



Widows and Orphans Empowerment Organisation (WEWE)

2023

ANNUAL

REPORT



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Executive Summary

This is the 2023 annual report for the Widows and Orphans Empowerment Organisation (WEWE), covering the fiscal year from January 1st to December 31, 2023.

The report corresponds with WEWE's 2023-2028 strategic plan. It offers a summary of major projects carried out in 2023, emphasizing achievements, results, and advancements across the eight strategic objectives: Orphans and vulnerable children (OVC), violence against women and girls (VAWGs), Gender-Based Violence (GBV), organizational capacity strengthening, health, nutrition, girl child education, women and girls with disabilities, and women in agriculture.

In 2023, WEWE implemented four (4) projects; below are the projects carried out along with their key outcomes.

1. Title of the Project: **The ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control (ASPIRE) project.**

Primary Donor: US President's Emergency Plan for AIDS Relief (PEPFAR) through the US Centers for Disease Prevention and Control (CDC).

Location: Rivers State

The prime recipient: The Institute of Human Virology Nigeria (IHVN)

Fiscal Year: January 01, 2023, to December 31, 2023

Total income: N359, 860,200.60 (USD 401,566.9)

Target (OVC): 101,957 beneficiaries

Achievement (OVC): 143,758 beneficiaries

Target (GBV): 3,492 beneficiaries

Achievement (GBV): 3,611 beneficiaries

The ASPIRE project was a follow-on award from the Action to Control HIV Epidemic through Evidence (ACHIEVE). After the successful implementation of the ACHIEVE SURGE project in Rivers State from 2019 to 2022, due to its high performance in providing services to 124,000 beneficiaries against the 101,957 targets, it received another award for the ASPIRE project.

The WEWE subgrant ASPIRE project covered two (2) of the nine (9) service areas carried out by IHVN. WEWE, based on its experience in orphans and vulnerable children programming and gender-based violence, IHVN's subgrant to WEWE was for us to carry out work on



- Support to Orphans and Vulnerable Children (OVC)
- Gender-Based Violence (GBV) support services

Support to Orphans and Vulnerable Children (OVC)

WEWE’s project support for orphans and vulnerable children includes pediatric HIV and Prevention of mother-to-child transmission (PMTCT).

WEWE used a comprehensive household care plan structured around four case management domains. The case management domains were Healthy, Schooled, Safe, and Stable.

- Healthy:** Ensuring children and their caregivers have access to essential health services, including HIV testing, treatment (ART), nutrition, and prevention services. (Improved health status and reduced morbidity/mortality among OVC, including access to pediatric HIV care and nutrition support.)
- Schooled:** Ensuring children of school age have access to quality education and are enrolled in school. (Providing educational support, including school fees, materials, and vocational training to ensure educational continuity.)
- Safe:** Protecting children from abuse, neglect, exploitation, and violence. (Ensuring a safe environment, birth registration, and legal protection for vulnerable children.)
- Stable:** Increasing the economic security of households to provide for the child's basic needs. (Strengthening caregivers' capacity to support children through income-generating activities, savings groups, and livelihood support.)

The US President’s Emergency Plan for AIDS Relief (PEPFAR) OVC program case management domains are measured by benchmarks

Table 1: Showing the OVC case management domains

Domain	Types of services provided to the orphans and vulnerable children on a needs basis
Healthy	All children, adolescents, and caregivers in the household know their HIV status, or a test is not required based on risk assessment.
	All HIV+ children, adolescents, and caregivers in the households are linked to treatment.
	All HIV+ children, adolescents, and caregiver(s) in the household have a viral load result documented within 12 months after initiation of ART.
	All HIV+ children, adolescents, and caregiver(s) in the household have adhered to treatment within 12 months after initiation of ART.
	All adolescents 10-17 years of age in the household have key knowledge about preventing HIV infection.



	No children < 5 years in the household are undernourished.
	Household health Insurance coverage
	Water, Sanitation, and Hygiene (WASH) messaging
	Age-appropriate counselling and HIV disclosure support
	Age-appropriate HIV treatment literacy (for Caregivers & CLHIV)
	Community-based Adherence Assessment and Counselling
	Linkage to PLHIV support group
	Adolescents' HIV Prevention and SRH Services
	Community TB symptom screening
	Growth monitoring, Nutrition assessment, counselling, and support (NACS), Linkage to IYCF support group
	Healthy food demonstration, Food package (s)/ Nutritional supplements
Safe	All children in the household have birth certificates
	There is a stable adult in the household who provides consistent care, attention, and support to the children and adolescents?
	No children, adolescents, or caregiver(s) in the household reported experience(s) of violence (physical, and/or sexual, emotional) in the last 6 months
Schooled	All children aged 6 years and above are enrolled in school.
	All children and adolescents enrolled in school have attended regularly and progressed in the last year.
	School enrolment / re-enrolment
	Waiver of school fees
	Assistance/support with homework
	Sensitization for child school enrolment/re-enrolment
Stable	Block granting
	Caregiver is engaged in economic activities that help meet the critical needs of the children in the household.
	Caregiver can identify an individual or group recognized as providing social and emotional support
	Financial Education
	Vocational/apprenticeship training
	Savings group (VSLA)
	Home gardening support
School performance assessment	

Support for Gender-Based Violence Survivors (GBV)

The ASPIRE Gender-Based Violence (GBV) Project is an extension of the broader ASPIRE program, addressing gender-based violence through prevention, response, and rights protection services targeting vulnerable women, men, and young people. The project provided integrated services including HIV testing, psychosocial counseling, legal assistance, economic strengthening, and case management. This project is implemented across 305 communities in 23 local government areas (LGAs) of Rivers State. Its objective is to prevent and respond to gender-based violence, engage men and boys to address norms and behaviors around masculinity and sexuality, increase gender-related policies and laws that increase legal protection, and increase gender equity in access to income and productive resources, including education



Summary of Achievements

WEWE ASPIRE project subgrant expanded access to antiretroviral therapy (ART), care, and social support services for HIV-infected and affected individuals. Against an initial target of 101,957 beneficiaries, the project reached 143,758 individuals, exceeding its target by 141%. Beneficiaries included children (83,609 – 58.1%), adolescents (27,445 – 19.1%), and adults (32,704 – 22.8%), with 82,834 - 57.6% female and 60,924 - 42.4% male, demonstrating strong outreach among vulnerable households and communities. The ASPIRE Gender-Based Violence (GBV) Project successfully reached 3,611 individuals, exceeding its target of 3,492 beneficiaries, the majority of whom were women (83.9% female and 16.1% male), reflecting the disproportionate impact of GBV on women and girls.

