

FUTURE IN OUR HANDS THE GAMBIA



2020 END OF YEAR NEWSLETTER



DEAR ESTEEMED READER!

WE KNOW THAT 2020 HAS BEEN A TOUGH YEAR. MOST OF OUR STAFF HAD TO WORK FROM HOME FOR THE FIRST TIME IN THEIR LIVES. YET WE MANAGED TO KEEP GOING. WE KNOW THAT YOU MAY HAVE BEEN OVERWHELMED TOO AND YOU COULD HAVE MISSED SOME OF OUR NEWSLETTERS OR THE STORIES THEREIN. IN THIS LAST EDITION OF 2020, WE BRING YOU THE MAJOR HEADLINES FROM JANUARY 2020 TO DECEMBER 2020. WE ALSO PROVIDE LINKS TO THE SPECIFIC NEWSLETTERS FOR MORE DETAILS. WE HOPE THAT YOU FIND IT USEFUL.

Education For All Through Community Development



FIOHTG WELCOMED 2020 WITH BUDGET TRACKING SESSION



In January, FIOHTG organized a training on the preparation, monitoring and tracking of the National Budget in Chargel. The training was facilitated by Mr. Maar Nyang of the Gambia Participates attracting over 40 participants drawn from VDCs, Ward committee from 10 villages within the Chargel cluster. A similar activity was conducted in Sare Musa in the Jarra West District, in Lower River Region also. The activity is funded by the National Endowment for Democracy (NED) which is a key partner and donor to FIOHTG.

FIOHTG CONDUCTED INTERFACE DIALOGUES IN URR & NBR



Two Interface Dialogues, one in Baddibu Noo Kunda in the Illiassa Constituency and another in Basse Constituency were held in January 2020. The Dialogues are FIOHTG's Innovative Accountability Scheme which brings duty bearers such as National Assembly Members, Area Council Chairpersons, Ward Councilors in front of their Constituencies, regions, wards, to explain their work to their people and to answer questions about issues affecting their people. The Dialogues are funded by the National Endowment for Democracy.

OMAR T. CHAM RETIRED; FIOHTG SHOWED GRATITUDE



One of the longest serving staff of FIOHTG, Omar T. Cham retired in January 2020 having reached the retirement age. Mr. Cham joined FIOH while the organization was international and continued to serve FIOHTG when it was transformed to a local NGO. Mr. Cham, a trained teacher and agriculturist served as an environmentalist and climate change adaptation expert in the Community Development Unit. Mr. Cham is well known for the development of school and community gardens. In attendance were family members, friends, staff and Board members. Read more on our January 2020 Newsletter.

Omar T. Cham in the middle of the photo

February 2020 headlines



FIOHTG HELD AGM



Future In Our Hands The Gambia organised its second Annual General Meeting (AGM) on 8th February 2020 at the Semaj Garden Marquee (the white tent oppo-

site Boabab Resort). Items on the Agenda included the *Presentation of the 2019 Annual Report, Presentation of the Audit Report and FIOHTG Balance Sheet as at December 31st 2019* by Augustus Prom Audit Firm, *the Stepping Down of Board Chairperson* having duly served two consecutive terms, *Election of New Board Members (and re-election of the remaining board members if congress desires)*, *Any Other Business*. Attendees included staff of the organisation including the Country Director Mr. Buba Faburay, Auditors from Augustus Prom Audit Firm, Board of Directors and the Board Chairperson, representative of The Association of Non-Governmental Organisations, NGO Affairs Agency representative, stakeholders, partners and delegates from

the beneficiary communities. More details on our February 2020 newsletter.

MAM KUMBA SANNEH STEPED DOWN AS BOARD CHAIRPERSON



Mam Kumba Sanneh, had been at the helm of the Board in the past four years. During the period, he helped in strengthening our systems and providing guidance. Having honourably served the organization in the Board for 4 years, and in adherence to the constitutional term limit, Madam Sanneh stepped down as the Chairperson of the Board at the AGM held in February 2020. More on this in the February 2020 newsletter.

FIOHTG GETS NEW BOARD CHAIRPERSON, MRS. MENDY

According to Article 12.1 of the FIOHTG Constitution, Board of Directors of FIOHTG “shall comprise members from the wider civil society and the public sector and are not directly staff of FIOHTG. They shall be male and female Gambians and non Gambians aged between 35 and 65 years.” In adherence to this Constitutional provision and Article 12.2 which limits the size of the Board to 7 full members 3 of whom shall be females, the General Assembly re-elected Professor Gomez and Professor Yaffa, Mr. Mendy, Mr. Gaye, Madam Mendy, Madam Jatta to continue serving. The Board members have been nominated by the General Assembly and such nomination have been seconded by two full members of the Board as stated in Article 12.4. The Board had elected Madam Joanna Mendy as the new chairperson. More details on the February news- letter.

