



ANNUAL REPORT 2021

Registered charity number: 1149988

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About ATE

ATE is an exciting, innovative small charity carrying out high-impact poverty reduction work in Lawra Municipal; an extremely isolated, rural, impoverished area of Upper West Ghana. Established for nine years, we work to reduce poverty, empower communities, and improve lives through key initiatives in education, enterprise and social change.

What makes ATE unique is that we are the only charitable organisation rolling out a holistic combination of programmes for rural communities, in this incredibly neglected area of Ghana. Our replicable Hub Model aims to concentrate support, and dovetail programmes and resources for maximum impact.

We've grown from a small seed and have now established five Hubs; we feed almost 1000 school children each day, have supported 108 small sustainable businesses, and improve the lives of 186 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 adversely affecting the crops
- Children's health and education are significantly affected
- Just 19% of the adult population are literate (UN 2010)



Our Mission

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

Message from the Chair of Trustees

ATE's motivation has several sources but top of the list is the level of need of the communities that we work with (all people within the Lawra Municipality).

In 2021 our motivation levels received lots of fuel as hardship and poverty continued to increase. Working at ground level we see hardship and tragedy on a day to day basis. The visible effects of the Covid pandemic on Lawra were mostly economic with dislocated supply chains and markets meaning that extreme poverty is on the increase. A shocking and tangible effect is the increase in the numbers of students dropping out of school to earn money in the south of Ghana doing a variety of tasks, most of them extremely worrying and harmful. One of our most important tasks has been to get these children back into school, although, by now, for many of them it is likely to be too late. This is personal tragedy.

The medium / long term route out of poverty? Education, education, education! I have always believed this at an intuitive level. The last 10 years when I have been working with and visiting the people of Lawra, this has made me see and feel it up close and completely confirmed the intuition.

In our 10th year we have plenty of motivation to continue our work striving to increase and spread our impact through greater efficiency, effectiveness and size.

As an organisation we are in good shape – that is a measured way of saying that I think team and methods are great. Our staff in Ghana and the UK, our trustees and volunteers are all performing well. Of course, there are plenty of challenges, but the team is now experienced, capable and educated enough to be able to deal with them.

Over the last 10 years we have gradually grown both expenditure and impact. 2021 saw our total spend grow by 19% with income slightly ahead of that. That is good news and reflects an immense amount of hard work and skill.

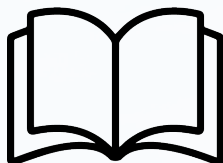
My personal priority is that the growth is accelerated. As a world we are hooked on growth. ATE is no different. Significant growth not only means greater impact, but it makes ATE as an organisation more sustainable. I fear for the sustainability of small charities in the future. Relying on the enthusiasm and commitment of a handful of people is not secure or sustainable in the long term. Please join us on our journey to increased sustainability and impact.

Charles Gardner
Chair of Trustees



How we've changed lives

2,125 children across seven schools fed free school meals and provided with essential materials to support their education since 2013.



108 small businesses supported to kick start sustainable enterprises since 2012, including 17 dry season farms, and 23 female apprentices.



203,760 nutritious school meals provided to children in Lawra in 2021, and over **1.3 MILLION** provided since the launch of ATE.



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



78 dry season farmers on 17 farms, included in our BizATE programme, enabled to grow crops when food is most scarce.



23 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.



Leadership across two continents:

Interview with Gabriel Maanibe and Sarah Gardner

ATE is proud to have an international team that works very closely together, supporting each other to do our best possible work and making important decisions as a team. We're ensuring local leaders are at the forefront of decision making, and a huge part of our success in this area was Gabriel Maanibe beginning his role as Director of Operations in Lawra in January 2021. Gabriel and Sarah, our Chief Executive, work very closely together across all areas of work, but being based 2800 miles apart can have its challenges! Enjoy our interview with Sarah and Gabriel to find out more about managing a professional relationship across two continents and their aspirational plans for the future:



How do you manage the balance of power - who makes which decisions, whilst being physically so far apart?

