



MOVEMENT FOR ACTIVE CITIZENSHIP

Annual Report

2020

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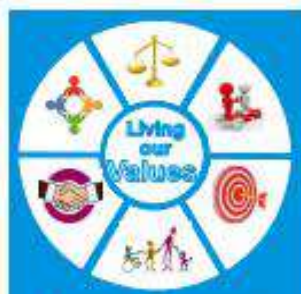
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ABOUT Norsaac

1.1 Organizational Profile

Norsaac since its inception has grown from one level to another due to a formidable team under the supervision of dedicated and goal-oriented leadership. This has seen the organization transition through two (2) strategic papers and a stop gap. We are currently on the 3rd Strategic paper which is christened Norsaac Strategic Paper 3 (NSP III) for the period 2020 to 2024. The New Strategic paper comes with 4 strategic objectives; 2 each on programming and organizational growth. Through this new journey, we have set our self to see into fruition what we theme “Movement for Active Citizenship”. By this new strategic paper, we have moved from interventions targeting individuals and thematic areas to dealing with issue-based interventions which targets network of women, children and youth as we look forward to realizing the ultimate goal of a “Movement for Active Citizenship”.

1.2 Our Focus;

Norsaac cause social change through the networks of women, youth, children, excluded groups, and like-minded organizations which is in conformity with NSP III. In the area project/programme implementation, Norsaac gives much prominence to achieving the following;



1.3 Rebranding

In the new direction of the organization, the board, staff and stakeholders jointly agreed to rebrand the logo as a facelift and aligned with the vision and mission of the organization. Thus, the organization has moved from being known as NORSAAC to now Norsaac. The new logo signifies a pathway for social transformation.



1.3.1 Vision

A healthy and empowered society where everyone enjoys their rights and live a life of dignity.

1.3.2 Mission

To work with networks of women, youth, children, excluded groups, and like-minded organisations to strengthen their agency to claim and exercise their rights.

1.3.3 Values (J-CRIMP)

Justice: We work to challenge power imbalances that deepens inequalities in society.

Commitment: We champion the collective power of women, children, youth and the excluded.

Responsiveness: Willingness and readiness to take intelligent and calculated risk and to act quickly with experience and sensitivity to what the situation requires

Inclusion: We value diversity and promote equality, participation and voice of all.

Mutual Respect: We value and regard all people equally and act in a way that respect the dignity, uniqueness and intrinsic worth of every person.

Partnership: We accept the obligation of joint responsibilities, shared goals and mutual accountability with beneficiaries, donors and stakeholders.

OUR YEAR OF PROGRAMMING

(ACHIEVEMENTS AND CHALLENGES)

2.1 Achievements

Within the year 2020, the organization still made some achievements though it was characterized by the COVID-19 pandemic. Below are some of the major strides made in implementing communities, Districts and Regions across the NSOs.

NSO1

Enhanced capacity of Community monitors: As part of the drive to enable citizens to hold duty bearers accountable, Norsaac in the year built the capacity of 225 citizens to have oversight on capital project implementation processes. This led to collaboration of these monitors with their respective MMDAs to monitor the progress of capital projects within their localities.

Enhanced Capacity of youth networks: capacity building is necessary in strengthening the ability of actors to efficiently and effectively discharge their duties and responsibility. In this vein, Norsaac in the year under review built the capacity of 22 leaders of Northern Regional Youth Networks across 6 districts on safe programming, group dynamics, movement building, social media communication, effective social actions and effective networking and coordination to strengthen their agency around SRHR activism. Furthermore, about 300 Very young Adolescents have been engaged by resource persons from the Ghana health Service (GHS), Ghana Education Service (GES) and other networks that provide capacity building services, to help them build self-esteem.

Discourse on RHE rekindled: In the year under review, Norsaac reopened the discourse on RHE in schools. A virtual “Northern Ghana Teachers connect” on Reproductive Health Education (RHE) was successfully organized to engage about 100 stakeholders/teachers across 30 districts on RHE. This saw a dissemination of information to suggest that the absence of RHE is adversely affecting students especially girls with issues of Child marriage and teenage pregnancies appearing prominent. As a follow up, Norsaac organized its 1st National RHE Forum. This forum engaged stakeholders in the continuous effort to bring back RHE to the table as far as education in Ghana is concerned. This was held physically with strict adherence to COVID-19 protocols after a relaxed restriction by the government.

Power of Adolescents in communities: Adolescents launched community campaigns against peer pressure, family breakdown, poverty, desire for sex, ignorance of dangers in child marriage and bad parenting as well-known causes of child marriage. This happened as a result of positive effect of the knowledge level of adolescents (knowledge transfer) on their reproductive health, leadership and mentorship. Knowledge transfer also manifests itself in the area of increased

awareness due to sensitization and advocacy activities. This is supported by an evaluation report in the year under review which indicates about 79% of adolescents demonstrated an increase knowledge on child marriage, reproductive health, leadership and decision making.

