



YMCA LIBERIA IMPACT REPORT 2020



ABOUT US

MISSION

The YMCA of Liberia seeks to unite and empower young people through self-development and service to their community as an extension of the Kingdom of our lord and servior Jesus Christ

VISSION

Empowering Young People for the African Renaissance

CORE VALUES

- ★ WE are COMMITED to our Mission & Vision
- ★ WE take INITIATIVE
- ★ WE are INCLUSIVE in our actions
- ★ WE Promote INTEGRITY Through our actions
- ★ WE value and RESPECT everyone we work with

WHERE WE WORK



WHAT SETS US APART

- ▶ We are a national organization comprised of members, grounded in the communities we serve
- ▶ We have specialized in youth development for over a century, with proven success of holistic youth development work.
- ▶ Our community and national presence, connections and networks are strong, making us well known to all community, county and national-level stakeholders.
- ▶ Track record of past performance with implementing major projects

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MESSAGE FROM OUR BOARD CHAIR & NGS/CEO

Dear Friends,

We bring you greetings after what has been a long and challenging year for our movement, our nation and the world at large. The Liberia YMCA has endured the trends of our nation: from civil, economic and health crisis - the Ebola Virus outbreak and now the Corona Virus Pandemic. Throughout these times, Liberia YMCA has remained a resilient and dynamic institution, responding to the needs of young people and communities in diverse ways.

Our YMCA has built a strong niche around youth leadership development and capacity building as a fulcrum towards empowering young people. Young people have been key to all of our services. They have not only been program participants, but active volunteers and program implementers. All of our activities are grounded in our 'Subject to Citizens' (S2C) Change Model intended to transform young people from being spectators to active players in our society and change agents in the communities.

Our strategy of empowering young people is achieved through deliberate and strategic social change and access creation systematic programs, like our youth civic competence, technical, vocational, health and education programs. The combination of testimonies from these activities can only confirm that young people can lead the change we desire in moving our country and continent to a peaceful and prosperous Africa that is driven by its citizens and representing a dynamic force in the global arena.

As you might have discovered by now, at the YMCA, we are purposeful in all that we do. We have a clear vision and defined mission. It may please you to note that empowering young people for the African Renaissance is the focus of this vision. Sustainability of these interventions and the institution is also key. This is why we envision that by 2031, the YMCA in Liberia would be **"A strong and resilient YMCA that is self-sustaining and delivering quality socially relevant programs to the young people of Liberia."** This involves strengthening our policies and systems to enhance our credibility and ensure that we have a safe environment for everyone. It also involves diversifying our income generation sources to build more on enterprise ventures and partnerships. It involves being ahead of the curve and ensuring that our programs are dynamic, contextual and meeting the current needs of young people.

We thank all of you who have been supporting us in this effort. The Government of Liberia, our local and international partners, the civil society, community leaders, our program participants and our wonderful corps of staff and volunteers across the country as well as our members.

Kindest regards,

**E. Timotheus Kamaboakai
National General Secretary**

**Lester M. Paye
National Board Chairman**

LOOKING FORWARD



STRATEGIC FRAMEWORK 2020 - 2031



Empowering Young People for the African Renaissance

PILLAR I

Organizational Development

1.1 Board Development

1.2 Staff Capacity Building

1.3 Policies and Systems

1.4 Branch Development

PILLAR 2: YOUTH EMPOWERMENT

2.1 EMPLOYMENT & LIVELIHOODS

Work Readiness/
Career Guidance

Job Creation/Skills
Training

Entrepreneurship
Training / Support

Agriculture
Development

2.2 GOOD GOVERNANCE

Subject to Citizens
(S2C) Leadership
Development

Peacebuilding and
Conflict Mitigation

Advocacy Training
and Engagement

Civic Education

2.3 HEALTHY LIVING

Sexual &
Reproductive
Health Awareness

Waste, Sanitation &
Hygiene Promotion

Alcohol & Drug
Abuse Awareness

Climate Change &
Environment

2.4 EDUCATION & TRAINING

Technical &
Vocational
Education

Secondary Schools
& Polytechnic

Alternative Basic
Education

Sports, Fitness &
Recreation

PILLAR III

Resource Mobilization

3.1 Social Enterprise Dev

3.2 Asset Development

3.3 Membership

3.4 Capital Campaigns

STRATEGIC VISION: A Strong and Resilient YMCA that is Self-sustaining and delivering quality socially relevant programs to the young people of Liberia.

