



NADEV

Transforming Lives & Communities
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development



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Introduction

Nkong Hill Top Association for Development (NADEV) Buea is a community based civil society organization which was created and registered in 1996 first of all as a Common Initiative Group (NCIG) then later metamorphosed into an Association in 2013 -Nkong Hill Top Association for Development as a process to gain a full NGO status. For 22 years now, NADEV has been working to improve the socio-economic status of the underprivileged vulnerable population especially low-income women and youths in the rural/urban settings of the South West Region of Cameroon. Working relentlessly in the area of community development and human capacity, NADEV won the first Provincial trophy for promoting women's income generating activities awarded on the occasion of the International Women's Day in 1999, also won the 1st prize at Provincial Agricultural Show for seed maize production in 2000. In 2009 NADEV created a financial institution called Nkong Credit for Development (NC4D) which till date has enhanced access to micro finance for over 4000 small business women and over 1500 loans to its members. The organization elaborated a 5 year Strategic

plan (NADEV Vision 2020) in November 2015 with the Nkong Women Entrepreneurship Project) at the helm and the Youth category substantially added. In June 2016, NADEV celebrated its 20years of great achievements on the occasion of its 20th Anniversary. In December 2017 NADEV received an award offered by Nextel Cameroon and Youth Empowerment Actors for impact creation in Community Development. More interestingly, NADEV won the NGO SWECSON award in the domain of Business and Micro Financing. Also, NADEV's Board member, Mercy Wangyia won the Woman of the Year award on March 8th 2018.

Background Information:

Who We Are

Our Identity

We are a hill top organization a special name and position in the South West of Cameroon. We have developed and nurtured the ability to adjust in times of crisis and become resilient. We have the ability to remain focused in our field of expertise and our credibility as a learning organization is on the rise

Our Vision

We want to see Communities that are empowered, sustainable and living in harmony

Our Mission

We are a Cameroonian based Organisation dedicated to accompanying communities to become empowered, sustainable and living in harmony

Our Values

At NADEV, work is guided by the following:

- ❖ Equity for all
- ❖ Accountability/Transparency
- ❖ Upholding Human Dignity
- ❖ Dedication to community
- ❖ Professionalism and Learning

- ❖ Integrity

Our Goal

To improve the socio-economic status of the rural and urban underprivileged and marginalized population, especially women and youths

Our Strategic Objectives for 2016-2020

- Promote Enterprise Development
- Improve on standard of living through Sustainable Agriculture and Livelihood programs
- Strengthening NADEV's Organizational Capacity

Our Motto: Transforming lives and communities

Our Programs and Projects

NADEV's programs and projects include the following:

Promotion of Agriculture/Livelihood

Since 2003, in partnership with the National Employment Fund (NEF), NADEV supports farmers to increase production and productivity through trainings and in kind credit. Projects have been carried out in Fako, Lebialem and Kupe-Muaneguba Divisions.

Apart from these NADEV also supports widows to create piggery farms to improve nutrition as well as income generation.

Entrepreneurship and Skills Development:

Through the Nkong Women Entrepreneurship Project (NWEP), over 4000 low income women have been trained on Small Business Management in five out of six Divisions in the South West Region. In 2016 NADEV launched the Nkong Youth Entrepreneurship Program which has led to the training of 200 youths on Entrepreneurship.

Mobilizing Savings and Delivering Micro-credit

NADEV started as a weekly savings club in 1996. Over the years the organization developed the Nkong Women Cash up (NWOCA) product through which it has continued to grant micro credits to low income women for small business promotion.

Over 4000 women have been financed thanks to our enduring partnership with All We Can, UK. Due to the rapid expansion of this scheme, NADEV created a stand-alone accredited and fully regulated Micro Finance Institution – Nkong Credit for Development (NC4D) in 2009. By 2017 NC4D had eight branches in Buea (Mile 17 and Great Soppo), Mutengene, Kumba, Bonaberi-Douala, Muyuka, Munyenge, Menji. However, due to the crisis operations in 3 of these branches found in the red zone have been suspended with one new created in Dschang to serve the Lebialem migrant population there in.