Assertiveness of youth networks yielded results. Youth networks demonstrated their urgency through engagement with stakeholders as a means to have them commit to their responsibility. Empowered Youth advocacy group successfully engaged community stakeholders resulting in the enactment and endorsement of community by-laws in 15 implementing communities by the chiefs and their council of elders and is currently being policed by the youth advocacy groups to ensure maximum compliance. This is yielding results as monitoring has revealed an average of 55% reduction of Teenage pregnancy in all the implementing districts. This contributes to the national efforts of reducing teenage pregnancy and increasing girl's retention in school

NSO 2

Enhanced coordination among youth and women groups/networks on activism: youth and women networks championed and launched social media campaigns on movement building. The campaigns spanned from reproductive health education, peace towards election 2020, education sector reviews and gender-based violence. These networks collaborated among themselves, leveraging on their respective strengths throughout the campaigns.

Duty bearers respond and commit to youth actions. Norsaac influenced the engagement of duty bearers on SRHR issues by Alumni of Girls Model Schools. These engagements saw some level of commitments from duty bearers. Below are some of such statements;

The Sawla-Tuna-Kalba and Kpandai Districts committed to monitor the formation of health management club in schools to advocate on health and sanitation issues and to mitigate the infrastructural deficits; school contracts to be awarded holistically in nature to include toilets, lighting systems, boreholes as well as changing rooms respectively.

National Commission for Civic Education & Ghana Health Service jointly stated that they will 2021 engage alumni girls to support in sensitization around menstrual myths, child marriage and teenage pregnancy which affect adolescents in the district.

Responsiveness of networks: As part of holding duty bearers accountable for developmental projects within Districts and by extension communities, the year under review witnessed Youth, women, and even children support in monitoring of capital projects in their respective districts. This is a sign of their urgency to claim what they admittedly know is theirs.

NSO 3

Enhanced Stakeholder Engagement: the year 2020 saw a drive to engage relevant stakeholders, in view of these engagements, about 80% of stakeholders at community, Districts, and Regional levels showed high commitment level to project planning, implementation and monitoring. This manifested during the inception and close-out engagements. Also, In the year under review, a total of 45 stakeholders were engaged in an inception meeting of the VYA project, and 30 female adult mentors have been trained on a manual which is used for their meetings. Again, the organization has gained strength with its multi- projects in the districts and its increased scope of engagements with multi stakeholders across the districts. Through these series of projects in the districts, NORSAAC has gained trust from its stakeholders both at the district and community levels. Stakeholders now recognize NORSAAC at their levels of activities. A clear example is where a District Assembly co-opted the GSAM project concept in their activities.

Sustained collaboration between Norsaac, community, district and regional level stakeholders and institutions and apparatuses that work on child protection. The buy-in of traditional leaders as they are most revered and listened to was harvested in the year under review. Norsaac chocked such millstone as we gained the support and commitment of the Dagbon Traditional Authority for the Education Against Poverty and Gender Inequality (EAPI) campaign. This was after a series of stakeholder engagements with traditional leaders and other prominent and respected personalities within Dagbon. Also, a teleconference on Northern Regional Education Dialogue as part of "Education Against Poverty and Gender Inequality" (EAPI) Campaign reaching about 2,500 people, this enabled us to engage stakeholders in the education sector to help harness child protection within institutions in Ghana.

Enhanced staff capacity: the capacity of 25 Norsaac staff were built on teambuilding and leadership skills, this was to aid in the team spirit and collective effort towards achieving organizational goals.

NSO 4

KS 4.2 Rapid response to Covid-19: With the insurgence of the pandemic, key COVID-19 messages were developed in 4 predominantly spoken languages in the Northern, North East and Savanna Regions namely, Likpakpaln, Dagbani, Gonja and Moar and broadcast in 100 communities. Also, Norsaac supported the construction and use of 1,200 tippy taps in 100 selected communities to advocate for proper handwashing as a preventive measure for COVID-19. This was followed up with the distribution PPES including 500 litres of hand Sanitizers, 8000 pieces of hand gloves, 4000 pieces of medical face mask, 12 pieces of thermometer gun and 500 litres of liquid soap to 10 District Health Directorates as a means of resourcing health facilities, after our rapid-survey proved that health facilities lacked basic PPEs that were needed by health workers in the fight against COVID-19.

Enhanced capacity of Finance team. The year under review saw an upgrade in our QuickBooks software and that brought about a corresponding capacity building training for the finance team to ensure more efficient and effective use of the software for all financial procedures in Norsaac.

National Presence of Norsaac. In the year 2020, Norsaac was determined to be visible at the National front. As part of this drive Norsaac partnered UDS Tamale campus to hold 2020 Political Parties Debate on Education Policy in Ghana and this was aired live on Joy News. Also, organization was represented at the National Peace Pack, which witnessed the flagbearers of the two main political parties commit by signing to a peaceful election 2020.

