



# GAICAM

## GO-AFRICA INITIATIVE CAMEROON

Vision: "Transforming Lives & Promoting Growth"  
Mendong - Yaounde, Centre Region-Republic of Cameroon  
REG N° 036G37/D14/VOLT/SAAJP



## TO WHOM IT MAY CONCERN

# GAICAM

## Annual Report

For the period  
1<sup>st</sup> January – 31<sup>st</sup> January

# 2019

### 2019 FEATURED ACTIVITIES

- ⇒ Office Capacity Building Workshops
- ⇒ Skill Acquisition Program
- ⇒ GALEF Alumni Cohort Meetup
- ⇒ The Turning Point Workshops
- ⇒ The National Business and Entrepreneurial Summit.
- ⇒ The 4<sup>th</sup> Edition of the GAICAM Leadership and Entrepreneurial Fellowship.
- ⇒ The Cameroon Heroes; GAICAM Impact Award

Presented By

**TAMINANG Search**  
**Executive Director,**  
**GAICAM**

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## OUR VOTE OF THANKS AND A CALL FOR SUPPORT!

Our conviction has always been to foster growth and development in Cameroon and Africa at large, bearing in mind that every strong and vibrant nation in modern history was built by visionaries and transformative organizations whose commitments and patriotism drove them to think beyond the confines of their very own survival.

The year 2019 was a challenging year for our course as an organization; the sociopolitical crisis in the two English regions of Cameroon greatly affected our course. The year started with lots of challenges, where we lost all what we have worked for to the crisis. We lost our office, including all its content to the crisis, resulting to our displacement from Buea to Yaounde. The displacement caused us a lot, especially as we had to start afresh from scratch, thus significantly affecting our planned activities for the year.

It was indeed difficult and challenging year, yet we remained committed to the course of our vision. We kick-started our operations in Yaounde, sharing an office space with a media organization, with the conviction that every journey of a thousand miles begins with a step. We refused to allow our challenges change our course, and dedicated our considerable energy to providing sustainable solutions to societal issues; empowering young people so they can live their aspirations and be useful to their communities in the fight against societal ills.

I am delighted that despite the challenges faced as a displaced organization, we still recorded great success in all our major activities. Hundreds of lives were transformed, and as per the testimonials from our programmes, participants were satisfied. We succeeded in organizing an Office Capacity Building training for our team, Hands-on Skill Acquisition training for young women and girls, GALEF Alumni Cohort Meetup, three sessions of the Turning Point, National Business and Entrepreneurial Summit (NABES), the 4th edition of the GAICAM Leadership and Entrepreneurial Fellowship, and the GAICAM Impact Award; Cameroon Heroes Award.

As such, I feel delighted and wish to extend our sincere gratitude to all our valued partners and collaborators who contributed earnestly for the success recorded throughout the year. We could only succeed in the above activities, thanks to the support and collaboration of those who have always believed in our course. It would be injustice not to recognise and appreciate your financial and moral support. We strongly believe that the lives that were impacted will in turn impact their communities and the society at large. Being a non-profit organisation, GAICAM continues to rely on your support as we envisage other programs in the future. Our doors remain open to welcome new partners and sponsors; people and organisations that can support our quest to continue empowering young people so they can be resourceful to their communities, and as a result, promote the desired sustainable peace in line with our commitment to global goals.



My sincere appreciation to H.E. the Minister of Youth Affairs and Civic Education, Minister of Territorial Admiration, The Minister delegate in charge of cooperation with the Commonwealth, and the Minister of Small and Medium Size Enterprises, Social Economy and Hand Craft, for their support and collaboration in the major activities of GAICAM in 2019.

I equally want to appreciate our team for their selfless services to the organisation's objectives. You are valued at high esteem by the organisation. Your hard work, commitment and more has helped to bring us this far. You all mean so much to the organisation, for your sacrifices have been felt by thousands of Cameroonians and beyond.

On the other hand, I wish to make a solemn call for support in line with our 2020 planned activities. Besides our traditional activities planned for 2020, we shall be focusing on strengthening peace and advocating against the degrading environmental conditions of our country, by including aspects of sustainable peace building and green environmental practices in our trainings, seminars, conferences and projects. We shall be expanding our scope of activities for 2020, and as a not-for-profit, nongovernmental and nonpolitical organization, we shall be in need of funders, sponsors, partners and other goodwill ambassadors to support us achieve these objectives.

We are famously known for our commitment and hard work towards Youth Empowerment in Cameroon, especially through our Training Programs, Annual Fellowships, Conferences, Children Support Programs, School Clubs, and a lot more. Over the past 7 years, we have kept this commitment; impacting the lives of thousands of Cameroonians, and ultimately other nationalities.

We have been working relentlessly toward achieving our global and yearly goals to 80%, working with partners, donors, sponsors, volunteers and the Government to achieve these goals. As stated above, the ongoing Socio-Political Crisis in the South West and North West Regions of Cameroon has caused us a lot, yet we never relented our efforts in carrying out our activities. As such, we solicit for your support for our 2020 activities. Become our partner, sponsor or collaborator!

Meanwhile, I wish to thank you for taking off your busy schedules to read through this report; we are always open to any critics, advice, or support that can push our work to the next level. We hope your reading of this report will create a new relationship between you, your organisation and ours. We hope that you can help advocate support for our activities so we can continue to impact our communities. Thank you!

  
**TAMINANG Search**  
**Executive Director, GAICAM.**



## CHAPTER ONE

### ABOUT GO-AFRICA INITIATIVE CAMEROON

#### 1.0 INTRODUCTION

Created with a vision to transform lives and promote growth in Cameroon and Africa at large, Go-Africa Initiative Cameroon (GAICAM) is a national, non-governmental, and not-for-profit, Social Transformative Organization whose vision has touched the lives of thousands of young Cameroonians, and ultimately those of other nationalities, with over 7 years of experience working with young people within the ages of 10 to 35 ; working in line with the United Nations Global Compact; transforming lives and promoting economic growth in Cameroon and beyond.



The main focus of GAICAM is on youth capacity building and empowerment in the domain of entrepreneurship, Leadership, and peace building; serving as a pavement for young people to become proactive, innovative, creative, flexible, productive, industrious and resourceful to their communities, while creating jobs for the unemployed youths. Our existence is in response to the increase in youth socio- political and economic challenges faced through unemployment, poverty, social injustice and discrimination and political exclusion which all hinder the development process.

Cameroon has one of the most vibrant youthful populations in Central Africa, and very endowed with lots of natural resources. The glorious and promised land of Cameroon has lots of hidden, undeveloped and unexploited resources because most Cameroonian youths lack better platforms to prepare them to be more self-reliant and to pursue self-empowering ventures. Our approach is focused on designing programs and projects which seek to provide innovative solutions to these problems, empowering the youths with sustainable skills so they could fully engage in the transformation of their communities, while promoting sustainable peace and development.



GAICAM seeks to create safe spaces that provide youths with opportunities to explore their full potentials, and engage effectively in community development. We promote youth empowerment and participation in peace building; preventing violent extremism and promote sustainable peace and development. GAICAM has been working tirelessly in empowering young people so they can live their aspirations and be useful to their communities through the GAICAM Annual Leadership & Entrepreneurial Fellowship, Active Citizens clubs, professional seminars, workshops, conferences, Business Coaching and others, all geared towards transforming the mindsets and capacities of these youths so they can discover their hidden and unexploited treasures. These programs enable these young people to dare and create business ventures that will serve as a springboard to the country's emergence.

We understand and recognize the need to help young people to think beyond the confines of their survival and certificates. We believe that every strong and vibrant nation in modern history has been built by visionaries whose patriotic hearts drove them to think beyond the confines of their very own survival. These are the type of people GAICAM trains in Cameroon and beyond, so they can impact the economy of their communities, Cameroon, and Africa at large.

## **1.2. OUR SHARED VISION, MISSION AND VALUES**

GAICAM develop its action plan on the basis of its mission, vision and values, which are enshrined in its founding legal status. Every initiative implemented by the GAICAM must be assessed beforehand based on their contribution the organization's mission, their adherence to the vision, and their respect of the core values, which lay the bedrock of our commitment.

### **1.2.1. OUR VISION**

To transform the lives and promote growth in Cameroon and Africa at large, with focused on youth capacity building and empowerment in the domain of entrepreneurship, Leadership, and peace building; serving as a pavement for young people to become proactive, innovative, creative, flexible, productive, industrious and resourceful to their communities, while creating jobs and reducing crime wave.