2. Title of the Project: Integrated Health Program (IHP) Child Nutrition Project

Primary Donor: US President’s Emergency Plan for AIDS Relief (PEPFAR) through the United States Agency for International Development (USAID)

Location: Abuja

The prime recipient: Pallidum International Development Nig. Limited

Fiscal Year: January 01, 2023, to December 31, 2023

Total income: N23, 887,089 (USD26, 655.5)

Target: 5,000 children under 5 years of age

Achievement: 147 primary healthcare workers (47 male, 100 female) and enrollment of 2,002 children

WEWE strengthened the capacity of 147 primary healthcare workers (47 male and 100 female) across 60 facilities in the six Area Councils of the FCT to effectively manage acute malnutrition and improve community-based detection and referral systems for malnourished children.

The project focused on improving the quality of outpatient treatment and integrating child nutrition services across the Federal Capital Territory (FCT). Before close-out, the intervention reached 2,002 beneficiaries, all within the 0-4 age group, contributing to improved early childhood nutrition outcomes.



3. Title of the Project: Strengthening Civic Advocacy and Local Engagement

Primary Donor: US President's Emergency Plan for AIDS Relief (PEPFAR) through the United States Agency for International Development (USAID)

Location: Abuja

The prime recipient: Pallidum International Development Nigeria. Limited

Fiscal Year: January 01, 2023, to December 31, 2023

Total income: N41,953,332 (USD 46,815.6)

Target: 15 CSOs in Nigeria

Achievement: 15 CSOs in Nigeria

Under the SCALE Project, funded by Palladium, WEWE conducted Organizational Capacity Assessments (OCAs) and developed Organizational Capacity Development Plans for 15 CSOs. SCALE subgrantees who are Anchor CSOs and Business Membership Organizations (BMOs) use the Organizational Capacity Assessment Tool (OCAT) and Organizational Performance Index (OPI) tools. WEWE developed statutory compliance action plans, coached and mentored these organizations to access and manage USAID funds directly.

WEWE conducted capacity assessments in the following capacity domains: 1. Leadership and 2. Governance, 3. Structures and Systems, 3. Human Resources, 4. Administration, 5. Organizational Management, 6. Resource Mobilization, 7. Project Performance Management, 8. Gender, Equality and Social Inclusion, 9. Monitoring, Evaluation, Research and Learning, 10. External Relations, 11. Financial Management and 12. Procurement.

4. Title of the Project: Health Insurance for Widows and Orphans In FCT Abuja

Primary Donor: Global Giving

Location: Abuja

The prime recipient: Widows and Orphans Empowerment Organization (WEWE)

Fiscal Year: January 01, 2023, to December 31, 2023

Total income: N29,966.22(USD47.34)

Target: 119 Widows and Orphans in FCT Abuja

Achievement: 22 (11 Widows, and 11 Orphans)



In 2023, WEWE, through a partnership with Global Giving, raised funds and supported the enrollment of vulnerable widows into health insurance schemes, provided emergency medical care, scholarships, and welfare assistance. Through the support from philanthropists, WEWE was able to renew the health insurance of some old and new registered widows and their children.

Finance

Financially, WEWE managed substantial donor resources to support program implementation in 2023. The organization recorded total income of ₦450,261,398.6 (USD502, 445.37), consisting primarily of grants totaling ₦443,241,621.60 (USD494, 612.02) and ₦7,019,777 (USD7, 833.34) from donations and other income sources. Total expenditure amounted to ₦498,079,686 (USD555.805.7), including ₦485,707,148 (USD541, 999.2) in project expenses and ₦12,372,583 (USD13, 806.5) in administrative costs. This resulted in an operational deficit of ₦47,818,287.4 (USD53, 360.3), reflecting the organization's continued investment in program delivery and operational activities.

Overall, WEWE's 2023 program implementation demonstrated strong performance across all projects, exceeding targets in key areas and delivering critical health and social services to vulnerable populations. The organization's work strengthened community systems, improved access to essential health services, quality education, and protection services, and enhanced institutional capacity among partner organizations, contributing significantly to improved health outcomes and sustainable development in Nigeria.

About Widows and Orphans Empowerment Organization (WEWE)

The Incorporated Trustees of Widows and Orphans Empowerment Organisation (WEWE) is a women-led, Women's Rights Organisation (WROs) operating in Nigeria. WEWE is also a faith-based, not-for-profit organisation officially registered with the Corporate Affairs Commission (CAC) with Registration Number CAC/IT/33132 on June 07, 2009. Before its official registration, WEWE grew from a modest Community-Based Organization (CBO) registered with the Okigwe Local Government Council - Welfare Unit in Imo State on January 28, 2005, Registration no OKLG/ARC181. WEWE developed from a small CBO with a USD 6,000 annual income and one staff member in 2005 to an average annual income of USD 1,000,000 as of 2023 and now has over 32 staff members.



WEWE has been in operation for over 14 years since its registration with CAC. With offices in Abuja, Rivers, and Imo states, WEWE has provided services and empowered its beneficiaries:

WEWE's Vision and Mission

Vision: A society without vulnerable persons

Mission: Empowering communities, vulnerable persons, and local organisations to be resilient by faith

WEWE's Core Ideology WEWE has five (5) core organisational ideologies that shape our organization's behavior:

1. To improve the lives of vulnerable persons
2. To beat global standards of excellence in all we do
3. To maintain statutory and financial compliance at all times. Furthermore, we seek to enhance the capacity of other local NGOs to also comply with the statutory and financial regulations. We do this to help increase the number of compliant NGOs in Nigeria and Africa.
4. To consistently provide superior programs and services than competitors.
5. To constantly push WEWE performance to be better than the rest and to exceed the best.

WEWE Strategic Goal

To empower vulnerable and marginalized individuals through program intervention, such as supporting Orphans and Vulnerable Children (OVC), addressing Gender-Based Violence (GBV), improving health and nutrition, girl child programming, enhancing the capacity of local organizations, promoting the empowerment of widows and women, providing support for Persons with Disabilities, and women involved in agriculture.

