



2025

ANNUAL REPORT



Widows and Orphans Empowerment
Organization (WEWE)

12/31/2025



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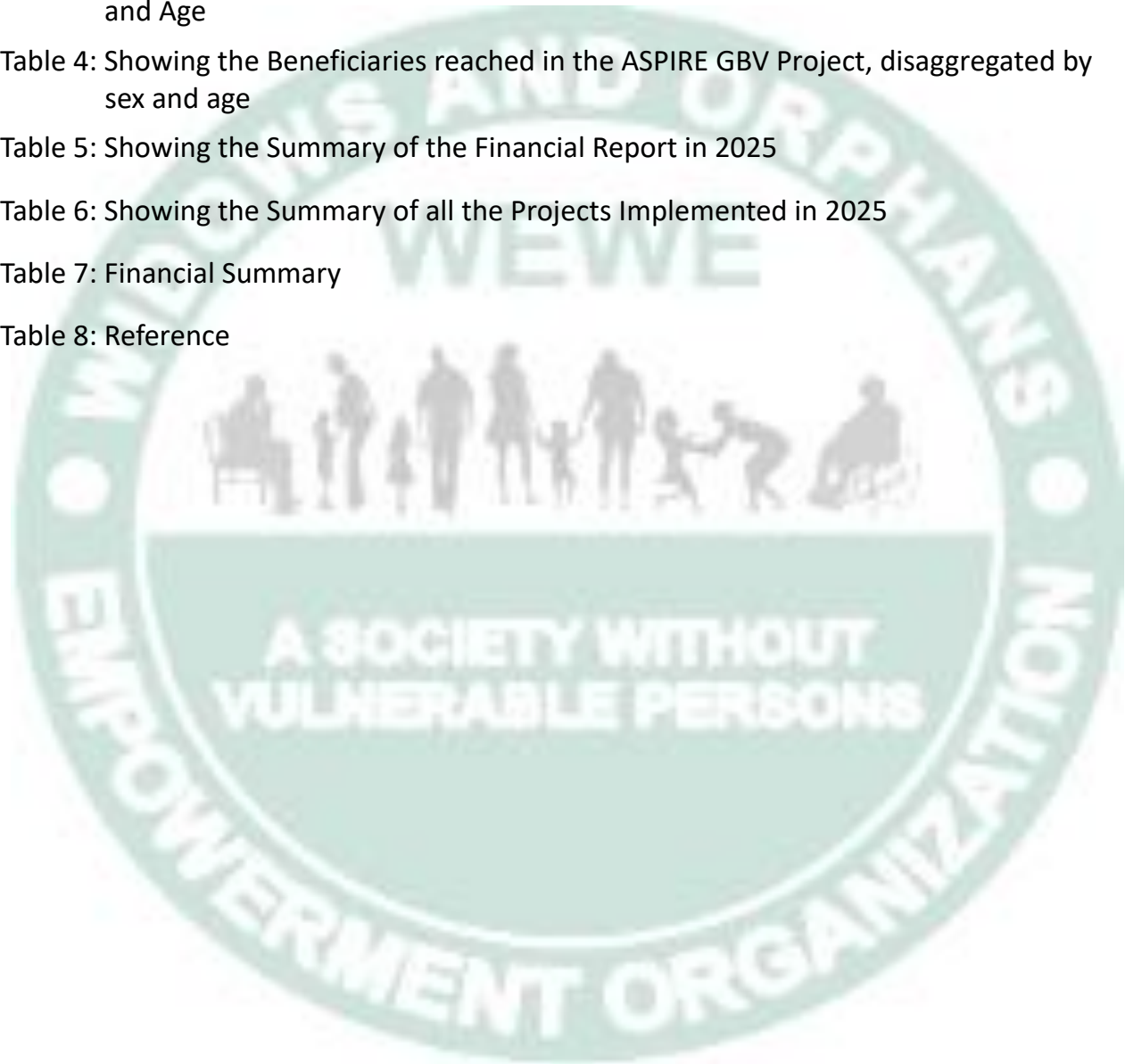
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List of Acronyms

ART	Antiretroviral Therapy
ASPIRE	ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control
CAN	Christian Association of Nigeria
CCW	Community Case Worker
CDC	Centers for Disease Prevention and Control
dRPC	Development Research and Projects Center
FCT	Federal Capital Territory
FP	Focal Person
GBV	Gender-Based Violence
HIV	Human Immunodeficiency Virus
IHVN	Institute of Human Virology Nigeria
IYCF	Infant and Young Child Feeding
LGAs	Local government areas
M&E	Monitoring and Evaluation
MERL	Monitoring, Evaluation, Research, and Learning
NACS	Nutrition assessment, counselling, and support
NSI	NGO Support Initiative Grant
OVC	Orphans and Vulnerable Children
PEPFAR	President's Emergency Plan for AIDS Relief
PLHIV	People Living with HIV,
PMTCT	Prevention of mother-to-child transmission
TB	Tuberculosis
VAWG	Violence Against Women and Girls
VSLA	Village Savings and Loan group
WASH	Water, Sanitation, and Hygiene
WEWE	Widows and Orphans Empowerment Organisation



Dr. Mrs. Josephine Ogazi-Egwuonwu, Executive Director, Widows and Orphans Empowerment Organisation (WEWE)



In 2025, despite a major funding cut by the Trump administration, WEWE remains one of the local organizations that God helped secure alternative funding to stay open and continue pursuing our mission to empower communities, vulnerable people, and local organizations to build resilience by faith.

In 2025, WEWE successfully met its strategic goals and objectives outlined in the five-year strategic plan (2023–2028). The organization exceeded key 2025 performance targets by serving 335,758 beneficiaries, including women and girls, orphans and vulnerable

children, and survivors of violence against women.

This year, WEWE reported total income of N430, 679,268 Naira (USD \$290,266), compared with N635,749,584 (USD \$411,010) in the previous year (FY24). This significant drop in organizational income resulted from a major donor funding cut due to the US government's presidential stop-work order, which led WEWE to close its main project, funded by the US Centers for Disease Control (CDC) via a sub-agreement with the Institute of Human Virology of Nigeria (IHVN).

In 2025, WEWE implemented seven (7) projects, which contributed to improving the lives of 335,758 beneficiaries. The projects are listed below. (1) ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control (ASPIRE) project (2) Health insurance for Widows and Orphans in FCT Abuja (3) Invisible Gender-Based Violence Prevention with the Christian Association of Nigeria (CAN) and (4) Technical Working Group (TWG) training on GBV data reporting to the National GBV Dashboard, (5) Technology-Facilitated (TF) Gender Based Violence in Imo and Rivers State, (6) WEWE Electronic Community Savings and Initiative (E-ESUSU) (7) African Women of Faith Digital Ecosystem

In 2025, the organization had a total staff of 34 employees, with a nearly even gender distribution of 11 females (32%) and 23 males (68%). Staff is similarly distributed across locations, with 24 in the Abuja office (71%) and 10 in the Rivers State office (29%).

Also, we received our first grant funds from the Ford Foundation on March 01, 2025, for a 2-year project valued at USD 500,000 to prevent violence against women and girls in the five blocs of the Christian Association of Nigeria (CAN) across all 37 states and the FCT in Nigeria.



Executive Summary

This is the 2025 annual report for the Widows and Orphans Empowerment Organisation (WEWE), covering the fiscal year from January 01 2025, to December 31, 2025. The report corresponds with WEWE's 2023-2028 strategic plan. It offers a summary of major projects carried out in 2025, emphasizing achievements, results, and advancements across the eight strategic theme areas: Orphans and Vulnerable Children (OVC), Prevention and Care of Violence Against Women and Girls (VAWGs)/Gender-Based Violence (GBV) survivors, Organizational Capacity Strengthening of Local Organisations, Health, Nutrition, Girl child Education, Supporting Women and Girls with disabilities, and Women in Agriculture.

Summary of achievements by the various teams in the Widows and Orphans Empowerment Organization

WEWE Board of Trustees/Members

In 2025, the Board successfully held four meetings to provide strategic direction and fiduciary oversight to the management, driving the organization toward record-breaking programmatic impact and institutional stability.

On July 25, 2025, Dr. Adiya Ode was appointed as the new chairperson of the Board, succeeding Dr. Funmilayo Oyefusi at the end of her tenure.

An advertisement was published to recruit an additional Board member, and the recruitment process is currently in its final stage.