### **1.2.2. OUR MISSION**

To create safe spaces that provide youths with opportunities to explore their full potentials, and engage effectively in community development. We promote youth empowerment and participation in peace building; preventing violent extremism and promote sustainable peace and development.

### **1.2.3. OUR VALUES**

Our ethical framework are grounded in the following values: Commitment, Solidarity, Tolerance, Honesty and Accountability

## **1.3. OUR GLOBAL FRAMEWORK**

GAICAM is working in line with the United Nation Global Compact, promoting the following Sustainable Development Goals; 1, 4, 5, 8, 16, and 17.

- Our Programmes and projects are carefully designed to fight against extreme poverty and hunger (**Goal 1: No poverty**)
- Our programmes strive to provide inclusive and equitable quality education and lifelong learning opportunities for all (**Goal 4: Provide Quality Education**)



- We strive to make our programmes gender-equitable, right from the planning stages, empowering all women and girls (**Goal 5: Gender equality**).
- Our programmes strive to promote inclusive and sustainable economic growth, full and productive employment and decent work for all (**Goal 8: Decent Work & Economic Growth**).
- Our programmes and activities promote peaceful and inclusive societies for sustainable development; enhancing participation in peace building; preventing violent extremism and promoting sustainable peace and development in different communities (**Goal 16: Guarantee Peace, Justice, and Strong Institutions**).
- Our work is carried out in partnership with local, national and international organizations (**Goal 17: Partnership**).

GAICAM is equally partnering with the international community to promote the global agenda; promoting the United Nations Millennium Development Goal 1, 4, 5, 7, and 8.

- Our Programmes and projects are carefully designed to fight against extreme poverty and hunger (**Goal 1: to eradicate extreme poverty and hunger**)
- Our activities constantly promote gender equality and the empowerment of women and the girl child (**Goal 3: promote gender equality and empower women**)
- We work in close collaboration with local partners to ensure environmental sustainability (**Goal 7: Ensure environmental sustainability**).
- We constantly sought and collaborate with global partners in the pursuit of our objectives. (**Goal 8: develop a global partnership for development**)

#### 1.4. OUR OBJECTIVES

We have as a preoccupation;

- To inspire, motivate, and empower youths with necessary sustainable skills that would enable them become innovative and visible change makers in their communities, become self-reliant, and create jobs for others. Helping them gainfully improve on their communication and creative skills, as well as their positive personality traits.
- To train and develop pace setters and true ambassadors of peace and development; young and vibrant transformative leaders who will engage directly in the development of their respective communities and cause a transformative change in the lives of their community dwellers.
- To build bridges between potential entrepreneurs and investors, helping startup entrepreneurs, source for seed capital for their sustainable business ideas through the GAICAM Business Support (GBS) services; while enabling them create and sustain new businesses.
- To significantly promote the spirit of patriotism and awaken national consciousness amongst youths, improving on their economic potentials through our Active Citizens Clubs, Peace Projects, and Radio Programs.
- To promote women's economic empowerment, gender equality and the education of the girl child; empowering them with Knowledge, skills and the competencies needed to enable them take meaningful decisions and continue to improve on their lots.

#### 1.5 OUR ACTIVITIES

With the commitment to meet up with our target goals and objectives, we do continuously carry out the following activities:



- We organize academic, motivational, and capacity building forums for youths in different towns and communities to gainfully debate their role in the sustainable development of their country, and on how they can discover and enhance their talents, creativity, and the much needed skills to help them live their dreams.
- We organize special professional training programs in areas such as Leadership, Entrepreneurship, business sustainability, sales mobilization, career planning, job readiness skills, talent discovery, mindset development, and many more, via our Professional Skills Acquisition Centre.
- We organize GAICAM Annual Leadership & Entrepreneurial Fellowship as an effort to invest in the next generation of Cameroonian & African leaders, as well as potential entrepreneurs who will serve as pavements to the growth we seek.
- Through GBS Services, we help startups source seed capital for their business ideas, while helping to reduce the windup rate of credible business ideas because of lack of seed capital to launch those ideas into full business ventures.
- Through our Women Empowerment program, we periodically and annually organize Women Empowerment Conferences, Single Conference, seminars and others, all geared towards promoting women's economic empowerment, gender equality and the education of the girl child; empowering the women with Knowledge, skills and the competencies needed to enable them take meaningful decisions and continue to improve on their lots.
- Through the GAICAM Children's Foundation, we annually visit different communities to identify children not schooling because of financial constraints, but who are willing to school if their school needs are met. In such cases we can provide them with full scholarships to study and better their lives like others.
- Through our school clubs and other empowerment activities in different communities, we continuously promote and create awareness on general issues that affect and impair the future young girls such as forceful and early marriages, HIV AIDS, female mutilation, as well as providing training programs that seek to empower them with skills necessary to build a sustainable life.

#### **1.6. FEATURED 2019 PARTNERS & PROMOTERS**

- Ministry of Arts and Culture
- Ministry of Territorial Administration.
- Ministry of Youths Affairs & Civic Education (MINJEC)
- TENSO: Taminang Entrepreneurship Solutions
- Ministry of Small & Medium Size Enterprises, Social Economy & Handicraft (MINPMEESA).
- International Centre for Environmental Education and Community Development (ICENECDEV)
- Cameroon Chambers of Commerce
- Mentor Africa Project (MAP)
- Local Youth Corner Cameroon
- Philia Designs
- WaZa Pay
- Kilimanjaro Systems
- AFA Designs

#### **1.7. FEATURED 2019 FACILITATORS/TRAINERS**



- **Taminang Search** (Executive Director of GAICAM, Small Business Development Expert)
- **Ewehmeh Gilbert** (Chief Executive Officer at YES Cameroon, Startup Financing Expert)
- **Mr Christian Atogho**, (General Manager of Impact Publisher Ltd and a business author)
- **Achaleke Christian Leke** (National Coordinator, Local Youth Corner Cameroon)
- **George Neba** (Director of Small Business & Entrepreneurship Center)
- **Mr Besong Bawak** (Human Resource Director, Local Youth Corner Cameroon)
- **Mambe Churchill Nanje** (Chief Executive Officer, NJorku Cameroon)
- **Fotabe Elmine** (Founding President of Fotabe University, Social Entrepreneurship Expert)
- **Javnyuy Joybert** (Co-Founder/CEO COSDEF Group, Social Entrepreneur & Corporate trainer)
- **Otto Akama** (Managing Director, Makonjo Media)
- **Foto Rollin** (Business Plan Expert)
- **Budi Norbert Mbua** (Chief Executive Officer, Next Digital Ventures)
- **Tenekeu Durane** (Medical Practitioner)





## CHAPTER TWO

### GAICAM ANNUAL ACTIVITIES PROPER

Despite the challenges we faced as an internally displaced organization, we still recorded success in our major activities of the year. Though not that easy, GAICAM successfully carried out the following activities for the year 2019:

- Office capacity building workshop
- Skill acquisition program
- GALEF Alumni Cohort Meetup
- The Turning point.
- National Business and Entrepreneurial Summit.
- The 4<sup>th</sup> Edition of GAICAM Leadership and Entrepreneurial Fellowship - 2019.
- Cameroon Heroes; GAICAM Impact Award

#### 2.1. OFFICE CAPACITY BUILDING WORKSHOP

GAICAM kick-started its activities for the year with a five (5) days capacity building workshop, designed to train the GAICAM team in view of the annual planned activities, so they can properly lead and manage the activities earmarked for the year. The training had the following objectives:

- To educate the team on the objectives and priority projects of the organization for the year 2019.
- To enable new team members to have a better understanding of the vision of GAICAM and how each of them can fit in and contribute to the success of its 2019 priority activities.
- To equip staff with the competent skills needed to drive the expected results for the year.

These five (5) days intensive training took place at the former head office of GAICAM at chief street Bomaka Buea, South West Region of Cameroon. The training was scheduled each day from 9am to 4pm prompt, with a coffee break interval each day. Besides the intensive training on the organization's vision, values, priority activities and other internal regulations, all the team members received training on Leadership, conflict management, networking, developing administrative correspondences, project writing, project evaluation and management, organizational content management, public speaking, report writing and office ethics. The training was a success, especially as it helped improve the productivity of all team members; leading to better execution of the planned activities of the organization. The 14 team members who went through the training were immensely grateful to the organization for their improved capacities.