STAFF ASKED FOR SALARY REVIEW, BOARD PROMISES

Meanwhile staff who were present at the AGM urged the Board to review the current salary scale. Responding to the concern, the newly elected Board stated that the outgoing chairperson had started looking into the issue and a comprehensive review will be completed by the Board. Staff are expecting that the review will lead to salary increment in the very near future. Meanwhile delegates from the beneficiary communities have hailed the management and staff of the organisation for their dedication to poverty eradication. Delegates approved the operational strategy of FIOHTG saying that they understand that the organisation would want to do more but it is constraint with limitations of funding. Therefore, they are okay with the milestones achieved while praying for more funding.



FIOHTG HOSTED WOMEN'S INTERNATIONAL CONFERENCE



FIOHTG had hosted the 'Women Deliver Conference' which attracted over 100 women participants from the civil society, private sector and government of the Gambia as well as from the subregion. The event was jointly organized and funded by Center for International Private Enterprise, World Movement for Democracy and the National Endowment for Democracy. It was hosted and coordinated by FIOHTG. Participants drew and

shared lessons learnt from the Gambia and elsewhere for the attainment of the National Development Plan of the Gambia; in addressing the needs of women, ensuring that the civil society plays the required role as a middle ground between citizens and government and to allow the private sector to lead responsible and inclusive growth. More details on the March newsletter.

MADAM FORSTER REFLECTS ON THE SITUATION OF WOMEN



Delivering a statement at the International Women Conference, Madam Forster revealed that: *In the Gambia while*

women comprise 56% of the electoral body, they are seriously underrepresented in elected and appointed March Newsletter.

bodies with a female presence of only 7% in the National Assembly, they form less than 23% in local councils and about 17% at the level of the central executive...that worldwide...we are looking at 24% of women that are parliamentarians...and when you compare the 7% that Gambia is at, we need to pull ourselves up...According to a study by Plan International, many women and girls between 15 and 24 want to take up leadership...76%, a very high percentage, aspired to be leaders. We also saw that in that study 60% were confident of their abilities to lead, yet 94% believed that being a woman leader involved being unfairly treated compared to men. They also believed that 93% of female leaders experienced



MAYORESS LOWE DECRIED WOMEN UNDER-REPRESENTATION

Mayoress Lowe was one of the speakers at the International Women Conference in March. Here is an excerpt from her speech.

Basically...where policies are made, women are mostly not included or few of them will come to represent...1 million women in the Gambia. And that is to say, in my municipality of course, there is only female deputy CEO, one female technician and 3 councilors and if you ask me, how many of us are there? I can tell you more than at least 300 workers in the council. So in the hierarchy, we have less than 5 women. Sometimes, I ask myself a question. Will this change? Will the National Development Plan bring a change to women empowerment or not? Wants to read more, see our March newsletter.

April 2020



FIOHTG SUPPORTED 33,609 PEOPLE IN 112 COMMUNITIES WITH SANITARY MATERIALS



Following the confirmation of a Covid-19 case in the Gambia by the Ministry of Health in March 2020, Future In Our Hands The Gambia (FIOHTG) bought and supplied sanitary items to 33,609 people from 115 villages as part of the preventive drive in response to Covid-19. The beneficiaries are from the 21 Village Development Program (VDP), 19 82 satellite villages and 12 sites where the organisation is constructing schools. The Communities were also sensitized on the preventive mechanisms such as proper hand washing, avoiding public gatherings etc. More on this in our April newsletter.

FIOHTG SCALED BACK OPERATIONS & SUPPORTED STAFF TO STAY HOME

Corona! Following the confirmation of a Covid-19 case in the Gambia and the imposition of strict measures by the government of the Gambia, FIOHTG asked most of its staff to stay at home. Although the security officers observe best practices. Meanwhile, the organisation had supported its staff with a *Coping Package* during those trying to reduce the number of security officers reporting daily to enable staff buy essential commodities while they reduce contact and their vulnerability. Furthermore, almost all field work came to a halt except construction which did

You may have missed our April 2020 newsletter but here is an excerpt where the call for coordination and accountability was made. About a year since then, well you be the judge!