Key Governance & Strategic Achievements

- *Exceeded Strategic Impact Targets:* Under the Board's guidance, the organization surpassed critical 2024/2025 benchmarks, most notably reaching 335,758 beneficiaries in the OVC program (133 % of target) and achieving 112 % of the goal for GBV Prevention and Care.
- *Strengthened Institutional Compliance:* The Board oversaw a rigorous internal audit process, including a 100% pre-payment audit protocol, ensuring absolute financial integrity and zero misstatements across all regional operations.
- *Advanced National Partnerships:* The Board successfully facilitated a high-level strategic alliance with the Christian Association of Nigeria (CAN), culminating in the completion



- of the National GBV Prevention Training Manual and the approval of a nationwide baseline survey.
- *Fiscal Responsibility and Fiduciary Oversight:* The Board maintained a healthy organizational liquidity position while proactively addressing budget variances in personnel costs to ensure long-term solvency.
- *Legal Expansion and Sustainability:* The Board initiated the formal registration of the "Network of Women Initiatives on Violence against Widows and Orphans," a strategic move to institutionalize advocacy efforts and broaden the organization's legal and social footprint.
- *Operational Continuity:* The Board secured the organization's physical and digital infrastructure by approving solar energy transitions for headquarters.

Finance

WEWE reported a total income of N430, 679,268 Naira (USD \$290,266) for the year, compared to N635, 749,584 in the previous year. The total expenses for the year amounted to N436, 006,199, compared with N625, 229,536 in the previous year. This year, 2025, there was a deficit of N5, 326,931, whereas last year, 2024, there was an excess of income over expenditure of N10, 520,048. This deficit was due to a major donor fund cut by the US government's presidential stop-work order

The Monitoring, Evaluation, Research, and Learning (MERL)

Throughout FY25, the Monitoring, Evaluation, Research, and Learning (MERL) team maintained a rigorous, evidence-based oversight framework that systematically tracked project performance from baseline benchmarks to final actualization. By implementing standardized data collection protocols and real-time feedback loops, the team ensured total accountability across all project components, facilitating a data-driven transition from initial planning to the successful achievement of key impact indicators at the heart of our 2025 implementation was a data-driven approach led by our Monitoring, Evaluation, Research, and Learning (MERL) team. By digitizing our reporting systems and maintaining a consistent feedback loop from baseline to actualization, we ensured that every project was not only implemented but also measured for tangible impact.



Legal Team

The team actively participated in completing the initial draft of the CAN GBV Prevention Training Manual, in collaboration with theologians, to equip religious leaders with essential intervention tools. Furthermore, the team formalized the Network of Women Initiatives on Violence against Widows and Orphans as a Company Limited by Guarantee, establishing a legal framework for a women-led support system dedicated to advocacy, shelter provision, and resource mobilization for survivors. Finally, the Legal team has been facing technical issues while attempting to file the amendment of the WEWE Constitution with the Corporate Affairs Commission. The team has visited the headquarters of the commission several times and has received assurances that the matter will be resolved soon. However, the delays have persisted. Despite this, the team is doing its utmost to ensure that the amendment is filed as quickly as possible.

Operations Team

The Operations Department significantly enhanced the organization's technical infrastructure by successfully installing a high-capacity solar/inverter system and a Starlink internet connection to ensure uninterrupted energy and high-speed connectivity. Furthermore, the team modernized official communications by successfully migrating the email server to MXRoute and expanded the organization's digital reach by deploying a professional live-streaming system for conferences. These upgrades collectively optimized the workplace environment, providing the robust tools and reliability necessary for seamless multi-sectoral operations.

Internal Audit Department

The organization maintained full and timely compliance with the requirements of nine key statutory bodies, namely: the Corporate Affairs Commission (CAC), Federal Inland Revenue Service (FIRS), FCT Internal Revenue Service (FCT-IRS), National Housing Fund/Federal Mortgage Bank of Nigeria (NHF/FMBN), National Pension Commission (PENCOM), National Health Insurance Authority (NHIA), Special Control Unit Against Money Laundering (SCUML), the Nigeria Social Insurance Trust Fund (NSITF), and the Financial Reporting Council of Nigeria (FRCN).



The Human Resources Team

The Human Resources team demonstrated exceptional resilience during a year of transition by navigating complex project closures and successfully onboarding staff for the Ford Foundation-funded GBV project, including the strategic recruitment of four new members in partnership with CAN. To ensure organizational stability, the team implemented a robust performance management and appraisal system in September 2025 and finalized contract amendments for the remaining workforce. Furthermore, the department prioritized employee well-being by enrolling 19 eligible staff into a comprehensive health insurance scheme with AXA Mansard while simultaneously launching a digital transformation initiative to modernize HR operations via a dedicated software developer.

Overall, WEWE's 2025 program implementation demonstrated strong performance across all projects, exceeding targets in key areas and delivering critical health and social services to vulnerable populations, irrespective of the stop-work order by one of her major funders. The organization's work strengthened community systems, improved access to essential health services, quality education, and protection services, 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 2025 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 organizations 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

WEWE has eight (8) Strategic Objectives in line with its 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 1: 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	335758	133%
2	Prevention and Care for Gender Based Violence Survivors	16,483	18,474	112%
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	3,519	124%
5	Health Intervention for Vulnerable People	13,211	13,296	100.64%
6	Support for the Girl Child	61,174	61,174	100%
7	Support for Women and Girls with Disability	112	78	70%



8	Support for women in Agriculture	93,153	93,107	100 %
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WEWE Projects implemented in 2025

In 2025, WEWE implemented seven (7) projects; below are the projects carried out along with their key outcomes.

The seven (7) projects are:

Project 1: ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control (ASPIRE) project

Project 2: Health insurance for Widows and Orphans in FCT Abuja

Project 3: Invisible Gender-Based Violence Prevention with the Christian Association of Nigeria (CAN)

Project 4: Technical Working Group (TWG) training on GBV data reporting to the National GBV Dashboard

Project 5: Technology-Facilitated (TF) Gender Based Violence in Imo and Rivers State

Project 6: WEWE Electronic Community Savings and Initiative (E-ESUSU)

Project 7: African Women of Faith Digital Ecosystem

The descriptions of the seven (7) projects are listed below:

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, 2025, to (March 31) December 31, 2025
Total income: N 560,546,417.00 (USD 362,387.57)
Target (OVC): 76,468 beneficiaries
Achievement (OVC): 88,829 beneficiaries
Target (GBV): 3,422 beneficiaries



Achievement (GBV): 1,398 beneficiaries

The WEWE subgrant APSIRE project covered two (2) of the nine (9) service areas carried out by IHVN. 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 4 case management domains. The case management domains were Healthy, Schooled, Safe, & 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.)

Support for Gender-Based Violence Survivors (GBV)

The ASPIRE 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 sub-grant expanded access to antiretroviral therapy (ART), care, and social support services for HIV-infected and affected individuals. Against an initial target of 76468 beneficiaries, the ASPIRE OVC Project reached a total of 88,829 beneficiaries, with a majority distribution of 58.20% female and 41.80% male. The data indicates that the 10–14 age group is the most represented demographic at 26.94%, and the project exceeded its target by 116%.

The ASPIRE GBV project successfully reached a total of 1,398 individuals, representing a 40.85% achievement against the target of 3,422; notably, the outreach was exclusively concentrated among adults aged 19 and above, with a significant majority of beneficiaries being female (72.2%), and the most prominent participation occurred within the 25+ age demographic at 75.7%

The US President’s Emergency Plan for AIDS Relief (PEPFAR) OVC program case management domains are measured by benchmarks as outlined in Table 2 below

Table 2: 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 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
	Block granting
Stable	The caregiver is engaged in economic activities that help meet the critical needs of the children in the household.
	A caregiver can identify an individual or group recognized as providing social and emotional support
	Financial Education
	Vocational/apprenticeship training
	Village Savings and Loan group (VSLA)
	Home gardening support
	School performance assessment



2. **Title of the Project:** Health Insurance for 200 Widows & Orphans in Abuja
Primary Donor: Global Giving
Location: Abuja
The prime recipient: Widows and Orphans Empowerment Organization (WEWE)
Fiscal Year: January 01, 2025, to December 31, 2025
Total income: N593, 865 (USD 395.91),
Target: 200 Widows
Achievement: 124 Widows

The Widows and Orphans Empowerment Organization (WEWE) is implementing the project “Health Insurance for 200 Widows and Orphans in Abuja, *Nigeria*” through the GlobalGiving crowdfunding platform to improve access to healthcare services for vulnerable widows and orphans in Abuja, Nigeria. The project aims to raise **USD \$50,000** to provide health insurance coverage and medical support for 200 beneficiaries.