## 2.2. SKILL ACQUISITION PROGRAM

Hands-on skills are key ingredient to eradicating extreme poverty and hunger in our communities. GAICAM started its skills training with a three (3) days intensive technical skill acquisition training of young women and girls, aimed enabling them to be self-employed and reliant, thereby reducing their dependency and eradicating extreme poverty and hunger in their families. The three (3) days' workshop took place at Chief street Bomaka, Buea, from the 27<sup>th</sup> - 29<sup>th</sup> of March, 2019.

During the three days intensive hands-on skills training, participants were practically trained by our specialized experts in various training options. During the first day of the training, the participants went through an intense special training, with focus on Entrepreneurship talks, Business Mindset Development, Networking & idea pitching; while the rest of the days comprised of intensive sessions of practical skills development with special focus on Beads & Ankara Accessories, Make-up/ facial treatment, Hair dressing/hair treatment, Tailoring/fashion designing, Shoe Designing, Graphics and Web designing.

The training started daily from 9am prompt and ended at 5pm, with a single break interval. At the end of the training, all the participants were awarded training certificates, as they set off to create jobs for themselves and virtually employed others as they expand their businesses.

The training was successful, though not without challenges resulting from the ongoing sociopolitical crisis in the two English regions. The training was originally set for five (5) days, but due to the unrest, the training ended up holding for just three (3) days.



### 2.3. GALEF ALUMNI COHORT MEETUP

On Saturday 30th of March 2019, GAICAM organized the first Cohort of the GAICAM Leadership and Entrepreneurial Fellowship (GALEF) in Buea, the regional capital of the South West Region of Cameroon, marking the beginning of an annual GALEF COHORT MEETUP for all former fellows of the fellowship.

This maiden edition of the alumni fellows brought together three (3) different batches of former fellows from various fields, with the following preoccupations;

- To evaluate the success rate of each fellows and re-strategize their efforts towards the attainment of their expected results, and help them scale their startups.
- To share available national and international opportunities with fellows so they can strive to benefit from.
- To mobilize & coordinate fellow's efforts to secure funding and seed capital for their startup ideas, in bid to support their various initiatives.
- To mobilize and boost the entrepreneurial mindsets of fellows who are yet to launch their startups, as well as those who are yet to get engage in any gainful initiative.
- To brainstorm and put in place a follow up mechanism to monitor and continue to provide necessary support former fellows, in bid to guarantee the success of their individual initiatives.

Of the 50 delegates invited for the maiden edition of the cohort meetup, only 26 delegates made it to the event; admit the ongoing sociopolitical crisis in the host town – Buea. The 26 delegates were pooled from different towns and regions of Cameroon to Buea. All the delegates invited for the first cohort meetup were owners of startups, and those who are currently changing lives in their communities, thanks to the GALEF PROGRAM.

During the meetup, delegates all agreed on how to strengthen their various startups, as well as the GALEF PROGRAM. It was the beginning of a great journey, as GAICAM pledged its continuous commitment towards the goals; under which the Annual fellowship was created to serve as springboard through which many Young Leaders & Entrepreneurs would be coopted. The event started at 2pm prompt and ended at 6:30pm, chaired by the Executive Director of GAICAM.



## 2.4. THE TURNING POINT

The TURNING POINT is a unique platform which helps turn setbacks to success. On Saturday 13<sup>th</sup> April, 26<sup>th</sup> May, and 6<sup>th</sup> July, 2019, GAICAM organized its monthly empowerment program titled “The Turning Point.” which brought together a total of 118 Business persons, Entrepreneurs, job seekers, and others from different social backgrounds to share ideas on business strategies and other social aspects of life; connecting and networking with others. The three separate training sessions took place in Yaounde – Cameroon, with lot of impact created, and with the following preoccupations;

- To educate participants on how to idealize their startup vision and start a business with little or no capital.
- To discuss and share strategies on how to turn ideas into visible ventures.
- To help participants develop emotional intelligence relating to starting and managing their businesses.
- To enable entrepreneurs, corporate administrators and job applicants to network sustainably.
- To help participants navigate business challenges and turn their setbacks to success stories.
- To help startups turn their setbacks into success stories.

Besides training and sharing on the above objectives, the training equally shared opportunities with participants, training them on building a positive mindset for success, the art of public speaking and how they can develop and maintain a professional network.

Each of the sessions was chaired by the Executive Director of GAICAM, and co-facilitated by experts and collaborators, invited by the organization in each session. Each session was programmed for 4hours, punctuated with presentations, debates, group work and refreshment.

Attending each of the training sessions help provide participants with a common platform to share ideas and help pave their way to think out of the box, see beyond the confines of their survival and live their aspirations.



## 2.5. NATIONAL BUSINESS AND ENTREPRENEURIAL SUMMIT

In the month of June 2019, GAICAM organized its third major activity of the year; the National Business and Entrepreneurial Summit. Organized under the backdrop that most young people are so eager to become entrepreneurs, yet only few know how to get there or access to the resources needed to enable them reach their aspirations. Many of those who have already started the journey; establishing their startups are facing common challenges transforming their ideas into successful high-growth businesses. As such, seeking the right knowledge, insights, mentors, influencers, industry partners, and investors are of paramount importance to the success and growth of their startups.

More so, the ongoing Anglophone crisis in Cameroon has equally caused many of these startups to windup their operations, while others are confused, not knowing which scalable decision to take in order to guarantee the sustainability of their startups. Some startups have been internally displayed, with many of them finding it difficult to fit into their new environment, which is a serious call for concern.

These and many more are the rationale behind the maiden edition of the National Business & Entrepreneurship Summit; with this edition tagged #NABES2019, organized by Go-Africa Initiative Cameroon (GAIAM), through the Taminang Entrepreneurship Solutions (TENSO). This summit took place on Saturday 8th of June, 2019 at the Chamber of Commerce Yaounde, under the theme: “A Crusade for Building Sustainable Business Ventures in Cameroon.” and in partnership with the Ministry of Small and Medium Size Enterprises, Social Economy, Cameroon Chamber of Commerce, Waza Pay, TENSO, Local Youth Corner, Yes Cameroon, and others. The summit saw the light of great entrepreneurs, business experts, investors, industry leaders, professionals, and other stakeholders from across Cameroon, with 88 participants coming from Buea, Bamenda, Douala, Limbe, Dchang, Kumba and Yaounde to take part in the summit



The summit had as principal aim to educate and empower aspiring and practicing startup entrepreneurs with practical and sustainable strategies and techniques which they need to launch, bounce back or scale up the growth of their startup business/ideas. The summit brought together 12 great speakers from different spheres of life – Social entrepreneurs, Business entrepreneurs, Health entrepreneurs, Agricultural entrepreneurs and Technological entrepreneurs.

Aside from the drills on the various sectors of businesses, they also saw the need to discuss pertinent issues faced by the Cameroon entrepreneurial ecosystem as a whole. These problems were identified through the worries posed by the participants. The various speakers came up with proposed resolutions to these problems.



The summit rounded up with great remarks from participants and speakers, who all appreciated the effort of GAICAM for pulling such magnitude of business persons and entrepreneurs to the summit, and encourage the organization to continue in that light.

## **2.6. THE 4<sup>TH</sup> EDITION OF GAICAM LEADERSHIP AND ENTREPRENEURIAL FELLOWSHIP (GALEF) - 2019**

The GAICAM Leadership and Entrepreneurial Fellowship (GALEF) is an annual flagship program of GAICAM which annually brings together aspiring Leaders and potential Entrepreneurs from across Cameroon to orientate and train them on sustainable Leadership and Entrepreneurial skills for today's complex digital environment. This annual program help young people create new businesses, while reducing youth unemployment and improving the living standard of their families and those of their communities. The GAICAM fellowship is aimed at investing in the next generation of Cameroonian and African Leaders and potential Entrepreneurs who will serve as pavements to the emergence of Cameroon and the continent of Africa at large.

The 4<sup>th</sup> edition GALEF – 2019 took place in Yaoundé – Cameroon for the first time since its inception, from Monday the 19<sup>th</sup> to Saturday 24<sup>th</sup> August 2019. The 2019 edition of the fellowship was organized under the theme “Mobilizing the Indispensable human capital to Inspire and Drive Community Development for a better Cameroon and Africa”, in partnership with TENSO and the State of Cameroon, through the Ministry of Small and Medium Size Enterprises, Social Economy and Hand Craft.



The 2019 edition of the fellowship brought together 65 participants from eight (8) regions of Cameroon, namely: North, Far North, Centre, Littoral, East, South, West, South West, and North West, comprising of 39 females and 26 males. For the first time since the inception of the fellowship, all fellows were camped and fed by GAICAM and partners, as one of the recommendations of the past three editions of the fellowship.