There is a greater need for coordination between individuals, groups, institutions, organisations and government of the Gambia in responding to Covid 19. The declaration of a State of Public Emergency is a step in addressing Covid 19; however, to adopt a National Strategic Response would require coordination of the efforts of local governments, NGOs, the national government and international partners. Such coordination is necessary for the adoption of a response strategy which avoids duplication of efforts and an evidenced based strategy. So far, such an approach is lacking as every NGO, philanthropists, individuals and groups continue to conduct their response without coordination. In trying times like this, everyone wants to help but it does not hurt to coordi-

nate for the good of all. If government fails to do this, the NGO community of the Gambia should take the lead and bring the government on board. There is a lot of capacity within the NGO sector for this. By coordinating with other stakeholders, government can avoid the duplication of efforts. Furthermore, the National Response of the government of the Gambia in addressing Covid 19 reveals the need for greater accountability and transparency at all levels. The government of the Gambia should subject itself to public and citizen-led accountability and transparency. There are growing concerns that the State of Public Emergency affects the lives and livelihoods of vulnerable communities and families and government needs to help such communities to cope with the devastating impacts of the virus and the State of Public Emergency. Therefore, in developing a National Response Strategy, government and stakeholders must devise a strategy that allows for public and citizen-led scrutiny.

Find more on our April 2020 newsletter <https://fiohtg.org/newsletter-april-2020/>



IMPACTS OF COVID 19 ON THE WORK OF THE SCHOOL DEVELOPMENT UNIT



In May 2020, our only intern at the time, Hornett had an interview with Kebba Jobe and Kemo Kinteh, Program officers from FIOHTG's School Development Unit who answered some questions about the impacts of the Covid-19 on their work. Here is an excerpt

How does covid-19 affect the unit you are working at?

The School Development Unit is affected like any other unit or institution around the world. We are tasked to conduct in-service teacher training on pedagogy to help teachers improve their knowledge and skills in the classroom as we know professional development is an on-going [long term process] and our method require direct- physical contact but WHO guidelines and government regulations on the covid-19 has been an obstacle to this. As a result we could not proceed with

our activities. This could be a setback for the unit in terms of fund utilization and coverage.

Which project is on hold because of this?

The projects that are on hold for the School Development Unit of FIOHTG due to the COVID-19 are:

The In-service teacher training on pedagogy, Keep Our Girls In School Project, the Education For All Campaign and the proposed World Children Prize project.

What are the consequences for the children that were going to benefit from these projects?

The consequences to the children who were benefiting from these projects is that there will be a very big variance between the children in the rural communities and the urban, because children in the urban have the access to the media when it comes to online classes like radio, television whilst the rural children more especially where SDU is operating do not have access leading to a break in their academic studies.

And the future for the children, will their education be affected by the covid-19?

It is already manifested beyond all reasonable doubt that children's education are all at halt. This is because, all academic institutes are closed and no child could proceed to the next grade as a result of an incomplete syllabus. A win over COVID 19 is something we really wish to see happen soon but it also gives us a proactive thinking for future emergencies.

4 COVID-19 MYTHS WE DISCUSSED IN MAY 2020

Myth 1: Antibiotics cure Coronavirus

Antibiotics cannot cure Covid-19 as it belongs to the Coronaviruses family. Although the use of antibiotics may be recommended during complications arising from bacterial infection when one has the virus, It is not meant for treating the virus. Therefore, the use of antibiotics as a preventive means is useless said the World Health Organisation

Myth 2: Drinking Alcohol prevents or cures Covid-19

Drinking Alcohol does not prevent or cure Covid-19. In fact, drinking alcohol is dangerous and deadly.

Myth 3: If you can comfortably hold your breath for 10 seconds without coughing you don't have Covid-19.

This is another myth and it is not backed by any scientific evidence

Myth 4: Adding more pepper and salt to your food or soup prevents Covid-19

This is also a myth and it is not based on scientific evidence. However, a soup with pepper may soothe the throat when one has a sore throat.

Our May 2020 newsletter can be read or downloaded on <https://fiohtg.org/newsletter-april-2020/>



SPECIAL INTERVIEW: BUBA MS FABURAY, OUTGOING DIRECTOR



Our former Country Director, Buba M.S Faburay was about to go into retirement and our Newsletter Editor spoke to him about his life and work which was published in our June 2020 newsletter. Here is an excerpt.