2.2 Challenges

The year 2020 just like every year came with its challenges. Below are major setbacks experienced during the year under review;

Insurgence of COVID-19: The 2020 was bedeviled with the novel corona virus. This led to the restrictions of gatherings and close down of schools thereby affecting implementation. This delayed project activities as well as affected the mode of execution of these activities as these were rolled out with the safety protocols in mind. The pandemic delayed the establishment and effective roll out of some project structures including He4She clubs and Girls Clubs. Also, resulted in a complete change of AAG's planned activities for the period 2020. This was seen as activity resources were channelled towards providing relief support to sponsorship children and their families in order to build their ability to withstand the economic impacts of the vicious virus. The impact of covid-19 was felt across Norsaac and its project implementation.

Hostile environment towards RHE: The year under review saw hostility of some stakeholders regarding RHE. This included government's directives to suspend all activities on RHE until further notice, this directive stalled a well thought-out and planned strategies of implantation on RHE in school thus a pause on all RHE related activities

Delay in disbursement of funds: the year under review saw some donors delay in funds disbursement, this among many others affected the start of some project activities on the planned time of execution. This in some instances affected the smooth implementation of some project activities.

Inadequate representation of key/targeted stakeholders: Some project activities saw the absence of targeted key stakeholders as they will always send delegations. This affected the outcome of responsiveness of DA to citizens especially in the area of accounting to communities.

LISTENING TO OUR STAKEHOLDERS

➤ *Pregnancy should Not stop Me*

Shamsia is a 16-year-old adolescent from the Zangu-Yakura Community in the West Mamprusi district of the Northern Region. She is a member of the safe space in Zangu-Yakura community. She is in JHS 3 and will be writing her Basic Education certificate examination in June 2020. She lives with her sister and her family and supports in domestic chores.

In September 2019, Shamsia realized she missed her period; she was scared and could not tell



anybody. Realizing that she was a member of the safe space in Zangu, which empowers girls not to fall victim of teenage pregnancy and child marriage. In January 2020 her father, Mr. Fuseini, a member of the Model Gendered Households in Zangu noticed changes in Shamsia and questioned her, after several interrogations her father was shocked by Asana's confession. Her sister's husband had sex with her and got her pregnant. Mr. Fuseini also the contact person for the PASS project in the district was very sad. Shamsia's sister's husband however denied responsibility of the pregnancy.

Reflecting on the Capacity him and his daughter has

received from the PASS project. Mr. Fuseini notified NORSAAC's officer in Walewale about the situation. When she visited the family, her father narrated *"I have been very bitter about the situation but I don't want Shamsia's future to be jeopardized. I want her back in school and I want the man to take full responsibility of the pregnancy"*

Project officer referred the case to the District education service, the girl child officer supported Shamsia to go back to school closer to the community whilst attending ANC services towards delivery in June. The case was further referred to the Social Welfare and community development office in Walewale. Asana's Sisters husband was called before has been fined to take responsibility of Asana until she delivers and continues her education.

Shamia hopes to attend Tamale Islamic senior high school because she hopes to learn Arabic, which is part of the school's curriculum. She hopes to become a teacher in future. Narrating her incident *"Anytime I finished my house chores, I will sit outside and chit chat with some male friends outside the house, my sister's husband accused me of having an affair with them anytime they came around. One day, he decided to take me to my grandmother's house, on our way he stopped at a bar and forced to have sex with me, later we had more sex but I was scared to tell anyone. I am not happy about this situation, I will still pursue my education no matter what, I appreciate my father's support and the PASS project"*

PS. *As this report was being developed, Shamsia delivered her baby girl on 22/4/2020. Her delivery came as a shock. As everyone expected her to be 6 months pregnant. Unfortunately, due to fear of COVID 19 Shamsia delivered at home and not at a facility. NORSAC officer worked with the family to help them do away with COVID misconceptions and allow Shamsia and her baby girl have access to quality health care. Shamsia is committed to advocating against teenage pregnancy and helping other girls like her explore the opportunity to return to school after delivery.*

- **Capacity building in the area of adult engagement is an effective advocacy tool to aid in young people meaningful adult engagement.**



During the learning and monitoring visit by UNESCO staff, this was what one of the YAG members had to share with the team: *"Before the capacity building workshop at Zabzugu, I had little knowledge on RHE and no knowledge on where to access these services neither do my siblings know anything on RHE and my parents had never educated us on the changes that happen to our bodies. But during the training, our capacities were built on RHE, referral points and how to engage adults during our advocacies. The knowledge gained on how to engage adults enabled me to engage my parents which led to my parents assembling my siblings for me to impact the knowledge gained from the training to them. For the first time in my life, I felt my importance and this has boosted my morale in the delivery of YAG activities."* (Ntilam Timothy from Nakpali, 17th November, 2020)

➤ **MY GENDER IS NOT A LIMITATION: THE STORY OF THE FIRST FEMALE SENIOR PREFECT**

Nasifah comes from the Nangbani community in the Chereponi district. It is a small rural settlement where farming is the main economic activity of the people. Being a male dominated community, women's participation in politics, leadership and or decision making in the community is almost non-existent, partly due to poverty, lack of interest and motivation, high levels of illiteracy rates especially among women and the general perception that the women themselves have as being inadequate to occupy these positions.