Water, Sanitation and Hygiene (WASH)

In partnership with the Netherlands Development Organization (SNV) NADEV has assisted 23 Municipal Councils in the South West Region to implement the Rural Water and Sanitation Project (PAEPA-MRU) involving the construction of ventilated improved pit latrines for both

public and private institutions like schools, markets and dispensaries and private poor households. With the support of Peace Corps Cameroon and KOICA respectively, NADEV constructed VIP Latrines for GSS Maumu in the outskirts of Buea and GSS Ediki in Meme. Worthy of note is the constructed latrines slaps for 13 households in Maumu village. NADEV is currently mobilizing funds aimed at address this precarious and widespread need in the Region.

Promoting Gender Equality

NADEV's Women Empowerment Program has been active in several domains to bring about gender equality. As a policy, gender balance issues are integrated in all NADEV's programs.

Our current focus is on Gender and widows Rights. Sensitization workshops have been organized in over 50 communities in the Region and exchange visits organized with chiefs to improve on the status of women in general and widows in particular.

Working with Communities on HIV/AIDS Prevention and Care

NADEV launched its Participatory HIV/AIDS Control Program (PHACOP) in 2002. Several projects were delivered under the program. Currently, NADEV is partnering with CARE Cameroon to ensure improvement in the quality of care at treatment Centers while developing the capacity of Community based groups of people living with HIV/AIDS under the Initiative 5% Project.

Research and Development Services

NADEV offers services to partners for Studies, Participatory Planning, Impact Evaluations, Diagnostic Surveys, Institutional Assessments, and Capacity Building. Partners who have recently chosen NADEV services include the PNDP, UNDP, GIZ PSMNR, Rumpi, FODECC, PARI, ONEXPALME, and the NEF.

We also have space and Equipment for training and meetings at our new head office in Molyko, Buea.

Projects Under Taken

The dominant project for the year 2019 at NADEV was the

Nkong Women Entrepreneurship Project (NWEP)

Petty Trading for Women

In partnership with Nkong Credit for Development (NC4D) our affiliate MFI, NADEV extended its micro credit activities to some communities in the Littoral Region with the aim of reaching out to IDPs and vulnerable host community members. By so doing 100 women in Souza, Kake and Kompén communities were reached and are currently carrying out income generating activities to improve their standard of living. A complete package for the women included a 3 day training on Record Keeping, Risk Management, Savings Mobilization, Customer Relationship and Marketing. This was then followed with soft interest loans amounting to 5million FCFA from NC4D. Beneficiaries received business coaching from NADEV field staff and are delighted to share their success stories:

Ebelle Lidienne of Kake village saying:

“I have been separated from my husband for a long time and my four children and I now live at my parent’s house. I could not meet with providing all their basic needs especially as they solely depend on me. I got involved in this “miondo” business at a very small scale which did not enable me meet up with the demands of my family. I heard about NADEV from a friend who had already been supported and she linked me to them. I attended a three day training workshop on small business management. At the end of the training, we formed a group of 5 persons and received a loan of 50,000fcfa each. I used the money to rent a hectare of ready harvest cassava. Since then, I harvest cassava from the farm to produce “miondo”. I have realised the cost of production is by far lower than it was before. So far, I have been able to save the sum of 78,000 FRS within 5 months in a little saving group I belong to. I intend to use this money to build my own house on a piece of land provided by my father by the end of 2020. This would never have been possible without this support. I pray God bless those who remembered a suffering woman like me”.



Piggery for Widows

NADEV's livestock program has been known for transforming the lives of many vulnerable widows in the South West Region of Cameroon. Moved by the impact stories told by these widows, NADEV in its 2019 Operational Plan extended the support to other regions including the Moungo and Menoua Divisions in the Littoral and West regions respectively. The project was executed in the villages of E'foungwo, Ngwatta, Santchou (Menoua Division), Buea in Fako, Melong and Kake (Moungo Division). A total of 35 widows benefitted from the support. Selected beneficiaries benefited a 3x3m backyard constructed pigsty each while receiving training on modern pig farming, supply two piglets and vaccines, feed, and technical assistance for six months.

44 year-old widow Mami Mazion of Ndongo quarters Buea narrated how useful the project was to her and her four children.