Buba M.S Faburay was born in Sibanor Village under British Colonialism. 7 years later, Dawka K. Jawara took over as Prime Minister of the Gambia in 1965. Mr. Faburay would be among the lucky ruralites to attend school despite the existence of a few and a distrust of Western education by many parents at the time. He would later become a development worker to improve the living standards of ruralites. He worked with ActionAid International until the Jammeh regime asked the organisation to shut down. His passion and profession would bring him to FIOH in 2006 starting with a monthly salary of GMD5000 but hard work, trust and patience would earn him an increase in salary and the position of Country Director for the organisation.

Editor: Mr. Faburay thank you for this opportunity. Many people have heard about you but they don't know much about you. You hardly talk about yourself except when sharing stories of the good old days when a bag of rice was very cheap; when children had discipline. [laughs] Lets talk

about you today. Who is Buba Faburay?

Faburay: I was born in Sibanor Village in the West Coast Region in 1958. I did my primary education in Sibanor but with the limited schools then, I had to move to the Kombos for secondary education and tertiary education too.

Editor: I heard that you are one of the longest serving senior employees and you did not start as a Director. What portfolios did you hold previously?

Faburay: I was once called Project Evaluator and my responsibility was to evaluate projects you know. That portfolio was renamed Monitoring and Evaluation and I became M&E Officer under the Planning and Reporting Unit. I became a Programme Officer and Senior Programme Officer before becoming the Director. I was also called the Ombudsman as I was tasked with mediating disputes and addressing staff grievances. I had a lot of caps. [laughs]

Editor: When I look around, I see age differences, different beliefs and professional backgrounds, how do you manage to lead this diverse team? What is your management philosophy?

Faburay: In management, you manage people based on their strengths. If you want to manage people based on their weaknesses you have a problem with them. Know what their strengths are and manage them on that, then help them on their weaknesses. I create an environment for people, I don't show them that I am the boss. Never claim or show that you know everything, People are not animals. Give them their due and they will do their best. Managing people is not difficult except you don't do what is expected, otherwise you don't have a problem. The order of the day is not to force people. I repeat don't show them you are the boss. [Editor interjects: "It is a democratic world". Laughs] Unless you are told, you don't know I am the director. This is my philosophy.

Find the full interview on our June newsletter at <https://fiohtg.org/newsletter-june-2020/>



FIOHTG ORGANISED A FAREWELL FOR MR. FABURAY



In July 2020 FIOHTG organized a farewell ceremony for its outgoing Country Director, Mr. Buba MS Faburay who reached his retirement age. The colourful ceremony was held at the FIOHTG courtyard in Kololi. Although attendance was limited to staff, Mr. Faburay's family and closed friends, the Board, representatives of TANGO and partners, attendees were entertained by Kitabu Fatty and the SLA Choir Group. Held in the courtyard, social distancing was observed and the wearing of masks enforced.

Speaking on behalf of the School Development Unit, Amadou Sambou said when Faburay told him that he is retiring,

he asked him to thank God because of the successes he had registered. Mr. Sambou recounted the number of staff who had attained or are pursuing a higher degree under Faburay's leadership.

Bubacarr M.L Camara, of the Community Development Unit said he met Faburay at ActionAid and he had been a co-worker and an acquaintance who is very humble and committed to the cause of rural communities. Dembo A. Bah of the Construction Unit, Lamin S. Sisay of the Finance Unit and Kemo S. Kinteh, the Human Resources Officer expressed similar sentiments while Mr. Manneh of the Fundraising Unit added that Faburay will be greatly missed. Mr. Lenn of the M&E Unit said Mr. Faburay looked at every staff with the same lens, he never silent people based on their age. He added that he had always listened to him despite his young age.

An emotional statement was delivered by Jainaba Sarr who had served as Human Resources Officer under Mr. Faburay. She said Faburay would listen diligently, think and respond calmly. He was so diligent that "he would dot every 'i' and cross the 't's" she recounted. She expressed admiration of Faburay's diligence and consultative approach to management. More on this story on our July 2020 newsletter.

BOARD UNVEILED NEW HR OFFICER AND ACD TO STAFF

The Board of FIOHTG through the Board Chairperson on 6th July officially met with all staff of FIOHTG to unveil the new Human Resources Officer and the Acting Country Director. Madam Joanna Mendy the chairperson informed staff that she came to inform them that following Mr. Faburay's retirement, Jainaba T. Sarr who was the HR Officer has been appointed as the Head of Programmes and Acting Country Director. Meanwhile Kemo S. Kinteh who was a programme officer in the School Development Unit is

now the HR Officer. Madam Mendy who was accompanied by other Board members said as Board chairperson she will be frequently engaging the staff to know their concerns and means of addressing those concerns. She urged the staff to support the change and the new leadership while assuring them of the Board's desire to guide the management. Staff were given the opportunity to ask questions for clarification and raise their concerns.