OUR IMPACT IN NUMBERS

1,678

YOUNG PEOPLE WITH JOB
READINESS AND CAREER
TRAINING

7,453

YOUNG PEOPLE REACHED
THROUGH SPORTS AND
RECREATION ACTIVITIES

772

YOUNG PEOPLE BENEFITING
FROM COMPUTER
LITERACY/IT TRAINING

4,876

YOUNG PEOPLE PARTICIPATED IN
PEACE CLUBS ACTIVITIES ACROSS
HIGH SCHOOLS

1081

STUDENTS ENROLLING ACROSS ALL
YMCA SCHOOL'S

14,535

BENEFICTED PEACE BUILDING
INTERVENTION THROUGH COMMUNITY
BASE SOCIO THERAPY

Youth Empowerment Good Governance

The *USAID Funded, Community Dialogue for Conflict Reconciliation Project* completed its 5th cycle with an intake of 1,664 community members from 6 counties participating in the Community Based Socioterapy (CBS) sessions. Participants have gone through 15 weeks of group socio-therapy activities and facilitators are being asked by local authorities to mediate various forms of disputes, while participants are now resolving longstanding conflicts in their respective families and communities. The end of the 5th cycle, brings the total number of people reached so far through CBS to **8,294 (39% males and 61% females)**. A new batch of 1595 participants is being recruited to form 112 sociogroups across 8 locations (14 groups per location). Young people trained as peace catalysts have established peace clubs in 160 schools and have implemented 160 peace initiatives in schools.



"The CBS sessions have not just made me a happy mother but build a strong bond of unity within my family. I'm happy to be selected to participate in this CBS session, I now talk between my friends when ever there is a problem and help people in my community settle palaver."

Menvina Tiawon
Sanniquille



ZOA and YMCA Liberia continue to implement the *Peace building and Reconciliation through Community Dialogues Project* aimed at strengthening social cohesion and civic trust in five counties, with funding from SIDA. During the period under review, the project continued with cycle **8** of its Community Based Socioterapy activities that has brought the total number of participants reached to **6247 (males 52%, females 52%)**. On the other hand, there has been improved citizen participation and positive engagement with local governments, which have led to young people peaceful engagement with stakeholders on issues affecting them. Community Leaders are constantly engaged by YMCA staff to address issues that have been mapped out by them, while at the same time engaging local Government authorities on issues that affect them with evidence of civic actions of their local leaders. School Peace Clubs activities continued with students engaging their peers and school authorities on potential triggers of violence, as well as conducting awareness sessions on gender-based violence, among others. This project is implemented in West Point in Montserrado County Kakata and Unification Town in Margibi County; Ganta and Yekepa in Nimba County; Robertsport and Sinje in Grand Cape Mount County.

Through the *Civil Peace Service Project, funded by Bread for the World* – Germany, the YMCA continues to support peace clubs. Young people trained as facilitators were engaged with students and school authorities on potential triggers of violence and how to mitigate them. During this period, project activities were extended to Ganta, Nimba County. This year's program works mainly with young people interested in journalism – building their skills and competencies to use media platforms for peacebuilding about 60 young people benefited from such training. Training sessions on gender mainstreaming, safeguarding and advocacy were also held for 137 young people (Male 64 and female 73). The Gbarnga Youth Radio Station was opened during this period. The stations is being branded as a 'PEACE RADIO' providing the platform for young people to use the media as a peacebuilding platform to forester love in their communities.