“Prior to meeting NADEV, I had financial difficulties to the extent that providing food for my children was a huge burden to me. The situation worsened with the shutting down of schools, which did not permit me to sell groundnut sweet to pupils as I used to do to generate daily bread for my children and I. All of a sudden, I was referred by a friend who happened to run into a NADEV staff who was doing identification of potential



beneficiaries. I was visited and asked a series of questions, and was later selected. I was later trained alongside other widows on pig farm management and techniques; received two piglets; a backyard pigsty and feed for six months.

I then applied what I was taught during training and started growing my piglets and after seven months, I sold one of my pigs at FCFA 130,000. I used part of the money to pay school fee for 3 of my children at Molyko Grammar school, and an instalment of school fee for my eldest daughter at OIC, who could not go to school last year due to insufficient funds. I have also kept some money, which I look forward to constructing one of the windows of the uncompleted house, my late husband left behind,” she testified.

Poultry for Widows

At the request of her beneficiaries, NADEV in her 2019 Operational Plan integrated poultry farming into its livelihood program. This program came about particularly to support widows who could not indulge into piggery farming. Each beneficiary received 50 chicks of 21 days old, 200 kg of composed feed, training on poultry farming and treatment for 2 months. Fifteen widows in Batoke, Mukundange and Buea respectively were reached.

Mary Okubo, a 55-year-old widow based in Batoke could now take care of her medical treatment and her sick mother thanks to the proceeds from the poultry farm she started with NADEV early this year.

“Life was very difficult for me since my husband died. I fell and sustained a fracture on my right leg 8 years ago and could not afford medical care. So, I had to endure the pain while raising my children, siblings and sick mother. Two years ago, the pain became too severe that I could not do anything, so, my younger sister started a palm oil business to cater for us but things were still very hard for us,”

“One day, information went round the village for widows to meet in the community hall for support from an organisation. I managed to go expecting to receive foodstuff but the promise seemed good but unrealistic to me. So, I reluctantly registered. To my greatest surprise I was selected amongst others, and have benefitted in the 2 phases, which entails 100 chicks (03 weeks old), 400kg of feed and free treatment. It looked like a dream but it was true.

At the end of the first phase, I sold all the chicks and realized FCFA 140,000. I used part of the money to start a small business; selling water fufu and soaked cow skin commonly called “kanda”. I also received the second supply and sold the birds for FCFA 155,000, which enabled me to cater for my mother and myself,” she explained.

“My small business has also increased from 2 bags of water fufu to 4 and more cow skin... I thank NADEV and everyone, who made any little contribution in helping me. I will never stop this activity because I know what I stand to benefit”



Gender Based Violence Awareness Campaigns

NADEV over the years has been engaged in advocating the rights of women and widows through community sensitizations. With the increasing level of violence at this time of crisis in the NW and SW Regions NADEV held sensitization workshops in 18 communities in the Fako, Mounjo, and Menoua Divisions respectively aimed at reducing the occurrence of gender based violence and its effects by organizing sensitization workshops. Such workshops aimed at encouraging victims to speak out so that perpetrators can be apprehended and sanctions meted according to the penal code and by so doing discourage more of such mal practices. Communities are also made aware of the different GBV Service Providers and their contacts to ease communication for victims.

Ndomo Martha, a 43 years old widow who lives with her 3 children in Limbola, a village in Limbe II municipality had this to say.

“I got married to my husband in Bamenda as his second wife under my family’s influence. We both had a daughter before he passed on. After his death his sister and first wife sent me away with my child. I moved to my brother’s house in Limbe. He rented farm lands for me to cultivate and take care of my child. I raised some money and relocated to Limbola village closer to my farms. After some years I lost my daughter due to brief illness during her holidays at my mother’s house. This was the most painful period of my life. I could not find myself coping with the loneliness. I had to take my sister’s children to live with me. I was consoled by these children and my neighbours until I put the lost behind me. Then NADEV came to my community and I attended the sensitization on Gender Based Violence. In the course of the sensitization I could figure that I was a victim of a forced and illegal marriage with no education or skills, no source of livelihood. I also realized how as parents we expose our children to the sufferings they go through later in life.