Gabriel: For me, I think that one of the greatest assets for ATE is the diverse team that we have - we are all bringing onboard different knowledge and ideas which are actually shaping the decisions and the work that we do. The systems that we have put in place, especially in terms of communication, have bridged the gap that exists between the UK team and the Ghana team, and so, it doesn't really feel that we are working worlds apart. When we have difficult issues, Sarah give her opinion on how she thinks we should handle it, but then she always asks how do I feel about it, you are on the ground, do you think this will work, how do you feel? If it doesn't, we make the decision together, and use our combined thinking!

Sarah: I would agree with all of that! In terms of decision making, we have the same vision for the charity, and we are very closely aligned on our values so it's unusual that something comes up on which we wouldn't make a very similar decision. And where there is something that we would disagree on, we talk about that, respect each other's point of view, moderate each other and come out with a decision that is right at the time. Occasionally I know I have to make a decision that isn't popular with everyone else - but I think it's only happened once in the last year! Our values are so closely aligned, and we trust each other that we can speak the truth and find the right pathway for decision making. We've got a foundation of friendship and respect that goes back a long way.

Sarah, you split your time between Lawra and the UK for 7 years, do you miss it?

Sarah: Yes very much, I miss seeing the impact of the projects. If I had a time machine I'd take myself to Dowine SNAP group - that's the place that I would go if I could have one hour in Lawra! And I miss the connections with the people and team and seeing the impact first-hand. But mostly I'm just incredibly proud that we've built an organisation where I don't need to be there. I think building a sustainable organisation is about making yourself less important, less at the centre of everything, and the fact that I don't need to be there at the moment demonstrates that we have done that beautifully.

Gabriel, would you like Sarah to spend more time in Lawra?

Gabriel: Yes – not more time, but maybe some time in Lawra. I wish that she was able to visit like our other team members. There's a lot that has gone on in the three years since she was here. It comes with that kind of satisfaction - to be there, to be part of the successes, and see the communities, I would love Sarah to have that.

Sarah: I feel that through you though Gabriel! From the level of communication we have.

What was your biggest achievement of 2021?

Gabriel: I think the work towards launching the new Hub! At the beginning I was sceptical about how am I going to get this project done and launch this Hub but at the end of the day I felt proud of making it work with the team, together with the community. And having our trailblazing Hub Manager Charity playing a huge role in bringing it all together! That, for 2021, was my highlight.

Sarah: You did it brilliantly! Mine is the VocATE girls becoming small business owners. Going from selecting them at their home-visits back in 2016... going from that to seeing those women become entrepreneurs in their own right! That for me just encapsulates everything we are trying to achieve - supporting an individual through the whole process so that they can change their own community by being an income generator and a role model.

What are your future plans for ATE?

Sarah: Big ones!

Gabriel: For me, I am so driven by the mission of ATE. And so, I am looking at 2025 and how we are going to make plans to ensure that everyone in Lawra can access our programmes should they wish to. That is what I think about, expanding our programmes.

Sarah: And after that being able to decide what we do next - world domination! A global model for poverty reduction proven over 13 years. Watch this space!



A look at ATE through 2021

January

Gabriel Maanibe joins ATE as Director of Operations in Ghana



May

Five apprenticeship graduates and two mothers of disabled children are granted as new small business owners



April

Seven trailblazing girls from our rural Biro Hub begin Senior High School





October

ATE's Auction for Change raises over £30,000 for our work in Lawra

 A green rectangular block containing the text "October" and "ATE's Auction for Change raises over £30,000 for our work in Lawra". Below the text is a white line-art icon of two hands holding a heart.


June

41 entrepreneurs graduate from our BizATE programme with sustainable small businesses

 A green rectangular block containing the text "June" and "41 entrepreneurs graduate from our BizATE programme with sustainable small businesses". Below the text is a white line-art icon of a graduation cap.


November

Six new farmers granted and enrolled on our Dry Season Gardening programme

 A green rectangular block containing the text "November" and "Six new farmers granted and enrolled on our Dry Season Gardening programme". Below the text is a white line-art icon of a small plant growing from the ground.