The fellowship brought together young Cameroonians of age 18 to 30, comprising of aspiring and practicing entrepreneur's as well young community leaders and University students with passion for Leadership and Entrepreneurship, with the preoccupation;

- To train 100 young and vibrant Cameroonians and ultimately other nationalities with sustainable leadership and entrepreneurial skills, so they can serve as pavement to the emergence of Cameroon, and Africa at large.
- To Inspire, motivate and empower participants with the necessary skills that would enable them to be more creative, innovative, proactive, industrious and resourceful to the nation, while promoting growth and enhancing peace in their communities.
- To provide a suitable platform for young people to gainfully improve on their communication skills, creative skills, and positive personality traits through the fellowship debates and other interactive activities.
- To provide participants with a common platform which enables them to meet prominent leaders, nation builders, successful entrepreneurs, business organizations, and international institutions, paving the way for them to think out of the box, see beyond the confine of their survival, as well as empower them with the right skills to take-up leadership responsibilities and to engage in creating new business ventures.

The Fellowship has significantly increased the number of startups creation in the economy, boosting economic growth and reducing the rate of youth unemployment, as well as an increase in skilled young community leaders – equipped with sustainable leadership skills for a stable and vibrant community growth. Over 95% of the participants were grounded with sustainable leadership and entrepreneurial skills, interpersonal skills, team building skills, as well as a significant improvement in their good governance attributes. The team spirit and interpersonal relationship that fellows developed during the Fellowship has greatly promoted the spirit of co-existence, love and unity, with a stronger urge for nation building





## 2.7. CAMEROON HEROES; GAICAM IMPACT AWARD

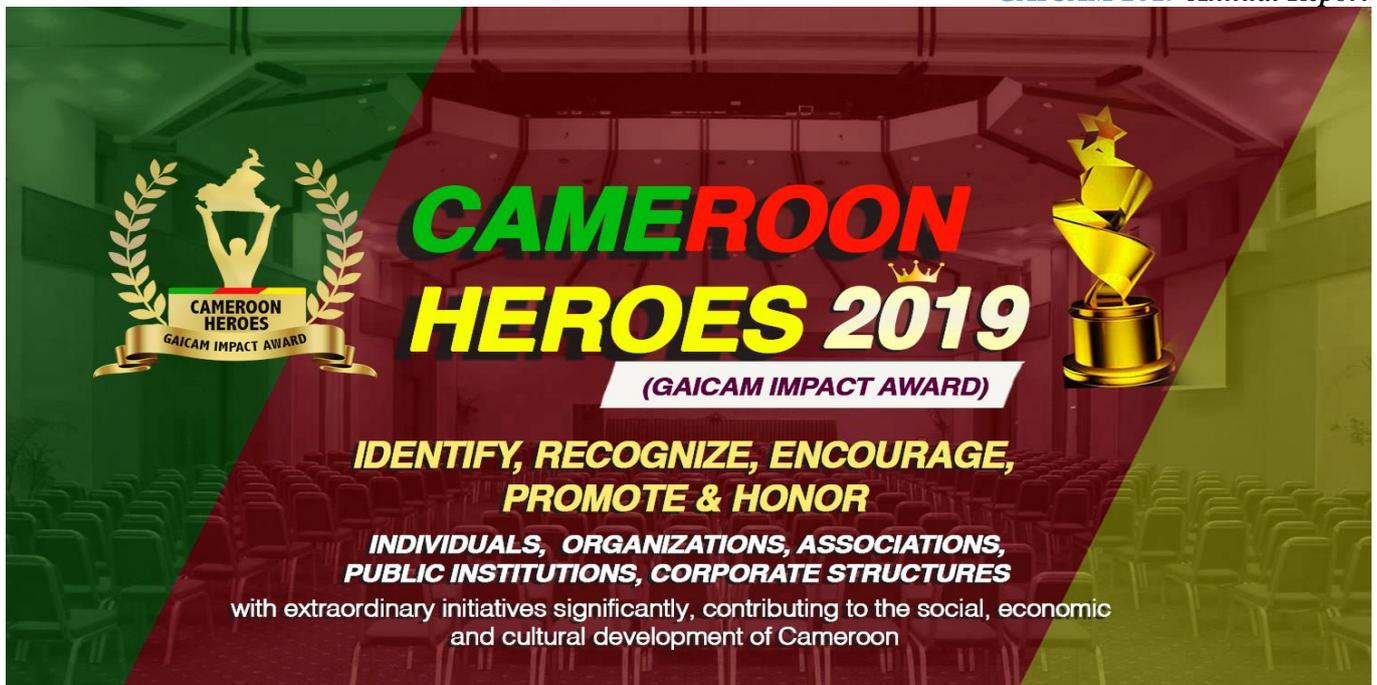
Cameroon Heroes Award is an annual Impact Award ceremony organized and spearheaded by Go-Africa Initiative Cameroon (GAICAM) and partners to; Identify, Recognize, Encourage, Promote and Honor remarkable individuals and corporate structures who are championing extraordinary initiatives in their communities, which have significantly contributed to the social, economic, and cultural development of their communities and Cameroon at large. It is designed to share the untold stories of these remarkable individuals and corporate entities, while projecting how they are giving back and changing lives in their communities towards national growth and development.



The Cameroon Heroes award is one of GAICAM's impact projects that was conceived in early 2018 and only got materialized in 2019. On the Saturday the 18<sup>th</sup> of January 2020, GAICAM organized and brought together 106 nominees for its impact award program at the Cameroon Cultural Center Yaounde, in partnership with the Ministry of Youth Affairs and Civic Education, Ministry of Territorial Administration, Ministry of Arts and Culture, TENSO, Kilimanjaro Systems, AFA Design, and others.

The preoccupation of this award ceremony was to recognize, encourage, promote and honor remarkable individuals and institution who are engaged in activities that create outstanding impact in the lives of Cameroonians, and in effect, contributing to the growth and development of Cameroon, and to awaken national consciousness and the spirit of patriotism amongst Cameroonians, boosting their contribution to national growth and development and inspiring others to engage in productive, innovative and creativity initiatives.

In regards to the fact that this award is purely focus on impact in our communities; sharing the untold stories of remarkable people and institutions contributing so immensely to the growth and development of our nation, we are very optimistic that this act of recognition will go a long way to spur up lots of initiatives and encourage participation to national growth, creating more job opportunities, reducing employment and crime waves in our various communities.



The 2019 Cameroon Heroes Award was officially launched on the 1<sup>st</sup> of September 2019, informing the public of its purpose and significance to the growth and development of their communities. Nominations started on the 1<sup>st</sup> of October followed by voting in all 37 categories. In addition to the award were 10 Cameroon Heroes of Valor awards, which were not up for nomination but were carefully handpicked by the award organizing board.



The award has so far received support from many Cameroonians for the uniqueness of the award, with focus on impact. The next edition will even be more impactful and rewarding, and more categories will be added to the already identified 37 categories.



## CHAPTER THREE

## GAICAM ANNUAL GENERAL ANALYSIS

## 3.0. INTRODUCTION

This section of the report encapsulates information about the composition of our activities and audience for the year, as well as the procedure employed in reaching out to our target audience. It is empirical to examine the mechanisms that were employed to guarantee the success of the various activities for the year, as well as the most efficient means that was used to achieve these goals. It is important to note that we are always ready to improvise our strategies to guarantee the success of our activities.

## 3.1. GAICAM ANNUAL ACTIVITIES ANALYSIS

Table 1: GAICAM Annual Activities

S/N	PLANNED ACTIVITIES	EXECUTED ACTIVITIES
01	Office Capacity Building Workshops	Office Capacity Building Workshops
02	Skill acquisition program	Skill acquisition program
03	GALEF Alumni Cohort Meetup	GALEF Alumni Cohort Meetup
04	The Turning point.	The Turning Point
05	National Business and Entrepreneurial Summit.	National Business and Entrepreneurial Summit.
06	The 4 <sup>th</sup> Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship - 2019.	The 4 <sup>th</sup> Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship - 2019.
07	Cameroon Heroes; GAICAM Impact Award.	Cameroon Heroes; GAICAM Impact Award.
09	Empowering 100 Internally Displaced Women of the South West & North West Regions of Cameroon.	
10	The 2nd Edition of the GAICAM Annual Women Empowerment Conference, 2019.	
11	The 1st Edition of GAICAM Fellows Cohort Meetup	
12	Launching of GAICAM three (3) months Active Citizens Clubs Campaign of the University of Buea.	
13	GAICAM Business Festival	

The above table illustrate the number of planned activities executed, against those planned and note executed due to challenges encountered as a result of our displacement from Buea to Yaounde.