Nafisah who was the Speaker (President) of the YFP in her school linked the winning of the presidency at the YFP level as the beginning of the realization of her political ambitions.

In 2016, she contested for the position of a senior prefect in the school's elections in the Chereponi Senior Technical School. Not only was she the first female to contest for such a key position, she was also the first female to win such an election. It was the first time in the history of the district for a female to be elected as the senior prefect. She contested against her fellow male student and won massively against him making him her assistant. She attributed her success story to the YFP initiative by NORSAAC and AAG. She said that the road was challenging and at a point she had self-doubt in her ability to win and to take charge. She added *'The road was not easy. First of all, it was not common for a girl to contest for such a position. Girls were always contesting for positions like girls' prefect, health prefect. So, there were lot of*

questions and doubts about my ability to occupy such a position and to deliver my duties. There

was even doubt in my ability to win in the first place. I must say that the series of parliamentary sessions organized weekly had helped me a lot. It changed the perception that I had about my own ability and women in general. In fact, the YFP brought that hidden confidence to light and made me to understand that a woman or girl was capable of taking up key positions in the society. Even when I had self-doubt, I was constantly motivated by colleague parliamentarians to push harder and forth’. During her regime as the first female senior prefect, she formed the food committee which is still in operation till date. This committee was in charge of assessing quality and quantity of meals that were fed to students in the school. As a school prefect, she also organized talks on Ebola and Cholera during the outbreak of these infections. She raised the bar for measuring senior prefects’ performance and ridiculed the social norm that perceived women as unable to handle leadership position. It is interesting to mention that, in 2017, in the Chereponi Senior technical school, another YFP member contested for the position of the senior prefect, even though she did not win. In 2018, another young female parliamentarian contested and won the position of the senior prefect in the same school. In general, the Young Female platform has been instrumental in challenging its young members to rise up and occupy key leadership positions in their schools and to have a preserving and determined spirit.

In a quest to further her education after the completion of the Senior High School, Nafisah, journeyed to Accra to search for greener pastures. Through friends she was introduced to ‘an agent’ who lured her into modern day slavery in Saudi Arabia under the pretext of providing her with a lucrative job. She stated *‘I was 17 years old and I had just completed S.H.S. I was so passionate about furthering my education to the tertiary levels but concerned about my parents’ poor economic situation. So, I decided to go to Accra to work so that I could save enough to buy admission forms and pay my school fees when given admission. During my stay at Accra, I met some friends who assured me of better working conditions and wages in Saudi Arabia. As naïve as I was, I met up with an ‘Agent’ who fast tracked the travelling process. I was deceived that I would only work there for Five (5) months and for only 5 hours a day. Upon arrival in Saudi Arabia, my passport was confiscated by my employers. To my utmost dismay, I was working even more than 12 hours day. I usually closed work at 3:00 am and I had no time for leisure or even sleep. I would cry every single day and regretted ever leaving my country. I told my employers that I wanted to return to my country and they refused with claims that my contract with them was for a two-year period. I was unable to contact the agent that sent me there too. I cried profusely everyday as I was always tired and ill-treated. I ended up staying in Saudi for 2 years, 3 months. I was only able to return to Ghana after I faked being sick and refused to do any more work’.* She added that *‘as young girls we should always never be too desperate. Even though my desperation was for a good course, a lot worse could have happened to me. I could have died, be sexually abused or be unable to still return to my country. Again, never make a decision about travelling outside your country for work without proper investigations, or speaking to people who can help you. We should be very mindful of our decisions as some of them can land us into trouble’.* Upon her return in Ghana, she managed to

establish contact with Actionaid Ghana and she has since been supported by the organization to realize her educational dreams.

Nafisah is currently at the university of Education where she is pursuing a course in Early Childhood development. She stated that she was an individual who believed strongly in the capabilities of a women, not because she was a woman but she had seen what women could do when given the opportunity. She said *" society needs to see more women occupying key positions in politics and governance."* She cautioned young girls to always believe in their capabilities and to never let anyone regardless of who they may be to tell them that they could not achieve anything they set their minds to do.

- **The Municipal Chief Executive (MCE) of Gushegu Municipality in the person of Hon. Issah Musah remarked that** *GSAM project is a good concept. The Municipal Assembly is collaborating with Norsaac for the development of the communities, so assembly is now making*



sure that any project that will happen in any community, the community members are involved in the process. Community members should be concerned about monitoring projects that are going on in their communities. The training of CDMs will enlighten them but he urged them all to make sure that the monitoring does not bring confusion between the

assembly members and CDMs. He pleaded with CDMs that they should all come on board to help the government develop the communities, and they can only do that by doing their work diligently."