WEWE's Eight (8) Strategic Objectives in line with WEWE's five-year Strategic Plan 2023 - 2028

1. To improve the lives of orphans and vulnerable children in Nigeria in 5 years
2. To prevent and care for Gender Based Violence (GBV) Survivors in 5 years
3. To strengthen the organizational capacity of local organizations in Nigeria in 5 years
4. To provide health interventions (HIV, TB, PMTCT, & Malaria) for vulnerable persons in Nigeria in 5 Years
5. To provide nutritional interventions for vulnerable persons in 5 years
6. To provide support for the girl child in Nigeria for 5 years



7. To provide support for women and girls with disabilities in Nigeria for 5 years
8. To provide support for women in agriculture in Nigeria for 5 years

Key Program Areas and Achievements in line with our strategic plan

The table below summarizes our key program areas as outlined in the strategic plan, along with the corresponding targets and achievements. The table below highlights the organization's performance across various thematic areas, showcasing progress made in supporting vulnerable populations, strengthening local organizations, and implementing health and nutrition interventions.

The above highlighted projects helped us to achieve the following objective in line with our strategic plan

- To improve the lives of orphans and vulnerable children in Nigeria in 5 years
- To prevent and care for Gender Based Violence (GBV) Survivors in 5 years
- To strengthen the organizational capacity of local organizations in Nigeria in 5 years
- To provide health interventions (HIV, TB, PMTCT, & Malaria) for vulnerable persons in Nigeria in 5 Years
- To provide nutritional interventions for vulnerable persons in 5 years

Table 2: Showing Target vs Achievement on the WEWE strategic plan.

S/N	Program Areas	Target	Achievement	Percentage
1	Improving the lives of orphans and vulnerable children	252,142	202,145	80%
2	Prevention and Care for Gender Based Violence Survivors	16,483	18,272	111%
3	Organizational Development/Capacity Strengthening and improving the Compliance level of the local Organization	127	127	100%
4	Nutrition Intervention for Vulnerable People	2,835	2,002	71%
5	Health Intervention for Vulnerable People	13,211	13,208	99%
6	Support for the Girl Child	61,174	61,168	100%
7	Support for Women and Girls with Disability	112	15	13%
8	Support for women in Agriculture	93,153	93,107	100 %



Projects Implemented in 2023

The table below presents an overview of key projects implemented by the organization in 2023. It highlights the donors, project titles, funding amounts, locations, duration, target beneficiaries, and the achievements recorded for each project. This summary provides a quick snapshot of project performance and impact across various thematic areas and geographical locations

The ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control (ASPIRE) project, funded by PEPFAR through CDC and implemented by the Institute of Human Virology Nigeria (IHVN), focused on pediatric, PMTCT, and OVC interventions to enhance access to ART, care, and support services for HIV-infected and affected individuals, including orphans and vulnerable children. Service delivery was guided by a household care plan across four domains - Healthy, Schooled, Safe, and Stable. Against a target of 101,957 beneficiaries, the project served 143,758 individuals, achieving 141%.

Table 3: Showing Beneficiaries reached in the ASPIRE Project, disaggregated by sex and age

AGE	MALE	%	FEMALE	%	TOTAL	%
0-4	6,062	4.22	6,594	4.59	12,656	8.80
5-9	14,716	10.24	15,411	10.72	30,127	20.96
10-14	19,425	13.51	21,395	14.88	40,820	28.39
15-18	10,548	7.34	12,237	8.51	22,785	15.85
19-24	2,616	1.82	2,050	1.43	4,666	3.25
25+	7,557	5.26	25,147	17.49	32,704	22.75
Total	60,924	42.38%	82,834	57.62%	143,758	100%

The ASPIRE GBV Project, an extension of the ASPIRE program, addressed gender-based violence through prevention, response, and rights protection services for vulnerable men, women, and children. Services provided included HIV testing, psychosocial counselling, legal support, economic strengthening, and case management. The project exceeded its target of 3,492 beneficiaries, reaching 3,611 individuals



Table 4: Showing the Beneficiaries reached in the ASPIRE Project, disaggregated by sex and age

AGE	MALE	%	FEMALE	%	TOTAL	%
0-4	0	0	0	0	0	0
5-9	0	0	0	0	0	0
10-14	0	0	0	0	0	0
15-18	0	0	0	0	0	0
19-24	266	7.37	1,028	28.47%	1,294	35.83%
25+	315	8.72	2,001	55.44%	2,317	64.17%
Total	581	16.09 %	3,030	83.91%	3,611	100%

The IHP-Nutrition Project, USAID-funded, strengthened the capacity of primary health care workers to manage acute malnutrition and improved community-level detection and referral of malnourished children. The intervention enhanced outpatient treatment quality and integrated child nutrition services across the FCT, reaching 2,002 beneficiaries (40%) before close-out.

Table 5: Showing the Beneficiaries reached in the IHP Nutrition Project, disaggregated by sex and age

AGE	MALE	%	FEMALE	%	TOTAL	%
0-4	1,000	19.98	1,002	20.02	2,002	40%
5-9	0	0	0	0	0	0
10-14	0	0	0	0	0	0
15-18	0	0	0	0	0	0
19-24	0	0	0	0	0	0
25+	0	0	0	0	0	0

Strengthening Civic Advocacy and Local Engagement, USAID-funded Nigeria

During the period under the SCALE Project, funded by Palladium, WEWE conducted Organizational Capacity Assessments (OCAs) and developed Organizational Capacity Development Plans for 15 CSOs. SCALE subgrantees who are Anchor CSOs and Business Membership Organizations (BMOs) using the Organizational Capacity Assessment Tool (OCAT) and Organizational Performance Index (OPI) tools. WEWE developed statutory compliance action plans, and we coached and mentored these organizations to access and manage USAID funds directly.



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Overall, the projects demonstrated strong implementation performance, exceeded targets in key areas, and strengthened service delivery, community systems, and institutional capacity essential for long-term development and health outcomes in 2023.

Global Giving Widows Health Insurance Scheme, in 2023, WEWE, through a partnership with Global Giving, raised funds and supported the enrollment of vulnerable widows into health insurance schemes, provided emergency medical care, scholarships, and welfare assistance.

The major challenge was enrolling the right beneficiaries, and limited coverage for critical illnesses was observed.