The *Media Resource Center in Ganta, Nimba County, funded by USAID through Inter-News*, ended its funding period on June 30, 2020. During the period of the project, which started in January 2018, 4,662 people accessed the facility. 86% of them were males, while 14% were females. Participants included: 508 journalists, 3,240 students, 196 CSO members, and 718 community members. 149 of these people visited the center to do assignments, 220 to do research, 480 to browse the Internet, 220 to edit reports and documents, 1,015 to do typing tutorial and 2,160 to learn how to use the computer.

A total of 650 young people (425 males and 225 females) accessed the power spaces for trainings, recreational activities, group discussions (social, political and economic issues), innovative activities and for use of the instruments available at the centers to improve their skills in difference activities like Singing, dancing and other.

Youth Empowerment Employment & Livelihood

The YMCA Youth Power Spaces, supported by the YMCA of Greater Toronto (Canada) continue, to attract and empower young people. During the period, the power spaces conducted three youth innovative activities, job readiness trainings, group discussions, music and dance classes, among others. The spaces continue to attract young people to actively engage each other positively, which has led to a rapid increase in the attendance of young people. Communities, high schools, and universities are regularly visiting the youth power space to learn essential skills in how to apply for jobs, prepare CVs and sit job interviews, among others.

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The Youth Opportunities Project, funded by the World Bank, through the Ministry of Youth & Sports, completed its training, mentoring and follow-up support for 514 young people from 10 communities in Monrovia and Paynesville (West Point, Soniwein, 12th Street, Clara Town, Duala, Logan Town, Iron Factory, 72nd, Red Light and King Gray). These young people, between the ages of 15-17 years, were trained in four modules: Job Readiness, Social Support, Health and Hygiene and Financial Literacy over a period of 2 months. At the end of the training, they received 3 months of follow-up and mentoring support, as well as counselling service. The project was geared at increasing employment readiness of targeted youth by supporting the development of non-cognitive skills and positive attitudes towards work.

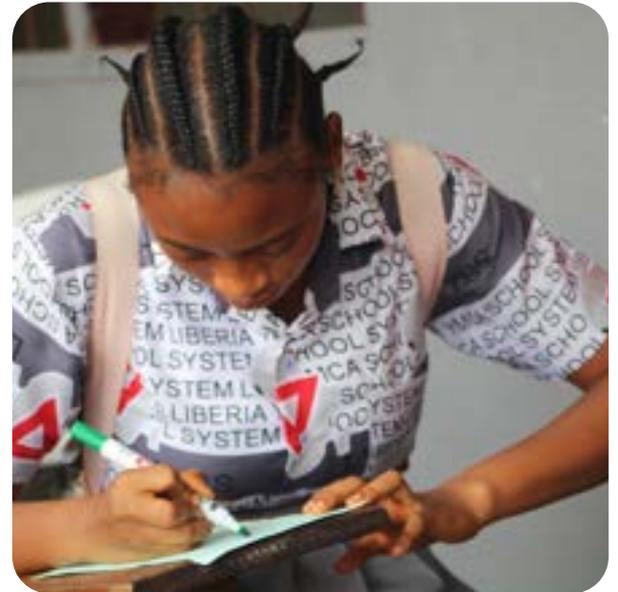
We conducted the “Future for Work” Research in Urban Montserrado. A total 104 young women and men (including young people with disabilities) ages between 18-35 as well as 12 key stakeholders both in government and private institutions were interviewed. The survey was complemented with Focus Group Discussions, Key Informant Interviews and a Validation Workshop with key stakeholders. ‘The Future of Work’ research explored the types of work that are suitable for the most vulnerable young people living in urban Liberia that can be potentially enhanced using ICT by 2025. The research also explored how these jobs could be made more accessible to vulnerable young women and men including young people with disabilities. In September, the YMCA was invited to facilitate a one day annual career and Job fair on the campus of the University of Liberia. The goal of the program was to promote and attract students to different employment opportunities and climate at different levels. During this session, the YMCA facilitated a participatory session on its work and activities in communities. Students and faculty members were inspired by the profile of the YMCA and how young people lives are being impacted through our services. We also emphasized on the spirit of volunteerism and service to community. A success story was shared by the President of the UL Graduating class of 2018/2019; narrating how she has been an active Hi -Y member and has served on different programs and projects in the YMCA. After sharing her Y-story, many students visited the YMCA stand and took up membership, while others subscribed on behalf of their children - referring them to a Hi-Y (High School YMCA) Clubs within their school. As a result, the University has requested a partnership for the reactivation of the UL Y-Phalanx (University YMCA) Club. Rev. Nelly W. Wright, Counselor at the Student Academic Advisement and Career Counseling Center, at the University of Liberia said, “Students are now entering the university at age 15 and 16; therefore, a partnership with the YMCA would help keep them focused and engaged as active and responsible citizens.

