenticeship scheme, VocATE, for ten young women to learn their desired trades of seamstressing, weaving or hairdressing. We placed motivated learners with a skilled small business owner to train them, and supported the process through regular monitoring, tracked skill acquisition, and mediation with the apprentices, trainers and families to help keep them on track.

Our impact:

Eight of the nine young women who remained in placement, completed their training in September 2019, having gained lifelong vocational skills.



"I never went to school. But now I will have a say in my family – I can support them. Now I can't imagine not having work. I have my certificate and no one can take that from me"

Patricia, VocATE graduate and qualified weaver (right)

Next we will:

- Support those yet to take their exams with the relevant guilds and associations to take that step for recognition of their skills
- Support VocATE graduates to transition to our BizATE programme and set up their own small enterprises.
- Launch the next phase of VocATE for successive cohorts of ten young women each year, and implement the learning gained through this pilot.

Dry Season Farming

Local knowledge driving economic change

The situation in Lawra

Unlike the rest of Ghana, Lawra and other northern regions experience just one rainy season resulting in a difficult five month dry season. As an area with a dependence on subsistence farming, the dry season brings the people of Lawra to the brink of survival: food insecurity reaches an all time high, opportunities for income reduce, and some families will eat just four times a week. And with the increasing effects of climate change, farmers face new challenges every year.

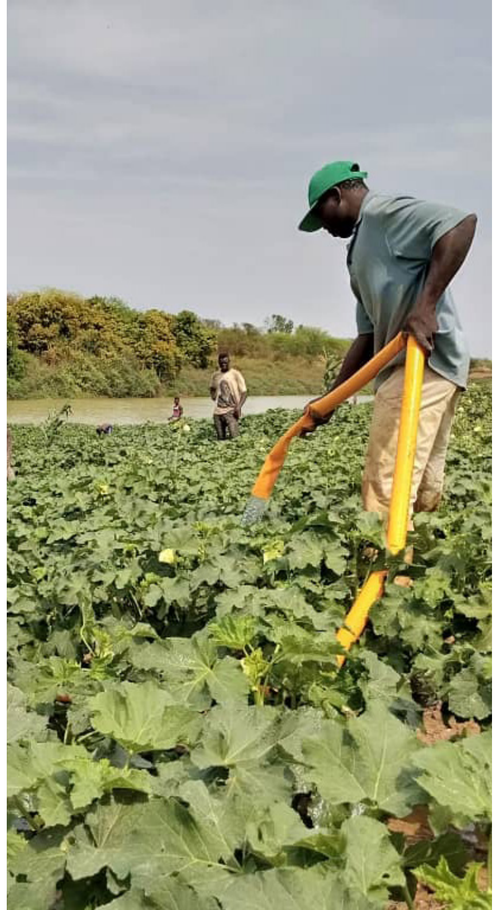
How ATE helps

Launched as a pilot programme, support to farmers is an off-shoot from BizATE. We deliver grants of equipment (eg. fences, water pumps) and business development training. Coupled with mentoring, this support has achieved a powerful, rapid improvement in the lives of the 71 farmers we support.

Our impact

Our support ensures farmers can expand their gardens, boost crop yields with new agricultural techniques for water poor farming, and maximise profits. This generates income, which can be spent on health care and education, and increased access to vegetables which keeps farmers and their families healthier.

We work with seven individual farmers and two groups of community farmers in Lissa and Baazing. These communities are far removed from markets, schools, clinics and even adequate roads. All members are elderly men and women, and many are blind or visually impaired. Age and illness bring additional challenges causing the Lissa group to reduce by 7 members from one dry season to the next. This will make the work tougher for the remaining members who have pledged to continue caring for colleagues too ill or old to continue in the garden. With no other opportunities outside of farming, ATE's support has become a lifeline for these communities.



Newly Supported Farms

As part of the next phase in this project, we supported four new farms. In October 2019, after an initial application process, the ATE team visited shortlisted farms in our hubs - Bagri, Dowine, Gombile and Biro - to assess their suitability. Successful applicants were then invited to attend a workshop in December 2019 at the ATE Inclusion Centre, where the group worked to identify challenges and solutions, write a business plan, budgeting and problem solving.

All four applicants successfully joined the Dry Season Farming programme after the workshop, received their grant at the end of the year, and have begun mentoring with their dedicated Hub Manager. We're excited to work with this group of farmers, and look forward to seeing their progress over the year!

Isaac - Newly supported farmer from Bagri Hub

Isaac (second from left) is a hardworking farmer from Bagri, with a good size farm on the banks for the Black Volta river which gives an abundant water source even throughout the long dry season. Despite the burst river banks submerging his farm at the end of the rainy season, he started clearing a significant area of his land early on, ready for farming. He has experience farming on this plot, having last year grown tomatoes, peppers, aubergines and cassava. On his home-visit he mentioned his major challenge being animals, such as cows or hippos, trampling on his garden or eating the crops - as part our our commitment we provided fencing to solve this problem. We look forward to seeing how this hard working man progresses!