In 2023, most programs met or exceeded their targets. The IHP Nutrition Project reached 40% of its target, indicating a need for improved outreach or implementation strategies, but the project closed. Both the SCALE Project and GBV ASPIRE Project met or slightly exceeded their goals, achieving 100% and 103%, respectively. The OVC ASPIRE Project significantly surpassed its target, reaching 141%, reflecting strong implementation and high impact in supporting vulnerable children. Overall, the organization demonstrated strong performance, particularly in OVC and GBV intervention

Table 6: Showing the Summary of the Financial Report in 2023

Summary of the financial report in 2023	
Grants	443,241,621.60
Donation and Other Income	7,019,777
Total Income	450,261,398.6
Project Expenses	485,707,148
Administrative Expenses	12,372,583
Total Expenses	498,079,686
Operational Deficit/ Surplus	47,818,287



Table 7: Showing the Summary of all the Projects Implemented in 2023

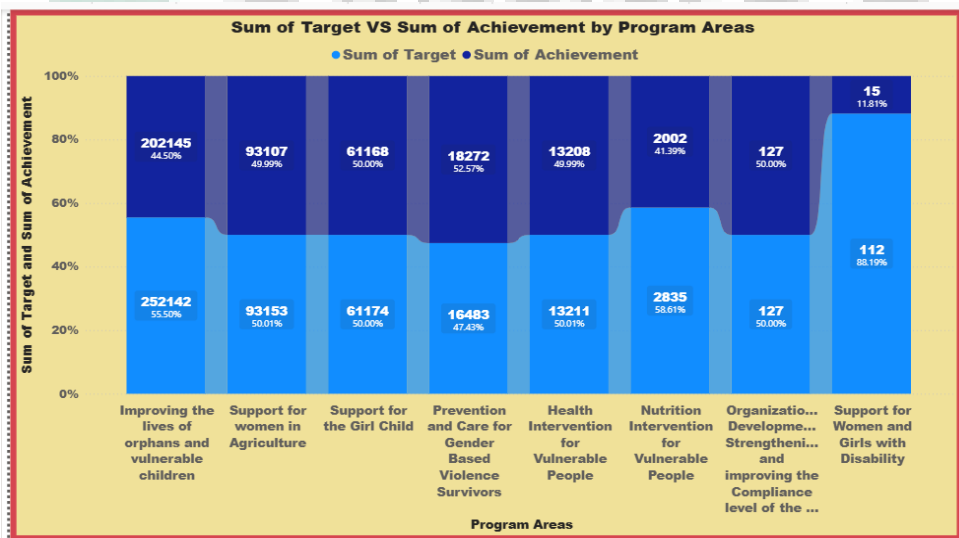
S/n	Donors Name	Name of Project	Amount	Location	Duration	Target	Achievement
1	USAID	USAID IHP-Nutrition Integrated Project	\$US 26,655.5 (NGN 23,887,089)	FCT	10 months	5,000	2,002 (40%-project closed out before expiration (1000 male, 1002 female), all are children 0-4 years
2	USAID	Strengthening Advocacy and Civic Engagement (SACE)	\$US 46,815.6 (NGN 41,953,332)	CBOs across Nigeria	12 months	15 CBO/CSOs	15 CSOs (100%)
3	USAID/CDC	The Action to Sustain Precision and Integrated HIV response towards Epidemic Control (ASPIRE)	\$US 401,566.9 (NGN 359,860,200.60)	Rivers State (23 LGAs)	5yrs	101,957	143,758 (141%) Children =110548 (53126 Male, 57422 female) Caregiver = 32,538(7541 Male and 24997 Female)
	USAID/CDC	ASPIRE GBV PROJECT		Rivers State	5 yrs.	3,492	3,611 (581 Male and 3030 Female), all of them are adults
4	Global Giving	Health insurance for widows and orphans in FCT Abuja	N29,966.22(USD47.34)	FCT Abuja		119	22 (11 Widows, 11 Children)



Monitoring, Evaluation, and Learning (MEL)

The Monitoring and Evaluation (M&E) component across the projects was designed to ensure that implementation processes were systematically tracked, measured, and reported to demonstrate accountability, learning, and impact. Through consistent data collection, analysis, and feedback, the M&E team provided evidence-based insights that informed decision-making and guided program adjustments. These results highlight key achievements, performance trends, and lessons learned, reflecting the overall progress made toward the project.

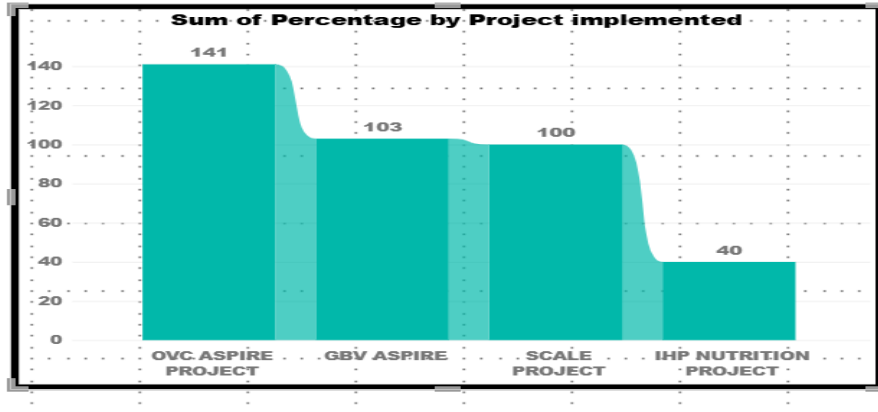
The chart presents WEWE’s performance against its 2023 strategic plan targets across eight key thematic areas. Overall, WEWE achieved very strong results, meeting or exceeding targets in most categories, with a few areas showing underperformance.



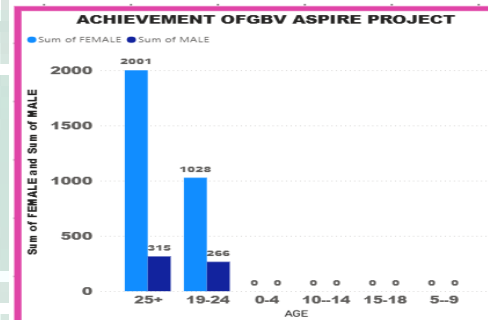
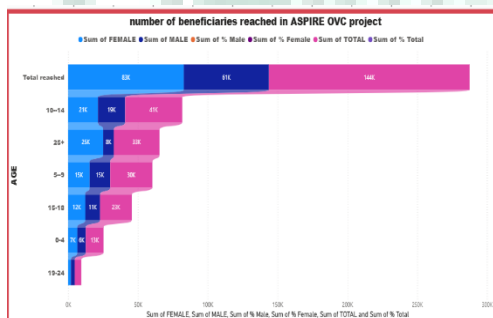
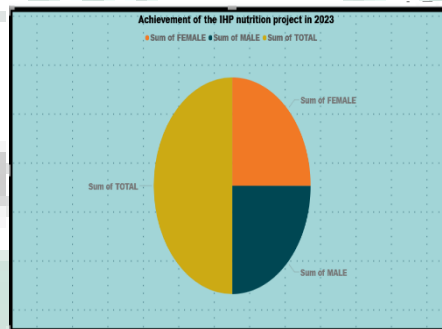
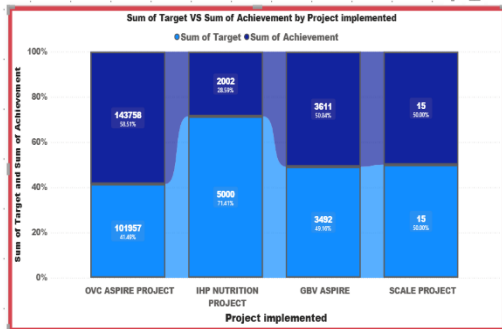
The organization shows strong performance across most program areas, with several programs meeting or exceeding their targets, particularly in GBV prevention, support for women in agriculture, girl child support, health interventions, and organizational development. However, nutrition interventions and support for women and girls with disabilities show notable gaps, suggesting areas where program strategies and outreach may need strengthening.