Since its inception, WEWE has raised a total of **USD \$10,355.50** through 124 donations from GlobalGiving and individual philanthropists within Nigeria.

Through these contributions, WEWE has successfully provided health insurance coverage, medical support, and reimbursement of out-of-pocket medical expenses for **124 widows and orphans**, representing over **62.05%** of the project target.

Between December 2024 and August 2025, WEWE received additional donations totaling **USD \$395.88**, which were used to support hospital bills and healthcare services for vulnerable widows and orphaned children. The project also provided financial assistance to widow-headed households facing healthcare challenges.

Despite challenges related to online payment limitations affecting Nigerian donors on the Global Giving platform, WEWE continues to mobilize support through alternative local donation channels. WEWE remains committed to reaching the remaining **76 beneficiaries** and continues to appeal for more support from donors and partners to achieve the project goal.



3. **Title of the Project:** Invisible Gender-Based Violence Prevention
Primary Donor: Ford Foundation
Location: Abuja
The prime recipient: Widows and Orphans Empowerment Organization (WEWE)
Fiscal Year: January 01, 2025, to December 31, 2025
Target: 1,500 Church Leaders
Achievement: 4,038 Church Leaders

CAN/WEWE GBV Prevention Project across the 36 states and the FCT

The Christian Association of Nigeria (CAN), in collaboration with the Widows and Orphans Empowerment Organization (WEWE), implements the Invisible GBV Prevention Project as part of a national initiative to prevent violence against women and girls in the five (5) blocs of CAN in all 36 States and the FCT. The five (5) blocs, which include: Christian Council of Nigeria (CCN), Catholic Secretariat of Nigeria (CSN), The Christian Fellowship of Nigeria/Pentecostal

Fellowship of Nigeria (CPFN/PFN), Organization of African Instituted Churches (OAIC), Evangelical Church Winning All (ECWA)/ Tarayar Ekklesiyoyin Kristi A Naijiria (TEKAN/ECWA). The team conducted a baseline study on the Knowledge, Attitude, Practice, and Behavior of church leaders. Evidence from the baseline study confirms the scale of the problem:

The outcome of the baseline survey shows that 93.12% of respondents are aware of Gender-Based Violence, a significant gap in intervention exists as only **41.09%** perceive it as common in their communities, **58.74%** of church leaders favor quiet resolutions over formal reporting, and **76.25%** of churches lack support services, all of which is further compounded by the fact that only **34.27%** possess legal knowledge of the VAPP Act.

4. **Title of the Project:** Technical Working Group (TWG) training on GBV data Reporting to the National GBV Dashboard
Primary Donor: The Development Research and Projects Centre (dRPC)
Location: Rivers State
The prime recipient: Widows and Orphans Empowerment Organization (WEWE)
Fiscal Year: January 01, 2025, to December 31, 2025
Total income: N 4,793,061(US 3,098.69)



Target: 30 GBV Stakeholders in Rivers State
Achievement: Trained 67 GBV stakeholders

In collaboration with the Federal Ministry of Women Affairs, WEWE conducted a high-impact GBV Dashboard Reporting Training that reached **67** stakeholders, exceeding the original target of 30 by 223%. This multi-sectoral initiative engaged key actors from the government, paramilitary, legal, health, and civil society sectors, successfully driving a 21.29% increase in technical knowledge while significantly strengthening inter-agency coordination and the integrity of national GBV data reporting systems

5. Title of the Project: Political Parties’ Responses to Technology-Facilitated Gender-Based Violence (TF-GBV) – Imo State and Rivers State
Primary Donor: Development Research and Projects Centre (dRPC)
Location: Imo and Rivers State
The prime recipient: Widows and Orphans Empowerment Organization (WEWE)
Fiscal Year: January 01, 2025, to December 31, 2025
Total income: N 2,240,000 (US 1,493.33)
Target respondents: 14 Women in politics
Achievements 15 (107%)

The research examines how political parties in Nigeria respond to technology-facilitated gender-based violence (TF-GBV) against women in politics. The study aims to identify strategies to address this issue, which has increased due to technological advancements.

It also highlights a critical intersection between digital innovation and political violence in Nigeria. While technological advancements have provided new platforms for engagement, they have also been weaponized to target women in politics through harassment, doxing, and psychological abuse.

Technology-Facilitated Gender-Based Violence (TF-GBV) refers to acts of abuse or harassment committed or amplified through digital tools like social media, mobile devices, and the internet. It ranges from cyberstalking and online trolling to more severe forms like deep fake pornography and sharing private information to invite real-world harm. Through a methodology of purposeful sampling and semi-structured interviews conducted under ethical guidelines, the study achieved a 107% success rate by engaging 15 key informants



across two states, comprising 8 participants in Imo (including 4 TF-GBV survivors and 4 party leaders) and 7 participants in Rivers (consisting of 2 elected officials and 5 party leaders), effectively bridging the gap between personal survivor experiences and institutional political leadership

Across both Imo and Rivers States, the study found that:

- **High Vulnerability:** Women in politics are frequently targeted by online harassment, which acts as a significant deterrent to their political ambitions and effectiveness.
- **Institutional Gaps:** Political parties currently lack formal policy frameworks, digital codes of conduct, or gender focal points to address these digital threats.

Call to Action: There is an urgent need for parties to adopt internal safety policies and for NGOs/Civil Societies to provide digital literacy and safety training to protect the digital rights of women

6. **Title of the Project:** WEWE Electronic Community Savings and Initiative (E-ESUSU)
Primary Donor: WEWE Widows & Vulnerable Women Cooperative Society Limited
Location: Currently Abuja and Rivers State (To be upscaled nationally)
The prime recipient: Widows and Vulnerable Women enrolled in WEWE projects
Project State Date: Monday, October 10, 2022
Fiscal Year: January 01, 2025, to December 31, 2025
Total Income: N/A
Target: 53
Achievement: 557

In October 2022, the Widows and Orphans Empowerment Organization (WEWE) registered the WEWE Widows and Vulnerable Women Cooperative Society with the Federal Capital Territory Administration (FCTA) to formalize its ESUSU savings and contribution program. The program allows widows and vulnerable women to contribute money regularly into a common pool and take turns accessing the funds to support their businesses and family needs.

The cooperative was created after WEWE observed that many groups of widows and vulnerable women in Abuja were interested in savings activities but faced challenges such



as poor supervision, repayment problems, and conflicts. Since 2011, WEWE has supported widows and vulnerable women through scholarships, food support, hospital assistance, and payment of medical bills. As of 2025, more than 557 widows and vulnerable women have benefited from the program, including survivors of violence, women with disabilities, refugees, IDPs, and adolescent girls at risk

- 7. Title of the Project:** African Women of Faith Digital Ecosystem
- Primary Donor:** Membership Dues
- Location:** Currently Abuja and Rivers State (To be upscaled nationally)
- The prime recipient:** Widows and Vulnerable Women enrolled in WEWE projects
- Project State Date:** Monday, October 01, 2024
- Fiscal Year:** January 01, 2025, to December 31, 2025
- Total Income:** N/A
- Target:** 1 million widows and vulnerable women in Africa

The office of the Executive Director identified the digital gender divide as a gender inequality that requires urgent social change and justice. She observed that women, especially middle-aged women from 40 to 70 years old, are being left behind in the digital She observed that women, especially middle-aged women between 40 and 70 years old, are being left behind in the digital economy, and that this age group of women, particularly in Africa, is most negatively impacted by the Digital Gender Divide. Gender Divide. In Nigeria, women remain significantly disadvantaged in digital access: only about 39% of Nigerian women own a smartphone compared to 61–71% of men, and women are 14% less likely to use mobile internet. This persistent digital gender divide limits women’s participation in education, employment, and civic life. [Mobile z gap: Only 39% of Nigerian women own a smartphone](#). (*Mobile Gender Gap Report 2025* by the GSMA)

WEWE was motivated to innovate because we saw that most women-owned small and medium enterprises (SMEs) and small, grassroots, women-led Civil Society Organizations (CSOs) we support are structurally excluded from the digital economy due to a lack of market-driven digital, Artificial Intelligence (AI), and e-fundraising skills, as well as limited access to e-commerce, and as a result, they are not able to expand their beneficiary or customer base and increase income or donor funding.