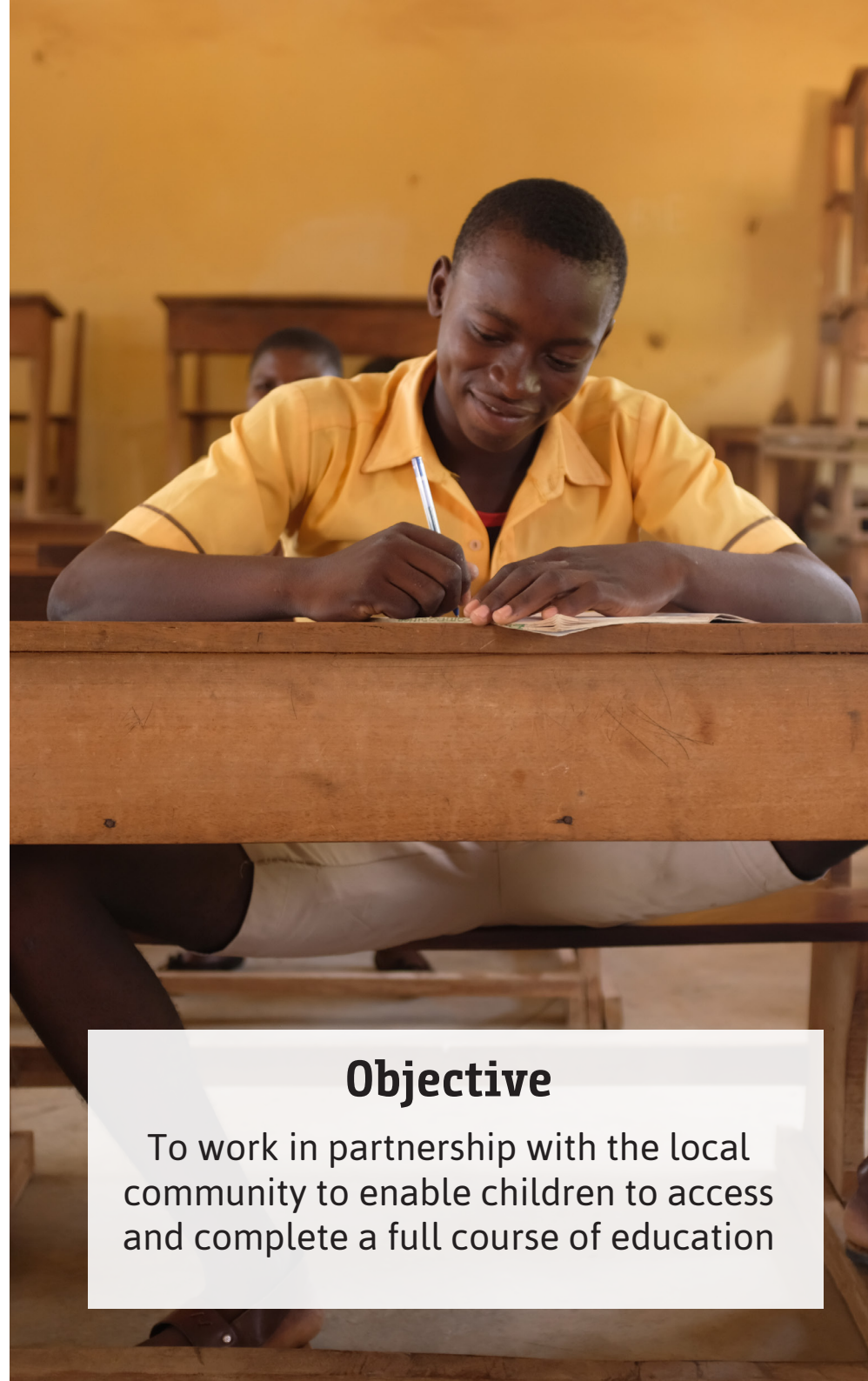
Access to Education Programme

EducATE is a partnership with local government schools to reduce hunger, increase pupil attendance and enable completion of basic education through simple but powerful interventions.

Educating children is vital in the fight against rural poverty – and our access to education programme addresses the barriers that prevent children from attending school. We provide a daily school meal, learning materials, and uniforms at our partner schools, giving students opportunities and hope. We provide targeted support for girls, outreach action for school dropouts, and a dedicated staff member to advocate for the value of education in each community.