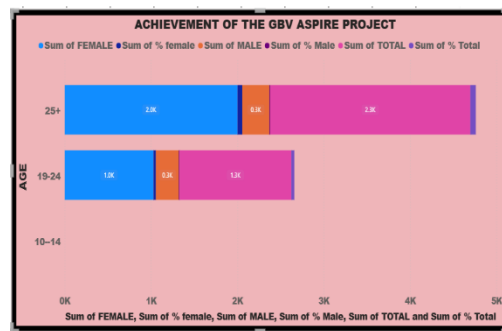
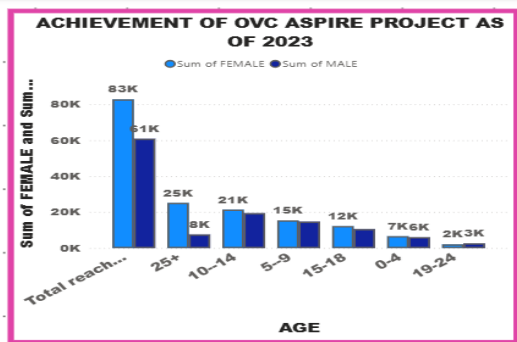


The chart showing projects implemented in 2023



Target vs Achievement on the Implemented Projects





Executive Summary from the Team

Finance Department

Within the reporting period, the finance department achieved the following

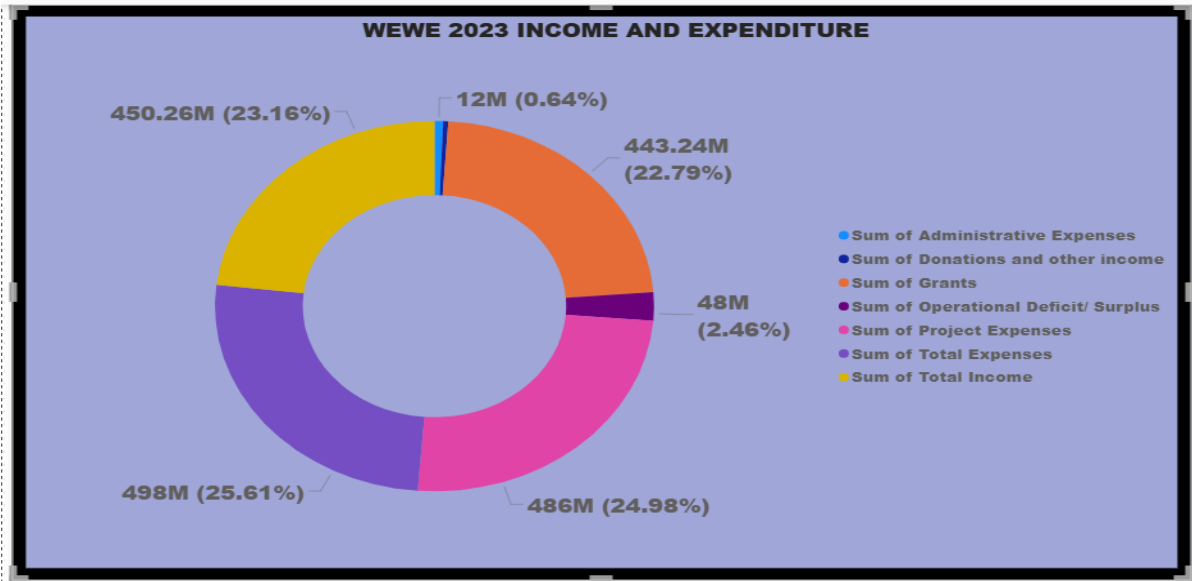
- Sustained financial discipline across all active grants.
- QuickBooks Online was deployed to strengthen real-time reporting.
- Internal financial controls reinforced.

External audits:

- The 2020 audit by PwC Nigeria received an unqualified opinion.
- Completed 2021–2022 audits with Baker Tilly Nigeria.
- Pre- and post-payment audits strengthened compliance oversight.
- Financial stewardship remained transparent and donor-compliant.

Table 8: Financial Summary

Summary of Financial Report in 2023	
Grants	443,241,621.60
Donation and Other Income	7,019,777
Total Income	450,707,148
Project Expenses	485,707,148
Administrative Expenses	12,372,583
Total Expenses	498,079,686
Operational Deficit/ Surplus	47,818,287



Operations Department

The department closely worked with all offices in FCT and Rivers to ensure the following

- Ensure offices are maintained adequately, and also close the Ebonyi office following project completion.
- IT systems upgraded with additional laptops and database improvements.
- Organizational asset register maintained across locations.
- Operational vehicles remained functional and project-supportive.
- Operational systems effectively supported program expansion.

Human Resources

In 2023, the Human Resource department maintained over 38 staff across FCT and Rivers States. HR also conducted the recruitment of trainee officers across Legal, Finance, Compliance, HR, IT, and Procurement teams to strengthen institutional systems. Limited staff attrition was recorded.

Legal Department

Below is a report on the activities performed by the Legal department in 2023:

- Completed draft of the memorandum of association and the Articles of Association for the Support Network of Women-led/Women-focused Civil Society organizations, on the SCALE Project.



- Commenced registration of the Support Network for Women-led/Women-focused Civil Society Organizations with the Corporate Affairs Commission.
- Reviewed the Remote Work Policy to ensure total compliance with relevant employment and labour laws.
- Reviewed the HR Policy to ensure total compliance with relevant employment and labour laws.
- Reviewed Purchase Order Agreements, official reports, and other activities of staff, to ensure compliance with relevant statutes and regulatory authorities, and gave frequent legal advice.

Implementation Challenges and Organizational Learning

During project implementation, the organization encountered several contextual and operational challenges, which provided important opportunities to strengthen systems and improve future programming.

