



WIDOWS AND ORPHANS EMPOWERMENT ORGANISATION (WEWE)



ANNUAL REPORT

2024



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List of Acronyms

ACE	Advocacy for Civic Engagement Centre
ART	Antiretroviral Therapy
ASPIRE	ACTION to Sustain Precision and Integrated HIV Response towards Epidemic Control
AWLA	African Women Lawyers Association
CAJR	Centre for the Advocacy of Justice and Rights
CAN	Christian Association of Nigeria
CBO	Community-Based Organization
CCW	Community Case Worker
CDC	Centers for Disease Prevention and Control
CCGOI	Christ City Global International Outreach
CPN	Child Protection Network
CSO	Civil Society Organization
CWSI	Centre for Women's Studies and Intervention
DOAF	Daughters of Abraham Foundation
dRPC	development Research and Projects Center
FBO	Faith-Based Organization
FCT	Federal Capital Territory
FCT PHC	FCT Primary Health Care Board
FGD	Focus Group Discussion
FIDA	International Federation of Women Lawyers
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
SGBV	Sexual and Gender-Based Violence
TB	Tuberculosis
VAPP	Violence Against Persons (Prevention and Prohibition) Act, 2015
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
VSLA	Village Savings and Loan group
WASH	Water, Sanitation, and Hygiene
WEWE	Widows and Orphans Empowerment Organisation
WfWI	Women for Women International



From the Office of the Executive Director



Josephine Ogazi-Egwuonwu
Executive Director

As we reflect on 2024, I am proud to present a year defined by resilience, innovation, and impact. Our organization has continued to grow stronger, navigating challenges with determination while seizing opportunities to expand our reach and deepen our mission.

This year, we achieved significant milestones: strengthening partnerships, advancing key initiatives, and delivering measurable results that directly benefit the communities we serve. From expanding programs to embracing digital transformation, our collective efforts have positioned us for sustainable growth and long-term success.

Equally important, 2024 reminded us of the power of collaboration. None of these accomplishments would have been possible without the dedication of our staff, the commitment of our board, and the unwavering support of our stakeholders. Together, we have built momentum that will carry us into the future with confidence.

Looking ahead, we remain focused on innovation, inclusivity, and impact. Our priorities for 2025 will center on scaling our programs, investing in people, and strengthening systems to ensure we continue delivering excellence.

I invite you to explore this report, which captures not only our achievements but also our vision for the future. Thank you for being part of this journey and for your continued trust in our mission.

With gratitude,

Josephine Ogazi – Egwuonwu PhD]

Executive Director

Widows and Orphans Empowerment Organisation (WEWE)



Executive Summary

This 2024 annual report for the Widows and Orphans Empowerment Organisation (WEWE), covering the fiscal year from January 01, 2024, to December 31, 2024. The report corresponds with WEWE's 2023-2028 strategic plan. It offers a summary of major projects carried out in 2024, 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 Organisation

WEWE Board of Trustees/Members

The Board has convened three meetings during the year to provide strategic oversight and guidance to the organisation. During these meetings, members reviewed the organization's progress against planned objectives, discussed key operational and programmatic issues, and provided recommendations to strengthen implementation and overall performance. The Board also fulfilled its governance and fiduciary responsibilities by reviewing important organizational matters, including the approval of the amendment to the organisation's constitution for filing with the Corporate Affairs Commission (CAC), and by supporting management in addressing emerging challenges and opportunities. These engagements contributed to improved decision-making, strengthened accountability, and the continued stability and growth of the organization.

Key Governance & Strategic Achievements

- **Achievement of Strategic Objectives:** Under the leadership and oversight of the Board, the organisation recorded significant progress toward its strategic goals. Notable achievements included reaching 301,552 beneficiaries through the Orphans and Vulnerable Children (OVC) program, representing 119.5% of the annual target, and exceeding the target for Gender-Based Violence (GBV) Prevention and Care interventions by achieving 112% of planned results.

These achievements reflect the Board's commitment to providing effective leadership, strengthening organisational systems, fostering strategic partnerships, and ensuring that the organization remains responsive to the needs of vulnerable populations across its areas of intervention.



Legal Team

The Legal team worked with the Program/GBV Team to plan and execute a two-day high-level round table policy dialogue aimed at repositioning two gender bills for passage in the 10th Assembly at the National Assembly: HB 191 Sexual Offences Act (Amendment) Bill, 2019, HB 342 National Council for Widows, Dependent Children and Orphans (Assistance) Bill, 2019. The legal team successfully filed WEWE's annual returns for the year 2023 and the biannual statement of affairs covering the periods from January 1, 2024, to June 30, 2024, and from July 1, 2024, to December 31, 2024.

Finance Team

Burn Rates and Execution: In Quarter 1 (quarter ending December 31, 2023), the organization-wide burn rate was 32% (₦207,735,203 spent of a ₦640,297,913 budget). By Quarter 2 (cumulative up to June 30, 2024), the overall burn rate climbed to 69.9% (₦413,686,845 spent of ₦591,484,532). By Quarter 3 (as of September 30, 2024), the organization hit a near-total execution rate of 99%, spending ₦575,385,329 out of an inward ₦578,552,204. This was driven heavily by the ASPIRE project reaching a 99% burn rate (₦560,718,896 spent), and the WfWI project reaching 82% execution (₦14,666,433 spent).

Inflation-Driven Policy Amendments: To address market inflation, management sought Board approval to adjust accounting thresholds. Changes include increasing the executive approval limit from ₦5,000,000 to ₦10,000,000, raising the petty cash limit from ₦100,000 to ₦300,000, and standardizing foreign currency exchange guidelines.

Monitoring, Evaluation, Accountability and Learning (MEAL) Unit Performance Summary – 2024

In 2024, the Monitoring, Evaluation, Accountability and Learning (MEAL) Unit recorded significant achievements. During the reporting period, the MEAL Unit provided technical leadership and support for data collection, verification, analysis, reporting, and utilization across HIV/AIDS, Gender-Based Violence (GBV), community development, and social protection interventions. Through routine monitoring activities, supportive supervision visits, data quality assessments (DQAs), and regular feedback mechanisms, the unit ensured the accuracy, completeness, timeliness, and reliability of program data. The team successfully monitored project performance across multiple donor-funded interventions, including the ASPIRE HIV Project and ASPIRE GBV Project implemented in Rivers State. Through continuous tracking and reporting, the organization documented the enrollment and provision of services to 137,160 beneficiaries against a target of 101,957 (135% achievement) under the



ASPIRE HIV Project and 4,499 beneficiaries against a target of 3,422 (132% achievement) under the ASPIRE GBV Project. These achievements were made possible through robust monitoring systems, routine data validation exercises, and timely reporting that enabled program teams to identify gaps and implement corrective actions.

The MEAL team also supported the implementation of the Mobilizing Community-Led Solutions Addressing Gender-Based Violence in Northern Nigeria Project, which successfully strengthened the capacity of 20 Civil Society Organizations (CSOs), achieving 100% of the project target. Additionally, the team monitored progress under the Health Insurance for 200 Widows Project, where 118 widows (59% of the target) were enrolled and supported with access to health insurance services.