- **Mr. Jagri Mark** is the Deputy District Works Engineer who has been subletted by the DWE



department into DSC of GSAM, had this to say ... *"from now on, we have learnt some lessons from GSAM and for that matter, all project signboards in the year 2020 and beyond will always capture the contract sum and copies of all project documents would be made available to the community through their Assemblymen/women so community members can assess them."*

➤ **Rebecca Npong** is the organizer for concerned youth of Tatale. She serves as a member of



Tatale CDM and she had this to say ... “the introduction of GSAM project has been very revealing. It has opened governance to the citizenry. The citizens are now able to participate in the implementation of the project. Formerly, the Assembly was reserved in engaging citizens but now, I find Assembly far more open and they have been able to put citizens in the fore-front of affairs. I have learnt a lot, particularly the engagement between the contractors, Assembly and citizens. It is one of the things we have to do

in building upon our democratic credentials as a hope of democracy in Tatale. Getting citizens involved calms down tension because they get the opportunity to know what their monies are used for. I have the responsibility to educate my community members on the need to monitor capital projects.”

➤ Voices on RHE

National Reproductive Health Education Forum

Issues of safeguarding is missing in schools-hence teacher-student relationship

Hajia Lamnatu
Songtaba Executive Director

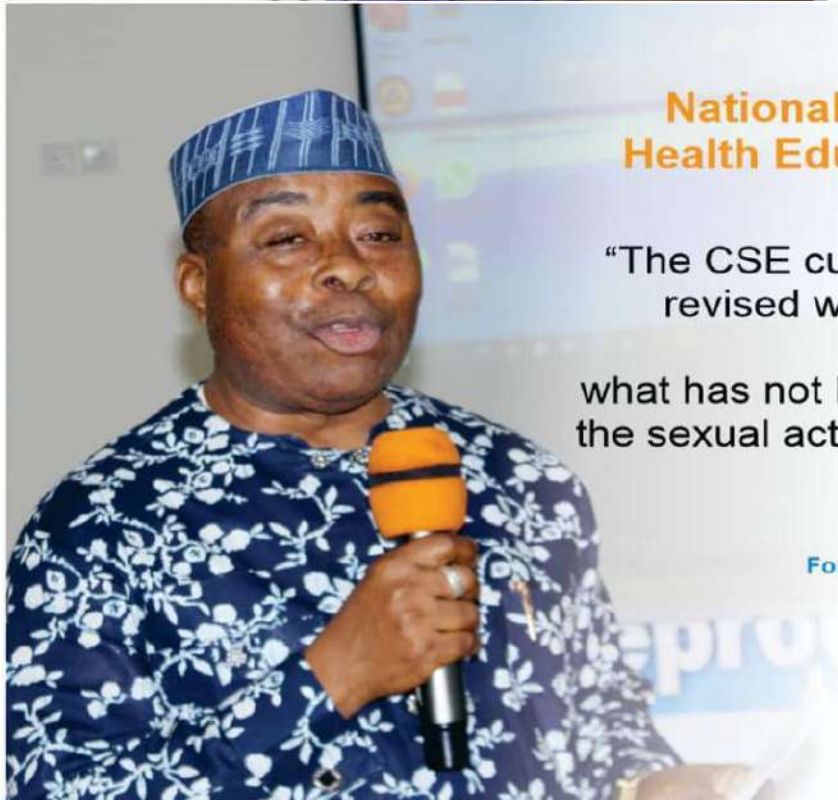


AXIS **norsaac**

National Reproductive Health Education Forum

“The CSE curriculum that was revised was put on hold due to covid 19... what has not been put on hold is the sexual activities of the youth”

Alhaji A.B Yakubu
Former GHS District Director



AXIS **norsaac**

National Reproductive Health Education Forum

"We can't develop as a country without taking RHE seriously. We need to develop National RHE policy that we all believe in that reflects the views of and positions of all political parties... We need to make progress and we need to make sure that RHE is one of our National priorities"

