IT'S THE PEOPLE THAT COUNT!
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ACRONYMS/ABBREVIATION

- TLGF - TEERE Local Government Forum
- VSLA - Village Savings and Loans Association
- PWD - Persons with Disability
- EC - Electoral Commission
- NCCE – National Commission on Civic Education
- UER - Upper East Region
- RCC – Regional Coordinating Council
- GSPD - Ghana Society of Persons with Disability
- SES – Senior Experten Service
- RHC - Regional House of Chiefs
- SADA - Savannah Accelerated Development Authority
- CSOs – Civil Society Organisations
- LGS - Local Government Service
- NALAG – National Association of Local Authorities of Ghana
- NSS - National Service Secretariat
- UEW - University of Education, Winneba
- SILDEP - Social Initiative for Literacy and Development
- CNC - Centre for National Culture
- M&E - Monitoring and Evaluation
Message from Chief Executive Officer

The year 2016 was a successful one for the organization. We strengthened our team by recruiting a very committed IT expert and three hard working and energetic service personnel who have shown exceptional commitment to TEERE. None of our staff is paid a salary yet they are highly committed to their work and report to duty daily and on time. That is our strength as an organization: committed and dedicated staff. During the period, our Principal Advisor, Gerhard Lauth from the Senior Expert Service (SES), Germany, intensified his efforts to network and to seek funding to support our flagship programme, the TEERE Local Government Forum (TLGF) both in Europe and in Ghana. Together with the CEO they engaged the EU, the German Embassy and the GIZ, National Association of Local Government Authorities (NALAG), the Local Government Service (LGS), the Upper East Regional Co-ordinating Council (UERCC), the district Assemblies and several others. Back in Germany, he made a number of trips to the German Parliament to meet the undersecretary for international co-operation and some MPs to seek their support for the TLGF. He also kept close contact with the Robert Bosch Stiftung, our major partner in the TLGF.

2016 was also the year we reviewed our operations to refocus our activities on local governance and to include local economic development (LED) as an activity. The review was approved by the Board. The TEERE Local Government Forum became our flagship project. It was during this year that TEERE secured two of its first ever externally funded projects. These included the STAR-Ghana funded project on voter education and the Robert Bosch funded TLGF in Bongo and Bolgatanga of the Upper East region of Ghana. These were both successful. The two projects enabled us to expand and strengthen our systems and structures. We are happy to have been part of the success of the 2016 elections in Ghana. However, we are even happier to have been able to pilot our flagship project successfully with the possibility of extending it to other districts in the Upper East in particular and Ghana as a whole.

In 2017, our strategy would be to expand and deepen our networking relations, continue to build our credibility, grow our track record and visibility in the communities we work, among our peers, in Ghana and across the globe. The approach would be to partner with other organisations to implement programmes and projects. These will require building and sustaining a well-trained and experienced team through a well packaged training and mentorship programme. We would also intensify our resource mobilisation drive. We
cannot achieve our goal without funds. We must however, focus our resource mobilization programme internally.

We shall work to expand the TLGF into other parts of the Upper East region by encouraging other institutions and organisations to adopt or adapt the concept as a major part of their activities. This may require identifying and working with organisations working with similar concepts such as those with social accountability focused agenda.

Finally, I wish to acknowledge the support of all our friends. We cannot do without you. We look to a deepening and expansion of the relationship.

Thank you.
Our History

TEERE started initially as a non-registered community mobilization organisation. It provided remedial education, counseled youth on educational opportunities and facilitated the admission of many others into tertiary institutions. Starting 2011, it has been working with low-income, mostly rural women to improve their economic circumstances by connecting them with Village Savings and Loans Associations (VSLA). In September 2014, we registered it to tap into the experiences of the founder in governance, development work, education, research, culture and the creative arts.

Our goal
An Autonomous local government system based on the rule of law, Ghanaian culture and tradition

Our vision
TEERE would want to see communities take charge of their own affairs

Our mission
Strengthen and secure the active participation of citizens in all matters affecting their lives through local actions.
Organizational Core values

- **Integrity**: staff & board will act in an ethical, honest & responsible manner

- **Accountability and transparency**: TEERE makes available its transactions to stakeholders through a regular reporting system and meetings, regular auditing of our books and publications on our website. We also send our reports to appropriate institutions. Our transactions are guided by country and institutional regulations.

- **Innovation**: embrace creative ideas & challenging initiatives.