To strengthen accountability and program performance, the team coordinated the preparation and submission of weekly, monthly, quarterly, semi-annual, and annual reports to donors and stakeholders. Program dashboards, indicator performance trackers, and data visualization tools were updated regularly to monitor progress toward targets and facilitate evidence-based decision-making. The team also maintained project databases, conducted routine data cleaning exercises, and ensured compliance with donor reporting requirements and organizational data management standards.

Furthermore, the MEAL team promoted a culture of learning by generating performance insights, documenting lessons learned, and supporting management reviews that informed strategic planning and program improvement. Through these efforts, the team contributed significantly to enhancing program quality, accountability, and impact, while strengthening the organization's capacity to deliver results for vulnerable populations across its areas of intervention.

Operations Team

The Organization's fixed assets remained stable, with strategic adjustments transferring 53 assets from Ebonyi to Rivers State. The logistics infrastructure maintained a core fleet of four vehicles; purchased and set up 6 HP laptops for Rivers CBOs; renewed Group Life

Assurance and Combined Group Personal Accident for staff for 1 year; purchased an electrical changeover; purchased a 10KVA generator and microwave for Rivers, and an MTN 5G Router for the Abuja headquarters.



Internal Audit Team

The Internal Audit team implemented a 100% validation process for all Headquarters financial tasks, ensuring that accounting variances were corrected before funds were released. In Quarter 2, an Organizational Capacity Assessment of sub-grantee PESWAC revealed a low HR score of 2.0, indicating it as an "emerging organization" due to limited HR management experience and no operational handbook. In Quarter 3, field investigations of partner CBOs, including PESWAC and Rhema Care, uncovered minor issues such as missing project activity reports, unsigned meeting rosters, and expired rental agreements, unapproved vehicle hires, WHT non-compliance, and minor payroll overpayments from timesheet errors. Management teams from the affected CBOs submitted corrective actions to align tracking processes with federal guidelines (2 CFR 200.403). Meanwhile, audit teams updated the master HQ Assets Register with accurate tags, locations, and custodians.

The Human Resources Team

One of the notable achievements of the HR Team in the year 2024, was the ongoing development of the WEWE HR Software, designed to streamline HR operations, reduce paperwork, and enhance administrative efficiency. Staff records and pertinent personnel data were successfully uploaded into the system, with plans finalized for its full deployment.

As of July 5, 2024, WEWE had a total number of 35 staff members distributed across Rivers State and Abuja, including trainee teams, volunteers, and temporary hires. however, as of November 21, 2024, the workforce decreased to 32 employees due to resignations to higher paid organization, contract expirations, and organizational restructuring.

Overall, 2024 was a pivotal year for the WEWE HR Team, marked by substantial advancements in organizational capacity, employee welfare, and commitments to gender equality.



About Widows and Orphans Empowerment Organization (WEWE)



100% Women-led NGO



Faith-based Organization (FBO)



Founded in 2004, registered with Okigwe local government in 2005 with registration No: OKLG 184



Registered with CAC in 2009

The Incorporated Trustees of Widows and Orphans Empowerment Organisation (WEWE) is officially registered with the Corporate Affairs Commission (CAC) with Registration Number CAC/IT/33132 on June 07, 2009.

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 2024 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'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 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 objectives 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	301,552	119.60%
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	3519	124%
5	Health Intervention for Vulnerable People	13,211	13,260	100.40%
6	Support for the Girl Child	61,174	61174	100%
7	Support for Women and Girls with Disability	112	54	48%
8	Support for women in Agriculture	93,153	93,107	100%

WEWE Projects implemented in 2024

WEWE implemented three (3) projects in 2024; below are the projects, along with their key outcomes.

The three (3) 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: Mobilizing Community-led Solution Addressing Gender Based Violence in Northern Nigeria

The following is a summary of the projects implemented in 2024, highlighting their funding sources, target beneficiaries, geographical coverage, and key achievements. The descriptions of the three (3) projects are listed below:



1. Title of the Project:	The ACTION to Sustain Precision and Integrated HIV Response towards the 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, 2024, to December 31, 2024
Total income:	N893,344,732.8 (USD \$630,109.99.)
Target (OVC):	101,957 beneficiaries
Achievement (OVC):	137,160 (135%) beneficiaries
Target (GBV):	3,422 beneficiaries
Achievement (GBV):	4,499 (132%) 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

The ASPIRE OVC Project 2024 recorded a total achievement of 137,160 beneficiaries, exceeding the target of 101,957. This means the project exceeded its target by 35,203 beneficiaries, achieving approximately 135% of the planned target. Female participation was highest in the 10–14-year category (25.37%), followed by the 18+ category (30.36%). Male participation was also highest among the 10–14-year (31.12%) and 18–20-year (10.27%) age groups. ASPIRE OVC Project significantly surpassed its planned target, reflecting effective program implementation, strong community reach, and successful beneficiary enrollment strategies. The concentration of beneficiaries within the 10–14 years and 18+ years age groups suggests that the project effectively targeted adolescents and young adults who are often highly vulnerable and in need of sustained support services



The ASPIRE GBV Project 2024 achieved a total of 4,499 beneficiaries against a target of 3,422 beneficiaries. This represents an overachievement of 1,077 beneficiaries, with the project attaining approximately 132% of its target. The result reflects strong program implementation and increased reach of Gender-Based Violence prevention and response services. ASPIRE GBV Project performed exceptionally well by surpassing its target by more than 30%. The project predominantly reached adult women, highlighting a strong focus on addressing GBV among the most affected population groups. The high achievement level demonstrates effective service delivery, community engagement, and improved access to GBV prevention and response interventions during the reporting period

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 need 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, 2024, to December 31, 2024
- Total income:** N2,456,017 (USD 1732.32)
- Target:** 200 Widows
- Achievement:** 118 Widows

The Widows and Orphans Empowerment Organisation (WEWE) is implementing a project titled “Health Insurance for 200 Widows and Orphans in Abuja, Nigeria,” through the GlobalGiving crowdfunding platform. The goal of this project is to enhance access to healthcare services for vulnerable widows and orphans in Abuja.



WEWE aims to raise \$50,000 to provide health insurance coverage and medical support for 200 beneficiaries. Since its inception, WEWE has raised a total of **USD \$9,944.32** through 119 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 **118 widows and orphans**, representing over **59%** of the project target. Within the year under review, WEWE received additional donations totaling **USD \$1,732.32**, 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 **82 beneficiaries** and continues to appeal for more support from donors and partners to achieve the project goal.

3. **Title of the Project:** Mobilizing Community-Led Solutions for Addressing Gender-Based Violence in Northern Nigeria
- Primary Donor:** Ford Foundation
- Location:** Northern Nigeria
- The prime recipient:** Widows and Orphans Empowerment Organization (WEWE)
- Fiscal Year:** January 01, 2024, to December 31, 2024
- Total income:** N 21, 266, 400 (USD- 15,000)
- Target:** 20 CSOs
- Achievement:** 20 CSOs

The project aimed to develop an effective advocacy framework for preventing gender-based violence (GBV) through engagement with community and national stakeholders. Women for Women International (WfWI) partnered with WEWE in Abuja and the Women's Advocacy, Research, and Documentation Centre (WARDC) in Lagos to coordinate high-level meetings.