Highlights of 2021:

- We were delighted to be able to resume regular programme delivery in January, when the Government of Ghana reopened all schools, and we could once again provide a daily school meal for the students after disruption due to the pandemic!
- In May, after we held community meetings addressing the issue of school dropouts, 11 children returned to school the following day, and many more in the following weeks. One of these pupils, Alex, told us “I want to complete my education because I remember if I leave school I will be doing bad things – this is why I came back”.
- In June, we delivered over 7700 items of learning materials! After a full needs assessment, we distributed educational resources to all children at our junior high schools, including 5168 exercise books, 1292 pens, 646 mathematical sets and 646 graph books. Anita, a student at Dowine JHS told us “The books help us to do a lot – not even just reading, but they help us during quizzes or debates, which gives us more understanding, and is very good for our studying.”



Objective

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

Remaining Agile: EducATE Programme Developments

A hard-hitting reality this year has been the significant increase in child migration due to school closures and food insecurity because of the pandemic. To add an extra incentive to attend school, and try to prevent school dropouts going forward, we have introduced extra pupil and family interventions, quarterly community meetings, monthly sanitary pad provision for girls, and scholarships to senior high school. Dealing with the fallout from the pandemic is a complicated challenge, but with our close relationship with the communities in which we work, strong local leadership, and inspirational students, we believe that we are best placed to support children in Lawra to access an education.

After nearly a decade of work at Karbo Primary School, the school where ATE was born, we have proudly handed over the provision of lunch to the Government of Ghana Feeding Programme, and after supporting a transition period, we are now exiting from that school. In addition, we are redirecting our support at Karbo Junior High School. In Lawra town, many families are now able to afford to provide lunch for their children, so instead of delivering our school feeding programme, we are using these funds to provide targeted support to the most vulnerable families; including sanitary pads for girls and scholarships to senior high school. We know that our work in more rural communities is life-changing, and has far greater impact than at town schools, and with these modifications, we can fund more work in our rural Hubs - starting with two new schools in Tanchara in January!



From Biro to Senior High School: A transformative pilot scheme

This year, seven young women from our most rural hub, Biro, took a leap in to the unknown and began their senior high school education. Each is the first woman in their family to go on to further education, and we are thrilled to be funding them with all they need to succeed, right through to the end of school. These girls will become adults with opportunity - to work, support their families, and to break the cycle of poverty. This pilot project has been an overwhelming success, and we are so grateful to the generous people from local Rotary clubs who have made it happen. At £300 per year, a life is transformed, and a community is lifted.

We are excited to roll this programme out further in the coming years, starting with 15 more pupils in 2022; eight girls from Biro JHS and seven from Karbo Junior High School will be embarking on this exciting journey next year, and we can't wait to see what they go on to achieve!

"I wish to take this course with the aim of becoming a skillful and well trained personnel, so that I could also help others one day." Evelyn

"Biro Junior High School was lucky and the intervention we've put in place for these girls was timely. We would not have got any of them to school if we had delayed a bit to respond to this issue in that community. It is an important element in this our quest to eradicate poverty, stop early marriage and advocate for the girl child education. This programme will have long lasting impact in the future because this programme is already making these girls role models in their community - the results are visible."

Rexford Benon, Senior High School Project Manager



Targeted Support for Girls

One of the most powerful interventions introduced this year was our increased support to girls. In response to evidence from our monitoring throughout pandemic school closures in Ghana, we initiated a sanitary pad distribution project at our most rural schools. Led by Charity Kyekpo, ATE Hub Manager, we provide monthly packs of pads, as well as regular personal hygiene education, delivered in collaboration with the teachers of the school.

In our monitoring we heard anecdotal evidence of the extensive school days missed due to lack of sanitary protection, and the dangers to which girls are exposed in order to ensure these basic needs are met - travelling south to work, getting into dangerous situations with men, or simply using unhygienic alternatives. This was exacerbated during the pandemic due to the challenging economic environment and increasing poverty levels. We are so proud to have initiated this intervention as part of our support to girls strategy, and will be rolling it out to all Junior High Schools in 2022 due to its success!