Special Needs Awareness Programme

Disabled children in Lawra face many barriers to education, healthcare, and participation in community life. The challenges they face because of their impairments are compounded by widespread negative attitudes and beliefs. Disabled children, particularly with severe learning difficulties, are exposed to a high risk of abuse, neglect and infanticide. Discrimination is often extended to the family, marginalising them within the community, and creating greater hardships in meeting basic needs.

What does ATE's Special Needs Awareness Programme (SNAP) involve?

- Works to provide support and improve inclusion for disabled children and their families
- Supports 170 families with disabled children across monthly support groups in 3 locations.
- Provides a lifeline for isolated disabled children and families to socialise and support one another
- Provides workshops to promote health, hygiene, parental support and income generation
- Pays for National Health Insurance for disabled children and their primary care-giver to access healthcare
- Facilitates access to medical assessment, orthopaedic equipment, and treatment
- Supports disabled children to access education in mainstream and special schools
- Home visits and casework to provide a range of support in terms of health, education, family mediation, and access to government support

New in 2019

- We opened our Inclusion Centre providing a light-filled, welcoming, accessible space to host meetings, workshops, SNAP Playscheme and our ATE Ghana office. It is open to the community and provides a beacon of hope to model inclusion in the heart of Lawra.
- We launched a SNAP Play Scheme which runs twice a week. Led by Ernestina Gan, our fantastic Playscheme Coordinator the sessions are for out-of-school disabled children to come together to learn, play and access specific support.
- We supported four disabled children to go to school in 2019, including Joel (pictured below), who is now attending the St Don Bosco Special School in Wa. We are so thrilled to be supporting disabled children to attend school, promoting inclusion and equal opportunities.

SNAP Play Scheme

In June 2019, ATE celebrated the launch of an exciting new project, our SNAP Play Scheme, held in our newly built Inclusion Centre in Lawra town. The Play Scheme is hosted twice a week by our fantastic staff member Ernestina Gan, ATE's SNAP Play Scheme Coordinator.

The Play Scheme has been created as an additional service in our SNAP programme and will supplement the existing SNAP monthly meetings, enabling children to access a regular play session with fun, educational, and creative activities. The Play Scheme is an inclusive space, allowing children who can't attend school to have regular socialisation with others, with activities to stimulate the brain and senses - all centred around play and its many benefits! The sessions are also a chance for parents to speak with our SNAP Project Leader Kaamil Issahaku on issues of healthcare, education, or anything of concern. The increased support for our SNAP members is vital in the fight for inclusion of disabled children and their families in Lawra.

Striving for inclusion for all

In November ATE's Play Scheme Co-ordinator Ernestina Gan received specialist training from Dee Anderson, a retired teacher and ATE volunteer from Hungerford. Together, these talented ladies created stimulation and education for disabled children in a fun, safe and warm environment. The Play Scheme happens twice each week, and Ernestina and Dee stay closely in touch on WhatsApp, to make sure our children receive the best possible care. This is a rich example of the collaboration and partnership working that ATE believes in- sharing skills and building something magical, a special friendship blossomed in their time together.

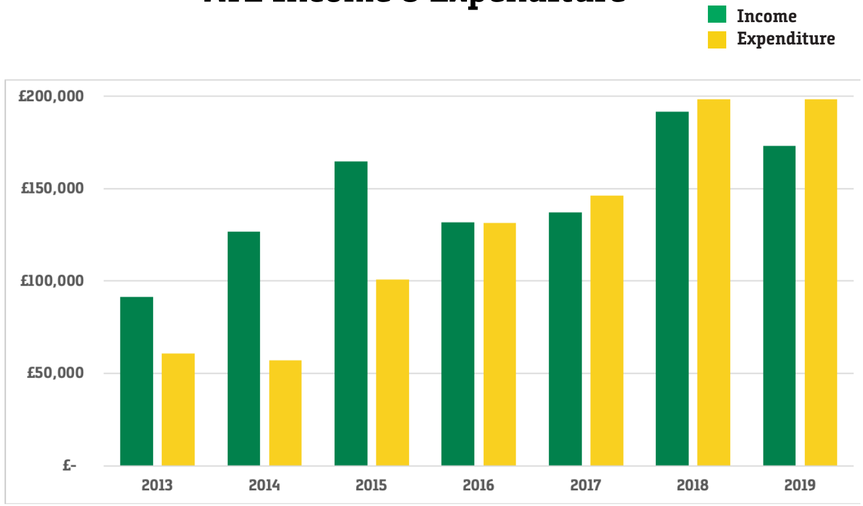
"Working with Dee is something l will never forget, she tries to share every bit of her knowledge with me to let me understand everything . She is very creative and can easily use her imagination to create excellent resources. The best thing about the Play Scheme is seeing these children looking happy, getting involved in an activity and making memories."
Ernestina Gan, ATE Play Scheme Co-ordinator

"Ernestina's dedication, hard work and care for the SNAP children and families shines through. We were able to work with the children and watch their mothers and grandmothers interacting with them. This was a huge privilege and a real source of enjoyment and excitement."
Dee Anderson, Former Teacher and ATE Volunteer

"This activity will help my child because she is usually at home doing nothing, but today I can see a smile on her face."
Saan-yaa, mother of SNAP member Takum, regular attendee

Financial summary

ATE Income & Expenditure



ATE is committed to ensuring all financial systems procedures are transparent, efficient and safeguarded. Over the course of 2019 we reviewed, developed and significantly improved our financial processes - and we will continue to develop them going forward.