This and more stories on our July newsletter can be found on our July 2020 newsletter on <https://fiohtg.org/newsletter-july-2020/>



SENIOR MANAGEMENT TEAM: PICTORIAL

In August 2020, we published a pictorial of our staff telling them “thank you for your service during the pandemic”! Due to limited space, we reproduce a pictorial showing members of the Senior Management Team who are entrusted with the day-day running of the different units under the supervision of the Country Director.



**JAINABA T. SARR, HOP & ACT-
ING COUNTRY DIRECTOR**



**KEMO S. KINTEH, HUMAN
RESOURCES OFFICER**



**LAMIN S. SISAY, FI-
NANCE OFFICER**



**AMINATA SECKA, HEAD OF
SCHOOL DEVELOPMENT UNIT**



**DEMBO A. BAH, HEAD OF CON-
STRUCTION UNIT**



**BUBACARR M.L. CAMARA, HEAD OF
COMMUNITY DEVELOPMENT UNIT**



**YANKUBA MANNEH, FUND-
RAISING OFFICER**

WANTS TO SEE THE REST OF OUR
STAFF, SEE THE AUGUST 2020
NEWSLETTER [https://fiohtg.org/
newsletter-august-2020/](https://fiohtg.org/newsletter-august-2020/)



**MUHAMMED LENN, Monitoring &
Evaluation Unit**



CLIMATE CHANGE SENSITIZATION IN LRR AND URR



In November, FIOHTG engaged communities in LRR and URR on a ten day training on climate change focusing on the causes and effects. The training was aimed at building the capacity of locals on climate change and its negative impacts on the environment. The communities, were exposed to the different mitigation and adaptation measures they can use to reduce the adverse effects of climate change such as harsh climatic conditions, changes in rainfall pattern, lost in soil nutrient, climate refugees, loss of forest cover etc. More on the September newsletter.

COMMUNITIES TRAINED ON PROPER WASTE MANAGEMENT

Meanwhile, FIOHTG conducted waste management training to address waste issues and promote living in a clean environment. During the training, participants were taught basic health issues and benefits of a clean environment. More emphasis was placed on how to manage and dispose of waste properly within the surroundings to prevent them from contracting certain communicable diseases as a result of unclean environment. Find more on our September newsletter.

REFRESHER TRAINING ON PASTRIES HELD

FIOHTG had concluded 5 days training in the communities of Tabajang, Nyawurlung and Maria Samba respectively. The communities had earlier benefited from bakeries and training from FIOHTG. The refresher training on pastries was intended at rejuvenating the interest of locals towards pastry service to enhance livelihoods, increase accessibility, raise income level and most importantly ensure food self-sufficiency. More on our September newsletter.

WOMEN & YOUTH FORUMS HELD IN TANDI WOLLOF & DARU IN CRR

Women and youth forums had been organised in Tandi Wolof and Daru villages in Fulladou West District in the Central River Region thanks to funding from NED. Coordinated by Mr. Drammeh, this activity was facilitated by Mr. Musa Jarra of the Ministry of Youth and Sports and Mr. Matar Saidikan the URR Gender and Child Welfare focal point of the Gambia police force. More on our September Newsletter.

These and more stories on our September 2020 newsletter were compiled by Lamin Conteh, intern at the M&E Unit.

Find more stories on our September Newsletter here <https://fiohtg.org/newsletter-september-2020/>

FIOHTG FINALISES FINANCIAL PROCEDURAL & PROCUREMENT MANUALS



FIOHTG had gathered its Board and Staff members to finalise its Financial Procedural and Procurement Manuals at its Conference Hall on 3rd October 2020. In attendance were the Board Chairperson Mrs. Joanna Mendy, Board members Mrs. Ndow, Mr. Mendy, Mr. Gaye, and Prof. Yaffa. All programme staff were also present. The event held on Saturday 3rd October was meant to finalise the two documents that are meant to strengthen internal governance at the organization. The event which was coordinated by Finance Officer Mr. Sisay and facilitated by Mr. Sanyang of Foresight Consultancy was very interactive and constructive. More on our October Newsletter.