Limited funding affected the ability to fully implement some planned activities in the strategic plan. However, this experience has strengthened the organization's commitment to resource mobilization, strategic partnerships, and efficient allocation of available resources to maximize program impact.

Operational challenges such as insecurity and poor road infrastructure also affected access to some communities. Despite these constraints, the organization demonstrated resilience by adapting implementation strategies, strengthening community engagement, and utilizing local networks to continue delivering services to vulnerable populations.

Conclusion and Way Forward

The 2023 implementation year reflects WEWE's strong commitment to improving the lives of vulnerable populations across Nigeria. Despite operational challenges, the organization delivered impactful results across health, nutrition, GBV prevention, OVC care, and organizational capacity strengthening. Most projects exceeded their targets, demonstrating effective program delivery, robust partnerships, and strong community engagement. The year also reinforced key lessons on data-driven decision-making, collaboration, and the importance of sustainable funding. Looking forward, WEWE is positioned to build on these achievements by strengthening partnerships, expanding resource mobilization efforts, and scaling successful interventions to reach even more vulnerable individuals in 2024 and beyond. WEWE remains dedicated to its mission of empowering communities and creating a society where no one is left behind.



Table 9: References

S/n	Donors Name	Contact Name	Address	Contact Number	Email/Website
1	Institute of Human Virology Nigeria (IHVN)	Mrs. Moji Orekoya	Pent House, Maina Court, Plot 252 Herbert Macaulay Way, Central Business District, Abuja, FCT, Nigeria.	+234-9-4610340 (Office) +234-808-4606183 (Mobile)	morekoya@ihvnigeria.org URL: www.ihvnigeria.org
2	Women for Women International (WfWI)	Mrs. Bukola Onyishi,	Country Director, Women for Women International, Headquartered in Washington, D.C., U.S.A05/06 Sheh Street, Rayfield, Jos, Plateau State.	+2348033218875	bonyishi@womenforwomen.org www.womenforwomen.org
3	Integrated Health Program (IHP) Child Nutrition Grant	Dr. Marta Levitt	1331 Pennsylvania NW, Suite 600, Washington, D.C. 20004, United States of America	+2348160133947	marta.levitt@ihp-nigeria.com
4	Strengthening Advocacy and Civic Engagement (SACE)	Mr. Charles Abani	17 Euphrates Street, off Aguiyi Ironsi Street, Maitama, Abuja	+234 809 742 9871 +234-8036591874 +234-9087207912	cabani@nigeriasace.org lydia.odeh@yahoo.com
5	Global giving	The Globalgiving Team	1 Thomas Circle NW Suite 800 Washington DC 20005 USA Flor + the GlobalGiving team	+1-202-232-5784	projecthelp@globalgiving.org



Annex 1: Our Board of Trustees

Name	Position	Job Title	Qualification	Gender
 Dr. Funmilayo Oyefusi	Chairperson	Organizational and Human Development Practitioner	PhD HR Management, Atlantic International Univ., USA. 2022 MSc. Global Human Resources, University of Liverpool, 2017 B.Sc in Agriculture, Obafemi Awolowo University, Nigeria, 1992 Fellow, Institute of Management Consultants (FIMC) Member, Chartered Institute of Personnel Management Nigeria Member, Society for Human Resource Management Chair of the Human Resource Policy Review Committee, USA, 2020 Certificate. Knowledge Management, South Africa 2008	Female
 Gloria Njiowhor	Secretary	Civil Servant	BA in English, University of Abuja, PGD, Public Administration, University of Abuja, 2019	Female
 Saliu Olarenwaju	Member	Chartered Accountant	MSc. Professional Accounting, 2020 BSc. Computer Science and Economics 1997 Certified Information Systems Auditor (CISA) 2003 Certified Information Security Manager (CISM) 2005 Fellow, Chartered Institute of Taxation of Nigeria (FCTI) 2023 Fellow, Association of Certified Chartered Accountants (FCCA) 2021 Certificate, International Public Sector Accounting Standards 2017 Associate, Institute of Chartered Accountants in Nigeria (ICAN) 2018 Certified Member, Institute of Internal Auditors (IIA) – CIA 2018	Male



 <p>Barr. Genevieve Ike Johnson</p>	Member	Legal Practitioner	LLB, Nigerian Law School, Abuja, 2008 Bachelor of Laws (LLB), University of Uyo, Nigeria, 2007 Human Resource Management License Professional (HRMLP) 2019 PD, HRM, Professional Diploma, Human Resource Management. 2017 ACIPM, Associate Chartered Institute of Personnel Management 2017 CMC: Certified Management Consultant. 2021 OND BA, Diploma in Business Administration, Nekede, Owerri. 2001	Female
 <p>Dr. Adiya Ode</p>	Member	Development Practitioner	Master of Public Administration (MPA), Harvey University, USA, 2012 MBA, Massachusetts Institute of Technology (MIT), USA, 2011 MSc Agriculture Economics, University of London, 1995 Doctor of Veterinary Medicine, Ahmadu Bello University, Kaduna, 1989	Female



Annex 2: WEWE Staff Structure as of January 2023 to December 2023

The table below presents the comprehensive staff structure of the organization for the period January 2023 to December 2023. It includes key details such as staff names, genders, designations, qualifications, and work locations. This table serves as a reference for understanding the distribution of personnel across various roles and offices, highlighting the organization's human resource capacity across Abuja and Rivers states.

