



ANNUAL REPORT 2019
GHANA



This Annual Report is a brief summary of the work of Development Alliance for Literacy Education and Training (DALET) from April 2016 to March 2019.

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BOARD MEMBERS



ERIC ASOMANI SARFO
Chair



SAMUEL GYAMFI ASIEDU
Director of Operations



ERIC DANSO
Secretary/Communications Director



**MRS. HANNAH
OFORIWAA OWUSU**
Director of Health care and Safety



MRS. HASSANA SALIU
Programs Manager/Director of
Faith and Community Development

VISION

To achieve accessible schools and quality education for every child worldwide; increased healthy population, where opportunities for entrepreneurship and wealth creation abound.

MISSION

- To support community schools and build public school infrastructure for the poor, the underserved and underprivileged, especially orphans and children with severe disabilities. To support rural youth entrepreneurship development and agricultural training.
- To support children's academic pursuit through provision and promotion of healthy lifestyle, school supplies, free tuition, food and nutrition for the children in-most need regions.
- To expose rural children to positive urban development through exchange programs in Africa which focus on inclusive education and cultural diversity, promoting a well-rounded person who is confident, creative and can apply knowledge to solve real-life problems.
- Provide a safe and supportive environment that measures students' morality, emotional development, interpersonal skills, and critical thinking skills while promoting a positive self- image.



VALUES

Compassion—even though our continent is hot, harsh, and cold some times, we learn from good examples of our culture, hospitality and treat all children with care, kindness, peace and compassion.

Respect and Humility—it is our practice and belief to love one another-especially our elders, persons with severe disabilities, the orphans and the needy children.

Strength—United we stand, divided we fall. We build and include everyone to take part in education; it is our altruistic work for introducing opportunities and transforming lives.

Intelligence—We are insistent on the use of correct application of knowledge, skills, attitude and abilities in developing poorest regions to become self-reliant.

Power—We seek and pursue power from the Creator—the source of all power in the universe to the people in promotion of equality and equity.

Dignity and Integrity –We cherish transparency in our service; and we aspire to achieve excellent results as we guard our high reputation, and we guide against corruption and bribery.





GOOD NEWS FROM THE DIRECTOR OF COMMUNICATIONS & EXTERNAL RELATIONS

Eric Danso

It is that time of retrospection; a time to reflect on the challenges and give account of our stewardship. I feel grateful because DALET organization, as usual, continued to receive blessings from the Most High, the source of all power and energy in the universe through 2018 to 2019.

Accordingly, this report is stuffed with the good news of perceptible development in the children and challenges in the community we serve.

The significant challenge we face is as a result of human capital and limited financial resource.

However, the remarkable results we have achieved were made possible by the concerted effort of our stakeholders—including donors, the Department of Social Welfare, the chief of Larbie village, dedicated staff, volunteers and parents to bring measurable development in the lives of children, especially Orphans and Vulnerable Children (OVC). We have, like never before, been resilient and desirous in providing unselfish support to OVC since inception of this organization.

We could not tolerate the suffering of children who could not be fed a meal a day in school, and those who could not gain admission because of lack of school supplies. Also, we could not tolerate child labor and neglect; and then lack of civil society organizations and government effort to educate parents, to establish a basic school and engage in child protection and advocacy.

Compelled by our compassion, Mr. Samuel Gyamfi Asiedu, resigned from a financial institution job and proceeded to engage the community leaders, churches, friends and family members to support children in the Larbie –Djan villages. Stakeholder's engagements and consensus building began in October 2015. By April 18, 2016, we announced our school enrollment process, and on the 20th of April, the same year, 2016, the learning center which was built for preschool activities was named DALET School Project.

And our first trial lessons were delivered and free breakfast and lunch were served to the hungry and orphaned children sponsored by our beloved American friends, Mr. Rollin Shultz and Miss. Ruby Ellis.

DALET is an acronym for Development Alliance for Literacy Education and Training (DALET). The DALET School Project for Larbie-Djan children received its first local financial support from friends and family during a health screening program on the January 8, 2017, organized by the founder. In the same year, 2017, DALET received a 501(c)(3) nonprofit organization status in Seattle, Washington State.

I am full of praise because the competent advise of volunteers such as Elder Benjamin Amoah PhD, CHICAS Research Group Lancaster Medical School. Through his support we were able to provide free school meals to additional 15 OVC children, for a period of 18 months.

We were facing challenges as regards hiring and compensating permanent staff to manage sustainability projects and to communicate with the donor agencies. We would be grateful to partner with nonprofits and individuals whose line of work and competence is in grant writing or fundraising.