In 2024, a consultation meeting was held at the Grand Pela Hotel in Abuja, gathering key GBV stakeholders to identify priority actions. This led to the establishment of the Joint FCT GBV Advocacy Platform, which prioritized integrating GBV education in primary and secondary school curricula. Key outcomes included a communiqué to guide advocacy efforts and a WhatsApp group for ongoing collaboration.



Projects Implemented in 2024

Outlined below are the projects that were successfully implemented in 2024

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. The project reached 137,160 beneficiaries, achieving 135% of its annual target of 101,957.

The ASPIRE OVC Project 2024 recorded a total achievement of 137,160 beneficiaries, exceeding the target of 101,957. This means the project exceeded its target by 35,203 beneficiaries, achieving approximately 135% of the planned target. This indicates a very strong project performance and wider-than-expected reach among vulnerable children and young people.

UNAIDS 95-95-95 Progress: The project maintained a 96%-98% treatment retention rate for Children and Adolescents Living with HIV (C/ALHIV), with an 87% viral load suppression rate among them, and 94% among adult caregivers.

Key Findings from the Age and Gender Analysis of the OVC project

- Females accounted for 78,392 beneficiaries (57.2%), while males accounted for 58,768 beneficiaries (42.8%). This shows that more female beneficiaries were reached across the project interventions.
- The age group with the highest number of beneficiaries was 10–14 years, with 38,178 beneficiaries (27.83%) of the total population reached. This suggests that most interventions were concentrated among early adolescents.
- The 18+ years category also recorded a significant number of beneficiaries with 31,118 individuals (22.69%), indicating continued support for older OVC beneficiaries transitioning into adulthood.



- Children aged 5–9 years represented 26,704 beneficiaries (19.47%), while those aged 15–17 years accounted for 22,180 beneficiaries (16.17%).
- The least represented age group was children under 1 year, with only 343 beneficiaries (0.25%), likely due to the project focus areas and enrollment patterns.

Female participation was highest in the 10–14-year category (25.37%), followed by the 18+ category (30.36%).

Male participation was also highest among the 10–14 years (31.12%) and 18–20 years (10.27%) age groups.

The results show that the ASPIRE OVC Project significantly surpassed its planned target, reflecting effective program implementation, strong community reach, and successful beneficiary enrollment strategies. The concentration of beneficiaries within the 10–14 years and 18+ years age groups suggests that the project effectively targeted adolescents and young adults who are often highly vulnerable and in need of sustained support services

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

ASPIRE OVC PROJECT 2024

AGE	FEMALE	% FEMALE	MALE	% MALE	Total	Total %
<1yr	168	0.21%	175	0.30%	343	0.25%
1-4yrs	4,437	5.66%	4,050	6.89%	8,487	6.19%
5-9yrs	13,617	17.37%	13,087	22.27%	26,704	19.47%
10-14yrs	19,888	25.37%	18,290	31.12%	38,178	27.83%
15-17yrs	12,363	15.77%	9,817	16.70%	22,180	16.17%
18-20yrs	4,117	5.25%	6,033	10.27%	10,150	7.40%
18+yrs	23,802	30.36%	7,316	12.45%	31,118	22.69%
Total	78,392	100%	58,768	100%	137,160	100%

The ASPIRE Gender-Based Violence (GBV) Project

The ASPIRE GBV Project, The ASPIRE GBV Project 2024 achieved a total of 4,499 beneficiaries against a target of 3,422 beneficiaries. This represents an overachievement of 1,077 beneficiaries, with the project attaining approximately 131.5% of its target. The result reflects strong program implementation and increased reach of Gender-Based Violence prevention and response services.



Key Findings from the Age and Gender Analysis

- A total of 3,187 females (70.8%) and 1,312 males (29.2%) benefited from the project, showing that the project primarily reached female survivors and beneficiaries, which aligns with the common gender dynamics of GBV interventions.
- The 18+ years age category accounted for the overwhelming majority of beneficiaries, with 4,002 individuals (88.95%) reached. This indicates that the project interventions were largely focused on adults.
- Beneficiaries aged 18–20 years accounted for 497 individuals (11.05%), showing moderate engagement among late adolescents and young adults.
- No beneficiaries were recorded in the age groups below 18 years, suggesting that the project activities or reporting period mainly targeted adult populations.
- Gender Distribution by Age
- Among females, 94.13% were within the 18+ years category, while 5.87% were aged 18–20 years.
- Among males, 76.37% were in the 18+ years category, while 23.63% were aged 18–20 years.

The ASPIRE GBV Project performed exceptionally well by surpassing its target by more than 30%. The project predominantly reached adult women, highlighting a strong focus on addressing GBV among the most affected population groups. The high achievement level demonstrates effective service delivery, community engagement, and improved access to GBV prevention and response interventions during the reporting period.

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

ASPIRE GBV PROJECT 2024						
AGE	FEMALE	% FEMALE	MALE	% MALE	Total	Total %
<1yr	0	0.00%	0	0.00%	0	0.00%
1-4yrs	0	0.00%	0	0.00%	0	0.00%
5-9yrs	0	0.00%	0	0.00%	0	0.00%
10-14yrs	0	0.00%	0	0.00%	0	0.00%
15-17yrs	0	0.00%	0	0.00%	0	0.00%
18-20yrs	187	5.87%	310	23.63%	497	11.05%
18+yrs	3,000	94.13%	1,002	76.37%	4,002	88.95%
Total	3,187	100%	1,312	100%	4,499	100%



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

The Widows and Orphans Empowerment Organisation (WEWE) is currently implementing a project titled **“Health Insurance for 200 Widows and Orphans in Abuja, Nigeria”** through the GlobalGiving crowdfunding platform. The project is designed to improve access to quality healthcare services for vulnerable widows and orphaned children living in Abuja by providing health insurance coverage and medical support.

The project aims to raise **USD \$50,000** to support 200 widows and orphans. Since the launch of the initiative, WEWE has successfully raised a total of **USD \$9,944.32** through 119 donations received from GlobalGiving supporters and individual philanthropists within Nigeria. Through these contributions, WEWE has provided health insurance coverage, medical care, and reimbursement of out-of-pocket medical expenses for **118 widows and orphans**, representing over 59% of the project target.

The support has significantly reduced the financial burden of healthcare on vulnerable households and improved access to essential medical services. During the year under review, WEWE received additional donations totaling **USD \$1,732.32**, which were utilized to support hospital bills, healthcare services, and emergency medical needs for vulnerable widows and orphaned children. Financial assistance was also provided to widow-headed households facing serious healthcare challenges. Although the project has experienced some challenges, particularly limitations with online payments affecting Nigerian donors on the GlobalGiving platform, WEWE continues to explore alternative local donation channels to sustain support for the initiative.

WEWE remains committed to reaching the remaining **82 beneficiaries** and continues to call on donors, partners, and well-meaning individuals to support the project in achieving its goal of ensuring access to healthcare for vulnerable widows and orphans in Abuja, Nigeria.

Mobilizing Community-Led Solutions for Addressing Gender-Based Violence in Northern Nigeria:

Through support from Women for Women International, the project “Mobilizing Community-Led Solutions Addressing GBV in Northern Nigeria” empowered 20 Civil Society Organizations (CSOs) to strengthen community response systems, achieving full delivery of planned outputs (100% performance).