FIOHTG MOBILISES COMMUNITIES TO PREPARE FOR THE REOPENING OF SCHOOLS



The School Development Unit started its Education For All Campaign as the Ministry of Basic and Secondary Education discusses safe mechanisms to reopen schools following an eight month long closure as a result of Covid-19. The Education For All Campaign is a broad-based advocacy and sensitization initiative to ensure that all peoples have access to education. This year's campaign is aimed at reminding parents and students about the importance of remaining in schools despite a long nonpreventable absence. This year's campaign mobilized communities to cleanse the school premises after the rainy-season.



M&E ON A VISIT TO 71 PROJECT SITES

A team comprising Mr. Lenn the M&E Officer, Mr. Jatta at the Finance Unit and Mr. Conteh an intern at the M&E Unit embarked on a visit to 71 project sites across the North Bank, Lower River, Central River and Upper River regions. The trip was meant to assess projects and activities undertaken in 2019 and 2020. 57 of the communities are beneficiaries of Community Development Unit's activities while 14 communities are beneficiaries of school infrastructural projects implemented by the Construction Unit, both of FIOHTG. Read our November 2020 Newsletter for detailed excerpts from the report of the exercise.

READ MORE ON OUR OCTOBER NEWSLETTER:

<https://fiohtg.org/october-newsletter-2020/>



EXCERPTS FROM THE M&E BRIEF

ABOUT 1000 DIRECT BENEFICIARIES ON CIVIC EDUCATION

The Monitoring and Evaluation Unit visited the communities has reported that about 1000 people have benefitted from the civic education programme implemented between January 2019 to December 2020, most of them (69%) being first time beneficiaries of programmes on rule of law, human rights and democracy, thanks to FIOHTG. Furthermore, 87% of beneficiaries said they knew little about democracy. Only 6% said they don't know what democracy means. Additionally, whereas 50% of respondents reported that they were intolerant to political opponents before the training, 83% of respondents showed that they are very tolerant now and the remaining 17% said it treats politically opponents better compared to before the training. Here is what one respondent said: *"we used to fight and malice because of different party affiliations. But now we sit, brew attaya together. We know politics should not divide us"*. Another one had said *"here whosoever [political party or candidate] the head of compound supported, everyone must support the same...but that is a thing of the past now"*.

100% OF RESPONDENTS SAID DEMOCRACY IS THE IDEAL FORM OF GOVERNMENT BUT....

While all respondents asked what is the ideal form of government for the Gambia responded that democratic government is the most ideal form of government, when asked whether democracy is compatible with their culture, 25% said that they are completely incompatible and 17% of respondents said they are similar but not the same. Similarly 8% said they are partly compatible on some aspects. Wants to know how they explained the incompatibility, see our November newsletter.

15 COMMUNITIES, 335 PEOPLE TRAINED ON FIRST AID

Do you know that last year 15 communities were trained by FIOHTG within 15 days targeting 145 participants. The communities were Sareh Njobo, Sareh Demba Dardo, Sareh Ali, Suma Kunda, Sinchu Samba Jawo, Sumbundu, Sinchu Njengudi, Jababa, Bantang Nyima, Misera, Chamen, Saoma Kunda, Tabayel, Changai, Mbafafu. The training was geared towards increasing awareness on basic health issues, such as sexually transmitted infections, dysentery, malaria and first aid treatment of fresh injuries/cuts/burns and snake bites. 8 of the 15 communities never had a basic health sensitization until FIOHTG went there last year, in 2019. Although 145 was the targeted number of beneficiaries, the cumulative number of persons reported to have attended by the communities is 353 people. Find out the impacts one year after the training as reported by our M&E Office on the November newsletter.

1665 Trees Planted in 15 communities by beneficiaries of climate change training

In 2019, 15 communities (12 of them for the first time) were trained on climate change. During the training, participants were reminded about the importance of the tree planting and encourage to take it as fundamental in the fight against climate change and its impact. A year later, 1665 trees had been planted by beneficiaries. More on the November newsletter.

90 OF 95 ACTIONPLANS DEVELOPED HAVE BEEN IMPLEMENTED BY BENEFICIARY COMMUNITIES

Find out more on our November newsletter: <https://fiohtg.org/newsletter-november-2020/>



MERRY CHRISTMAS AND HAPPY NEW YEAR TO OUR STAFF, BOARD, PARTNERS, DONORS, BENEFICIARIES AND WELLWISHERS. WE ARE LOOKING TOWARDS A MORE PLEASANT AND IMPACTFUL YEAR. BE SAFE

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THANK YOU FOR BEING WITH US