We have remained committed and determined to raise funds to construct a modernized 6-classroom block for both Larbie and Djan villages to have a mutual community basic school. Regardless of the challenges we face as a small nonprofit organization in a Challenging Operating Environments (COEs), it warms our hearts to know that the Board of Directors ensure that we inspire a corporate environment of sustained motivation and staff dialogue with a view to improving staff and DALET NGO well-being. In connection to this, DALET USA monitors compensations and well-fare of our staff and organization in Ghana.

We are glad to inform you that DALET School Project have received the attention of the media, national and international recognition through the Ghana@60 and Coca-Cola Young Leaders Awards in March 2017.

Some of these recognitions and awards were published in the traditional media and social media platforms—including:

The Daily Graphic celebrated the founder of DALET School Project amongst sixty (60) young business and social service leaders on Monday, 13th March, 2017.

In addition, Cris Coleman, a retired and a former award- winning journalist in the U.S, after his own verifications carried a story on Facebook about DALET founder, in Coleman’s own writings, saying:

” This is the man who is making a difference to a small village children in Ghana, West Africa, by providing education and meals where previously that weren’t available to them”. Time: 5:07 am, dated: July 15, 2018. We received recommendations among others, one was signed by the district director of Department of Social Welfare, Awutu-Senya District Assembly, dated May 12, 2018. I am happy to list a media publication about the founder’s compassionate support, reading:

“Samuel Gyamfi Asiedu, Giving Quality Education to the Less Privileged”, a publication by Yaa Asamoah-July 23, 2017. Retrieved from: <http://www.risingafrica.org>

In retrospect, this report, throws light on the challenges we face as a small social enterprise: The progress DALET nonprofit and stakeholders are making to improve the organizational capacity. To increase the quantity and quality of the work we do for the well-being of the poorest families which have;

--Orphans and Vulnerable Children

--Severely disabled people who cannot walk

--The Aged/Elderly (65 years and above) who have children depending on them.

I hereby, in my conclusion, express my pleasure to ask for your continued support and then show my deepest gratitude to our donors, stakeholders, our American friends, faith based organizations and volunteers. Finally yet important, I honor the hard work of our staff who work on the field in Challenging Operating Environments (COEs) in rural settlements with limited resources. I thank you so much. May God bless you.

REFERENCE

<http://www.risingafrica.org/success-stories/education/samuel-gyamfi-asiedu-giving-quality-education-to-the-less-privileged/>





GOOD NEWS FROM BOARD CHAIRMAN

Mr Eric Asomani Sarfo

I can recall January 8, 2017, the health screening program which occurred at Larbie Pentecost Church, organized by the founder of DALET School Project (DSP). On that day, I was invited to chair the first official fundraising event to support the School. The theme was “Quality Education for the Rural Child: The Role of the Citizenry”. This program laid the bedrock for the organization of corporate governance structure of DALET NGO.

In that same year, 2017, United States of America, the State of Washington, Secretary of State, gave DALET a Washington State Non-Profit Corporation certificate, our intermediate holding office in the U.S began its operations. Another significant milestone was the incorporation of DALET in Ghana, under the Companies Act, 1963(Act 179) in October 10, 2017. This was followed by achieving the recognition and license of the Department of Social Welfare in 2018.

Consequently, we have complied with all the regulatory bodies of government.

To reflect on compliance with regulatory bodies of the Government of Ghana, the Board initiated for the official registration of DALET under the National Pensions Act, 2008(Act 766) at Weiija office of Social Security and National Insurance Trust(SSNIT) on the 23rd of October, 2017. And we subsequently, complied with the Occupational and Personal Pension Schemes (General) Regulation, 2011. The Board approved opening account with NTHC Trustees Ltd in Kasoa.

In addition to that, Ghana Revenue Authority (GRA) accepted the application of the Board to commence business as a Non-Governmental Organization, and DALET was registered under GRA Small Tax Office, Kasoa, on 4th of April, 2018.

We were given the approval to commence business as an NGO in the Awutu-Senya District by the Department of Social Welfare of Ghana. We were so excited to have Nexia Debra & Co. Ltd as our external

Among the Board earliest compliant requirements was to open a bank account with a government bank. The Board was assigned to assess and approve a suitably qualified bank, and we approved the opening of a corporate bank account with Kasoa branch of Agricultural Development Bank Ltd (adb Ltd) starting from 3rd day of January, 2018.

I came to office on 20th day September, 2017, as chairman of the Board, we demonstrated our commitment to coming to achieve the Schools Infrastructure Focus Strategy (SIFS). We gave a green light for the DSP principal to procure building materials and use local artisans (volunteers) to build an administrative office and renovate existing two classrooms.