However, WEWE sees an opportunity to innovate with fast-evolving digital technologies and AI. WEWE sees an opportunity for our beneficiaries, who are women-owned SMEs and women-led small grassroots CSOs, to gain access to these technologies and the digital economy, thereby bridging the digital gender divide and driving transformational change that meaningfully impacts women's and girls' economic justice.

Projects Implemented in 2025

Outlined below are the projects that were successfully implemented in 2025

The ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control (ASPIRE) project

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 76,464 beneficiaries, the project served 88,829 individuals, achieving 116%.

Table 3: Beneficiaries reached in the ASPIRE OVC Project, disaggregated by sex and Age

AGE	FEMALE	% (F)	MALE	% (M)	TOTAL	Total %
<1	110	52.90%	98	47.10%	208	0.23%
1–4	2,839	51.70%	2,647	48.30%	5,486	6.18%
5–9	9,138	51.50%	8,604	48.50%	17,742	19.97%
10–14	12,405	51.80%	11,522	48.20%	23,927	26.94%
15–17	7,409	53.90%	6,341	46.10%	13,750	15.48%
18–20	3,657	52.60%	3,301	47.40%	6,958	7.83%
18+	16,117	77.60%	4,641	22.40%	20,758	23.37%
TOTAL	51,675	58.20%	37,154	41.80%	88,829	100.00%

The data shows a total of 88,829 beneficiaries, with females (58.2%) significantly higher than males (41.8%). The largest age group reached is 10–14 years (26.94%), followed by 5–



9 years (19.97%), indicating a strong focus on children and adolescents. Notably, the 18+ category has a high female dominance (77.6%), suggesting targeted support toward adult women

The ASPIRE Gender-Based Violence (GBV) Project

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 successfully reached a total of **1,398 individuals**, representing a **40.85%** achievement against the target of **3,422**; notably, the outreach was exclusively concentrated among adults aged 19 and above, with a significant majority of beneficiaries being female (**72.2%**), and the most prominent participation occurred within the **25+ age demographic at 75.7%**

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

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

AGE	FEMALE	% (F)	MALE	% (M)	TOTAL	% (T)
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	300	29.7%	40	10.3%	340	24.3%
25+	709	70.3%	349	89.7%	1058	75.7%
Total	1009	100%	389	100%	1398	100%

Health Insurance for 200 Widows & Orphans in Abuja (Funded by Global Giving)

The Widows and Orphans Empowerment Organization (WEWE) has raised a total of USD \$10,355.50 through 124 donations over the past five years to support health insurance and healthcare access for vulnerable widows and orphans in Abuja, Nigeria.

The primary goal of WEWE’s project, hosted on the [GlobalGiving](#) crowdfunding platform, is to raise USD \$50,000 to provide health insurance coverage and healthcare services for 200 widows and orphans in Abuja, Nigeria. To date, WEWE has successfully achieved over 62.05% of its beneficiary target.



As of April 11, 2025 WEWE received a total of N260, 000 (USD \$164.82) in cash donations from individual philanthropists within Nigeria and an additional USD \$25 through WEWE's GlobalGiving crowdfunding page, bringing the total funds received during the period to USD \$189.82.

The funds were utilized to support the hospital bills of one widow and two orphaned children (children of two widows). This intervention was made possible through the generous contributions received during the reporting period. As a result, the cumulative number of beneficiaries supported under the project increased to 121 widows and orphans.

In addition, WEWE identified and provided financial support to three widow-headed households, comprising three widows and two orphans.

April 11, 2025 – August 08, 2025

Between April 11, 2025 and August 08, 2025, WEWE received a total of N161,406 (USD \$107.60) in cash donations from individual philanthropists within Nigeria and USD \$98.45 through WEWE's GlobalGiving crowdfunding page. This amounted to a total of USD \$206.05 received during the reporting period.

The funds were used to support the hospital bills of three widows, contributing to improved access to healthcare services for vulnerable women. Through this intervention, the total number of beneficiaries supported under the project rose to 124 widows and orphans.

Healthcare Support Provided

Since the inception of the project, WEWE has provided health insurance coverage and reimbursement of out-of-pocket medical expenses for a total of 124 widows and orphans. Beneficiaries supported across the years are distributed as follows: Fifty-five (55) beneficiaries in 2021, 26 beneficiaries in 2022, 16 beneficiaries in 2023, 21 beneficiaries in 2024, 3 beneficiaries during the December 12, 2024 – April 11, 2025 reporting period, 3 beneficiaries during the April 11, 2025 – August 08, 2025 reporting period

The healthcare support covers services under the Group, Individual, and Family Social Health Insurance Program (GIFSHIP), National Government Health Insurance, direct private health insurance schemes, and private healthcare services.

Through these interventions, WEWE has successfully improved access to healthcare services for vulnerable widows and orphans in Abuja, Nigeria.



Challenges and Mitigation

One of the major challenges encountered during the project's implementation is that many Nigerian donors experience payment difficulties when donating through the GlobalGiving platform due to incompatibility with certain international payment service providers.

To address this challenge, WEWE continues to encourage local donors to utilize accessible Nigerian payment platforms and alternative local donation channels to support the project.

Conclusion

As of 2025, WEWE has directly supported and enrolled 124 widows and orphans out of the targeted 200 beneficiaries, with support received from 124 donations through WEWE's GlobalGiving crowdfunding project and contributions from individual donors within Nigeria.

WEWE therefore continues to solicit additional support from partners, philanthropists, and donors to help achieve the project's target and expand healthcare access for vulnerable widows and orphans in Abuja, Nigeria. On behalf of the 124 widows and orphans who have benefited from this project to date, WEWE sincerely appreciates all donors and supporters contributing to GlobalGiving Project No. #48816, "Health Insurance for 200 Widows and Orphans in Abuja, Nigeria."

Invisible Gender-Based Violence Prevention Project

The Christian Association of Nigeria (CAN), in collaboration with the Widows and Orphans Empowerment Organization (WEWE), implements the Invisible GBV Prevention Project as part of a national initiative to prevent violence against women and girls across the five (5) CAN blocs in all 36 States and the FCT. The five (5) blocs, which include: Christian Council of Nigeria (CCN), Catholic Secretariat of Nigeria (CSN), The Christian Fellowship of Nigeria/Pentecostal Fellowship of Nigeria (CPFN/PFN), Organization of African Instituted Churches (OAIC), Evangelical Church Winning All (ECWA)/ Tarayyar Ekklesiyoyin Kristi A Najirria (TEKAN/ECWA). The team t conducted a baseline study on Knowledge, Attitude, Practice, and Behavior of church leaders. Evidence from the baseline study confirms the scale of the problem as stated below:



- 93.12% of respondents are aware of GBV, showing it is widely recognized.
- Only 41.09% believe violence is common in communities, suggesting underestimation.
- 58.74% of church leaders prefer to resolve cases quietly, limiting proper reporting.
- 76.25% report no GBV support services in their churches
- Only 34.27% are aware of the VAPP Act, showing low legal knowledge.

NGO Support Initiative Grant (NSI) Project - Technical Working Group (TWG) training on GBV data Reporting to the National GBV Dashboard

In 2025, WEWE, in collaboration with the Rivers State Ministry of Women Affairs, and with technical support from the development Research and Projects Centre (dRPC), organized a two-day Technical Working Group (TWG) training on Gender-Based Violence (GBV) data reporting to the National GBV Dashboard. The 2-day training, held on August 13–14, 2025, in Port Harcourt, brought together 67 participants from government, security, legal, health, and civil society sectors. It enhanced participants’ technical knowledge by 21.29%, strengthened coordination among GBV actors, and improved data accuracy and reporting systems. Key achievements included the establishment of a WhatsApp coordination platform, plans for regular review meetings, and renewed institutional commitment to sustain GBV prevention and reporting. Persistent challenges, such as a lack of data-entry tools, were noted, with recommendations for continued capacity building, resource provision, and stronger inter-agency collaboration to sustain progress.