The Ministry of Gender, Children and Social Protection (MGCSP) and Liberia YMCA entered into a partnership agreement to train thirty six (36) at risk adolescent girls who expressed their interests in various Vocational Skills Training and mentorship support services to improve their livelihood in business, finance and life skills as a means to empower themselves in Tailoring, Hairdressing, Computer Studies, Plumbing, Soap Making and Catering. The training started in September 2020 and is expected to end in June 2021.



YOUTH EMPOWERMENT

Education & Training



YMCA Computer Training Program,

The YMCA Computer Training Program continues to attract young people. Now under the YMCA Polytechnic College, the Computer Training Program enrolled 350 students at beginner, intermediate and advance levels. The YMCA Polytechnic College is continuing the process of finalizing the requirements for granting of a license by the National Commission on Higher Education (NCHE). Due to the health emergency declared by the Government of Liberia, the Polytechnic was closed in mid-March. however the polytechnic reopened in August and ended the cycle before continuing an accelerated program for 2 months this program had an enrollment of 369 students.

The YMCA School System continues to operate. During the period our schools had the total enrollment of 1,081 students across 6 schools (3 Senior High Levels, 1 Junior High Level and 2 Elementary levels). The schools have been boosted by new uniforms and other school outfits.

Due to the health emergency the Montserrado YMCA Children Vacation Sports Program enrolled over 60 participants between the ages of 3 – 17 years. During the vacation, the kids learn the fundamentals of basketball, with added life skills to include training in health and hygiene, communication skills, peacebuilding, arts and crafts, among others. All of these were taught with the YMCA leadership development module or Subject to Citizens (S2C) and the YMCA Core Values cross cutting all activities. Kids were encouraged to wear nose masks at all times and follow all health protocols.



OUR ACTIVITIES IN PHOTOS



OUR ACTIVITIES IN PHOTOS



The Liberia Country Program, funded by Cities Alliance through Slums Dwellers International, is focused on profiling and slum upgrading. The YMCA community development partners, Federation of Urban Poor Savers (FOLUPS), is supporting mobilization of communities through women-led savings groups and also monitoring ongoing construction projects in selected slum communities, based on approval by the Community Upgrading Fund Board of Cities Alliance. In order to support the Government's awareness and engagement efforts to alleviate the virus, FOLUPS, with support from the YMCA Health Coordinator, provided awareness support to its members; and also encouraged community dwellers to fully comply with the Government's COVID-19 regulations to avoid the further spread of the virus. Additionally, the Federation conducted a COVID-19 assessment initiated by Slum Dwellers International (SDI) in three communities (West Point, Peace Island and Clara Town) in Liberia as an initial step for community level interventions.

Phase II of the Liberia Country Programme is building upon the activities and gains undertaken during Phase 1. Particular focus is using the community-led Know Your City profiling and mapping data and knowledge to inform and prioritize community upgrading projects across Greater Monrovia to improve living conditions through access to basic services. Under this initiative, Cities Alliances constructed 64 water kiosks in 35 communities to increase access to water for the most vulnerable including construction of an annex to the M.V Massaquoi School in West Point.