In 2018, the Board planned for DSP Staff Periodic Training and Staff attended seminars and trainings organized by Doing Good Nonprofit and Centre for Migration Studies, University of Ghana. In addition, DSP Staff attended Children Ministry Training by OneHope International Org and Standard Based Curriculum training by the Ghana Education Service

As we made preparation towards our first Annual General Meeting, the Board sought to appoint an External Auditor to audit the books for the Financial Year, 2018. The Board has approved the Financial Year 2018 and the Financial Year 2019 Annual Reports presented by External Auditors, Jacob Arthur & Co. Ltd.

In the course of the year 2018, the Board assigned Ms. Gertrude Agyei & Co. to conduct a Household Survey in the Awutu-Senya West and Awutu-Senya East Districts as a baseline study. The report served as a spotlight for our observation and monitoring on child labor, child marriage and parents' compliant to FCUBE policy in the districts.

The report showed us that over 160 children (between the ages of 5-12) needed school supplies and school feeding in order to enroll and retain in schools.

Also we sought to recruit Mrs. Hannah Oforiwah as an executive member of the Board. She should facilitate the design and implementation of Medical Emergency Relief and Wellness Service Strategies (MERWeSS). In line with best practices as regards corporate governance, the Board sought to convene the DALET Board Development Committee (DALET-BDC) to ensure improvement in governance infrastructure and performance.

The Board sought the services of FINTECHs and Remittance companies such as Paypal whereas our intermediate office set up a bank account to transfer funds with SWIFT code to DALET AID FUND in Ghana. The Board's voluntary service and financial contribution towards corporate sustainability accounted for the success we have achieved till today.

We work strongly to ensure that the Board shall develop a Corporate Code of Conduct Policy, DALET Board Contribution Guidelines, adopt and adapt the Risk Appetite Framework as approved by the Global Fund Board on May 10, 2018. In a nutshell, the voluntary contributions of most of staff and the Board had sustained the steady progress the Board had reported in this document. Much needed to be done to sharpen Board governance skills and draw near to its strategic functions and position; particularly, in the best interest of Orphan and Vulnerable Children (OVC).

We recognize the continuing support of our American friends, DSP staff, and individual donors, the Government of Ghana and media personalities who helped us chalked this progress. Thank you so much. May The Most High bless you.



Photo Credit:DALET/Emelia Yaa Serwa

ADMINISTRATIVE OFFICERS' REPORT

We all know that establishing and managing a school is very tough but with the continued support of our donors and volunteers, we have been able to contribute our quota. Formal education in Ghana can be traced back to 1529 in the Portuguese Castle at Elmina (Edina). It is noteworthy that in spite of hostile environmental conditions and scarce resources, the early missionaries single-handedly bore the strenuous and tedious responsibilities of engaging local authorities, building schools, employing teachers, designing curriculum and awarding scholarships.

Education is viewed as a lifelong process, is: "The most powerful weapon which you can use to change the world", Nelson Mandela said. Though the journey has been difficult, there is a lot that have been achieved with the help of our selfless teachers and the other hardworking volunteers. The following is some of the improvements and achievements that a team of officers has seen in our effort to contribute to this great history in education, growth and development in Ghana.

ACADEMIC

Inclusive education is the hallmark of most assisted schools, and DALET School Project (DPS) is no exception as we have provided support to students with special needs. When DPS defines special need child, it includes Persons with Disabilities (PWD). We support a broader range of students covering students facing learning difficulties or facing socio-economic disadvantages.

DALET SCHOOL PROJECT

Report by: Samuel Gyamfi Asiedu

With emphasis on PWD, we draw on the benefits of inclusive education and social interaction within our Educational Diversity Strategy (EDS) as a pillar and a basis for developing a child into a well-rounded person who is confident, creative and applies knowledge to solving real-life problems. We do so while improving on a safe and supportive environment that grading a child's morality, interpersonal skill development, emotional intelligence, critical thinking skills and positive self-image.

There has been the introduction of special classes for early grade pupils intended to help them to belong to same community with peers and diverse school family. In May 2016, DPS enrolled its first 45 needy students. Twenty-six (26) out of the forty-five (45) were girls. This represents 57.77%; and nineteen (19) out of the forty-five (45) were boys—which represents 42.23%. Students' age ranges from three (3) to ten (10) years. In 2017/2018 academic year, DPS enrolled 65 students—including 4 teenagers. The increase in students' number to 102 in 2019 had put pressure on our resources so we adopted the strategy to send out teenage students to other schools. Besides, there was a need to engage volunteers.

DPS had engaged volunteers from 2016-2019. We are thankful for the selfless support of the following volunteers:

- Mr. James A. Aboagye: James worked as a mason during the construction of DPS learning center in 2016. In addition, he donated funds to support the classroom building.