Number of Persons Reached: 67
M 19
F 48

WEWE Electronic Community Savings and Initiative (E-ESUSU)

In 2022, WEWE’s Widows program in Abuja was registered with the Department of Cooperative Society under the Federal Capital Territory Administration (FCTA) as WEWE Widows and Vulnerable Women Cooperative Society (FCTA/ARDS/COOP/2019/6050) on October 10, 2022.under CAP No. 98 of the Nigerian Cooperative Societies Act, 2004. This savings program, called the ESUSU initiative, encourages members to form a group, contribute a fixed amount of money regularly to a common pool, and take turns accessing the pooled fund.



WEWE registered as a cooperative society following work in Abuja's widows' program. While working with 59 groups of widows and vulnerable women, we found that they were interested in a rotational contribution and savings program. Some groups had started, but a lack of supervision led to repayment issues and conflicts.

WEWE's program in Abuja has, as of 2025, enrolled more than 557 widows and vulnerable women. Widows are those whose husbands have died, and vulnerable women are those without a stable income who live in poverty. Survivors of violence against women include refugees or internally displaced persons (IDPs) due to conflict or natural disasters, women with disabilities, and young girls (adolescent girls between 10 and 18), especially those denied education, subjected to child marriage, or trafficked. WEWE has been working with these widows and vulnerable women since 2011, providing services such as educational scholarships, food, hospital visits for the sick, and coverage of hospital bills and reimbursement of out-of-pocket expenses used by the widows.

Therefore, WEWE registered the cooperative, which was set up to formalize the rotational contribution and savings program.

African Women of Faith Digital Ecosystem Project

The Widows and Orphans Empowerment Organization identified the digital gender divide as a gender inequality that requires urgent social change and justice. She observed that women, especially middle-aged women from 40 to 70 years old, are being left behind in the digital economy, and that this age group of women, particularly in Africa, is most negatively impacted by the Digital Gender Divide. Gender Divide. In Nigeria, women remain significantly disadvantaged in digital access: only about 39% of Nigerian women own a smartphone compared to 61–71% of men, and women are 14% less likely to use mobile internet. This persistent digital gender divide limits women's participation in education, employment, and civic life. [Mobile z gap: Only 39% of Nigerian women own a smartphone](#). (*Mobile Gender Gap Report 2025* by the GSMA)

WEWE was motivated to innovate because we saw that most women-owned small and medium enterprises (SMEs) and small, grassroots, women-led Civil Society Organizations (CSOs) we support are structurally excluded from the digital economy due to a lack of market-driven digital, Artificial Intelligence (AI), and e-fundraising skills, as well as limited



access to e-commerce, and as a result, they are not able to expand their beneficiary or customer base and increase income or donor funding.

However, WEWE sees an opportunity to innovate with fast-evolving digital technologies and AI. WEWE sees an opportunity for our beneficiaries, who are women-owned SMEs and women-led small grassroots CSOs, to gain access to these technologies and the digital economy, thereby bridging the digital gender divide and driving transformational change that meaningfully impacts women's and girls' economic justice.

Political Parties' Responses to Technology-Facilitated Gender- Based Violence (TF-GBV) – Imo State and Rivers State

The research is aimed at understanding how political parties respond to technology-facilitated GBV (TF-GBV) that is perpetrated against women in politics in Nigeria. The dRPC's overall objective of this study is to better identify strategies to address this form of violence, which has intensified over the last decade with the rise of technological changes and innovation.

The objective of this study is to conduct seven (14) interviews in Imo and Rivers State over two weeks, focusing on TF-GBV experiences and political party responses to better identify strategies for addressing TF-GBV.

The research methodology included obtaining informed consent and conducting semi-structured interviews, which were recorded in accordance with ethical research guidelines. Purposeful sampling was done, and the interviews were in-person and one via video call for eight (8) women in politics and women leaders, and seven (7) interviews in Rivers state, achieving a total of 15 (107%) interviews.

Most participants understood TFGBV and had experienced it in their normal use of social media, with no formal party policy frameworks to address it. These women experienced mainly telephone and online harassment as a barrier to political engagement.

Political parties should develop clear digital conduct policies and appoint gender focal points. While NGO's and Civil Societies should partner with political parties by training party members on TFGBV and digital safety.



The research highlights a critical intersection between digital innovation and political violence in Nigeria. While technological advancements have provided new platforms for engagement, they have also been weaponized to target women in politics through harassment, doxing, and psychological abuse.

Technology-Facilitated Gender-Based Violence (TF-GBV) refers to acts of abuse or harassment committed or amplified through digital tools like social media, mobile devices, and the internet. It ranges from cyberstalking and online trolling to more severe forms like deep fake pornography and sharing private information to invite real-world harm.

Through a methodology of purposeful sampling and semi-structured interviews conducted under ethical guidelines, the study achieved a 107% success rate by engaging 15 key informants across two states, comprising 8 participants in Imo (including 4 TF-GBV survivors and 4 party leaders) and 7 participants in Rivers (consisting of 2 elected officials and 5 party leaders), effectively bridging the gap between personal survivor experiences and institutional political leadership

Across both Imo and Rivers States, the study found that:

- **High Vulnerability:** Women in politics are frequently targeted by online harassment, which acts as a significant deterrent to their political ambitions and effectiveness.
- **Institutional Gaps:** Political parties currently lack formal policy frameworks, digital codes of conduct, or gender focal points to address these digital threats.

Call to Action: There is an urgent need for parties to adopt internal safety policies and for NGOs/Civil Societies to provide digital literacy and safety training to protect the digital rights of women. For women in both states, the digital world is no longer a safe space. Harassment often starts as online trolling but quickly spirals into real-life danger, making it difficult for women to feel safe at home or in public.



Strategic Recommendations

For Political Parties:

- Appoint Gender Focal Points to handle reports of digital abuse.
- Establish Digital Conduct Policies with clear disciplinary actions for members who engage in TF-GBV.

For NGOs and Civil Society:

Provide Digital Safety Training specifically tailored for female candidates and party members.

Partner with tech platforms to fast-track the reporting of political digital abuse.

For Government: Strengthen Cybercrime Enforcement to ensure that online violence has real-world legal consequences.

Conclusion

The primary achievement in both states is the creation of a Strategic Action Roadmap that calls for political parties to appoint gender focal points and adopt digital safety frameworks. This study serves as a critical tool for NGOs and policymakers to hold political institutions accountable and ensure the digital era expands, rather than restricts, women's democratic participation in Nigeria.

Table 5: Showing the Summary of the Financial Report in 2025

Summary of the financial report in 2025	
Grants	430,679,268
Donation and Other Income	0
Total Income	430,679,268
Total Expenses	
Operational Deficit/ Surplus	5,326,931

The table below presents an overview of key projects implemented by the organization in 2025. It highlights donors, project titles, funding amounts, locations, durations, target beneficiaries, and achievements for each project. This summary provides a quick snapshot of project performance and impact across various thematic areas and geographical locations



Table 6: Showing the Summary of all the Projects Implemented in 2025

S/n	Donors Name	Name of Project	Amount	Location	Duration	Target	Achievement
1	USAID/ CDC	ASPIRE	\$US 362,387.57 (NGN 560,546,417.00)	Rivers State (23 LGAs)	5yrs	76,468	88,829 (M 37,154, F 51,675) 116%
	USAID/CDC	ASPIRE GBV PROJECT		Rivers State	5 yrs.	3,422	1,398 (41% all are women)
2	Global Giving FCT Abuja	Health insurance for widows	\$US 272.425 (NGN 421,406)	FCT Abuja		97	6 (4 Widows, 2 Children)
3	Ford Foundation	Invisible GBV	\$US 247,622.97 (NGN 383,023,127.00)	Nationwide	2 yrs	1,500 Church Leaders	4,038 Church Leaders
4	The development Research and Projects Centre (dRPC)	NGO SUPPORT INITIATIVE GRANT (NSI)	\$US 3,098.69 (NGN4,793,061)	Rivers State	3 months	30 TWG Member	67 (M 19, F 48) TWG Members: Government and Private Institutions
5	The development Research and Projects Centre (dRPC)	Political Parties' Responses to Technology-Facilitated Gender-Based Violence (TF-GBV) – Imo State and Rivers State	N 2,240,000 (US 1,493.33)	Imo & Rivers	3 Months	14	15 (107%)
6	WEWE Widows & Vulnerable Women Cooperative Society Limited	WEWE Electronic Community Savings and Initiative (E-ESUSU)		Abuja and Rivers	1 year	53	557
7	Membership Dues	African Women of the Digital Ecosystem		Abuja & Rivers		1000,000 Widows	Ongoing