From the knowledge I derived during the sensitization, I talked to my neighbour on the risk of leaving her 3 years old twin daughters naked with a young boy in the neighbourhood who treats them very special. She understood and started dressing them modestly. She also cautioned the boy on how he can play with her children who also understood. Again, I have taken upon myself to raise my sisters children with the

proceeds from my farm and the small business I manage, educate them to become independent and wise so that they don't find themselves suffering like me”



Ndomo Martha
testifies

Mass marriage

NADEV supported 75 couples; 09 couples in partnership with AMCODE an organization in Dschang (West Region), 13 couples in Melong and 53 in partnership with Muyuka Sub-Divisional Delegation of Women Empowerment and the Family and Muyuka Council. Prior to tying the knot, these couples went through a counselling session during which they received lessons of the importance of legalizing their marriage and maintaining a happily marriage life. .

Mr and Mrs Tekwa Elvis shared their joy as they expressed

“We heartily thank NADEV for this support. When we heard about it, we thought it was a joke but it became a reality. Also, it has come in time because we had already made arrangement for our traditional marriage this same month but we did not have sufficient funds to go in for the Civil Status marriage. So with this support, we had the opportunity to legalise our marriage”



Family photo of couples in Buea

Result Sharing Workshop

In November NADEV organized a result sharing workshop aimed at bringing projects stakeholders and beneficiaries together to appreciate the work and impact of her activities so far. Participants to this workshop were drawn from Buea, Tiko and Limbe Council areas. In the presence of the Deputy Mayor for Limbe II Council where the workshop was organized project achievements and challenges were read out to which participants gave input in the form of testimonies, questions, answers and comments. At the end of the day recommendations were made which would go a long way to improve on the work NADEV in communities and also strengthen her collaboration with stakeholders.

It was a moment for NADEV to reflect on the recommendations, proposed solutions and plan well in executing its projects in the years ahead.



Mami Frida of Batoke village recounting her

Board Supervisory Visits

As a yearly compulsory activity the Board visited a cross section of beneficiaries of NADEV activities in Fako, Moungo, and Menoua Divisions.

DATE	COMMUNITY	REMARK
October 09 th 2019	Visit to 20 widows of the piggery project in Ngawatta, E'fougwo, Santchou	The Board was satisfied with the progress and impact of the respective projects on the beneficiaries.
October 10 th 2019	Visit to 04 widows of the piggery project in Melong	
October 11 th 2019	Visit to 08 beneficiaries of small business in Souza	
October 16 th 2019	Visit to 10 widows of the poultry project in Batoke, and Mukundange villages	
October 17 th 2019	Visit 02 piggery widows and 01 poultry widow in Buea	Where difficulties were identified they were encouraged to continue and try to over come
October 17 th 2019	Visited 01 couple in Buea	



Board supervising a piggery farm at Santchou

Fako Livelihood Project

NADEV in her incessant quest to assist the vulnerable in the society NADEV in partnership with UNDP and the People of Japanese Embassy reached out to some 200 IDPs and host community members in Buea, Tiko and Limbe II municipalities. This was aimed at supporting them to start up or rehabilitate their basic livelihood activities that have been disrupted and or destroyed by the crisis in the South West and North West regions. These beneficiaries benefitted from trainings on Small Business Management, Cosmetics and Pastries production skills for income generation. At the end of these trainings, beneficiaries gladly received cash and farm inputs. A beneficiary has this to say:

“I am very grateful for this kind gesture. This support came on time because with my little income, I could not effectively feed my family, especially with five additional people. It was a huge burden to me. I decided to plant maize in my one hectare farm and these farm inputs (spraying can, cutlass and spraying chemical) will ease my work, and I am sure of a good harvest to will enable me feed the entire family” said Madam Nicoline Mbeng of Sand pit Buea.

Within this partnership, NADEV carried out trauma healing sessions on Bible teachings that gave hope to the suffering IDPs.





Trauma healing training
at Mukundange village

In same line with the UNDP support for IDPs, NADEV also initiated the Nkong Income Generating Project for IDPs (NIGP4IDPs), a pilot partnership project aimed at providing financial support (grants) to IDP single mothers and widows. The was to enable displaced single parent mothers, most of whom have little or nothing doing, to make ends meet by seting up small businesses that will improve on their living conditions.

The implementation phase of the project began in March, 2019 with financial support to eight beneficiaries which number increased by 3 phase bringing the number to 13.