James holds Bsc. Business

Administration (Accounting Option) from the University of Ghana, Legon. He is a businessman married with a child.

- Eric M.B Miezah: Eric worked as a facilitator in 2017. He joined DSP teachers in various community awareness programs in the communities we serve. He holds Bsc. Finance from Presbyterian University College.

- Mathias Asare-Darko: Mathias worked as a class teacher. He was involved in the construction of the beam bridge on the Mpataade stream in 2018. He holds Higher National Diploma (HND) in Mechanical Engineering from Accra Technical University.

- Benjamin Amoah: Elder Benjamin assisted DSP school farm project in writing good proposals and advising Administration on best practices. He is a PhD student in CHICAS Research Group, Lancaster Medical School.

- Mrs. Hannah O. Owusu: Hannah and other health care professionals were in-charge of community health screening and schools' first-aid. She holds a Bsc. Nursing degree as a Senior Nursing Officer. She is married with children.

- Charity Asamoah Pokoo: Charity served as one of the teachers in 2016-2017. She holds a certificate in Early Childhood Education. She is a Local Preacher with Galilea Methodist Church.

- **Teaching Assistants:** Volunteers who selflessly served as teaching assistant were the following: Emilia Otobil, Gloria Amoah, Lawrence Mensah, Eric Asante, Dorothy Atitso, Alberta Ndecigmah

DSP also employed other staff. We are thankful for the support of the following staff: Ms. Mercy Obuabeng (Admin. Assistant), Bro. Richard Larbie (Teaching), Ms. Irene Mensa (Teaching), Mrs. Abiba Hamidu (Teaching), Evelyn Oppong (Kitchen Staff), Lucy Ansah (Kitchen Staff) and Mrs. Alhassan Mariama (Kitchen staff). You did a good job and we have to praise you.

The administration had put the teachers on their toes by the implementation of the record keeping of weekly attendance of teachers of class. Teachers who absented themselves from class had to face the academic head of the school.

Moreover, our teachers are well qualified. Students' attendance to class and preps was controlled. There is also an award given to students who were on top of their class from Kindergarten to Basic four (4). These were done to motivate students to study hard.

DISCIPLINE

Discipline is one of the things DSP is willing to impart into students. In the aspect of maintaining discipline, students are made to comport themselves to all school gatherings and other programs that they have been invited to. There is a disciplinary committee and counseling session that deals with cases of recalcitrant students.

The regulations of the school are made known to every student. This is done by pasting the rules on the notice boards and in the various classrooms.

INFRASTRUCTURAL DEVELOPMENTS

Some infrastructural development has also been put in place through the efforts of the DALET NGO, the school authorities and Parent Teacher Association (PTA). They include the construction of an administrative office and a new kitchen for the kitchen staff. Unfortunately, we do not have Science and Computer labs. The lack of ICT lab and a school library have been a major challenge for teaching and learning. Internet reception is available in Larbie community; but we lack computers to enable students to research and learn ICT skills. The notice boards have been fixed. The broken furniture have been repaired. We need to build a 3-classroom block with a toilet facility to enroll, retain, and promote students, and maintain high teaching-learning standard.

SANITATION

As the saying goes, "cleanliness is next to Godliness". Dalet Basic School is striving to be the best community school so we deserve a clean and conducive environment that help impart maintenance of clean environment and hygiene into the students' character and upright bringing.

The administration provides a dustbin, liquid soap and veronica buckets, which are placed in front of the school. We need to build a toilet facility for the school.

In addition to all the challenges we face, the school lacks enough water supply. I also take this opportunity to appeal to the various stakeholders to support our funding in the aid of building the necessary facilities in the school. May it warm your heart to donate to our school as we would create decent jobs by employing competent youth and develop human potentials.

May God bless you.



SENIOR MANAGEMENT LEADERS



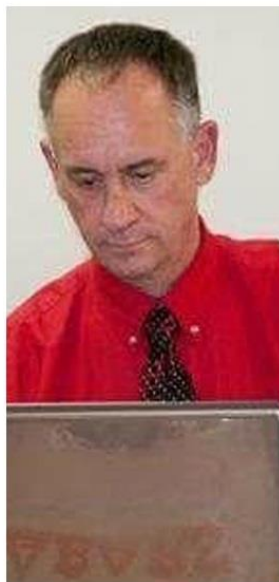
Mrs. Rosalind Salinas-Albert
Early Childhood Educationist



Mrs. Kristina Kelly Asiedu
Programs manager



Ms. Regina Franziska Rau
IT Expert



Mr. Rollin Shultz
Engineer



Mr. Joshua Tawiah
Chartered Accountant

DALET WAS SUPPORTED BY:



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DALET SCHOOL PROJECT
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