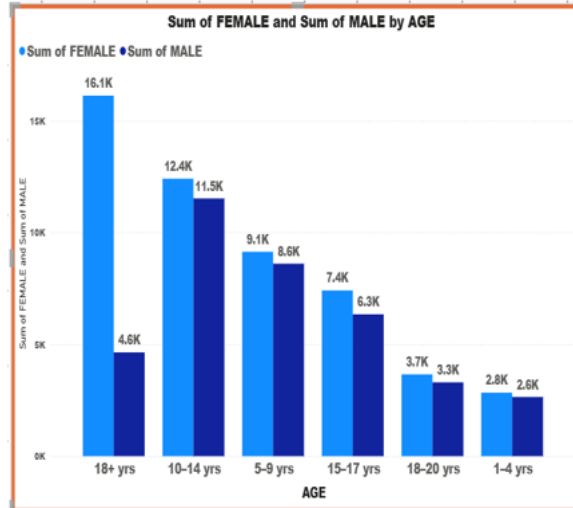
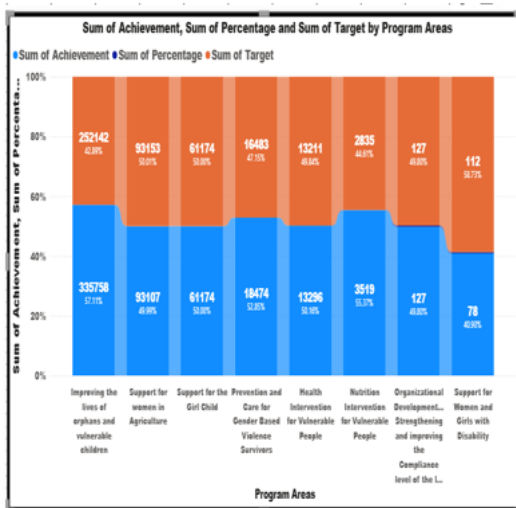
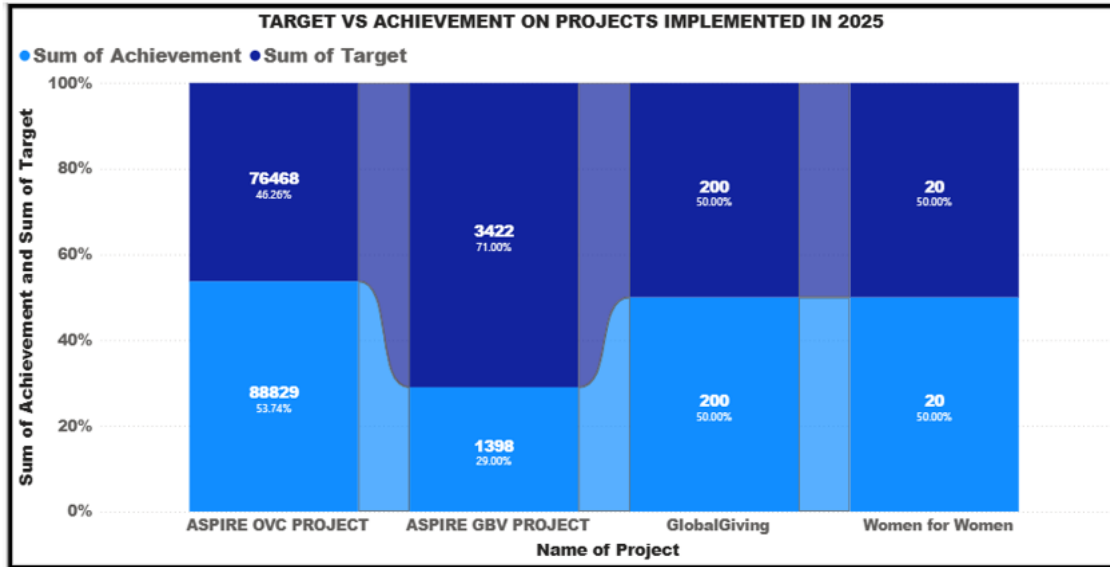
Monitoring, Evaluation, Research, and Learning (MEL)

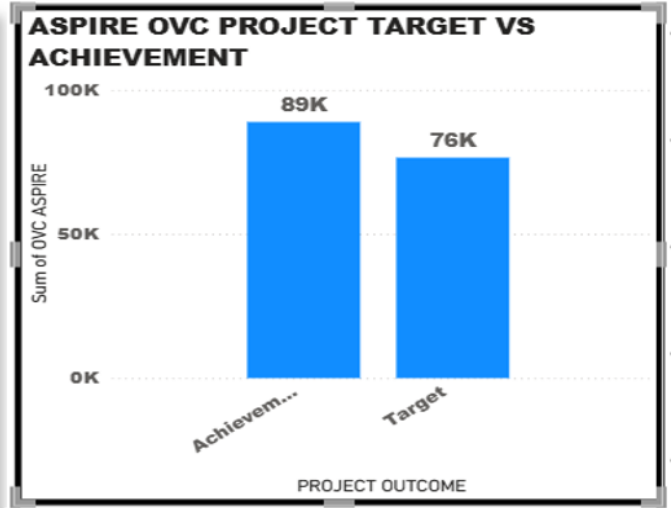
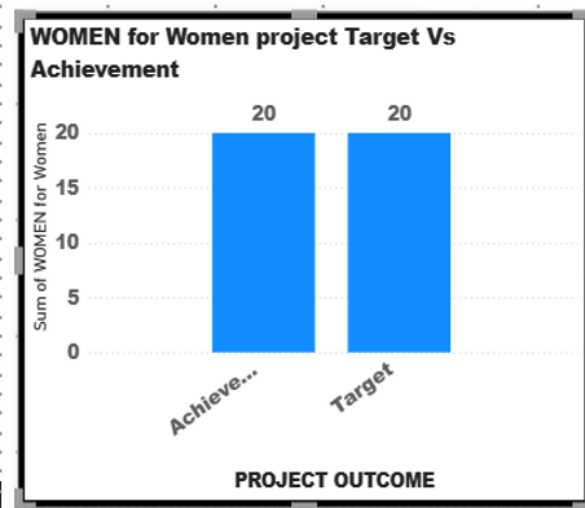
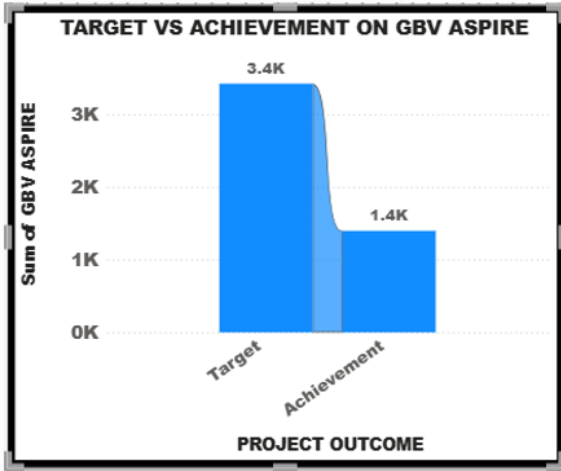
The Monitoring and Evaluation (M&E) component across the projects was designed to ensure that implementation processes were systematically tracked, measured, and reported to demonstrate accountability, learning, and impact. Through consistent data collection, analysis, and feedback, the M&E team provided 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 Monitoring and Evaluation team successfully carried out a range of key activities during the quarter under review, contributing significantly to project performance tracking and overall program improvement as stated below:

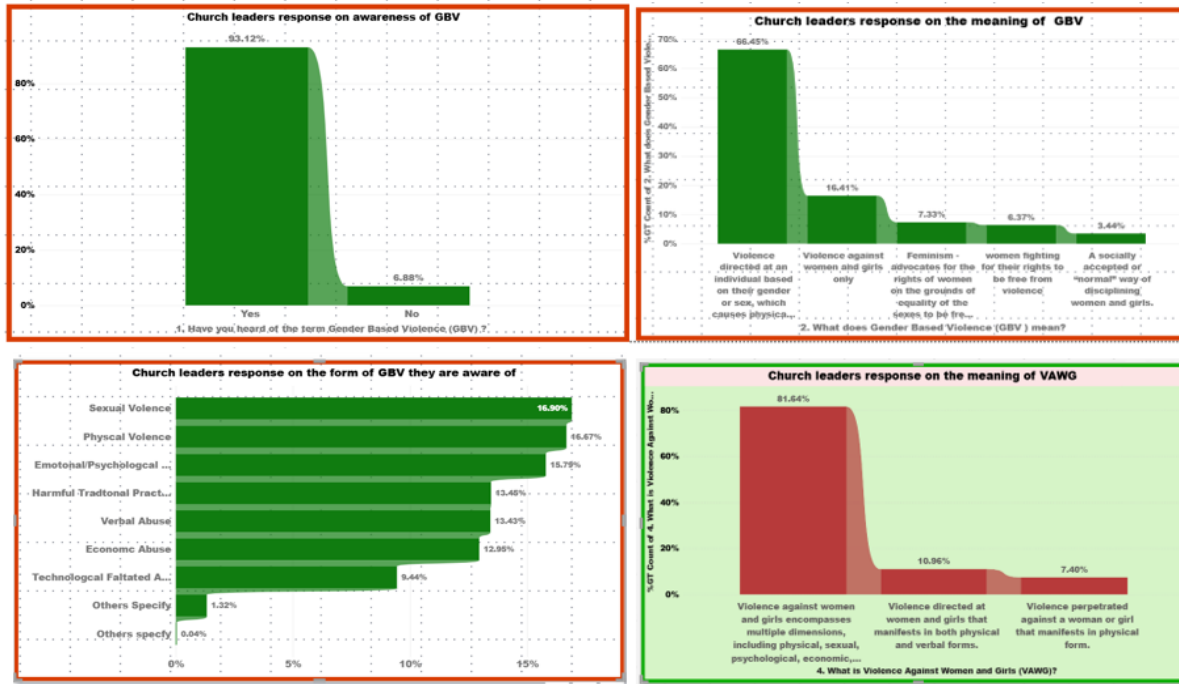






ASSESSMENT OF CHURCH LEADERS IN THE AREA OF KNOWLEDGE, ATTITUDE, PRACTICE, BEHAVIOUR AND SYSTEMS

KNOWLEDGE:



Internal Audit Department

The Internal Audit Team provided independent assurance that the organization’s risk management, governance, and internal control systems operated effectively throughout the year. The team ensured full compliance with applicable statutes, donor requirements, and regulatory obligations, with all submissions completed accurately and on schedule.

The organization maintained full and timely compliance with the requirements of nine key statutory bodies, namely: the Corporate Affairs Commission (CAC), Federal Inland Revenue Service (FIRS), FCT Internal Revenue Service (FCT-IRS), National Housing Fund/Federal Mortgage Bank of Nigeria (NHF/FMBN), National Pension Commission (PENCOM), National Health Insurance Authority (NHIA), Special Control Unit Against Money Laundering (SCUML), the Nigeria Social Insurance Trust Fund (NSITF), and the Financial Reporting Council of Nigeria (FRCN).

Furthermore, the statutory audit of the financial statements for the year was conducted by Baker Tilly & Co. (Chartered Accountants). The audit recorded no material findings and resulted in an unqualified audit opinion.



Table 7: Showing the Summary of the Financial Report in 2025

Summary of the financial report in 2025	
Grants	430,679,268
Donation and Other Income	0
Total Income	430,679,268
Project Expenses	436,006,199
Operational Deficit/ Surplus	5,326,931

Legal Team Report

The following activities were carried out by the Legal Department in the period under review:

1. Completion of the First Draft of the Christian Association of Nigeria (CAN) Gender-Based Violence (GBV) Prevention Training Manual for CAN Leaders: The WEWE legal team, in collaboration with CAN theologians, successfully drafted and completed the first draft of the CAN GBV Prevention Training Manual, which will be used to train CAN leaders.
2. Registration of a Women-led Support Network: The network is registered as a company limited by guarantee under the name “Network of Women Initiatives on Violence against Widows and Orphans Limited by Guarantee.” Its primary objective is to promote unity and capacity development among women-led and women-focused initiatives supporting widows, orphans, vulnerable women and girls, including survivors of gender-based violence (GBV) and violence against women and girls (VAWG); to engage in advocacy, provide resource mobilization and compliance support, manage a revolving bridge fund, and establish shelters and safe spaces for affected individuals.
3. The Legal team has been facing technical issues while attempting to file the amendment of the WEWE Constitution with the Corporate Affairs Commission. The team has visited the headquarters of the commission several times and has received assurances that the matter will be resolved soon. However, the delays have persisted. Despite this, the team is doing its utmost to ensure that the amendment is filed as quickly as possible.



Operations Department

The operations department within the year under review ensured an adequate work environment and provided the required working tools and security.

The operations team successfully procured the following items and assets for improvement and smooth running of the overall operational obligations of the organization:

- Supply and installation of a live streaming system for conference meeting (Lemaj Technologies)
- Supply and installation of Starlink internet for office use (Smart Micros Ltd)
- Supply and installation of Solar/Inverter System for office use (Lemaj Technologies)
- Change of official email hosting server (router)

Human Resources

The year 2025 marked a period of significant transition and restructuring for the Human Resources team at WEWE. In January 2025, all staff contracts under the ASPIRE project were terminated following an Executive Order issued by the President of the United States, which led the Centers for Disease Control and Prevention to direct the immediate cessation of all Diversity, Equity, and Inclusion (DEI)-related programs. This development had a substantial impact on staffing and organizational operations.

Later in March 2025, WEWE secured a new grant from the Ford Foundation to implement the Invisible Gender-Based Violence Prevention Project in partnership with the Christian Association of Nigeria (CAN). Although the funding was insufficient to retain all staff, management made deliberate efforts to absorb as many employees as possible into the new project, including offering consultancy-based roles where necessary.

The HR team also collaborated with CAN to recruit four (4) new staff members to support project implementation in CAN.

As of May 31, 2025, the WEWE had a total staff of 29 employees. However, due to ongoing restructuring and funding realities, this number decreased to 20 by October 24, and further to 18 by December 12, 2025.

In strengthening internal workforce systems, the Human Resources team conducted performance management and appraisal sessions for staff members in September 2025,



focusing on identifying performance gaps and supporting professional development. Additionally, contract amendments were prepared and issued to staff members for FY25.

Efforts were also made to enhance staff welfare and operational efficiency. The HR team initiated the enrollment of 19 eligible staff into a health insurance scheme by engaging AXA Mansard Health Maintenance Organization, with all necessary documentation submitted to commence registration. Looking ahead, staff members are actively setting their objectives for the 2026 fiscal year.

Furthermore, to improve administrative efficiency through digitalization, the HR team initiated the recruitment process for an HR Software Developer to support the digital transformation of HR operations.

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 implement some planned activities in the strategic plan fully. 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 2025 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 ahead, 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 2026 and beyond. WEWE remains dedicated to its mission of empowering communities and creating a society where no one is left behind.

Table 8: Reference

S/N	Donors Name	Contact Person	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	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
3	Women for Women International (WfWI)	Mrs. Bukola Onyishi,	Country Director, Women for Women International, Headquartered in Washington, D.C., U.S.A. 05/06 Sheh Street, Rayfield, Jos, Plateau State.	+2348033218875	bonyishi@womenforwomen.org www.womenforwomen.org



Annex 1: Our Board of Trustees

Name	Position	Job Title	Qualification	Gender
 Dr. Adiya Ode	Chairperson	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
 Dr. Funmilayo Oyefusi	Member	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
 Secretary	Secretary	Civil Servant	BA in English, University of Abuja, PGD, Public Administration, University of Abuja, 2019	Female



Gloria Njiowhor				
 <p>Saliu Olarenwaju</p>	Member	Chartered Accountant	<p>MSc. Professional Accounting, 2020</p> <p>BSc. Computer Science and Economics 1997</p> <p>Certified Information Systems Auditor (CISA) 2003</p> <p>Certified Information Security Manager (CISM) 2005</p> <p>Fellow, Chartered Institute of Taxation of Nigeria (FCTI) 2023</p> <p>Fellow, Association of Certified Chartered Accountants (FCCA) 2021</p> <p>Certificate, International Public Sector Accounting Standards 2017</p> <p>Associate, Institute of Chartered Accountants in Nigeria (ICAN) 2018</p> <p>Certified Member, Institute of Internal Auditors (IIA) – CIA 2018</p>	Male
 <p>Barr. Genevieve Ike Johnson</p>	Member	Legal Practitioner	<p>LLB, Nigerian Law School, Abuja, 2008</p> <p>Bachelor of Laws (LLB), University of Uyo, Nigeria, 2007</p> <p>Human Resource Management License Professional (HRMLP) 2019</p> <p>PD, HRM, Professional Diploma, Human Resource Management. 2017</p>	Female