In 2024, the Widows and Orphans Empowerment Organization (WEWE), in partnership with Women for Women International-Nigeria (WfWI), implemented activities under the project “Mobilizing Community-Led Solutions for Addressing Gender-Based Violence (GBV) in Northern Nigeria.” The project strengthened community-led GBV prevention and advocacy through stakeholder consultations, CSO forums, community sensitization, youth engagement, and capacity-building activities. The initiative enhanced collaboration among government agencies, CSOs, traditional and religious leaders, women’s groups, and disability inclusion actors, while supporting advocacy around the Violence Against Persons Prohibition (VAPP) Act and related policies. Key achievements included increased awareness of GBV, stronger referral pathways, improved stakeholder coordination, and greater attention to emotional abuse as a critical but often overlooked form of violence.

The project further reinforced sustainable, community-driven approaches to GBV prevention and survivor support across Nigeria.

Main Goals of the Project

The project aimed to: Strengthen community-led GBV prevention systems, improve advocacy around GBV laws and policies, engage stakeholders at community, state, and national levels, build stronger referral systems and support mechanisms for survivors, promote long-term collaboration among CSOs, government agencies, and community leaders, and address harmful social norms and attitudes that contribute to GBV.

Key Activities Conducted

Stakeholder Consultation and Engagement Meetings: Several consultation meetings brought together Civil society organizations (CSOs), Government ministries and agencies, Human rights institutions, Women’s groups, Disability organizations, Religious and traditional leaders, and Security agencies. These meetings helped stakeholders share experiences and lessons learned, identify major forms and drivers of GBV, discuss gaps in existing laws and implementation, agree on advocacy priorities, and build stronger partnerships. One major outcome was the creation of the Joint FCT GBV Advocacy Platform, which became a coordination space for GBV actors.

Foundational Analysis of GBV in Plateau Communities: WfWI/WEWE conducted research across selected communities in Pankshin, Riyom, and Jos East. The study used Focus group discussions, Key informant interviews, Desk reviews, and stakeholder consultations.



Major forms of GBV identified are Physical violence, Emotional abuse, Sexual violence, Economic abuse, Early and forced marriage, Neglect, and Stigma against persons with disabilities.

Major causes identified of GBV are Poverty, Harmful cultural norms, Low value placed on women, Illiteracy and ignorance, Drug and substance abuse, and poor understanding between partners. The analysis guided the project's interventions and advocacy focus.

Community-Level GBV Prevention Activities: Community-based interventions included awareness campaigns, Radio sensitization programs, School engagement activities, Community dialogues, Training of traditional leaders, Youth engagement, women's empowerment initiatives, Advocacy visits, and capacity-building for CSOs and stakeholders. The project also supported the establishment and strengthening of Violence Against Women (VAW) platforms.

Focus on Emotional Abuse: One of the strongest themes throughout the project was emotional abuse. Stakeholders noted that emotional abuse is often ignored or misunderstood, commonly linked to other forms of violence, deeply connected to harmful social norms, and underreported due to a lack of awareness. Participants shared real-life examples from homes and communities, showing how emotional abuse affects women, children, and vulnerable groups. Key recommendations included: More community sensitization, Psychosocial support services, Training for GBV responders, Creation of safe spaces, and economic empowerment for vulnerable women and girls.

CSO Forums and Knowledge Sharing: The project organized CSO forums where organizations shared: Community experiences, Success stories, Research findings, Advocacy ideas, Innovations in GBV prevention.

Selected organizations presented abstracts on topics such as: Ending plea bargains for GBV cases, Referral systems for survivors, GBV affecting persons with disabilities, Underreporting of GBV, Physical violence against women and girls.

These forums helped generate collective advocacy agendas and action plans.

Key Learnings from the Project

GBV is Deeply Rooted in Social Norms: The project showed that GBV cannot be solved through awareness alone. Harmful cultural beliefs, gender inequality, and poverty continue to sustain violence.

Community Ownership Matters: The most successful interventions were those led by local stakeholders, traditional leaders, women's groups, and trained change agents.



Emotional Abuse Needs More Attention: Many people experience emotional abuse without recognizing it. Stakeholders emphasized the need for more education and support systems.

Traditional Leaders Can Influence Change: Training traditional rulers helped shift attitudes in some communities, including encouraging women's participation in local decision-making.

Collaboration Strengthens Response Systems: Partnerships among CSOs, ministries, police, NAPTIP, NHRC, and disability organizations improved coordination and referrals.

Sustainability Requires Local Structures: The project emphasized reducing donor dependency by strengthening community systems that can continue functioning after project funding ends.

Some major achievements highlighted in the report include: Establishment of the Joint FCT GBV Advocacy Platform, Increased awareness of emotional abuse, Strengthened collaboration among GBV actors, Improved advocacy around the VAPP Act, Increased community sensitization activities, Engagement of youth, religious leaders, and traditional rulers, Improved referral pathways and survivor support systems, Strengthened participation of persons with disabilities in GBV discussions, Increased visibility of GBV issues at community and national levels.

Stakeholders also reported: Reduction in wife battery in some communities, Increased girl-child education, Improved reporting of GBV cases, and better community engagement.

Challenges Identified

This report also highlighted ongoing challenges such as Underreporting of GBV cases, Weak implementation of laws, Poor awareness of existing policies, Economic hardship affecting women and families, Cultural resistance to gender equality, Limited psychosocial support services, Inadequate shelters and safe spaces, and inconsistent data reporting by institutions.

Recommendations from Stakeholders to address the identified challenges: More community awareness campaigns, Stronger enforcement of GBV laws, simplifying the VAPP Act into local languages, Increased survivor support services, More safe spaces and shelters, Better coordination among CSOs and government agencies, More youth engagement, Continuous training for GBV responders, Greater involvement of traditional and religious leaders, and economic empowerment programs for vulnerable women and girls.



Overall Human Reflection: This report demonstrates that addressing GBV requires more than legal reforms or short-term awareness campaigns. Sustainable progress depends on community ownership, collaboration, continuous education, and changing deeply rooted social norms.

The partnership between WfWI and WEWE created a platform where government agencies, civil society organizations, traditional leaders, disability advocates, and communities could work together toward a shared goal.

A major strength of the project was its emphasis on listening to communities and using local experiences to shape advocacy and action. The project also highlighted the importance of emotional abuse as a serious but often overlooked form of violence.

Overall, the project contributed to stronger community engagement, improved advocacy systems, and greater awareness of GBV prevention across multiple levels in Nigeria.

2024 marked a year of impactful implementation, efficient resource utilization, strengthened community partnerships, and measurable improvements in health and social support outcomes for vulnerable groups. The organization remains committed to scaling impact and driving sustainable community-led development in Nigeria.