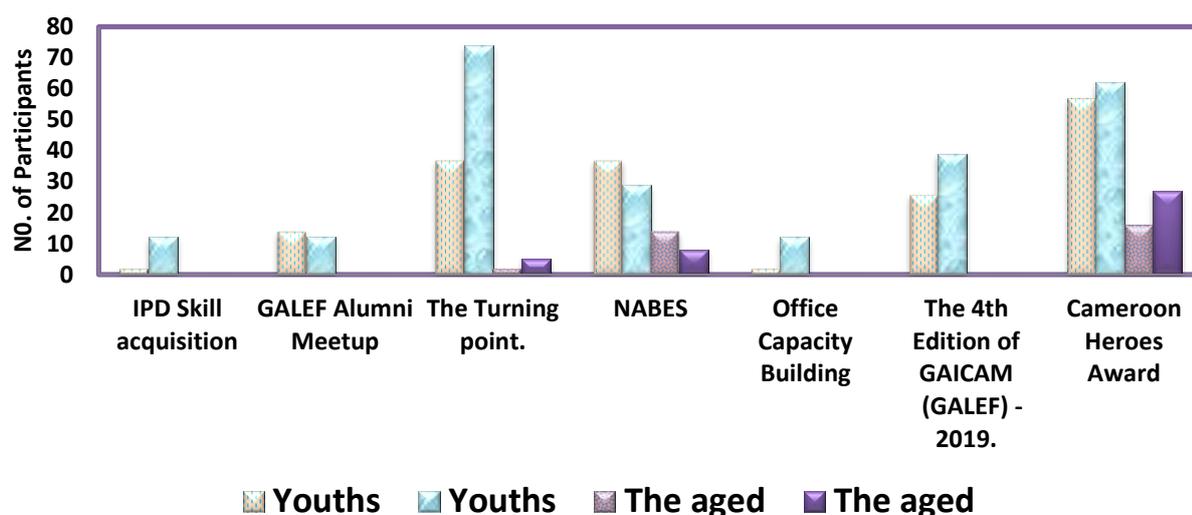
**Table 2: Composition of Participants per Activity**

S/N	Activities	Youths		The aged		Total
		Male	Female	Male	Female	
01	Office Capacity Building Workshops	02	12	00	00	14
02	Skill acquisition program	2	12	00	00	14
03	GALEF Alumni Cohort Meetup	14	12	00	00	26
04	The Turning Point.	37	74	02	05	118
05	National Business and Entrepreneurial Summit (NABES).	37	29	14	08	88
06	The 4 <sup>th</sup> Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship (GALEF) - 2019.	26	39	00	00	65
07	Cameroon Heroes; GAICAM Impact Award	57	62	16	27	162
<b>TOTAL</b>		<b>175</b>	<b>240</b>	<b>32</b>	<b>40</b>	<b>487</b>

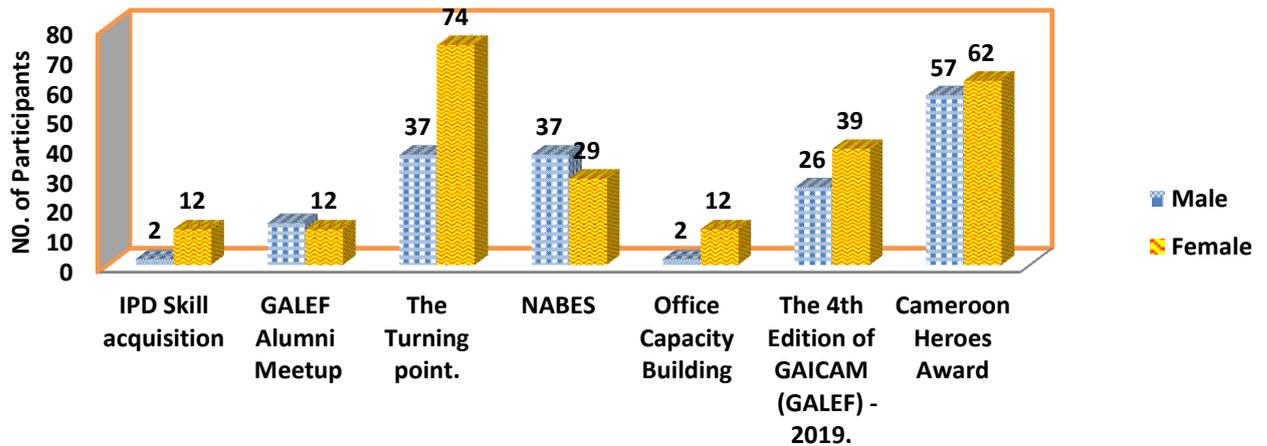
The table above reveals the total number of participants (487) in all our activities for 2019, composed of 175 male - youths, 240 female - youths, 32 male adults and 40 female adults. The above statistics shows a slight decline from that of the previous year, which is due to the displacement of GAICAM from Buea to Yaounde which significantly affected most of our planned activities as seen on table 1 above.

However, despite the challenges encountered as a result of the displacement, GAICAM still impacted the lives of 415 youths from across Cameroon in the year 2019, as a show of commitment to its core mission.

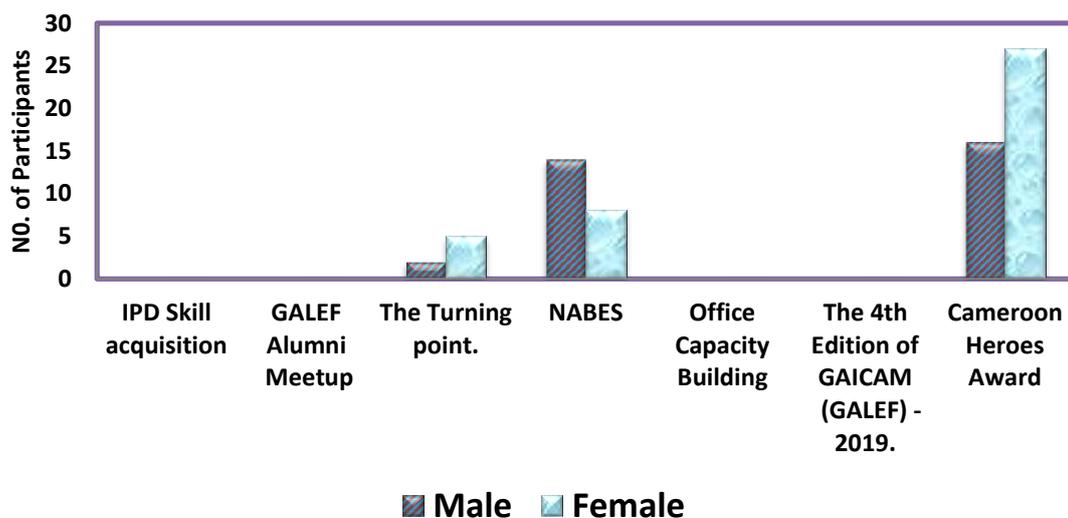
### Composition of Activity Participants