			ACIPM, Associate Chartered Institute of Personnel Management 2017 CMC: Certified Management Consultant. 2021 OND BA, Diploma in Business Administration, Nekede, Owerri. 2001	
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List of Major Events of 2025 in line with WEWE's strategic plan

1. Registration of a Women-led Support Network
2. The European Union-funded CSO Strengthening Bridge (EU CSO-Bridge)
3. The Launch of the Groundbreaking Research Report on Digital Threats to Women in Politics in Nigeria
4. The Flag-Off Event for the 2025 16 Days of Activism against Gender-Based Violence (GBV)
5. Orphans and Vulnerable Children (OVC) Scholarship

Registration of a Women-led Support Network

Registration of a Women-led Support Network: The women-led support network is registered with the Corporate Affairs Commission as a company limited by guarantee under the name “Network of Women Initiatives on Violence Against Widows and Orphans Limited by Guarantee.” Its primary objective is to promote unity and capacity development among women-led and women-focused initiatives supporting widows, orphans, vulnerable women and girls, including survivors of gender-based violence (GBV) and violence against women and girls (VAWG); to engage in advocacy, provide resource mobilization and compliance support, manage a revolving bridge fund, and establish shelters and safe spaces for affected individuals

The European Union-funded CSO Strengthening Bridge (EU CSO-Bridge)

Project National Summit on Repositioning the Social Development Framework for Collaborative and Coordinated Social Development in Nigeria, held from 26–27 November 2025 at The Palms Hotel, Abuja. The National Summit seeks to provide a high-level, multi-stakeholder platform for dialogue, consensus-building, and action planning to revitalize Nigeria’s social development framework through the review and reactivation of the Social



Development Act, LFN 2004 (formerly Decree No. 12 of 1974), and the National Social Development Policy. The Summit will bring together representatives of federal and state ministries, the National Assembly, development partners, civil society organisations, academia, and the private sector to:

- Reignite national attention on social development as a foundation for inclusive growth, gender equality, and social inclusion
- Facilitate multi-stakeholder dialogue to define a shared vision for coordinated social development and a stronger regulatory framework for CSOs
- Assess gaps and challenges in the Social Development ACT LFN 2004 and propose actionable amendments
- Present the draft bill for the amendment of the Social Development Act and facilitate broad stakeholder consultations to gather inputs that will strengthen and refine the proposed amendments
- Produce a National Roadmap and Abuja Declaration aimed at strengthening coordination, financing, accountability, and the enabling environment for social development in Nigeria.

The Launch of the Groundbreaking Research Report on Digital Threats to Women in Politics in Nigeria: Experiences of Technology-Facilitated Gender-Based Violence (TF-GBV) and Political Parties' Responses. Held on Friday, 28th November 2025 at Abuja Continental Hotel, Abuja, with the objectives of promoting key findings on technology-facilitated gender-based violence in Nigerian politics and mobilizing policymakers, political parties, civil society, and media to implement recommendations.

The Flag-Off Event for the 2025 16 Days of Activism against Gender-Based Violence (GBV) was successfully held on November 24, 2025, bringing together government officials, development partners, civil society organizations (CSOs), and survivors. The event featured official remarks, powerful testimonies, a documentary, and discussions focusing on the realities of GBV, the state of national response, and the necessity of coordination across sectors. The primary goal was to launch the annual advocacy period and galvanize action against GBV.

Orphans and Vulnerable Children (OVC) Scholarship: This support was given to out-of-school OVC: Through a dedicated OVC scholarship fund, the project provided critical financial assistance to cover the school fees of out-of-school vulnerable children and orphans. By prioritizing the children of widows and families in extreme hardship, this initiative successfully removed the primary financial barrier to education for those most at



risk. This intervention not only facilitated the immediate return of students to the classroom but also established a sustainable.

Annex 2: WEWE Staff Structure as of January 2025 to December 2025

The table below presents the comprehensive staff structure of the organization for the period January 2025 to December 2025. 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 of the 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	HR 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	Ebi	Temple	N	M	Key Population/Safeguarding Officer (HND in Business Administration and Management, PGD Education)	Rivers
9	Enyen	Ese	Gift	F	HR/Legal Officer (BL, LLB)	Abuja
10	Fawale	Josephine	Abiodun	F	Program Assistant (Diploma in Industrial & Labor Relations)	Abuja
11	Nimkur	Lipdo		M	Security Officer (SSCE)	Abuja
12	Udo	Moses		M	Logistics/Project Driver (BSc Management)	Rivers



13	Chika	Okorie		M	Project Driver (First School Leaving Certificate (FSLC))	Abuja
14	Nebo	Franklin	Chinedu	M	Strategic Information/ M&E Officer (HND, Chemical Engineering)	Abuja
15	Ezeoma	Theresa	Ifeyinwa	F	Program Associate (MPA; PGD Public Administration; B.A. International Studies and Diplomacy and Diploma in Law.)	Abuja
16	Egbonwachi	Jacobs		M	AYP Program Officer (B.A International Studies and Diplomacy), MSc in view: Peace Studies and Conflict Resolution)	Rivers
17	Nwafor	Okechukwu		M	Referral and Retention Officer (BSC in Communication, MSc in Population and Communication Development)	Rivers
18	Onwere	Annette	Ogonna	F	Gender Based Violence Officer (MPH, BTech in Public Health Technology)	Rivers
19	Abalaka	Sabina	Omojo	F	Legal Associate (BL, LLB)	Abuja
20	Jalex	James	Alexander	M	Project Driver (SSCE)	Abuja
21	John	Jeremiah	Ijele	M	Finance Officer (ICAN, Higher, National Diploma (HND) Accounting)	Abuja
22	Olueseh	Prince	Ezekiel	M	Strategic Information (B.Sc. (Hons) Microbiology M.PH, FIMC, CMC)	Abuja
23	Okeafor	Chioma	Favour	F	Gender-Based Violence (Master of Public Health, Bachelor of Science in Microbiology) Associate	Rivers
24	Okachi	Dike	Chukwuka	M	Gender-Based Violence Lawyer (Barrister at Law (BL), Bachelor of Law (LLB))	Rivers
25	Uboho	Anthony	Etim	M	Monitoring and Evaluation Officer	Rivers
26	Arhyel	Moses	Adeyemi	M	Information Technology Associate (BSc. Computer Science)	Abuja
27	Marizu	Godsfavour	Ijeoma	F	Procurement Associate (BSc. Social work)	Abuja
28	Bright	Comfort	Chioma	F	Finance/Admin Officer	Rivers
29	Ezekiel	Monday	Freeman	M	Office Cleaner/Administrative Assistant (B.Sc. in Library and Information Science)	Rivers
30	Wotsida	Destiny		M	Security	Abuja
31	Danladi	Edward		M	Security Officer	Abuja
32	Otabiri	Samuel		M	Security Officer	Rivers
33	Sunday	Mary		F	Office Cleaner	Abuja
34	Ishaku	Israel		M	Administrative Assistant (SSCE)	Abuja



The organization has a total of 34 employees, with a nearly even sex distribution of 11 females (32%) and 23 males (68%), and staff are similarly distributed across locations, with 24 in Abuja (71%) and 10 in Rivers (29%)

Annex 3: Communities and Local Government Areas (LGAs) Where the Aspire Project

Communities and Local Government Areas (LGAs) Where the Aspire Project			
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, Kalaibiana, 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, Aletto, Alode, Ebubu, 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, Umuauwa	13
14	Khana	Baen/Kpean/Duburo, Bane, Bargha, Beer, Bori, Boue, Gwara/Kaa/Eeken, Kaani, Kono/Kwawa, Lueku/Nyokuru, Lorre/Luebe/Kpaa, Okwali, Opuoko/Kalaoko, Sii/Betem/Kbaabbe, Sogho, Taabaa, Uegwere, Wiyaa Kara, Zaakpori	19
15	Obio/Akpor	Choba, Elelenwo (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 II, Ogoloma III, Okrika I, Okrika II, Okrika III, Okrika IV, Okrika V, Okrika VI, Okrika VII	12
19	Omuma	Ariraniiri/Owu-Ahia Community, Eberi-Dikeomuuo 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 Ht 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