Table 6: Summary of financial report

Summary of Financial Report In 2024	
Grants	632,637,030
Donation and Other Income	3,112,554
Total Income	635,749,584
Project Expenses	604,524,662
Administrative Expenses	20,704,874
Total Expenses	625,229,536
Operational Deficit/ Surplus	10,520,048



Total Grants vs expenses		
Administrativ... 20704874	Donation and... 3112554	Grants 632637030
Operational ... 10520048	Project Expe... 604524662	Total Expenses 625229536
Total Income 635749584		

5

Summary of WEWE Projects Implemented in 2024

The table below provides an overview of the projects implemented by WEWE in 2024. It highlights key information, including funding partners, project titles, financial commitments, locations, duration, target beneficiaries, and recorded achievements. This summary reflects WEWE's continued commitment to advancing health, gender equality, and community development across Nigeria

Table 7: Summary of projects implemented in FY24

S/n	Donor	Name of Project	Amount	Location	Duration	Target	Achievement
1	Institute of Human Virology (IHVN)	The Action to Sustain Precision and Integrated HIV response towards Epidemic Control (ASPIRE)	NGN846,073,750	Rivers State (23 LGAs)	5yrs	101957	137160 (135%)
2	Institute of Human	The Action to Sustain Precision and	NGN47,270,982.8	Rivers State	5 yrs.	3422	4499 (132%)



	Virology (IHVN)	Integrated HIV response towards Epidemic Control ASPIRE GBV PROJECT					
3	Women for Women	Mobilizing Community-led Solution Addressing Gender Based Violence in Northern Nigeria	USD- 15,000	Northern Nigeria	2 yrs	20 CSO	20 CSO (100%)
4	Global Giving	Health Insurance for 200 Widows,	USD9,392	FCT	5yrs	200 Widows	118 Widows (59%)

Monitoring, Evaluation, Accountability and Learning (MEAL)

The Monitoring and Evaluation (M&E) team recorded significant achievements during the reporting period through effective tracking, reporting, data quality assurance, and program performance monitoring across project activities. The unit continued to provide technical support to program teams to ensure timely collection, validation, analysis, and reporting of project data for informed decision-making and improved service delivery.

During the year under review, the M&E team supported routine data management processes, including data entry, data verification, indicator tracking, and performance reporting across implemented projects. Regular monitoring visits, supportive supervision, and data quality assessments were conducted to ensure accuracy, completeness, and reliability of program data.

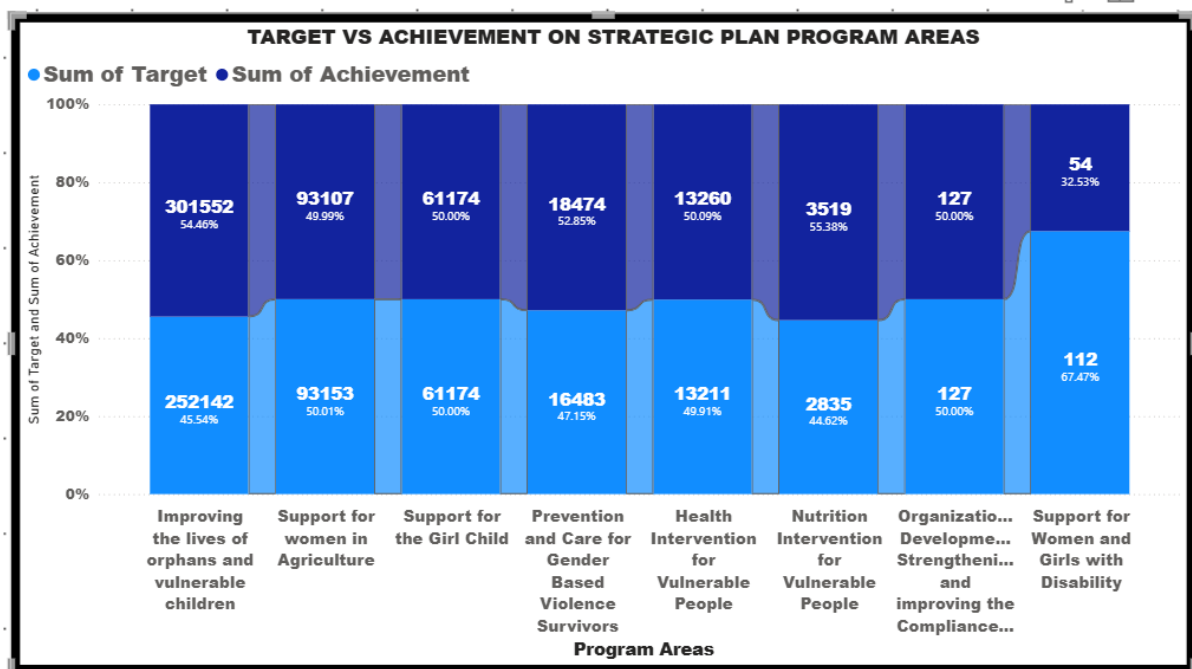
The team also strengthened reporting systems through timely preparation and submission of weekly, monthly, quarterly, and annual reports to donors and stakeholders. Program dashboards and tracking tools were updated regularly to monitor progress against project targets and identify gaps requiring immediate attention. In addition, the M&E team provided capacity-building support to project staff and community volunteers on data collection tools, reporting templates, documentation processes, and the use of monitoring tools for improved accountability and program effectiveness.



The M&E team further supported evidence-based programming by generating data insights and analysis used for strategic planning, project evaluation, and decision-making across organizational programs. These efforts contributed to improved project performance, accountability, and achievement of program targets during the reporting period

Strategic Plan Progress: Targets vs. Achievements as of 2024

The chart below presents the comparison between the Strategic Plan targets and actual achievements as of 2024.





Strategic Plan Achievement Analysis (As of December 2024)

The chart above shows WEWE's performance across eight strategic program areas, comparing annual targets with actual achievements. Overall, the organization demonstrated strong program performance, exceeding targets in most areas and achieving its planned objectives in several others.