During the period, The YMCA of Liberia signed a grant with Habitat for Humanity, with funding from the OPEC Foundation for International Development. The agreement is to implement a project on Peace Island titled, 'A Decent Place to Live: Slum Upgrading and Expanding Affordable Housing in Greater Monrovia.' Under this partnership, the YMCA is developing management/sustainability plans and providing awareness support to increase access to portable, clean and safe drinking water, increasing access to adequate sanitation, increasing hygiene awareness and enabling local governance of the water, public toilet facilities, and also ensuring proper disposal of waste through identified waste collection systems. Under this project, 25 health promoters have been recruited and trained by the Ministry of Health and the National Public Health Institute of Liberia. These health promoters have reached a total of 726 community residents. The project also worked with community leaders and structures to develop sustainability guidelines and measures for public facilities constructed with funding from HFHI. To this end, a Community Project Management Committee has been established, with clear Memorandum of Understanding as well as an orientation training to build their capacity in supporting the project.

In the current situation of food insecurity, the YMCA and the Federation of Liberian Urban Poor Savers (FOLUPS) identified vulnerable people (i.e., who have lost their jobs/business or cannot participate in livelihood scheme due to physical disabilities) in project locations and provided a one-off food ration (including rice, oil, canned fish and seasoning) to augment their food supply and this covered an average household of 6 members per household. This support was also extended to staff members of community clinics as incentive for providing continued services to slum dwellers during the pandemic.

Through the Civil Peace Service Project, funded by Bread for the World – Germany, the YMCA trained 8 young facilitators to lead sessions on COVID-19 in their communities. These facilitators were initially trained to support peace building activities in schools, but due to the Corona outbreak and the closure of schools, they were redeployed to raise health awareness. They conducted community sessions on perceptions and facts about COVID-19, reaching 527 people in 4 cities. The project also produced over 2,000 facemasks for distribution to communities.

The YMCA Youth Power Spaces was closed from months part of the year. However, staff and volunteers under the youth power space implemented COVID response activities funded by the YMCA of Greater Toronto - Canada. The staff were trained by the Ministry of Health and the National Public Health Institute to conduct COVID awareness activities across the project locations. The activities were done through peer education and the electronic media, using phones, social media and radio. Assorted hygiene materials and supplies were also distributed to communities and IEC materials were printed for distribution. A total of 627 people were reached directly in these locations, while thousands of others were reached through the media campaigns.

The YMCA received funding for emergency response from Y-Care International based in the UK. The funding supported the training and deployment of young people in communities with IEC materials to conduct health awareness. 10 youth were trained to manage the YMCA COVID-19 call center. The center reached out to a total of 3563 people through phone calls. During the phone calls, young facilitators discussed issues on perceptions VS facts about COVID-19, supporting home learning for children, domestic violence and psychosocial support for people living with fear or doubts about the virus. The project also procured about 200 bags of rice, vegetable oil and other non-food items for distribution to disadvantaged groups: elderly people, disabled and orphans.

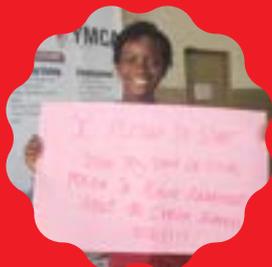
COVID-19 Response



3563 reached with covid-19 prevention messages through phone calls



3624 benefited from disinfection materials and hands washing buckets in over 12 communities



Gender mainstreaming and safeguarding training and awareness reaching over **2460**



280 benefited from the distribution of food ration in 4 communities

STORIES FROM THE FIELD



Ebenezer S. Davies
YMCA Youth Power Space Ambassador

As a young person whose passion is driven to learn and explore new opportunities I was fortunate to have been recruited amongst the list of many young people to participate in the YMCA Youth Power Space Creative Art Competition (Cartooning and Arts) With poor or little skills in arts, I felt that being a part would expose me to many new ways to create.