"The pads issue was the reason why I travelled South to work, washing bowls to get money to buy pads myself because my parents could not afford it. I used to have to use rags which was affecting my learning. But now that ATE is giving us pads every month I will not go to south again until I finish school." Patricia, student at Gombile JHS

"I have been a student in a village like these children before where my parents didn't know anything about pads. It was a hell for me so I absent myself from school. In fact, me being part of this project is a dream come true. It makes me feel like a role model for these students. Words can't express how I feel when I get to the schools and these girls are ready waiting to receive pads with so much excitement. I really appreciate our work on this, which gives these girls hope and confidence to take their learning seriously. My heart is filled with so much joy with this project!"

Charity Kyekpo, Hub Manager



Supporting Small Sustainable Businesses

BizATE is an award-winning small business development programme which provides grants, training, and mentoring to grow successful small businesses in Lawra and increase their resilience in an extremely challenging economic environment. This programme has been generously funded by our partners the Commercial Education Trust.

Key achievements this year:

- In May, we enrolled five VocATE apprenticeship graduates, and two mothers of disabled children onto our BizATE programme! This involved a grant for their business, regular commercial skills training, and monthly mentoring with an ATE Hub Manager to ensure success. They are dedicated, determined, and strong women, who just needed a helping hand - we can't wait to watch them thrive.
- In August, 41 of our entrepreneurs graduated from our BizATE programme with small sustainable businesses. Through the assessment process, we also found out some very encouraging data on the impact of the programme, a summary of which is on the next page.
- After disruption to our Intergrated Training Plan in 2020, our team was delighted to be running regular business workshops again, with 96 attendances over the year!

"When I dropped out of school and didn't have any employable skills, the future was blurry. VocATE was designed for me, and I couldn't let that opportunity pass me too. With this business grant, I feel proud, and I know I have another opportunity to make my life better." Janet

"I don't know what my life would have become if I didn't get the help from ATE - through my apprenticeship, and now this. Considering where I come from, and not being able to school... I will always be grateful." Evelyn





A summary from our BizATE graduation survey:

- **Increase in profits** – Average monthly profit before BizATE support was £32, and by graduation it had almost tripled to £92.
- **Growth in businesses** – SBO responses in terms of how their businesses had grown were: More profit (100%), More customers (94%), More sustainable (81%), now employ/train others (44%)
- **Increase in confidence in key business skills** – SBOs were asked to rank their confidence out of 10 before BizATE support and now at point of graduation. Confidence ratings had more than doubled in running a small business, record keeping and understanding profit, marketing, increasing their customer base, and understanding their competition.
- **Positive impacts on SBO lives and family circumstances** – The number of SBOs now able to fully support their children to access education with all they need has tripled. The number able to regularly save money has more than doubled, and almost doubled for those now able to live independently of senior family members.
- **Increase in assets** – There has been a significant uplift in SBOs' ownership of assets, with the number now owning a motorbike having doubled, more than 3 times as many owning their own home, and 6 times as many SBOs now owning their own smartphone.



Dry Season Farming

Local knowledge driving economic change

Unlike the rest of Ghana, the northern regions only have one rainy season, leaving communities in the north to suffer through the long, tough dry season for 5 months of the year (Nov-Apr). In Lawra Municipal, where the majority of the population are dependent on subsistence farming, people struggle to reliably produce crops, as climate change increases food insecurity and hunger. This leaves some families struggling, eating as little as four meals per week at the toughest times of year. When the rainy season is over, many people migrate to work-for-hire on farms in the South to be able to feed their families.

ATE's Dry Season Farming programme provides farmers with training and loans of essential equipment to grow food during the long dry season when there's severe drought and hunger. This project reduces pressure for farmers to migrate for work, and instead farm their own land, generate income, and ensure fresh, locally-grown, affordable food is available in the community market.