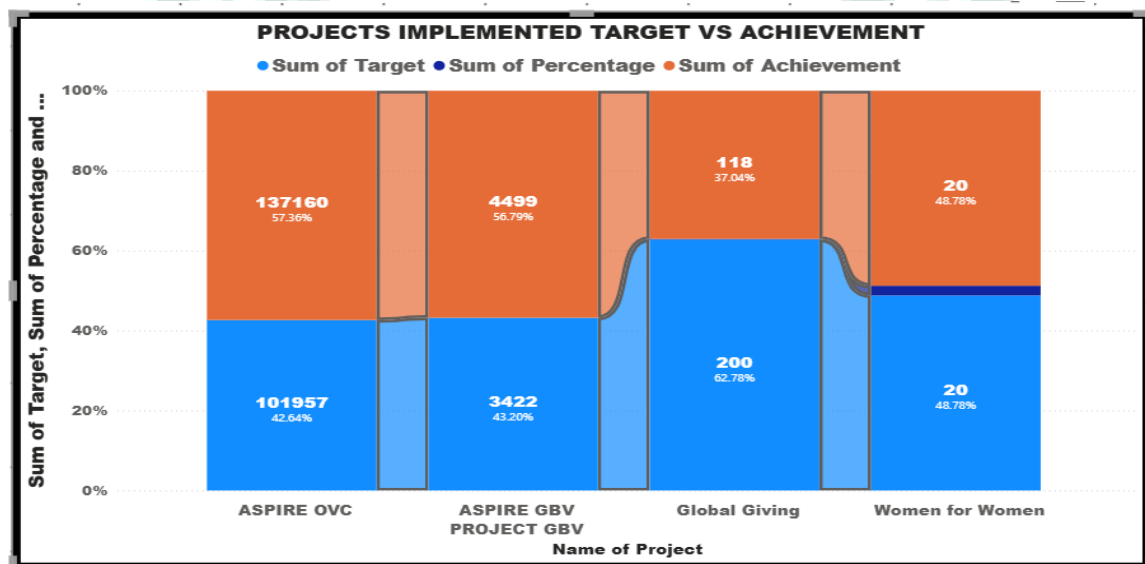
Key Highlights

- **Improving the Lives of Orphans and Vulnerable Children (OVC):** This program recorded the highest impact, reaching 301,552 beneficiaries against a target of 252,142, representing 119.6% achievement. This reflects WEWE's continued commitment to child protection, education, health, and social support services.
- **Nutrition Intervention for Vulnerable People:** The nutrition program exceeded expectations by reaching 3,519 beneficiaries compared to a target of 2,835, achieving 124.1% performance. This indicates increased access to nutrition services and successful community outreach efforts.
- **Prevention and Care for Gender-Based Violence (GBV) Survivors:** The program achieved 112.1% of its target, reaching 18,474 beneficiaries against a target of 16,483. The result demonstrates the effectiveness of awareness campaigns, survivor support services, and community-based protection interventions.
- **Health Intervention for Vulnerable People:** The health program slightly surpassed its target, reaching 13,260 beneficiaries against 13,211 targeted, resulting in 100.4% achievement. This reflects effective delivery of healthcare services and referrals.
- **Support for Women in Agriculture:** The program nearly achieved its target with 93,107 beneficiaries reached against a target of 93,153, representing 99.9% performance. This contributed significantly to women's economic empowerment and food security.
- **Support for the Girl Child:** The intervention achieved 100% performance, reaching 61,174 beneficiaries as planned, demonstrating effective implementation of girl-child education and empowerment activities.
- **Organizational Development and Compliance Strengthening:** The program also achieved 100% of its target, supporting 127 organizations and stakeholders, thereby strengthening institutional capacity, governance, and sustainability.
- **Support for Women and Girls with Disabilities:** This was the only program area that fell below target, reaching 54 beneficiaries against a target of 112, representing 48.2% achievement. While progress was made.

Table 8: The program implemented in 2024 - Target Vs Achievement

Name of Project	Target	Achievement	Percentage
The Action to Sustain Precision and Integrated HIV response towards Epidemic Control (ASPIRE)	101,957	137,160	135%
ASPIRE GBV PROJECT	3,422	4499	132%
Women for Women	20 CSO	20 CSO	100%
Global Giving	200 Widows	118	59%

Evaluation and Analysis of the projects implemented in 2024



The organisation demonstrated strong performance across all four projects, achieving and in most cases surpassing the set targets for the reporting period. The ASPIRE Project recorded a significant overachievement, reaching 137,160 beneficiaries against a target of 101,957, representing 135% performance. This indicates expanded service coverage and successful implementation strategies.

The ASPIRE GBV Project also exceeded expectations, reaching 4499 beneficiaries compared to the target of 3,422, achieving 132%, which reflects an effective response to gender-based violence interventions.

Under the Women for Women initiative, the organization fully achieved its objective by supporting 20 Civil Society Organizations (CSOs) against the target of 20 (100% achievement), demonstrating strong partnership and capacity-building outcomes.



Similarly, the Global Giving Widows Empowerment Project reached its goal by supporting 118 widows, achieving 59%, confirming the successful delivery towards achieving the planned empowerment activities.

Overall, the results show outstanding performance, with all projects meeting or surpassing their targets, highlighting operational efficiency, increased community reach, and impactful program delivery

Legal Team

Participated in the two-day high-level round table policy dialogue on re-positioning two gender bills for passage in the 10th Assembly at the National Assembly: The Legal team worked with the Program/GBV Team to plan and execute a two day-day high-level round table policy dialogue aimed at repositioning two gender bills for passage in the 10th Assembly at the National Assembly-HB 191 Sexual Offences Act (Amendment) Bill, 2019, HB 342 National Council for Widows, Dependent Children and Orphans (Assistance) Bill, 2019. The meeting was held on Tuesday, July 2, 2024, and Wednesday, July 3, 2024, at Hawthorn Suites Hotel by Wyndham, Abuja. This high-level meeting was organized by the Widows and Orphans Empowerment Organization (WEWE) in collaboration with Women for Women International (WfWI) with funding from the Ford Foundation. The objective of the meeting was to gather insights from the stakeholders present on the necessary contents of the bill for providing assistance to widowhood, orphans, and vulnerable children, and the presentation of community learnings by the GBV stakeholders.

The legal team was responsible for taking minutes of the meeting, preparing a report summarizing the meeting, compiling the group's discussions from the breakout session, and documenting the communique that was generated from the meeting.

Compliance with the provisions of the Companies and Allied Matters Act (CAMA), 2020: In line with the provisions of the Companies and Allied Matters Act, 2020 and WEWE's organizational ideology to be statutorily compliant, the legal team successfully filed WEWE's annual returns for the year 2023 and the bi-annual statement of affairs covering the period from January 1, 2024, to June 30, 2024, and July 1, 2024 to December 31, 2024.

Human Resources Team

The Human Resources Team placed significant emphasis on staff welfare and professional development throughout the year. Efforts included revising the HR Policy and evaluating the staff salary structure to better reflect current economic conditions. The updated HR policy was shared with Board members for their review and input.



Additionally, staff members, including those in Human Resources, received support to participate in training programs in Information Technology and Human Resource Management, aimed at enhancing workplace effectiveness and operational efficiency. As part of its employee welfare initiatives, WEWE collaborated with the Operations Team to renew the organization's Group Life Insurance and Health Maintenance Organization (HMO) coverage for staff members.

Furthering its commitment to youth empowerment and capacity building in the development sector, WEWE continued implementing the WEWE Graduate Trainee Program, launched in 2023 for young graduates eager to build careers in the nonprofit sector. This program provided trainees with monthly stipends, pension benefits, structured mentorship, and practical training in NGO statutory compliance and legal matters. During this reporting year, WEWE proudly celebrated the graduation of its inaugural trainee, Abalaka Sabina Omojo, who completed the program and subsequently entered the organization's recruitment process for full-time employment.

As of July 5, 2024, WEWE had a total number of 35 staff members distributed across Rivers State and Abuja, including trainee teams, volunteers, and temporary hires., as of November 21, 2024, the workforce decreased to 32 employees due to resignations, contract expirations, and organizational restructuring.

Overall, 2024 was a pivotal year for the WEWE HR Team, marked by substantial advancements in organizational capacity, employee welfare, and commitments to gender equality.

Operations Team

Asset Improvements: The organization procured three primary logistical items: a new 10KVA Generator and a microwave for the Rivers State office, alongside an MTN 5G Router to strengthen connectivity at the Abuja headquarters. The specialized *WEWE HR Software* moved into active test-running, specifically digitizing and auditing staff attendance logs.

Asset Tracking & Software: Total asset counts reached 225 items in Abuja and 219 in Rivers. To optimize asset usage following its project closure, all 53 items from the Ebonyi office were successfully transferred to Rivers State. Development of the official WEWE HR Software remains ongoing, with a deployment preview expected soon.



Office Leases: The lease agreements for the principal operational facilities are approaching their cycles, with the Abuja office set to expire on September 30, 2024, and the Rivers office on October 3, 2024.