S/n	Surname	First Name	Middle Name	Sex	Designation/Qualification	Location
1	Ogazi	Josephine	Ogazi	F	Executive Director (Ph.D. Agronomy, MSc Agronomy, BSc Agronomy; and Member Institute of Directors (IoD))	Abuja
2	Okafor	Grace	Success	F	HR Officer (BSc. Environmental Resource Management, Professional Certificate in HRM, Chartered Institute of Personnel Management - In view)	Abuja
3	Jack	Ubong	Eshiet	M	Operations Manager (MBA, BSc, Business Administration, Professional Certificate in Information Technology)	Abuja
4	Nwaoko	Celestine		M	Finance Manager (BSc Accounting, Associate Chartered Accountant of ICAN, MBA)	Abuja
5	Imoh	Emah	Etim	M	Finance Officer (BSc Accounting)	Abuja
6	Agwu	Ernest	Chukwuma	M	Human Resource Associate HND in Marketing, Chartered Inst. Of Personnel Management–In view)	Abuja
7	Akeredolu	Oluwole		M	Internal Audit Manager (Fellow, Chartered Institute of Accountants of Nigeria; MBA, HND, Finance and Accounting)	Abuja
8	Adedayo	Solomon		M	Internal Audit Officer (MBA – Finance option, HND in Accountancy, Fellow Chartered Accountant, Associate Chartered Tax Institute, Associate Chartered Economists)	Abuja
9	Ebi	Temple	N	M	Key Population/Safeguarding Officer (HND in Business Administration and Management, PGD Education)	Rivers
10	Enyen	Ese	Gift	F	HR/Legal Officer (BL, LLB)	Abuja
11	Fawale	Josephine	Abiodun	F	Program Assistant (Diploma in Industrial & Labor Relations)	Abuja
12	Nimkur	Lipdo		M	Security Officer (SSCE)	Abuja
13	Udo	Moses		M	Logistics/Project Driver (BSc Management)	Rivers
14	Chika	Okorie		M	Project Driver (First School Leaving Certificate (FSLC))	Abuja
15	Nebo	Franklin	Chinedu	M	Strategic Information/ M&E Officer (HND, Chemical Engineering)	Abuja
16	Inakhu	Bernard	Abalu	M	Information Technology Officer	Abuja
17	Iloghalu	Nkechi		F	Snr. OVC Officer (BSc Accounting)	Rivers



18	Okere	Kelvin		M	Data Management Officer (BSc Statistics)	Rivers
19	Ugwuoke	Josephine		F	Finance/Admin Officer (BSc Accounting)	Rivers
20	Okoh	Adams		M	Admin Associate	Abuja
21	Thompson	Salvation		M	Referral Coordination Officer (BSc. Biomedical Science)	Rivers
22	Umeokafor	Ejikeme	Ugochukwu	M	Strategic Information Officer (BSc Electrical Electronics)	Rivers
23	Ojei	Clement		M	Data Entry Officer (BSc Statistics)	Rivers
24	Ezeoma	Theresa	Ifeyinwa	F	Program Associate (MPA; PGD Public Administration; B.A. International Studies and Diplomacy and Diploma in Law.)	Abuja
25	Egbonwachi	Jacobs		M	AYP Program Officer (B.A International Studies and Diplomacy), MSc in view: Peace Studies and Conflict Resolution)	Rivers
26	Nwafor	Okechukwu		M	Referral and Retention Officer (BSC in Communication, MSc in Population and Communication Development)	Rivers
27	Onwere	Annette	Ogonna	F	Gender Based Violence Officer (MPH, BTech in Public Health Technology)	Rivers
28	Abalaka	Sabina	Omojo	F	Legal Associate (BL, LLB)	Abuja
29	Idemudia	Shulamite		F	Lead Nutritionist	Abuja
30	Nwakaibia	Rita		F	Office Cleaner (OND)	Rivers
31	Kobata	Thompson		F	Child Health Nutrition Expert	Abuja
32	Thompson	Queen		F	Assistant Lead Nutrition Child Health	Abuja
33	Chilaka	Blessing		F	Office Cleaner	Abuja
34	Jooji	John		M	Security	Abuja
35	Okeke	Felicia	Ngozi	F	Project Director (MSc Cooperative Economics and Management and an HND in Agricultural Engineering)	Rivers
36	Okoye	Chidimma	Nwamaka	F	Strategic Information Director (MPH, B.Sc. Biochemistry)	Rivers
37	Efobi	Constance	Uju	F	OVC Officer/Legal (BL, LLB)	Rivers
38	Okuefuna	Chuka		M	HES Officer (BSc Psychology)	Rivers

The organization has a total of 38 employees, with a nearly even sex distribution of 18 females (47%) and 20 males (53%), and staff are similarly distributed across locations, with 20 in Abuja (53%) and 18 in Rivers (47%)



Annex 3: Success Stories - OVC Program Success Stories (Destiny Viral Load Trend before and after Intervention)

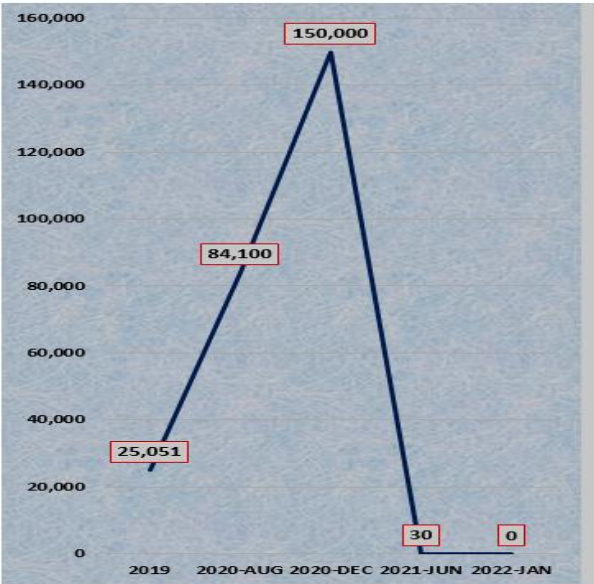
If this drug is all I have to live, I don't have a choice than to take it - Destiny

Destiny is a 12-year-old Adolescent Living with HIV. He has a progressive high Viral load result from 2019 – 2020 before he was enrolled into SURGE OVC Project in December 2020. The adolescent is not adhering to treatment due to ignorance of the nature of sickness and why he is placed on a lifetime drug. The caregiver was afraid of disclosing to Destiny his HIV status. Losing hope on his survival, she abandoned Destiny for OVC and facility.

Interventions:

- OVC provided Directly Observed Treatment on daily basis.
- Appropriate age disclosure and adherence counselling was conducted.
- Emergency food intervention and clinical response was provided
- The caregiver was supported with business item

Currently, Destiny is adhering to treatment and virally surprised 0 cp/ml as at Jan. 2022.



Support for Women in Agriculture

You people saved my grandchild, Am Super Excited she not just is alive and healthy - Grandmother

Baby Rose mother denied HIV result, thereby depriving the child from treatment and as a result the child's Viral Load was 25060cp/ml before OVC intervention. The caregiver believed they both (herself and child) were bewitched thereby going to churches in quest for healing. The grandmother (mother of the caregiver) alerted OVC partners through the facility where the child was tested positive.

Intervention

Child enrolled into OVC program

Extensive Post HIV testing counseling was provided for the caregiver which enabled her to accept the positive result.

Adherence counselling as well as continuous follow up for drug adherence was provide

Emergency Food & Business support interventions were also provided.