## Sex Distribution of Youth Participation for GAICAM Activities 2019

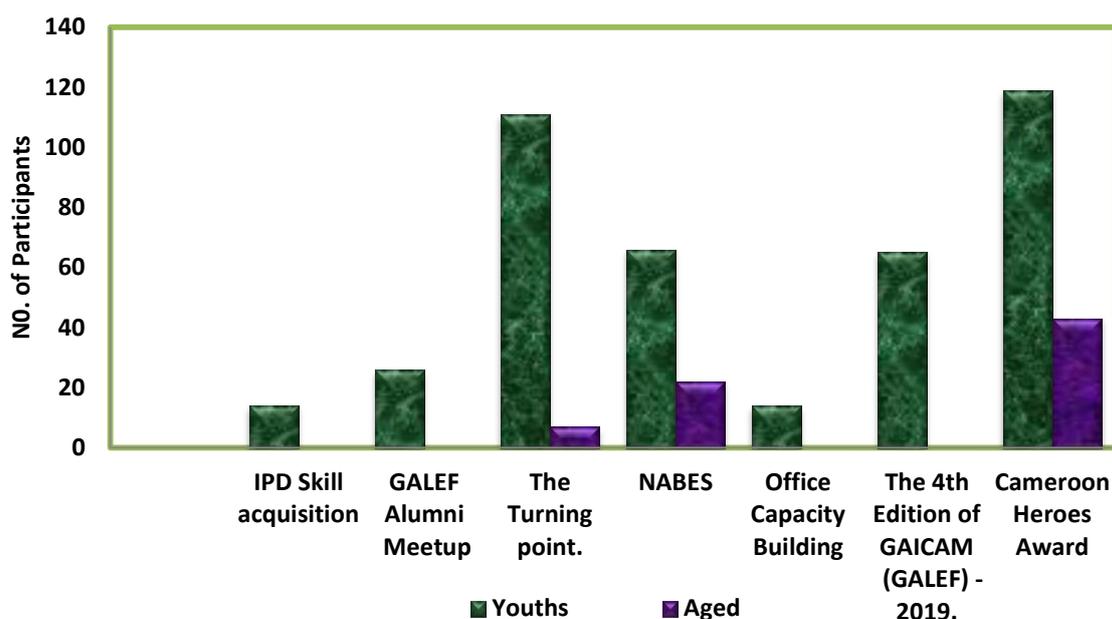


## Sex Distribution of Aged Persons participation in GAICAM Activities 2019



The above chart clearly depicts female participation in GAICAM activities for 2019, which constitute the highest number of youth participants, affirming our commitment in promoting gender equality and the empowerment of women and young girls in Cameroon so they can live their aspirations.

### Distribution of Youths and Aged Persons in GAICAM Activities for 2019



The above chart clearly shows the overall participation of youths and aged persons in GAICAM 2019 activities, with the youth participation constituting the highest number in the overall participation; affirming our commitment to youth Empowerment in Cameroon.

### 3.2. PERCENTAGE ANALYSIS OF THE ACTUAL TARGET AUDIENCE REACHED

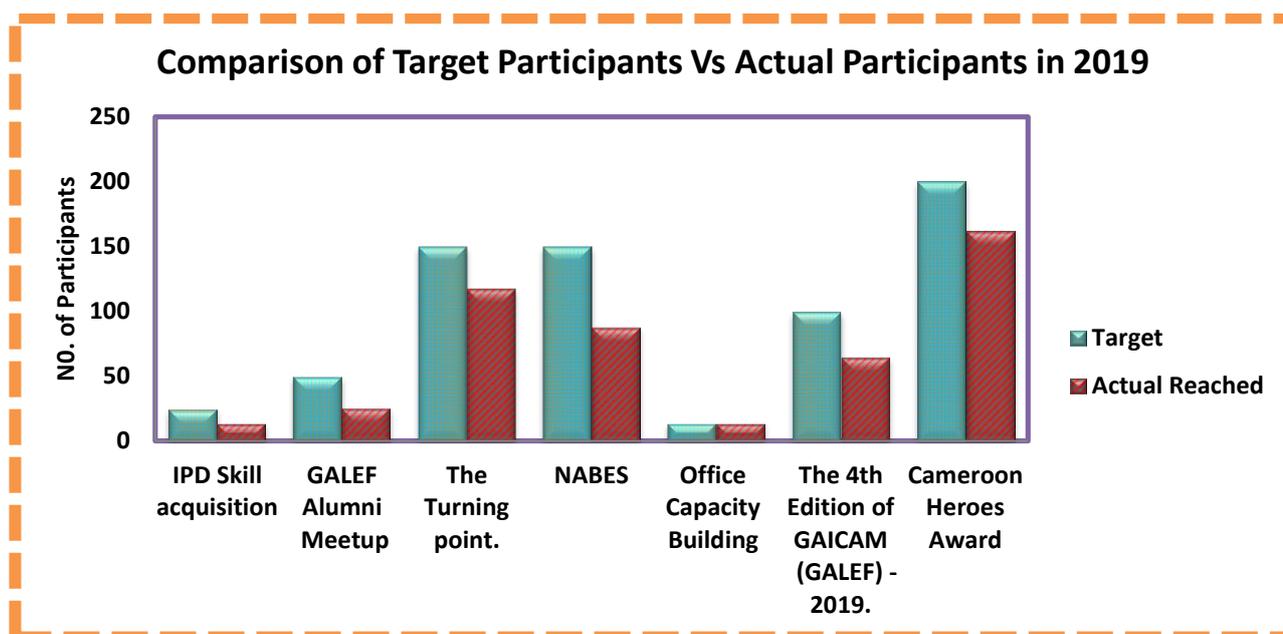
In line with the activities carried out by GAICAM in the year 2019, 70.7% of the forecasted number of participants took part in the activities as tabulated on table 3 below. A comprehensive evaluation of the lives impacted and transformed in the course of this year is also therein in the tabulated analysis:

**Table 3: Activity Analysis**

S/N	Activities	Target	Actual Reached	Percentage Reached	Percentage Not Reached
01	Skill acquisition program	25	14	56%	44%
02	GALEF Alumni Cohort Meetup	50	26	52%	48%
02	The Turning point.	150	118	78.7%	21.3%
03	National Business and Entrepreneurial Summit.	150	88	58.7%	41.3%
04	Office Capacity Building Workshops	14	14	100%	0%
05	The 4 <sup>th</sup> Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship - 2019.	100	65	65%	35%
06	Cameroon Heroes; GAICAM Impact Award	200	162	81%	19%
<b>TOTAL</b>		<b>639</b>	<b>461</b>	<b>70.7%</b>	<b>29.3%</b>

From the analysis above, we were able to reach out to more than half of our target audience of the activities carried out in the course of the year, despite the challenges. This is an indication that, with increased efforts and stability in our new location, we are optimistic our performance will double in the year 2020.





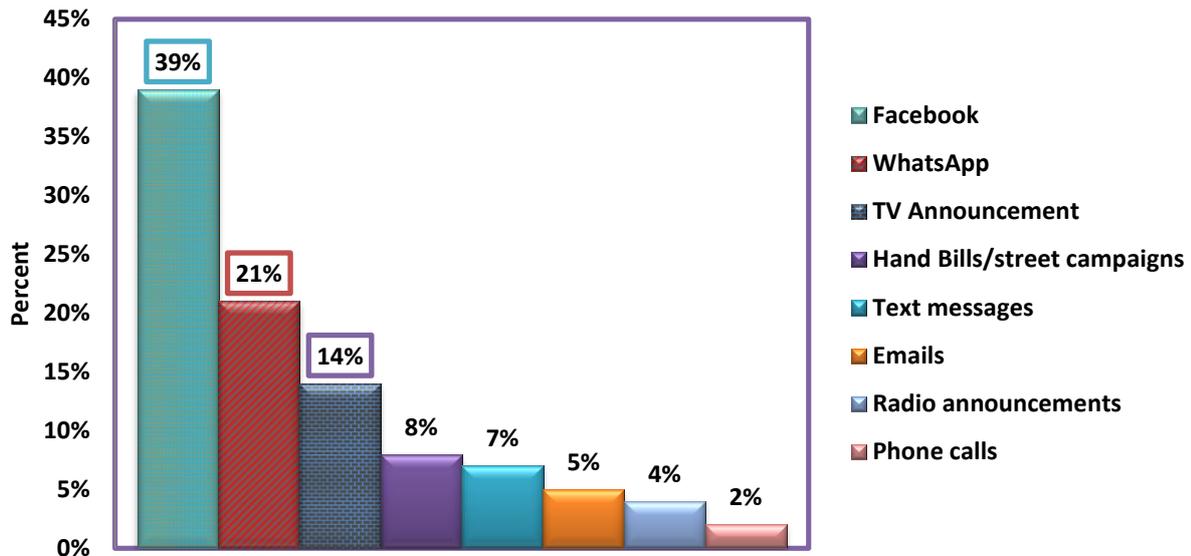
### 3.3. MEDIUM OF COMMUNICATION ANALYSIS

The success of our various activities within the year 2019 is thanks to the various mediums of communication that were employed to reach the target audience as seen below. The table below attempt to evaluate the effectiveness of each of the tools used to reach out to our target audience in 2019.