My performance was admired under the Arts/cartooning session. At the end of the program, I have gotten the feeling that I can use such Inspiration and skills to help my environment and others. As a result of this, I thought about creating a campus-based cartooning newspaper. Using these skills at my university would be an important way to raise awareness and advocate on issues/campaign and report on campus related activities, plan and run programs intended to educate and empower students. The University newspaper titled 'The Editorial Cartoon' was created by me and I am also using such skills to teach ARTS and CRAFTS at the Montserrado YMCA Annual Children Vacation Leadership Program. This opportunity affords me the ability to earn stipend as effort to raise funds for my tuition. The YMCA has also created the space and linked me with people and opportunities that can help me develop more.

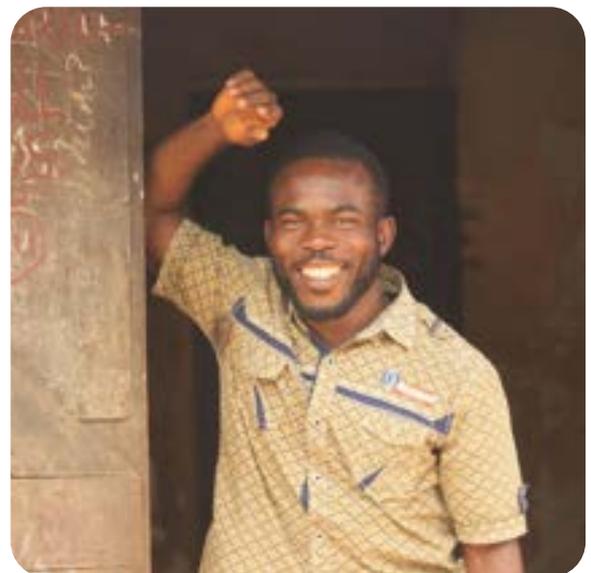
I got to know about the CBS in 2019, through one of the facilitators at first I didn't know the importance of this program so I threw it away. A year later when I interacted with some of the past beneficiaries, I decided to return to the program.

My participation into the CBS session has really built me up and helped me know how to relate to my family and community members.

I have long had the passion of becoming a community leader in my community but was lacking so many things, the CBS session helped me to learn a lot and I'm now serving my people very well, I now know how to communicate and work with deferent kinds of people, It has also taught me how to respect and live with people in my community.

One key thing this program has done for me, is to help me change my thinking of been the final voice in the home as a father " Say one Say all". I have changed from this and living very well with my family and we now understand each other easily.

A beneficiary of the YMCA/ZOA Peace building and Reconciliation through Community Dialogues Project aimed at strengthening social cohesion and civic trust in five counties, with funding from SIDA.



Charles K. Flomo
YMCA/ZOA Peace Project Beneficiary
Yekepa

STORIES FROM THE FIELD

Marie Baryea is 17 years old and a beneficiary of the Youth Opportunities Project Sponsor by the World Bank through Ministry of Youth and Sport.

I am grateful to participate in this program, as a young female growing up in a slum community I have missed out and didn't know how to do many things; like taking care of myself and keeping my surrounding clean for a healthy living. With the help of the YOP project I can proudly say I'm a role model among my friends in the community, I teach them how to take care of their health and manage their own saving as I am doing for myself.

Thanks to the YMCA for bringing this project to our community.



Marie Baryea
YOP Project/ WestPoint



Peace A. Gaye
Trainee YMCA Youth Computer
Training Program

Access to jobs remains a serious challenge for young people in Liberia especially females.

"I took advantage of the YMCA computer training program and completed my three cycles, I am not just grateful for the skills learned, but I can also now put food on the table for my family and contribute to our economy by helping other young girls in my community learn computer to empower themselves"

Peace is a three (3) cycle's trainee of the YMCA Youth computer training Program and now runs a desktop publishing center in her community.