Out of every £1 you donate

84p goes directly towards project costs in Ghana

10p is spent on fundraising

6p is spent on adminstration costs

Staff Development

In June 2019 we welcomed Jessica Cruse to the ATE team in Ghana, as our new Director of Operations. Since her arrival, Jessica has led a focused and dynamic programme to train, develop and empower our in-country staff team - increasing internal leadership, staff ownership and autonomy.

This was developed through a series of dedicated training and development sessions, workshops and individual plans that engaged our staff and increased efficiency and project successes.

Project Management
Our team were put through a project simulation where fictional projects were planned, budgeted and implemented. Through using global project management tools including Problem Trees, Gannt Charts and Stakeholder Maps; our Ghana team have been upskilled with practical tools that assist them in their daily work.

Time Management
An internationally recognised skill that has cultural differences, time management training was delivered in consultation with understanding the local Lawra context. Instead of dictating international time management strategies, team members were provided with a 'shopping list' where they could pick and choose which time management tools that can practically work for their individual work.

Safeguarding Training
The core team in Ghana receive regular safeguarding training in order to ensure protection for children and vulnerable adults, and monitor and report concerns. In 2020, ATE plans a full review of our safeguarding policy, procedures and practices.

Staff Achievements and Developments:

- Increased local responsibility
- Significantly enhanced line management and communication channels
- Development of leadership skills
- Carefully considered regular meeting plans, with shared responsibility for chairing
- Improved financial procedures and processes
- Involvement and consultation in medium and long term organisational planning
- Carefully guided project planning, with tools embedded in our work
- Improved HR and governance procedures

Jessica Cruse
Director of Operations

A look at ATE through 2019

JANUARY
ATE volunteers Carol and Kate visited Lawra for the first time in January. The duo worked on sorting, painting and restoring the library at Karbo Primary School, ran a SNAP Dowine workshop, and visited schools, business owners and SNAP families. What a great trip!

FEBRUARY
Ernestina Gan joined the ATE team in February as our new SNAP Play Scheme Co-ordinator. Ernestina hosts the SNAP Play Scheme and works with SNAP Lead Kaamil on monthly meetings, case work, and everything in between, allowing her to really get to know the SNAP members - she is an incredible asset to ATE!

APRIL
In April 2019 we were so proud to open the doors of our purpose built ATE Inclusion Centre. This building includes a bright and airy main hall, used for SNAP meetings and training, offices for ATE staff, and an area for our SNAP Play Scheme. Our new home has made a huge difference to our work.

APRIL
We launched a new feeding programme at Bagri Junction JHS! This small school serves our new hub of development Bagri Junction and is managed by Hub Manager Nicholas Naawe. To be able to employ and empower three women cooks from the community is an added benefit to the launch.

MAY
In May 2019, Leela Shanti, ATE's Programmes and Development Manager, travelled to Lawra to carry out a full evaluation of our Hub Model strategy with the team. This was a huge task, using focus groups, interviews, surveys and discussions. The results were very encouraging, and we look forward to developing this strategy even further.

JUNE
We ran the next phase of our Support for Girls workshops at rural schools Gombile and Biro JHS. These workshops focused on combatting the stigma around menstruation, future planning, and confidence, and were facilitated by ATE staff Ernestina Gan, Sarah Livesey and Tara Colsell-Hawes.

AUGUST
In August the ATE team ran our first BizATE training sessions in the Inclusion Centre! These sessions, funded by the Commercial Education Trust, provided unique and practical training support to over 55 small business owners, with the help of 30 locally recruited consultants.

SEPTEMBER
In September, the Gamma Ball Rally 2019, a charity fundraiser run by telecoms company Gamma, raised an incredible amount of money for ATE. The cars finished in Munich, where ATE CEO Sarah met them at the Gala Dinner to personally thank them for their efforts. The support of the GBR over the years has been transformational for ATE.

NOVEMBER
In November, long-term supporter of ATE Dee Anderson travelled up to Lawra for the second time, to run some training with our new Play Scheme Co-ordinator Ernestina. A retired teacher, Dee brought a wealth of experience and creative ideas, and she and Ernestina really hit it off - they still Whatsapp every week!

DECEMBER
In December we ran a Christmas Card competition for children in Lawra and in Wiltshire. We were delighted to have so many amazing entries - one of which was by Kog Gideon from Karbo Primary School, pictured here with his card!

Thank yous

Fantastic fundraising

We can't thank our brilliant fundraisers enough for all their hard work and support, big and small!

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