Asset Changes: Total organization assets remained stable with 221 pieces in Abuja, 219 in Rivers, and 63 in Imo. Due to the project wind-down in Ebonyi, all 53 local assets were safely packed and transferred to the Rivers State office.

Logistics & Fleet: The organizational fleet continues to operate smoothly, consisting of 4 core vehicles (a Toyota Avensis and Toyota RAV4 stationed in Abuja, and a Toyota Hilux and Ford Bus in Rivers).

In FY2024, the operations team successfully procured the following items and assets for the improvement and smooth running of the overall operational obligations of the organization. The following are the items procured during FY2024 in Table 9 below.

Table 9: Operations Summary for FY2024

S/No.	Items Description	Cost	Vendor
1.	Purchase and set up 6 HP laptops for Rivers CBOs	N1,890,000.00	Breakthrough Emporium
2.	Renewal of Group Life Assurance and Combined Group Personal Accident for staff for 1 year	N3,228,424.67	Total Security Insurance Broker
3.	Purchase of 10KVA Generator for Rivers Office	N736,850.00	Izutec Global Services
4.	Electrical changeover	N250,000.00	Ezeglobal Electricals
Total Assets:			
	Locations	Total Assets	Amount(N)
	Abuja	338	35,901,653.00

Finance Team

Policy Amendments: Due to prevailing economic inflation, management requested Board approval to update its accounting policy. Key revisions include increasing the executive approval threshold from ₦5,000,000 to ₦10,000,000, lifting the petty cash limit from ₦100,000 to ₦300,000, and introducing rules for foreign currency exchange using Bureau de Change.



Financial Summary

Summary Of Financial Report In 2024	
Grants	632,637,030
Donation and Other Income	3,112,554
Total Income	635,749,584
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Administrative Expenses	20,704,874
Total Expenses	625,229,536
Operational Deficit/ Surplus	10,520,048

Internal Audit Team

The audit team completed a 100% pre- and post-payment validation of all Headquarters financial activities, successfully detecting and resolving clerical accounting variances before payment release.

Systems Review: Conducted an extensive financial management assessment of the Rivers State office during a finance officer handover, introducing administrative improvements across procurement and bookkeeping workflows.

Sub-Grantee Gaps: Ran an Organizational Capacity Assessment on sub-grantee PESWAC's Human Resource domain. PESWAC scored 2.0 (categorized as an emerging organization), with the audit noting gaps driven by limited HR management experience and the lack of a comprehensive personnel operations handbook. Management is designing cooperative mentorship frameworks to close these operational gaps.

The Internal Audit Department conducted exhaustive transaction tracking and risk reviews, highlighting control gaps and offering remedial frameworks across partner entities:

CBO Financial Audits: Field investigations into local implementing CBOs uncovered operational flaws. Core vulnerabilities included missing project-activity 1-page reports, unsigned meeting rosters, incorrect bank reconciliation closing entries, unapproved car hires, and non-compliance with statutory Withholding Tax (WHT) remitting laws.

Sub-Recipient Weaknesses (PESWAC & Rhema Care): Evaluation reviews noted expired office rent contracts, entries merging fund advances with retirements, missing expense analysis forms for petty cash replenishments, and a payroll discrepancy resulting in an administrative overpayment due to timesheet errors.



Corrective Actions: Management teams from the affected CBOs have formally turned in corrective action responses to resolve the noted discrepancies and align with federal financial guidelines (2 CFR 200.403). Additionally, audit teams successfully updated the master *HQ Assets Register* to specify precise locations, tags, and designated custodians across all offices.

Lessons Learned

1. A good level of community participation increases project coverage and participation.
The mobilization of communities and stakeholder involvement was a key factor that led to successful implementation of the project.
2. Effective monitoring and data tracking increase program success.
Monitoring and data tracking made it easier to make informed decisions regarding the implementation of the project interventions.
3. Partnerships and donations play a key role in ensuring sustainability.
Donations from stakeholders, philanthropists, and partners have played a major role in ensuring that WEWE can provide health care services to vulnerable people despite financial constraints.
4. Tailored interventions achieve better results in vulnerable populations.
Targeting specific age groups is one of the important lessons learned because interventions have had a direct positive effect on the target population.
5. Flexible implementation increases chances of success.
Adaptation and flexibility of implementation through using alternative sources of donation played a key role in sustaining the project interventions.

Implementation Challenges

1. Funding constraints resulted in limited scope for conducting project activities:
There was insufficient funding available that would be adequate to cater for the increasing demands of vulnerable beneficiaries.
2. Economic difficulties worsened vulnerability amongst beneficiaries: Inflation had risen significantly, which led to an increased demand for social and medical services from widowed mothers and orphans.

Conclusion and Way Forward

The 2024 reporting year represented a period of significant growth and strengthened operational efficiency for the Widows and Orphans Empowerment Organization (WEWE).



Through strong partnerships, evidence-based programming, and community-centered approaches, WEWE successfully implemented four major donor-funded projects and exceeded key performance targets. Over 137,160 beneficiaries were reached under the ASPIRE HIV program, and 4499 survivors were supported through the ASPIRE GBV intervention, while complementary initiatives, including women-led CSO capacity strengthening and widows' health insurance support, achieved full delivery.

A robust Monitoring, Evaluation, and Learning (MEL) system enhanced accountability and informed decision-making, as reflected in the strong performance across all strategic plan indicators. Supported by a professional workforce of 39 staff and prudent financial management, WEWE maintained positive operating performance and demonstrated efficient utilization of resources for maximum community impact.

Overall, 2024 marked a year of exceptional achievement, improved well-being for vulnerable populations, strengthened stakeholder partnerships, and measurable program impact. With solid institutional structures and proven program models, WEWE is strategically positioned to scale results and attract new investments. WEWE will prioritize resource mobilization, expansion of successful program models, deeper community ownership, and enhanced use of digital and data-driven systems. These efforts will ensure sustained impact, strengthened resilience, and continued progress toward building a society without vulnerable persons.

Reference

Table 10: Reference

S/n	Donors Name	Address	Contact Number	Email/Website
1	Institute of Human Virology Nigeria (IHVN)	Penthouse, 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	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

Board of Trustees/Members

Table 11: 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
 Barr. Genevieve Ike Johnso	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



 Dr. Adiye Ode	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
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WEWE Staff Strength as of 2024

The table below presents the staffing structure of the Widows and Orphans Empowerment Organization (WEWE) as of 2024. It reflects a total workforce of 39 employees distributed across the Abuja Head Office and Rivers State Field Office. The list includes staff names, gender, roles, and duty locations, demonstrating a diverse and well-balanced team supporting effective program implementation and organizational operations