Madam Vivian Enow at her
business site in Sandpit Buea

Elaboration of Communal Development Plan

NADEV as a local partner in assisting communities to have a much better understanding of local development challenges and to finding solutions to community development problems was engaged with some 11 villages within the Limbe II Municipality in identifying problems, and developing micro projects and local solutions. This activity was carried out within the scope of the National Community Driven Program (PNDP) support to Limbe II Council, where NADEV is accompanying the Limbe II Council in the process of elaborating their Communal Development Plan (CDP).

The project was launched, in January 2019 both at the Divisional and the Sub-Divisional levels to inform all stakeholders for the commitment in the process. At the end of the study, the local population was overwhelmed with their involvement in identifying their needs and proposing solutions to combat the most important ones.



Protocol launching workshop



NADEV staff in a council planning working session with inhabitants of Kie

Donations

NADEV's Josephine Tita Memorial Trust (JTMT) fund donated a pair of crutches to Ma Mary Okubo of Batoke village in Limbe II Sub-division. As a poultry beneficiary from NADEV, she could not move to and fro her poultry farm without the help of neighbours due to her disability. With the help of the crutches, she could now carry out her activities without help. She remains grateful to NADEV for coming to her rescue.



Mami Mary Okubo showcasing her crutches with a NADEV staff

Internship and Volunteerism

This is a yearly program during which the capacities of students placed under NADEV learn about activities of the organization and development activities in general. As usual, NADEV had students for internship. Four students from the Pan African Institute for Development West-Africa (PAID-WA) and one from Intensive Vocational Training Centre (IVTC) did internship. Two volunteers are currently in the Douala office for voluntary service. Through the Fako Livelihood project, students took part in field visits and experience sharing which enhanced their experience on Project Management. The other student learnt photocopying of documents, printing, scanning, registering of incoming and outgoing mails, filling, typing and the creation of a new account using the organizational software (QuickBooks). At the end of their internship, students submitted copies of an end of internship report.

NADEV student's supervisor
in a working session with
interns from PAID-WA



Publication and Media Coverage

The *Nkong Development Insights* Issue No 18 and 19 were published during the first and last half of the year 2019. Articles and pictures of NADEV's field activities were frequently broadcast or published on social media sites such as the TV, NADEV Website, Facebook and Twitter.

Staff Capacity Building

Staff of ADEV had the opportunity of building their capacities in the following:

- Trauma Healing

For five days NADEV staff and Board members had training on trauma healing at Centre Spirituelle Bonamousadi Douala facilitated by Bible Society of Cameroon. The aim of the training was to assist those traumatised to be relieved of their traumas especially during this crisis period. Staff and Board were expected to replicate the training during GBV sensitizations, social meetings, church groups and respective quarters

- Impact reporting/communication and basics of photography

Meanwhile the Impact reporting/communication and basics of photography workshop enabled staff to produce quality impact reports, stories, and pictures that will enhance the visibility of the organization.

- Participatory Training Methods. Again, participatory training methods gave staff an in-depth knowledge on how to plan training/sensitization workshops and contents on GBV, small business, among others.



Staff in a working session during training

NADEV's Douala Office

NADEV after 23 years of existence and four years into the implementation of its Operational Plan extended its activities to the Littoral and West regions of Cameroon. The extension has been accompanied by the establishment of an office in Douala made up of 01 staff and 02 volunteers. This is to ensure follow up, increase NADEV's visibility and ensure the effective implementation of projects in the Littoral and West regions of the country.



NADEV staff and volunteers at the Douala office

Trainings and Meetings Organized

Workshops	No organized	Persons reached	Locations
Small Business Management skills	04	100	Souza, Kake and kompen
Modern Pig Farming Techniques	04	35	E'fougwo, Ngwatta, Buea, Melong, kake and Santchou
Poultry farming	03	15	Batoke, Buea and Mukundange
Sensitization on Gender and Widows Rights	20	1000	Mokindi, Mokundange, Limbola, Mokunda, Kie, Ngwatta, E'fougwo, Mboukok, Souza, Kake, Maleke, Nkongpen, Yapaki, Nkapa Buadibo Loum (02) ,Melong, Nkongsamba (02)
Fako Livelihood Project	05	200	Limbola, Mukundange, Kie, Mutengene, Mudeka, Sand pit and Bonduma