Mohammed Awal Alhassan
Executive Director

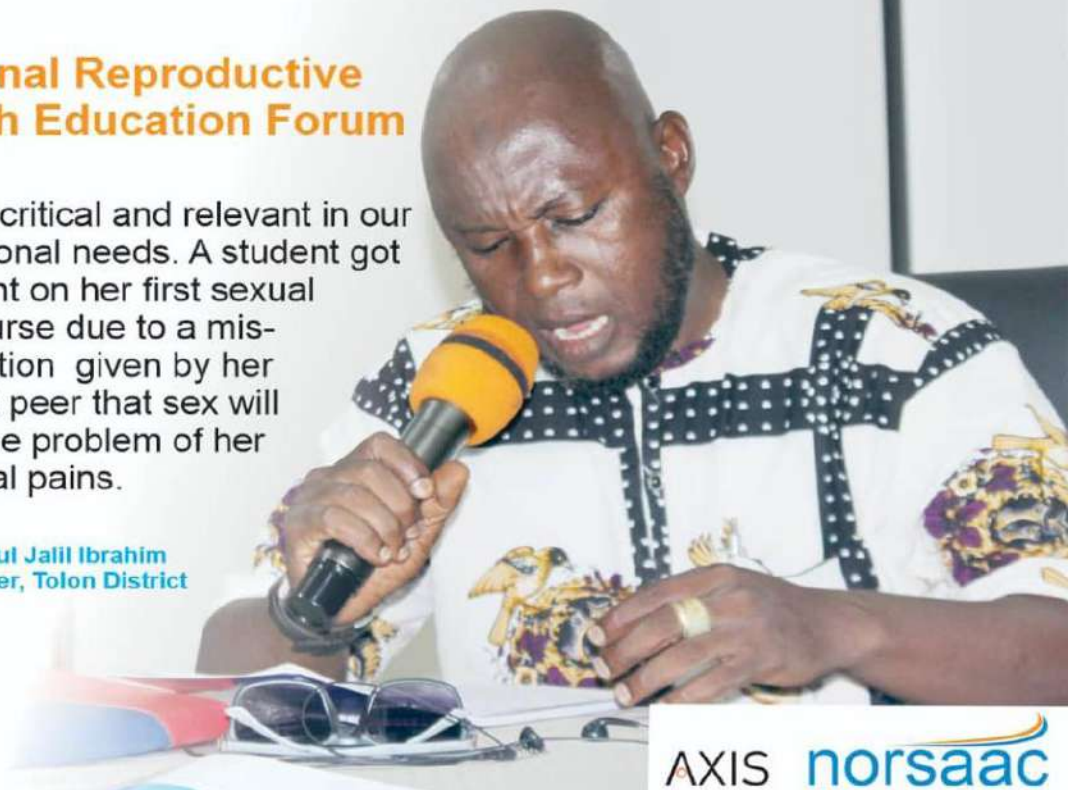
AXIS **norsaac**



National Reproductive Health Education Forum

RHE is critical and relevant in our educational needs. A student got pregnant on her first sexual intercourse due to a mis-information given by her dropout peer that sex will solve the problem of her menstrual pains.

Abdul Jalil Ibrahim
Teacher, Tolon District



AXIS **norsaac**

FUND RAISING AND INCOME

Major Achievements

Partnership: Partnership which is a core value of Norsaac under NSP III, we have worked tirelessly within the year under review to grow and sustain our partnerships. This coupled with our vision for a healthy and empowered citizen, we brokered four (4) new strategic partnership. We have secured a 6-year partnership with Youth Challenge International (YCI), a Consortium member to RING II program, Consortium member to C4H II program and the biggest of all is for the first time we have secured a 6-year partnership with Rutgers as a country lead for the Power to You(th) program

Fund raising: Fundraising takes the path of sustainability in Norsaac as we look to having a “Movement for Active Citizenship”. The year 2020 saw Norsaac develop and operationalize internally generated fund-raising models. The first model, NiV, which is a social enterprise wing of Norsaac that focus on income making for the social work of Norsaac. NiV currently has 3 partnerships on-going; HerStart Program, Revolving fund and Norsaac investment fund. With the second model been the rental of our office space. Currently, two (2) organizations share a paid office space with Norsaac; YCI and NiV. The amount raised from these rentals amounts to \$5,098.00 annual income.

Norsaac goes digital: as part of system strengthening, 3 systems’ improvement were undertaken; communication unit that has taken programs work online, online financial management system and a 10 Microsoft 365 business premium license for Norsaac’s work

Empowered staff, empowering communities: 3 key capacity building exercises and opportunities were given staff. 12 gained professional certificates in COVID-19: The Psychological Impact, Well-Being and Mental Health. 6 other staffs gained upgrade skills in resource mobilization and 25 staff gained capacity in team work.

Norsaac on the international Radar as organisations chase Norsaac for inclusion in high profile programs/projects: Norsaac’s enhanced programming/systems coupled with strengthened online presence, the year witnessed not less than 3 strong organisations chasing to include Norsaac in consortiums for RING II, ASBC and PtY. This demonstrates increased recognition for the work of Norsaac in the areas of women, children and youth.

Norsaac storms social media in an unprecedented leap: From 2,089 followers, 404-page engagements and 30 page likes on Facebook, innovative infographics, livestreaming, and increased staff commitment to online engagements has moved Norsaac to 13,844 followers, 2,121-page engagements to 178 page likes by end of December, 2020. Similar gains were made on twitter and Instagram. These gains have contributed to an enhanced visibility of Norsaac’s engagements of issues affecting women, youth and children.