**Table 4: How we reached our audience**

S/N	Medium	Percentage output
01	Facebook	39%
02	WhatsApp	21%
03	TV Advert/Announcement	14%
04	Hand Bills/street campaigns	8%
05	Text messages	7%
06	Emails	5%
07	Radio announcements	4%
08	Phone calls	2%
<b>Total</b>		<b>100%</b>

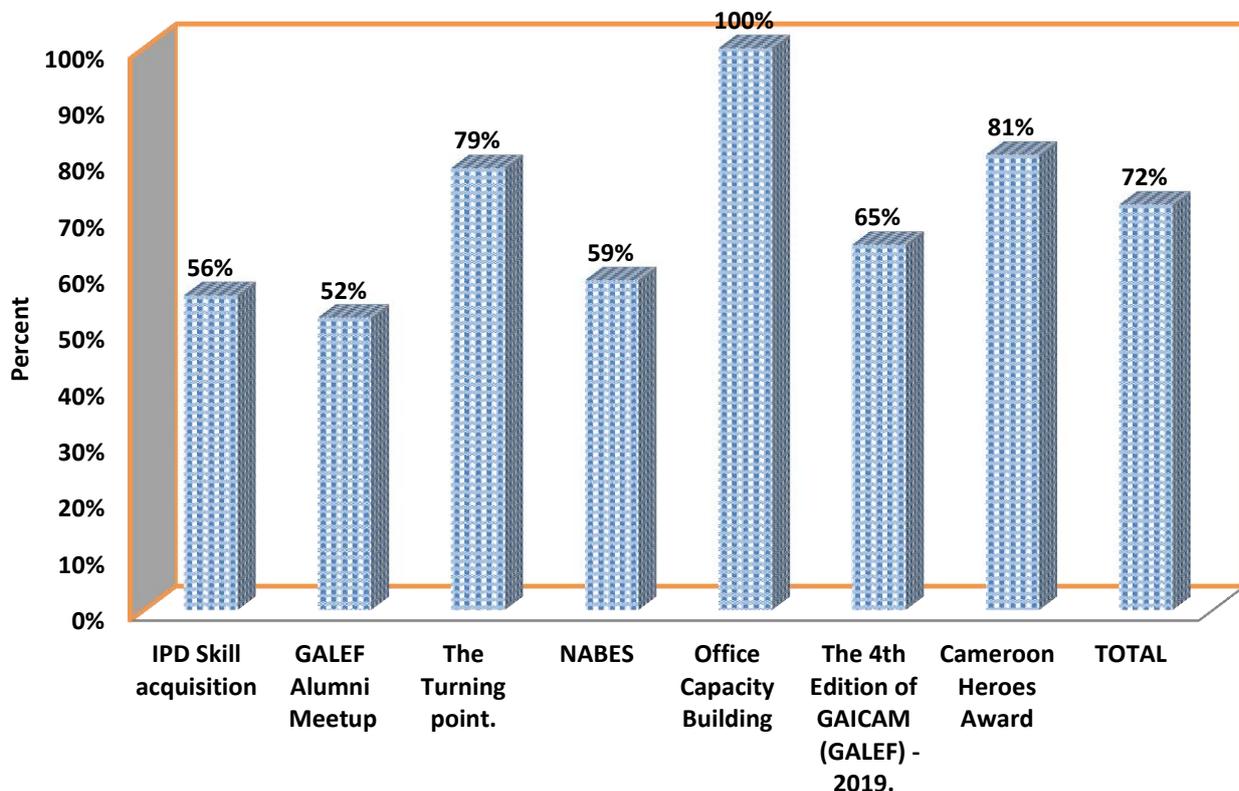
### Medium explored by GAICAM to reach its Target Audience



### 3.4. GENERAL PERFORMANCE ANALYSIS

The GAICAM activities for the year 2019 were a success, despite the huge challenges which the organisation went through as a result of its displacement from Buea to Yaoundé. We are even more committed to impact more lives and register our best results in 2020.

### Overall Performance of GAICAM for 2019





## CHAPTER FOUR

### FINANCIAL ANALYSIS

As a non-governmental, and not-for-profit organisation, GAICAM carried out its 2019 activities, mobilizing support from the founder, board members, local partners, paid activities, as well as supports from her friends, collaborators and some government institutions as tabulated below.

#### 4.1 STATEMENT OF ACTIVITIES FOR THE PERIOD JANUARY 1<sup>st</sup> TO JANUARY 31<sup>st</sup>, 2019

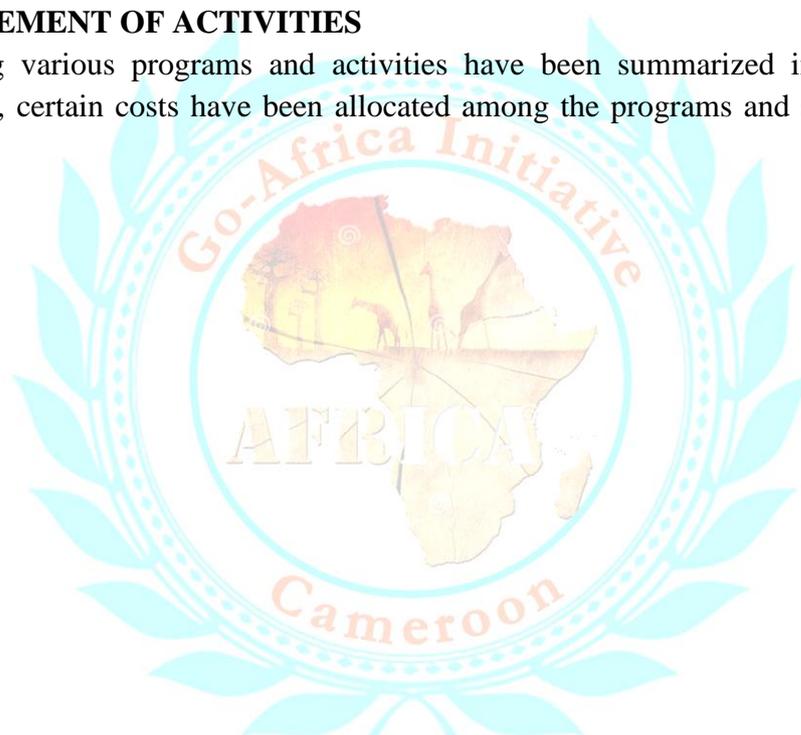
REVENUE	Current Year (2019)
	FCFA
Founder's Contributions	5,400,000
Contributions from Board Members	3,400,000
Donations & Support from partners	4,747,600
Membership Registration	707,500
Income from paid activities	872,000
Fellowship Registration	780,000
Support from the MINPMEESA	1,300,000
Support from MINJEC	550,000
Support from MINAT	250,000
Support from the Ministry of Arts and Culture	500,000
Support from Friends of GAICAM	1,302,800
Kilimanjaro Systems	600,000
AFA Designs	450,000
TENSO	740,000
WaZaPAY	150,000
Local Youth Corner	150,000
Impact Publishers	120,000
Philia Designs	90,000
Arisse	90,000
Asongmezi Fashion House	90,000
Others	96,600
<b>Total Income</b>	<b>22,386,500</b>



EXPENSES (2019)	Current Year
	FCFA
Programmable Activities	
Office Capacity Building Workshop	541,000
Skill acquisition program	928,000
GALEF Alumni Cohort Meetup	1,190,000
The Turning Point	1,425,000
National Business and Entrepreneurial Summit	2,043,500
The 4th Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship - 2019.	5,320,000
Cameroon Heroes; GAICAM Impact Award.	3,225,500
Supportive Activities	
GALEF Alumni reach out programs	1,700,000
TENSO training program	1,205,000
Administrative Expenses	5,266,000
<b>TOTAL EXPENSES</b>	<b>22,844,000</b>

#### 4.2 NOTES TO STATEMENT OF ACTIVITIES

The costs of providing various programs and activities have been summarized in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.