Some Workshops/Seminars Attended

Date	Venue	Organiser	Thematic Concern

March 5 th 2019	Mariton Hotel Buea	CARE Humanitarian Response in partnership with LUKMEF & Reach Out Cameroon	Humanitarian Principles, Do No Harm and prevention against sexual abuse and exploitation
23 rd to 24 th April 2019	Mariton Hotel Buea	UNFPA in partnership with LUKMEF/ / CSOs.Training Cameroon	Community workers on GBV- SRHR for women/ Girls in the South West region
July 25 th 2019	Synod office Buea	Community Media Network	Building Peace in times of crisis.
12 th to 15 th June 2019	LUKMEF office Buea	LUKMEF/CARE International	GBV Cases Management.
July 7 th 2019	Mbalmayo	UNDP	Experience Sharing on Development Minerals
	`PAID-WA	HRP(UNDP)	HRP/HCP training on online project proposal writing
	OCHA office	UN food security cluster.	Monthly reporting on humanitarian activities.
November 2019		ERM South West coordination.	Midterm review meeting of the south west ERM grantees with the south west coordination.
29 th November 2019	Mountain Hotel	UNDP and the Government of Cameroon through the Prime Ministry	Local ownership for special recovery and reconstruction Plan (SRRP)

Public Events

16 days of Activism against Gender Based Violence

NADEV join other Activist in the commemoration of 16 days of Activism against GBV launching at PAID- WA under the theme” Generation Equality, stand against rape”. . In a collective effort with other NGOs NADEV engaged in public meetings/media sensitization on the causes, consequences and penalties of perpetrators of GBV and also participated in a March pass on December 10th 2019 to close the period.



Staff sensitizing the public

NADEV actively present in the march pass that marked the end of 16 days of activism sensitization in Buea



Female Humanitarian day Celebration

NADEV join other NGOs to celebrate world female humanitarians' day at PAID WA Buea. It was a moment of hailing female humanitarians and encouraging them on their work on humanitarian actions.



NADEV staff with UN Female representative to Cameroon

Profiling of Internally Displaced Persons

In response to the needs of IDPs of the Anglophone crisis NADEV carried out a survey to profile IDPs in Lebalem Division and to find out new settlement patterns, mode of life of both the displaced and host communities therein. The outcomes of the survey included inaccessible roads with people using only foot path, less population concentration with many inhabitants relocated to Dschang, Santchou, other neighbouring villages and majority in the bushes. Also, farm produce have lost value in terms of prices and high prices for manufactured goods (soap, kerosene, maggi, rice) that gets to the villages. As concern health, inhabitants cannot access quality health care services due to little or no drugs and very few health personnel's present. For this reasons most of them have resorted to traditional herbs. The report was equally shared with the UN-system and other development organizations.



NADEV staff (second to the left) with some medical staff of Mary Health of Africa Hospital Fontem

SOURCES OF FUNDING FOR THE YEAR

NADEV runs its activities thanks to the following sources of financial and technical support:

- ⇒ Membership Contributions
- ⇒ Income generated from Consultancy Services
- ⇒ Savings
- ⇒ Subvention from MINSANTE for health activities
- ⇒ Support from International and local Partners

PARTNERS AND NETWORKS

International Partners

- All We Can Methodist Relief and Development, England
- Associated Country Women of the World (ACWW) London
- CIVICUS
- UNDP
- The People of Japan

Local Partners

- MINADER
- MINPROFF
- MINEPAT/PNDP
- MINAS
- MINSANTE
- SWECSON

NADEV's Office Construction

Work continued on the head office building. Tiles have been put on the 2nd floor of the building.

PROBLEMS ENCOUNTERED DURING PROJECTS EXECUTION

- Insecurity due to current Anglophone crisis.
- Poor M&E done in some villages in red zones
- Increase expectations of beneficiaries and communities.
- Financial expectations of government officials prior to partnership.
- Unexpected demand for gifts from Chiefs and Government officials in the Moungo and Menoua was not helpful for collaboration.
- Language barrier in the Menoua Division sometimes made work to be difficult.

Attempted solutions to some challenges

NADEV extended the enticing micro credit and Livestock activities to Moungo and Menoua Divisions in the Littoral and West Regions respectively to gain community interest prior to sensitization activities such as GBV. However, penetrating these Regions are sometimes difficult since the Government officials and traditional rulers desire the meagre support designated for the vulnerable.

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OUR OFFICE IS LOCATED AT

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