Major challenges experienced in 2020

The following came up strongly as challenges of the year under review;

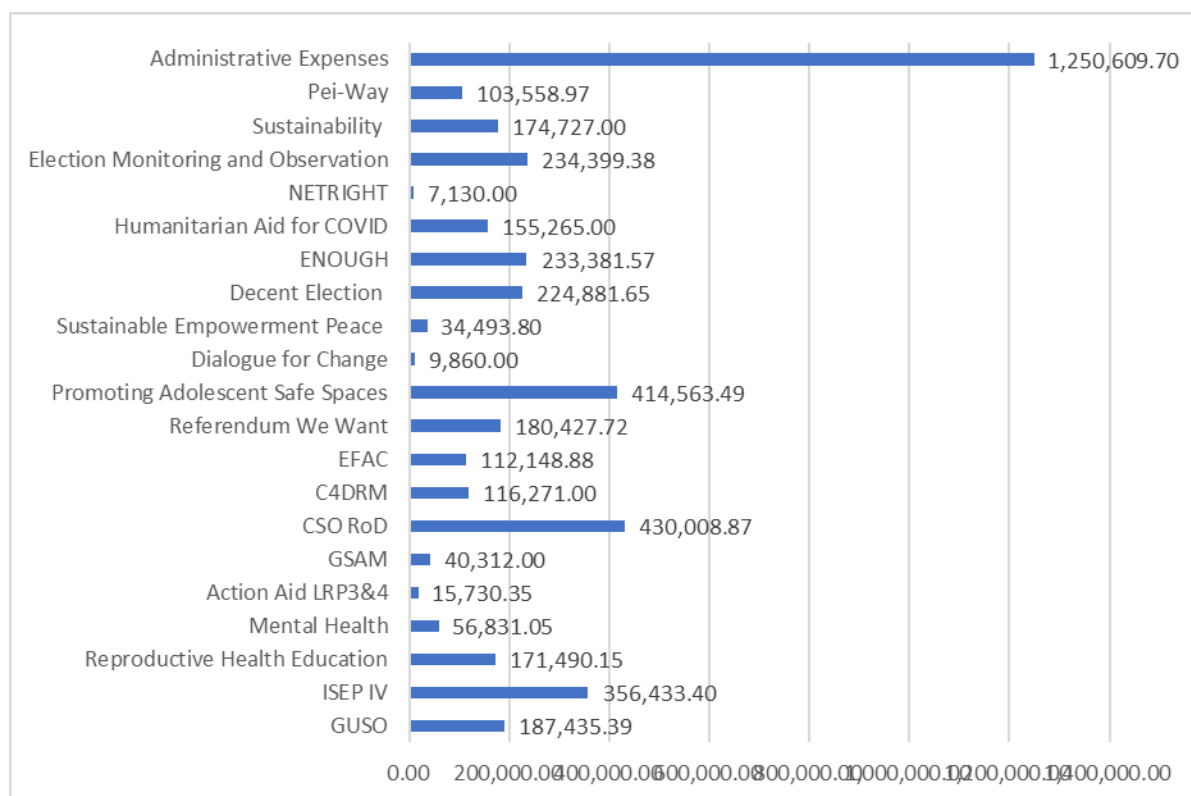
Logistical constraints: from mobility to furnishing and working tools (computers, modern communication/media equipment), Norsaac struggled through these issues for the year.

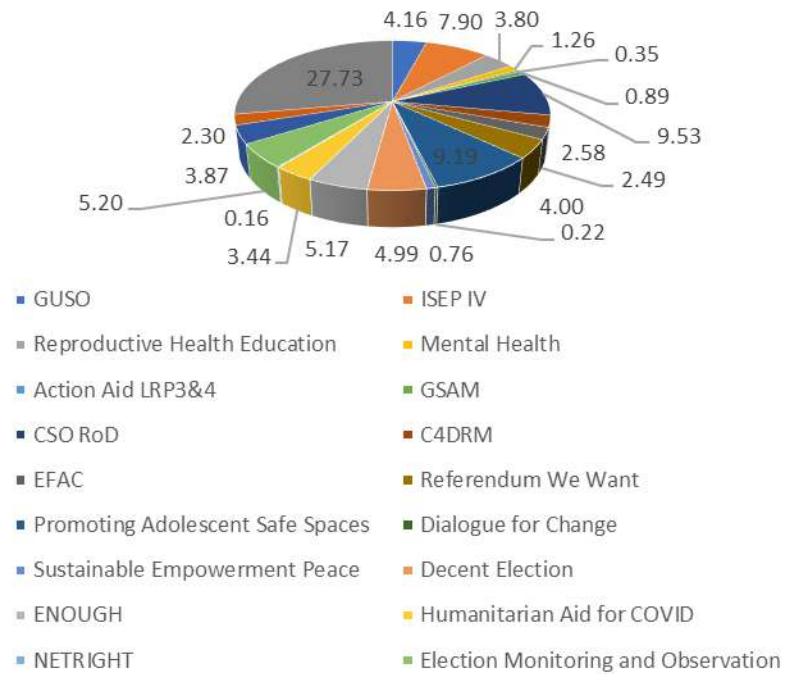
Inadequate staffing: the year witnessed one member teams and teams whose complete set was not in existence.