"My family has eaten better this year than last year because the grant has helped me extend my farm and produce more this harvest. We eat fresh vegetables when they are ready and are healthier due to the richer diet from the vegetables I farm. The grant helped me to now cultivate a greater variety of vegetables, as before I only used to grow one particular crop. Most of the profit was spent on the house I'm building. The support from ATE has helped me to achieve my dream to build a block house and put up a shop where my wife can sell drinks"

Isaac, Dry Season Farmer



Scaling up the programme

In September, severe floods destroyed hundreds of homes, farms and crops, and the need for this programme, and a second harvest, became even more clear. After evaluating the programme, we reworked the structure and made the decision to scale up Dry Season Farming! In October, ATE selected 6 farmers to support, and in partnership with the Austin Bailey Foundation, we will increase the numbers year on year. To increase sustainability and self-reliance, farmers will purchase the loaned equipment at 50% of the cost in incremental payments at the end of each dry season. By the end of the 3-years' support the farmers will own the equipment outright, have expanded their dry season gardens, yielding greater crops. Their repayments will enable us to support more farmers - working to further eliminate food insecurity in Lawra.

Sebastian, (pictured left) a dry season farmer supported in 2019 who regularly provides peer learning in our workshops, won an award for Best Municipal Gardner in this year's Farmers Day celebration!



VocATE

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.

Our highlights of 2021:

After 4 years of hard work training as apprentices, our VocATE Pilot Project saw 10 young women qualify with nationally recognised vocational training certificates in 2020, a huge achievement for these incredibly dedicated women. But their journeys didn't end there, this year we engaged them in our award winning BizATE Programme to set them up with their own small businesses - they are entrepreneurs! We've supported them to write business plans, provided cash grants to buy vital equipment and they will now receive 12 months of mentoring and 3 years of commercial education training. We are so excited to see them thrive, and so delighted that they are already making profits to improve the lives of their families.

We've reflected carefully on this pilot project and put plans in place to further improve this programme for the second batch of women who start their journeys to vocational skills in September!

This programme is fully funded by a very generous family. Our thanks go to them for enabling us to transform lives in Lawra. The ripple effect of this work will travel far, lifting whole families out of poverty.



Reflections from launch day, by volunteer Kanyir Kuube-Isaan

“Through its programmes, ATE has ensured that training is linked to economic and employment opportunities, and that disadvantaged groups in the community - including women and people with disabilities - can realise these opportunities to be economically empowered. Achieving gender equality and empowering rural girls and women are key elements of ATE’s work. ATE understands how critical it is for women to have a steady income, so they can support themselves and their families.

The VocATE programme focuses on providing skills and training to school dropouts, vulnerable young women, and people with disabilities. ATE ensures that they are engaged in apprenticeships with successful local vocational trainers in trades such as dressmaking and weaving. These business owners serve as mentors and role models, guiding the young women through their transition. On 12th November, 2021, these young women were supported with equipment and materials needed for their training (some of which will be supplied subsequently to them each month), payment of apprenticeship fee and monies to provide uniform!

Just when these young women, school dropouts and disabled children thought all hopes were lost, ATE has given them a reason to dream and work towards achieving those dreams. All hopes have been brought to life and they can also contribute to community development. ATE has also made children with disabilities, and their guardians, realise that ‘disability is not an inability.’ They have extraordinary talents that can contribute towards the economy for development and therefore should be included in society.”





Special Needs Awareness Programme

This year, following the national lockdown in 2020 and the deepening poverty in Lawra, SNAP has intensified delivery of much needed support to marginalised disabled children and their families.

The SNAP Team has worked hard to increase outreach, through community meetings, 155 home visits, support to get disabled children back to school, and to ensure they and their main parent-carer have the access to the medical care they need. SNAP Lead, Kaamil Issahaku, has made great improvements to delivery of vital workshops on health, nutrition and rights for over 186 SNAP members each month, and held roundtable meetings of local government stakeholders to advocate for their needs.

In April, Esther Bekah joined the team as our new SNAP Coordinator! Esther took the playscheme out to disabled children in rural settings to enable their access to play, and we provided wheelchairs to support mobility and socialisation. We've listened to SNAP members' calls for support to generate income and supported mothers to run their own profitable, small businesses. In collaboration with the Business Advisory Centre, we trained 87 mothers in shea butter production, as well as providing opportunities for disabled youth.