Despite the challenging economy and limited access to capital funding options, we continued to take little steps in our Social Enterprise ventures. The YMCA Polytechnic College, YMCA School System and the Todee Youth Camp Agriculture Initiatives, remain major parts of this strategy. Progress on these initiatives have been stalled due to the economic situation in the country, challenge of accessing loan financing and the dwindling of donor grants to support these. Meanwhile, all three activities are active and being self-supported as we explore opportunities for expansion.

We have conducted training for local branches in social enterprise development and worked with each branch to develop a social enterprise plan for investment. Progress on these have also been stalled due to limited funds to support these ventures.

In 2019, we launched a campaign to raise funds for the renovations of the David N. Howell Memorial Building (our headquarters and main YMCA building in Liberia). We have a goal to raise US\$150,000.00 to do major renovation work - re-roofing of the entire building, building of an annex structure with additional restrooms, renovation of the multi-purpose gymnasium as well as replacing some electrical and plumbing fixtures, modernizing the external façade of the building's front view and repainting the entire building. A fundraising team was established to raise resources from individuals, businesses, foundations and other institutions. Work is ongoing as funds are being raised. We received support from the President of Liberia for the full renovation of the basketball gymnasium, a contribution and initiative that reached us 30% of our campaign goal.

For a wider community campaign outreach, discussions on fundraising initiatives were held with Liberia YMCA members in the diaspora, with the intent to support the campaign through individual gifts and by sharing with other connectors. YMCA Veterans have also shown enthusiasm and are being challenged to raise support for the Liberia YMCA.

Membership remains a major part of our fund-raising activities, as always membership with the YMCA is a partnership for youth and community development. Membership is available online and on paper, making it accessible to the public. Visit our website at www.ymca.org.lr or our social media pages on Facebook, Instagram, LinkedIn, and Twitter to sign up for membership. Alternatively, you can obtain a paper form from the closest YMCA or call 0886510638 or 0778498687 and someone would be glad to help you.

MEMBERSHIP WITH THE YMCA

IS PARTNERSHIP FOR YOUTH AND COMMUNITY DEVELOPMENT

JOIN US TODAY

FINANCIAL DEVELOPMENT

YMCA PARTNERS

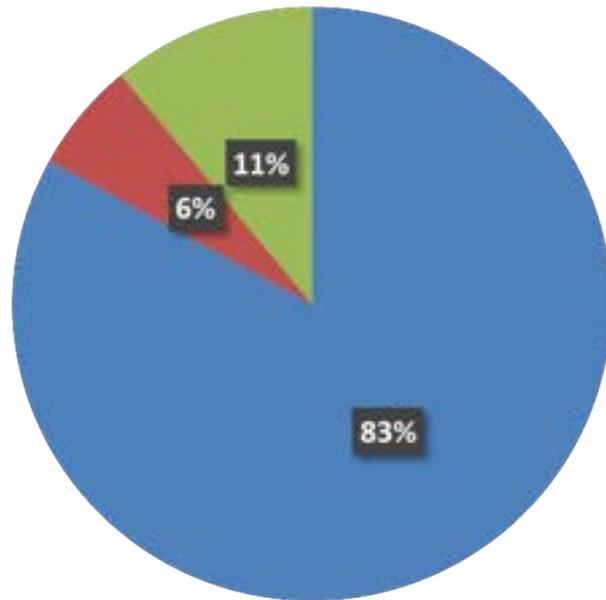
YMCA of Greater Toronto, Canada
YMCA of the USA
YMCA of the Greater Twin Cities
YMCA of Greater Dallas
YMCA of Greater Indianapolis
Y-Care International
World Alliance of YMCAs
Africa Alliance of YMCAs

MAJOR GRANT FUNDERS

United States Agency for International Development (USAID)
Sweden International Development Agency, through ZOA
Cities Alliance (UNOPS)
Slum Dwellers International
Bread for the World, Germany
OPEC Foundation for International Development, through Habitat for Humanity International
Internews
World Bank, through Ministry of Youth & Sports, RL
UNICEF, through Ministry of Gender, Children & Social Protection, RL