Impact: Currently, her VL is <20cp/ml. She is full of life and very healthy



Before picture



After Picture



Annex 4: Communities and Local Government Areas (LGAs) Where the Aspire Project was implemented

Communities and Local Government Areas (LGAs) where the Aspire Project was implemented			
S/N	LGA	Communities / Ward	TOTAL
1	Abua-Odual	Abua I , Abua II, Abua III, Abua IV, Akani, Anyu, Emago-Kugbo, Emelego, Emughan I, Emughan II, Okpeden, Otapha	12
2	Ahoada East	Ahoada I, Ahoada II, Ahoada III, Ahoada IV, Akoh I, Akoh II, Akoh III, Uppata I, Uppata II, Uppata III, Uppata IV, Uppata V, Uppata VI	13
3	Ahoada West	Ediro I, Ediro II, Igbuduya I, Igbuduya II, Igbuduya III, Igbuduya IV, Joinkrama, Okarki, Ubie I, Ubie II, Ubie III, Ubie IV	12
4	Akuku Toru	Alise Group, Briggs I, Briggs II, Briggs III, Georgewill I, Georgewill II, Georgewill III, Jack I, Jack II, Jack III, Kula I, Kula II, Manuel I, Manuel II, Manuel III, North/South Group, Obonoma	17
5	Andoni	Agwut-Obolo, Asarama, Ataba I, Ataba II, Ekede, Ikuru Town, Ngo Town, Samanga, Unyeada I, Unyeada II, Unyen Gala	11
6	Asari-Toru	Buguma East I, Buguma East II, Buguma East West, Buguma North East, Buguma North West I, Buguma North West II, Buguma South, Buguma South East, Buguma South West, Buguma West, Isia Group I, Isia Group II, West Central Group	13
7	Bonny	Abalamabie, Court/ Ada Allison, Dan Jumbo/ Beresiri, Dema Abbey, Finima, Kalaibama, Nanabie, New Layout, Oloma Ayaminima, Oro-Igwe, Orosiriri, Peterside	12
8	Degema	Bakana I, Bakana II, Bakana III, Bakana IV, Bakana V, Bakana VI, Bukuma, Degema I, Degema II, Degema III, Ke/Old Bakana, Obuama, Tombia I, Tombia II, Tombia III, Tombia IV	16
9	Eleme	Agbonchia, Akpajo, Alesa, Alete, Alode, Ebulu, Ekporo, Eteo, Ogale, Onne,	10
10	Emohua	Elele Alimini, Emohua I, Emohua II, Ibaa, Obelle, Odegu I, Odegu II, Ogbakiri I, Ogbakiri II, Omudioga/ Akpadu, Rumuekpe, Rundele, Ubimini	13
11	Etche	Afara, Akpoku/Umuoye, Akwa/Odogwa, Egwi/Opiro, Igbo I, Igbo II, Igbo III, Mba, Ndashi, Nihi, Obibi/Akwukabi, Obite, Odufor, Okehi, Ulakwo	15
12	Gokana	B-Dere, Bera, Biara I, Biara II, Bodo I, Bodo II, Bodo III, Bomu I, Bomu II, Derken/Deeyor/Nweribiara, K-Dere I, K-Dere II, Kpor/Lewe/Gbe, Mogho, Nweol/Gioko/Barako, Yeghe I, Yeghe II	17
13	Ikwerre	Aluu, Apani, Elele I, Elele II, Igwuruta, Isiokpo I, Isiokpo II, Omademe/Ipo, Omagwa, Omerelu, Ozuaha, Ubima, Umuawanwa	13
14	Khana	Baen/Kpean/Duburo, Bane, Bargha, Beeri, Bori, Boue, Gwara/Kaa/Eeken, Kaani, Kono/Kwawa, Lluoku/Nyokuru, Lorre/Luebe/Kpaa, Okwali, Opuoko/Kalaoko, Sii/Betem/Kbaabbe, Sogho, Taabaa, Uegwere, Wiiyaa Kara, Zaakpori	19
15	Obio/Akpor	Choba, Elenwo (3b), Ozuoba/Ogbogoro, Rukpoku, Rumueme (7a), Rumueme (7b), Rumueme (7c), Rumuigbo (8a), Rumukwuta (8b), Rumuodara, Rumuodomaya (3a), Rumuokoro, Rumuokwu (2b), Rumuolumeni, Rumuomas, Worji	16
16	Ogba/Egbema/Ndoni	Egbema I, Egbema II, Egi I, Egi II, Egi III (Erema), Egi IV, Igburu, Ndoni I, Ndoni II, Ndoni III, Obrikom, Omoku Town I, Omoku Town II, Omoku Town IV (Usomini), Omoku Town V, Omoku Town (Obieti), Usomini South Kreigani	17
17	Ogu/Bolo	Bolo I, Bolo II, Bolo III, Bolo IV, Ele, Ogu I, Ogu II, Ogu III, Ogu IV, Ogu V, Ogu VI	11



18	Okrika	Kalio, Ogan, Ogoloma I, Ogoloma .Ogoloma III, Okrika I, Okrika II, Okrika III, Okrika IV, Okrika V, Okrika VI, Okrika VII	12
19	Omuma	Ariraniiri/Owu-Ahia Community, Eberi-Dikeomuu Community, Obibi/Ajuloke Community, Obiohia Community, Ofeh Community, Ohimogho Community, Oyoro, Umuajuloke Community, Umuogba I Community, Umuogba II Community	10
20	Opobo/Nekoro	Dappaye Ama-Kiri I, Dappaye Ama-Kiri II., Diepiri, Jaja, Kalaibiana , I Kalaibiana II, Noro I, Nkoro II, Nkoro III, Queens Town Kalama Ukonu	11
21	Oyigbo	Azuogu, Egburu, Komkom, Obeakpu, Okoloma, Oyigbo Central, Oyigbo West,Umuagbai,	8
22	Port Harcourt	Abuloma/Amadi-Ama, Diobu, Elekahia, Mgbundukwu (One), Mgbundukwu (Two),Nkpolu Oroworukwo, , Nkpolu ,Oroworukwo Two, Ochiri/Rumukalagbor, Ogbunabal, Oroabali, Orogbum, Oromineke/Ezingbu, Oroworukwo, Port Harcourt Township, Port Harcourt Township VI, fire, Port Harcourt VII-Rumuobiekwe Ward, umuwoji (One), peterw, Rumuwoji (Three),, Rumuwoji (Two)	20
23	Tai	Ban Ogoi,Botem /Gbeneo,Bubu /Bara/Kani.Gio /Kporghor/Gbam,, Kira/Borobara,Ok-50, Korokoro, Koroma/Horo, Kpite, Nonwa	9
		Total	305