In the new year, we are looking forward to extending our reach through multiple new SNAP support groups which will serve rural communities in the south of the district and our soon-to-be-launched Tanchara Hub. This will enable us to reach and identify hidden disabled children and families in much need of our support.



Striving for inclusion for all:

Dery's story

Dery Bang-uu is older than many of the children in his class, but now has just one year left to complete junior high school (JHS), thanks to the support of SNAP. He regularly attends monthly SNAP support group meetings at the ATE Inclusion Centre in Lawra town and really enjoys socialising and engaging in the fun, stimulating and creative activities of the Play Scheme.

When schools re-opened in January, following the 9 long months of closures, we carried out needs assessments to support disabled children back to school. In March, we provided Dery with a new school uniform, and exercise books, and fixed his tricycle to enable him to return to school. Later in the year, when SNAP Leader, Kaamil carried out a visit to Gbier to check on SNAP-supported children in the nearby primary and junior high schools, he found that Dery was absent and had missed quite a lot of school. Kaamil followed up with a visit to his home and met with his parents to understand Dery's concerns. Working with Dery's headteacher, Kaamil co-developed plans to encourage Dery to return to school and complete his basic education.



"After much persuasion and constant effort to get things done right for our disabled children, it was a joy for me to realise Dery was in school during my recent visit. The head teacher told me Dery has not refused schooling from the day we made our intervention. He looks well and looked focused when I saw him in his class with colleagues including Bewule Tienir – another SNAP-supported disabled child from same community as Dery."

Kaamil Issahaku, SNAP Lead

Thank you

Fantastic fundraising


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





"Our journey in Lawra has not been easy, but with a shared vision, the spirit of togetherness, and a deep connection with the communities, your support has changed the lives of many women, men, and children in poor communities."

Gabriel Maanibe, Director of Operations



"I'm particularly happy and proud to be part of the community meetings that ATE organised. This ensures the community members feel part of the work they are doing, and the importance of their role in helping ATE achieve its vision of reducing poverty in Lawra and improving lives in the rural communities."
Kanyir, Project Assistant

2022 and beyond

We feel incredibly excited to embed and grow our strategic Hub Model. With five existing Hubs across Lawra Municipality at the beginning of 2021 - Lawra Town, Dowine, Gombile, Biro, and Bagri Junction - we plan to double this coverage by 2025. Ten Hubs, carefully positioned in communities who are ready and committed to partner with us, would mean that every person in Lawra could access our support, should they wish to.

This year, we were delighted to scope out our sixth Hub, searching for a rural community which is ready to work with us to reduce poverty and increase opportunities. Careful data collection and rigorous research was led by brand new Hub Manager to be, Charity Kyekpo. Charity is an empowered woman, dedicated to improving lives in Lawra “I have tasted poverty and have experienced its negative effects. As a member of the team now, I know my experience will be of benefit to my work here.”

In January of 2022 our Tanchara Hub will launch; it will provide significant opportunity for adults and children in this rural community, creating jobs, enabling children to complete education, and bringing disabled children into the light. We will launch at least one further Hub per year until 2025 to help us achieve our mission – that every person in Lawra will be able to access our work, should they wish to. It’s an ambitious growth plan, but one that is achievable with our dynamic team, well-organised programmes and loyal supporter base.