EXPENDITURE

<i>Project</i>	<i>Amount</i>
<i>GUSO</i>	187,435.39
<i>ISEP IV</i>	356,433.40
<i>Reproductive Health Education</i>	171,490.15
<i>Mental Health</i>	56,831.05
<i>Action Aid LRP3&4</i>	15,730.35
<i>GSAM</i>	40,312.00
<i>CSO RoD</i>	430,008.87
<i>C4DRM</i>	116,271.00
<i>EFAC</i>	112,148.88
<i>Referendum We Want</i>	180,427.72
<i>Promoting Adolescent Safe Spaces</i>	414,563.49
<i>Dialogue for Change</i>	9,860.00
<i>Sustainable Empowerment Peace</i>	34,493.80
<i>Decent Election</i>	224,881.65
<i>ENOUGH</i>	233,381.57
<i>Humanitarian Aid for COVID</i>	155,265.00
<i>NETRIGHT</i>	7,130.00
<i>Election Monitoring and Observation</i>	234,399.38

<i>Sustainability</i>	174,727.00
<i>Pei-Way</i>	103,558.97
<i>Administrative Expenses</i>	1,250,609.70
<i>Grant Total</i>	4,509,959.37





LIVING OUR VALUES

The year 2020 meant two things to Norsaac; the first is the beginning of a new decade and also the start of the Strategic Paper III. As part of our new strategic document, we curved for ourself J-CRIMP as our values. One year of working with these values in mind had some of the staff say the following in the discharge of their duties under the year under review.

On commitment, this is what a staff had to say; “At Norsaac, commitment is built on our passion to see change. We see opportunities where there seem not to be and inspire people to be the change we want to see. Everyone working or associated with Norsaac is engulfed in this value once you find yourself with the organization, it’s like an infectious disease”

A male staff had this to say “On my arrival to Norsaac in the year under review, I was greeted with a post in the kitchen with inscription ‘wash your plate after eating’. This came as unbelievable to me at the first instance, but on a second thought I realized that, the equality and mutual respect that we as an organization advocate outside is also practiced within. I therefore came to a conclusion that not only are we advocating against gender assigned role in theory, we practice it internally as well. Thereafter, I have washed my plate with delight after eating.”

“The year 2020 started on a smooth note until COVID-19 gave us a surprise visit. This was so sudden and unexpected as that affected both our programming and beneficiaries. I realised the responsiveness of Norsaac to issues of urgency at that point. The quick manner in which a rapid survey was conducted on the micro-readiness of health facilities to handle potential cases and the distribution of PPEs together with supplies to needy families was heart-warming. I participated in the process with delight as it brought smiles of relief to needy families. This we did with other organizations in the spirit of our firm believe in partnership.”

PROJECTIONS FOR 2021 ACROSS THE NSOs

The following are projections of Norsaac for the year 2021 across our NSOs.

- Norsaac will continue to build capacity of girls to engage stakeholders on SRHR issues as well as lead discussions and create avenues for discussions on RHE to trigger government to ease directives on RHE to allow for discussions, finalization of the guidelines and implementation. Also, Norsaac will continue to work with youth networks to strengthen their agency to become active citizens around SRHR and other issues affecting them.
- Intensified RHE campaigns will bring back discussions on RHE and reconsideration of government's directives paving way for re-engagement of the 2 colleges of education and possible engagements with the other 10 colleges within the 5 regions to integrate RHE into their teaching curriculum. As such there will be more stakeholder engagements at national and regional levels, national fact-findings to discuss the impact of not having RHE and use this to trigger action from keyholders and policy makers.
- Norsaac becomes more visible through improved and effective communication of project activities at all levels of implementation. Also, a tactical communication with national and international platforms will be explored to effectively communicate the work Norsaac does on the global front.
- Norsaac will go on a Staff and internship recruitments drive to fill on-going staffing gaps within the organization.
- Invest in logistical needs of Norsaac; mobility, computers, ultramodern communication and media engagement tools. The organization will Secure Microsoft 365 business premium license for all staffs to drive productivity in our daily tasks.
- Improve performance of website and social media handles with defined regular updates
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- Develop institutional mechanism for costing Norsaac services in the area of facilitation and trainings.
- A robust M&E system that clearly demonstrates and gives evidence of how effective the safe space concept is to mitigating adolescent issues and contribute to policy and discourses on what is an effective model to solving adolescent issues.
- Conduct fact-finding surveys to provide evidence to support campaigns and advocacy.

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