Table 12: WEWE State Position and Locations

S/N	Surname	First Name	Middle Name	Sex	Designation	Location
1	Ogazi	Josephine	Ngozi	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	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	Ishaku	Israel		M	Office Cleaner	Abuja
13	Nimkur	Lipdo		M	Security Officer (SSCE)	Abuja
14	Udo	Moses		M	Logistics/Project Driver (BSc Management)	Rivers
15	Jalex	James	Alexander	M	Project Driver	Abuja
16	Chika	Okorie		M	Project Driver (FSLC)	Abuja
17	Okachi-Dike	Chukwuka		M	Gender-Based Violence Lawyer (BL, LLB)	Rivers
18	Okeafor	Chioma	Favour	F	Gender-Based Violence Associate (MPH, BSc Microbiology)	Rivers
19	Nebo	Franklin	Chinedu	M	Strategic Information Officer/MEL Officer (HND, Chemical Engineering)	Rivers
20	John	Jeremiah	Ijele	M	Finance Officer (HND Accounting; ACA, ICAN)	Abuja
21	Olueseh	Prince	Ezekiel	M	Strategic Information	Abuja
22	Ezekiel	Monday	Freeman	M	Office Cleaner/Administrative Assistant (B.Sc. Library and Information Science)	Rivers
23	Iloghalu	Nkechi		F	Snr. OVC Officer (BSc Accounting)	Rivers
24	Okere	Kelvin		M	Data Management Officer (BSc Statistics)	Rivers
25	Ugwuoke	Josephine		F	Finance/Admin Officer (BSc Accounting)	Rivers
26	Thompson	Salvation		M	Referral Coordination Officer (BSc. Biomedical Science)	Rivers
27	Umeokafor	Ejikeme	Ugochukwu	M	Strategic Information Officer (BSc Electrical Electronics)	Rivers
28	Ojei	Clement		M	Data Entry Officer (BSc Statistics)	Rivers
29	Otabiri	Samuel		M	Security Officer (SSCE)	Rivers
30	Ezeoma	Theresa	Ifeyinwa	F	Program Associate (MPA; PGD Public Administration; B.A. International Studies and Diplomacy and Diploma in Law)	Abuja
31	Uboho	Anthony	Etim	M	Monitoring and Evaluation Officer	Rivers
32	Arhyel	Moses	Adeyemi	M	Information Technology Associate	Abuja
33	Marizu	Godsfavour	Ijeoma	F	Procurement Associate	Abuja
34	Egbonwachi	Jacobs		M	AYP Program Officer (B.A International Studies and Diplomacy), MSc in view: Peace Studiesand Conflict Resolution)	Rivers
35	Nwafor	Okechukwu		M	Referral and Retention Officer (BSC in Communication, MSc in Population and Communication Development)	Rivers
36	Onwere	Annette	Ogonna	F	Gender Based Violence Officer (MPH, BTech in Public Health Technology)	Rivers
37	Bright	Comfort	Chioma	F	Finance/Admin Officer	Rivers
38	Abalaka	Sabina	Omojo	F	Legal Associate (BL, LLB)	Abuja



39	Wotsida	Destiny		M	Security	Abuja
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WEWE Staff Strength Summary and Analysis - 2024

In 2024, the Widows and Orphans Empowerment Organization (WEWE) maintained a skilled workforce of 39 staff across its two operational locations: Abuja Head Office (21 staff) and Rivers State Field Office (18 staff). Gender distribution shows 17 females (45%) and 22 males (55%), reflecting steady progress toward gender balance, with women represented in professional and leadership positions.

Overall, WEWE's staffing composition demonstrates a well-structured and capable workforce that effectively supports both administrative leadership and field-level implementation across HIV/GBV, OVC, and community empowerment programs. This balanced structure strengthens efficiency, accountability, and program delivery across all operational areas.

ANNEX 2:

Success Stories:

"E GO BETTER FOR UNA WELL WELL"

OVC contribution to 1st 95, A 7-year-old female whose caregiver is a helpless widow, was brought to Eleme GH for confirmation and medical attention by the PESWAC team. She was confirmed to be positive and was initiated into ART (RIV06501565). At the point of initiation, she was diagnosed to be emaciated, malnourished, and presumptive for TB, and needed urgent medical attention to save her life. A series of tests and scans was conducted. Thereafter, she was admitted to the facility ward for proper attention. Various interventions, which included blood transfusion, drugs, and feeding, were given to this beneficiary, and he was discharged on a later day

Continuous follow-ups were done by the PESWAC team through the CCW, and even an action meal was also given. As of today, she is fully back on her feet and has started school. Check out the pictures:

TREATMENT PICTURES



BEFORE TREATMENT



DURING TREATMENT

HER PICTURES TODAY



FULLY RECOVERED

Contribution of the IHVN/WEWE OVC Program to HIV Case Finding in the ASPIRE



What Happened? Eight (8) new HIV positive cases were found (6 adults, 2 children) in Obio/Akpo Local Government Area (LGA), Rivers State, Nigeria. These eight (8) new HIV positive cases represent a 3.63% yield of 220 persons tested for HIV. This was achieved by the Action to Sustain Precision and Integrated HIV Response Towards Epidemic Control (ASPIRE) Orphans Vulnerable Children (OVC) Project being implemented by the Institute of Human Virology, Nigeria (IHVN), and Widows and Orphans Empowerment Organization (WEWE) in Rivers State. These eight (8) new cases were found in the community by the IHVN/WEWE OVC program, which shows that the IHVN/WEWE OVC program can significantly contribute to HIV case finding, as these cases were not clients who could have gone to the facility.

What was the problem? The problem was the low yield of 0.16% of HIV case finding by the OVC program within the community. Between July and September 2024, this



yield was alarmingly low at just 0.16%. This statistic indicates that among the 2,480 individuals tested during these three months, only four (4) were found to be HIV-positive. This highlights a significant concern regarding the effectiveness of HIV testing efforts by the OVC program in the community.

How was this achieved? From October to December 2024, during a three-month period, the IHVN/WEWE OVC program successfully increased the yield to 3.63%. This represents eight new HIV cases identified out of 220 individuals tested for the virus. This success was achieved through strategic planning and targeted HIV Testing Services (HTS) by the IHVN/WEWE OVC program. We conducted targeted HTS by using the following strategies. WEWE identified and mapped hotspots and brothels in the area. We requested HIV test kits from IHVN and received 300 test strips. Out of 300 HIV test kits, 220 (131F, 89M) were used for people living in Obio/Akpo LGA during HTS outreaches. To gain acceptance, we conducted advocacy meetings with brothel leadership and engaged with community stakeholders to obtain permission for conducting HTS at the identified hotspots. Additionally, we held meetings with Traditional Birth Attendants (TBAs) in Obio/Akpo LGA, Rivers State, to establish an agreement for linking HIV-positive cases to treatment. Ultimately, eight (8) new Individuals who tested positive for HIV were identified and linked to treatment (Anti-Retroviral Drugs).

Where? We conducted HTS in Obio/Akpo Local Government Area, Rivers State, South–South geopolitical region in Nigeria

Who Benefited? Eight (8) new positive HIV cases (6 adults and 2 children) have benefited from this intervention by being linked to treatment with anti-retroviral drugs. This helps reduce their viral load, making them less susceptible to illness and opportunistic infections. The OVC program has played a vital role in contributing to epidemic control by identifying new individuals who are HIV positive who would not have been identified at the facility level.

Annex 3:

Table 13: 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, 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, Aleto, 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, Runderle, 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, Beeri, Bori, Boue, Gwara/Kaa/Eeken, Kaani, Kono/Kwawa, Lluoku/Nyokuru, Lorre/Luebe/Kpaa, Okwali, Opuoko/Kalaoko, Sii/Betem/Kbaabbe, Sogho, Taabaa, Uegwere, Wiyaa Kara, Zaakpori	19
15	Obio/Akpor	Choba, Elemenwo (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, Kalaibama , I Kalaibama 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