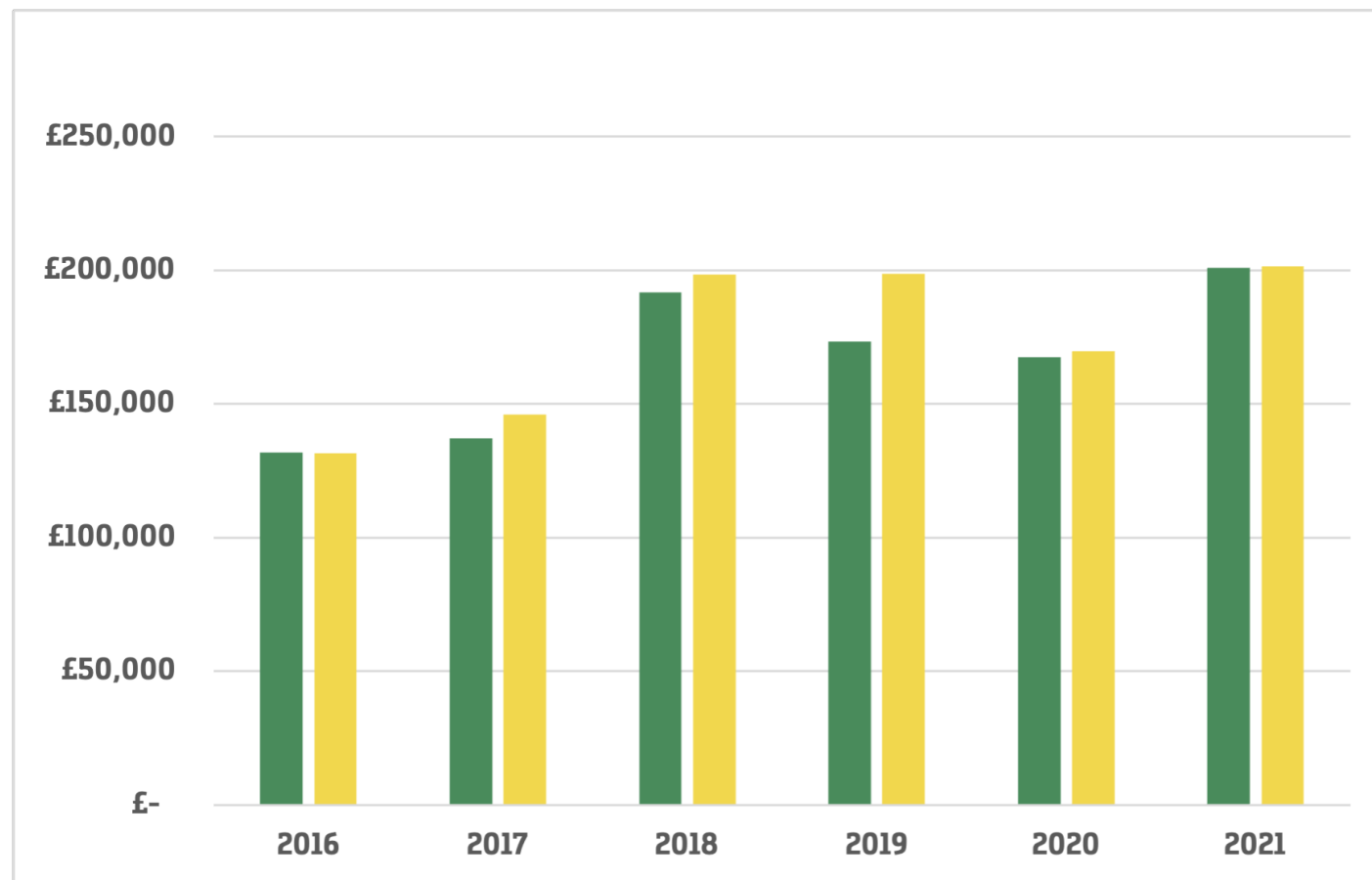
We are all extremely hopeful about the future of ATE, and the brilliant things that can be achieved by our small charity. For every child that we support, there is a ripple effect of change that carries through the community, opening up opportunity and bringing hope. For every community we transform, a generation of children have better lives, and so will their children. It is beautiful work, and a future to be excited about.



Financial summary

ATE Income & Expenditure

Income
Expenditure



Out of every £1 you donate



82p goes directly towards
project costs in Ghana



13p is spent on
fundraising



5p is spent on
administration costs

Financial systems and processes

Ensuring we are financially transparent and accountable is a priority at ATE. This year, we have worked hard to further improve our systems and procedures to ensure that our financial processes are as robust as possible. In December of 2021 we began the recruitment process for a skilled Finance Officer to bring a new level of expertise to our team and help us become increasingly efficient.





GET INVOLVED

Donate | Volunteer | Legacy

We are so grateful to everyone who supports us.
If you're interested in finding out more about getting involved
with ATE, please reach out to us!

website: www.ateghana.org | email: admin@ateghana.org



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