## CHAPTER FIVE

### CHALLENGES AND RECOMMENDATIONS

#### 5.1. CHALLENGES ENCOUNTERED

Though the year 2019 has been a great success, but not without some challenges;

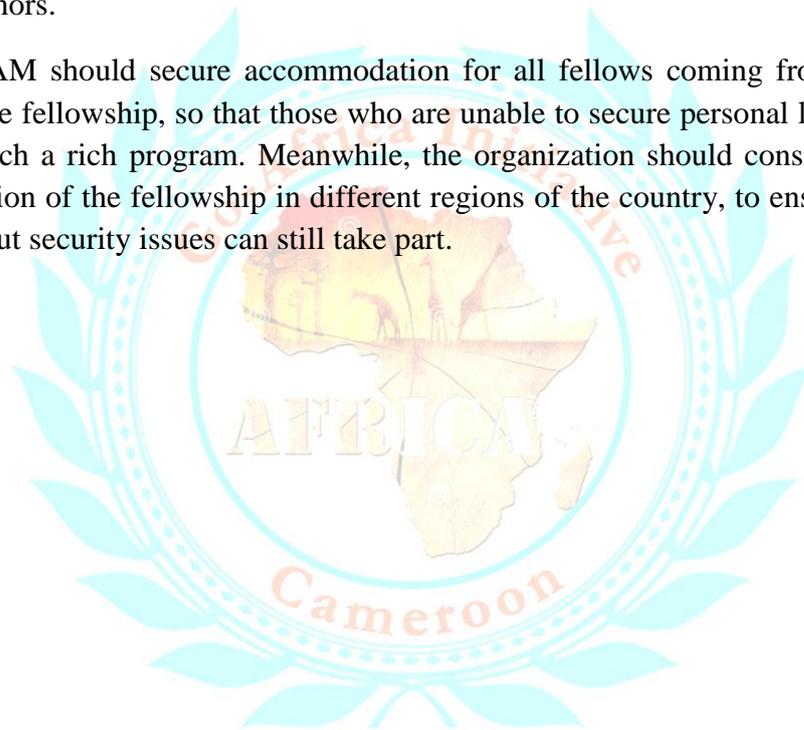
- First and foremost, the current socio-political upheavals plaguing the Two English speaking regions made us loose our office, including all its content to the crisis and caused us to displace to Yaoundé, thus affecting some of its planned activating for the year.
- The Socio-political upheavals also discouraged participants from attending our conferences, Annual Fellowship, and some other programs, while greatly affecting our gaols. The situation in the two English speaking regions has paralyzed the economic and social activities in the South West region due to Ghost towns and gunshots phenomenon, greatly discouraging participants especially those from other regions to be part of some of our activities.
- GAICAM did not have the sufficient funds to run the fellowship as planned. Some fellows from other regions of Cameroon could not make it for the training, though admitted, because the available funds could not cater for the need of more than the number that was hosted.
- We had a severe financial constraint, owing to the fact that many of our supposed partners and promoters restrain their support and collaboration, admitting the on-going crisis has greatly affected their activities and flow of income. These constraints affected our activities, as well as the quality of delivery, since we had to modify our plan to suit our current resources.
- Also, some of the activities earmarked for the year such as the Active citizen club activities, GAICAM Women and Empowerment conference, and the GAICAM No child Left Behind could not hold due to the unrest in the South West region.
- Lack of sponsors and donors to support some of our major activities. Most of the partners we had for the year were technical and institutional partners in terms of trainers and facilitators. Project such as the GAICAM Business Support is still not operational simply because GAICAM is yet to secure partners or sponsors for the project, even when we believe it is one of the most important projects that will support and promote enterprise creation among young aspiring entrepreneurs.
- Technically, we were also faced with lots of limitations because of lack of some technical materials such as the projector, service laptops, Cameras for coverage of events and other internal materials resulting from the fact that we lost all our equipment in the crisis. These things greatly limited our success and speed level. Most at times, we had to hire projectors and the pictures some times are of very poor quality because we use phones with limited pixels to take them. Some of the hired photographers never have enough time to persevere till the end of our events and more.
- Due to the relocation of GAICAM to Yaoundé, we lacked resources to start all over; the poor mastery of the environment greatly hindered the success of our activities.



## 5.2. RECOMMENDATIONS

However, despite the challenges encountered, much was still achieved. To this effect, in order to achieve more in the year 2020, the following recommendations are encouraged:

- GAICAM should reach out and secure loyal partners and individuals who can work with the organisation and support her work in all spheres, so as to guarantee the continuation of the amazing work which the organisation has been doing in the lives of many young people and families.
- The organisation should bring in more members to form the board of trustee for the organisation, so they can always contribute to sustain the activities of the organisation. This will enable the organisation to effectively carryout most of its planned activities without waiting to be bailed up in times of crisis and limitations.
- GAICAM should reach out to organisations or individuals, or better still carry out a campaign to solve its technical needs, so people who have the means can support the organisation with some of its pressing technical needs (laptops & computers, Projector, chairs, and others), which are believed to be slowing down the pace at which the organisation really wants to impact young people.
- The GAICAM team should write and submit more projects to secure funding from international and national donors.
- Finally, GAICAM should secure accommodation for all fellows coming from far and near to participate in the fellowship, so that those who are unable to secure personal lodging can equally benefit from such a rich program. Meanwhile, the organization should consider organizing the subsequent edition of the fellowship in different regions of the country, to ensure that those who are worried about security issues can still take part.



## CHAPTER SIX

## GENERAL REMARKS OF THE YEAR

**6.1. FELLOWSHIP TESTIMONIALS**

I want to thank GAICAM for giving me the opportunity to participate in this fellowship. It was an amazing experience, meeting and interacting with other youths from diverse fields of life. I have learned from the very best trainers who taught me that leadership is about humility and servanthip. From Mr. Taminang Search, I learned humility, simplicity and determination... *Biami blesszie chu*.

It was an honour and great opportunity for me to have attended the GALEF 2019. As an aspiring leader, the knowledge and practical lessons given during the fellowship is something that will greatly help me in my career. Also, I have networked and shared ideas with many..... *Noah Kenneth Toh*.

I am glad I was opportune to attend this fellowship. It is the first I have attended, and it really touched me a lot, I was really inspired and motivated by all the trainers. I enjoyed the camping aspect of the fellowship; it was fun staying with them, we all shared our experiences and objectives in life and we learnt so much from each other. It was amazing. Thank you GAICAM.... *Cho Letisia Menyam*

I am so glad and happy to have participated in the GAICAM Leadership and Entrepreneurial Fellowship. Indeed, it was filled with of experiences. I am proud to say I have made a family here in GAICAM. Meeting new people and sharing together in the practice of community life. To crown it all, I say thank you GAICAM for this opportunity and I will forever remain a member of this big family.... *Wirnkar Melony Joseph*.

The program was amazing; GALEF is a program one cannot afford to miss. This program has greatly extended my scope of reasoning and creativity. The fellowship gave me an opportunity to develop new skills and meet young entrepreneurs and young leaders from diverse backgrounds.... *Asek Ojong Junior*.

I must begin by thanking the GAICAM team for this great initiative. This fellowship is the first of its kind I have attended with so much uniqueness. It has given me the opportunity to discover some of the hidden potentials in me. I will end by saying once more that "Once a fellow of GAICAM, always a fellow of GAICAM". Let the Almighty God bless the GAICAM family.... *ASOBO Atoula Leonard*

I wish there is a machine to x-ray the level of joy in my heart. The fellows and the GAICAM team are just so awesome. This program was really one of its kind and I am hoping to be part of the next edition. Forever GAICAM.....*SEWOH Noella Nzifameh*

**6.2. NABES TESTIMONIALS**

My experience attending NABES 2019 for the first time is very satisfactory. This is because the staff or organizers of the summit did a great job bringing in seasoned motivational speakers who impacted me; instilling in me a visions, ideas and skills in entrepreneurship and leadership. I look forward to put into practice all I acquired in this summit and hoping to have a better encounter with NABES 2020. ...**Fon Emmanuel**

This is the kind of forum that we need in this country right now, especially when we can't rely much on the government. This is actually prove that our youths have great potential to increase our economic



potential not only in Cameroon but worldwide. I have benefited greatly from the cross section of panelist, from developing a business idea, grooming it and sustaining it through the challenges. ..**Moforyan Mbutuh Lydienne**

Scoring on 10, NABES 2019 was widely above average (8/10): the 2 remaining marks go to my success in applying all I learnt. It was really a great session. The event was so enriching, I feel so satisfied attending the summit and can't wait to confidentially launch my startup business. The speakers were seasoned enough to sandwich my doubts with the right clarifications....**Fabien Wandji**

Yeah! I want to say NABES was truly inspiring and a memorable. The speakers have said it all and played a very great role by impacting us to understand how to drive our aspiration despite the inevitable challenges. I want to also acknowledge the fact that the NABES team kept to time, which to me was the genesis of the event success. I will conclude by saying the workshop was really a blessing to me. ...**Precious Esong Sone Ebune**

It was great experience participating in this crusade, the summit has helped me learned how to use modern technology to promote my business idea. Daring to miss the next edition is a mistake I won't make. I thank the organizers for such an initiative and pray that God should bless and inspire them more for greater impartations. ...**Taboh Anna Ijang**

#### SOME IMPORTANT LINKS

<https://www.gaicam.org>

<https://www.gaicam.org/gallery/>

<https://gaicam.org/testimonials/>

<https://www.facebook.com/gaicam.org/>

<https://www.twitter.com/infogaicam/>