INSTITUTIONAL INCOME:

YMCA School System
YMCA Polytechnic College
Facilities Rental (Conference Halls and Gym)
Sports & Recreation Programs (Vacation)
Annual Membership Contributions



Our 2031 Game Plan

- Investment into Asset Development
- Building of a Business Model (Social Enterprise Development)
- Investing in Agriculture for Sustainability
- Membership Development (Individual Contributions)
- Branch Strengthening



FINANCIAL REPORT

A SUMMARY OF THE BUDGET PERFORMANCE FOR 2020 AND APPROVED BUDGET FOR 2021

Budget Items/Code	Approved Budget January 1, 2020 - December 31, 2020	Actual Income January 1, 2020 - December 31, 2020	Variance January 1, 2020 - December 31, 2020	Proposed Budget January 1, 2021 - December 31, 2021	% of Actual Income 2020
INCOME					
Membership	10,875.00	-	(10,875.00)	9,125.00	0%
Branches	33,700.00	12,055.00	(21,645.00)	33,700.00	1%
YMCA Social Enterprise Projects	345,425.00	78,865.34	(266,559.66)	359,600.00	9%
Government of Liberia Subsidy	30,000.00	-	(30,000.00)	30,000.00	0%
US YMCA Partners	105,000.00	56,000.00	(49,000.00)	60,000.00	6%
World Alliance Solidarity Funds	-	20,000.00	-	-	2%
TOTAL INSTITUTIONAL INCOME	390,000.00	166,920.34	(223,079.66)	492,425.00	19%
Donor Grant CONTRACTS	755,000.00	698,506.28	(56,493.72)	595,519.00	81%
GRAND TOTAL INCOME	1,145,000.00	\$ 865,426.62	\$ (279,573.38)	1,087,944.00	100%
EXPENDITURE	Approved Budget January 1, 2020 - December 31, 2020	Actual Expenditure January 1, 2020 - December 31, 2020	Variance January 1, 2020 - December 31, 2020	Proposed Budget January 1, 2021 - December 31, 2021	% of Actual Expenditure 2021
Personnel Cost	167,540.00	67,143.37	100,396.63	101,904.49	11%
Office Running Cost	52,940.00	19,525.81	33,414.19	59,004.00	3%
Special Projects	781,810.00	522,447.02	259,362.98	680,519.00	83%
Infrastructure Rehabilitation & Renovation	51,000.00	-	51,000.00	46,000.00	0%
Leadership Development & Capacity Building	15,500.00	250.00	15,250.00	15,000.00	0%
Branch Operational Cost	73,060.00	11,080.47	61,979.53	73,060.00	2%
Network & Collaboration	17,650.00	6,361.00	11,289.00	17,650.00	1%
Fixed Asset	2,500.00	-	2,500.00	2,500.00	0%
Contingency	3,000.00	2,549.38	450.62	3,000.00	0%
TOTAL EXPENDITURE	1,165,000.00	629,357.05	535,642.95	998,637.49	100%
EXCESS RECEIPT/EXPENDITURE	(20,000.00)	\$ 236,069.57	\$ 256,069.57	89,306.51	

OUR LEADER'S



Lester M. Paye
National Board Chairman



Judge Roosevelt Willie
Vice Chair/Admin & Finance



Pst. Gabriel T. Briamah
Vice Chair/ Program



Mrs. Comfort Lloyd Sammy
Secretary



Madam Kolu Beyan
Chaplain



Nehwon Suah
Youth Representative



E. Timotheus Kamaboakai
National General Secretary/CEO



Vonyee N. Kolison
Resources Mobilization
Director/Deputy CEO



Jerry G.C. Paye
Actg. Program Director



Lasana Conteh
Actg. Finance & Admin Director



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OUR FUNDERS