- **Unity in diversity**: welcome diversity & mutual respect because Ghana comprises of several ethnic groups who speak diverse languages

- **Good interpersonal relation**: we encourage cohesive, productive & fulfilling relationships through teamwork, individual attention & open communication

- **Community values**: respect for communities & their values including cultural & religious, political authorities etc.

- **Best Practices**: TEERE will deliver all projects drawing from best practices in the industry
What We Do

Our focus areas include good governance (local governance, citizen participation, responsiveness to citizens, local government reforms, financial good governance and good management processes), youth and women empowerment, local economic development, culture and the creative arts, research and consultancy services.
Governance structure

TEERE has an elaborate organizational structure comprising the following: Board of Directors who are the highest governing/decision making body; the Chief Executive Officer who oversees the day-to-day management of the organisation; the general assembly consisting of all staff members. The general assembly is a welfare body; the committee of directors consisting of the CEO, regional and district directors; management committee consisting of the CEO, Regional Directors and other key senior staff as may be designated by the board; and Regional and District directors who manage the day-to-day activities of their respective districts.

However, as a young organisation, we are operating a skeletal governance structure comprising the Board of Directors, the Chief Executive Officer, a management committee made up of senior level staff such as the CEO, the Deputy CEO, Monitoring & Evaluation manager, Programmes Manager, Finance and Administration and the research and Resource Mobilisation Manager. and a lower level administrative staff.

If you go to work only to sit down and fold your arms without getting involved in the activities of the organisation, you will soon become jobless. Or, the organisation will fold-up and then you and your boss will be flashed out.
Board Members

We have six board members. Two of them are female while four are male. The two co-founders are automatic members. The target is to have a 7-member board with at least three female members.

Mr. Sagito Issakah Anow is the Board Chair. He is a renowned Public servant retiring only in 2009 as the regional Economic Planning Officer of the Upper East Regional Co-ordinating Council (RCC). He had earlier occupied the same position in the Northern region. Mr Sagito has vast experience in local governance and decentralisation policy and practice beginning as a planning officer in the West Gonja District in the Northern region in 1986. As a local governance practitioner, he has also worked as a counsellor/assemblyman for several years. Mr. Sagito is one of the chief architects of the Savana Accelerated Development Authority (SADA). Sadly, he has been forgotten. We at TEERE appreciate him. He continues to consult for several local government institutions across the country.

Ms. Alice Ellen Abeere-Inga is an educationist with the Regional Education office in Bolgatanga. She has an MPhil in Educational Administration and B.Ed. in School supervision. Ms Abeere-Inga worked for many years as a circuit supervisor and until recently the first registrar of the Regentropfen Collage of Applied Sciences (RECAS), a private University in Ghana. She thus brings to the Board several years of leadership experience in Education and community management.

Ms. Helen Sinabisi Akanbong is a cultural administrator with over 20 years’ of experience and holds a Bachelor of Arts Degree in Sociology and a Diploma in Theatre for Development. She is the regional director of the Centre for National Culture (CNC) in Sunyani. Until recently she played a similar role in the Upper East region. Ms Sinabisi also comes to the Board with extensive experience in community work having been elected two times as an Assembly woman. She has also consulted for a number of District Assemblies in capacity building training and in the preparation of Medium-term development plans.

Mr. Wilbert Nam-Katoti is a professional accountant with about 20 years of public accounting experience. He has ICA, Ghana and EMBA, Finance, from UPSA and University of Ghana respectively. Mr Nami-Katoti worked with the Electoral Commission as regional Accountant and later as Chief Accountant for a total of 16 years. He was also the regional Accountant for the Ministry of Food and Agriculture in the Greater Accra region. He is now the Chief Executive officer of a private construction firm in Accra, haven resigned voluntarily from public service after several years of dedicated work.
**Mr. Albert Asaana Nsoh** is a co-founder of TEERE. He is a professional teacher with a diploma in Early Childhood Education. He was an accounts officer with the erstwhile National Mobilisation Programme. Mr. Asaana has several years of community mobilisation experience working in the Bongo and Bolgatanga Districts in their formative years. He is currently helping in the implementation of aspects of our projects and programmes.

**Professor E. Avea Nsoh** is the Co-founder and Chief Executive Officer of TEERE. He is currently the Principal of the College of Languages Education, UEW. He has a PhD in linguistics and a B.A Linguistics and French. As a University don, he has 25 years’ experience in teaching, research, university administration, academic counselling, academic leadership and mentoring of young academics. Again as a former minister of state, he has gained extensive insights into government particularly local governance and a very good understanding of development work. In development work has led the implementation of several community development projects at TEERE, government, the community and the University.
Staff and Volunteers

EERE has mostly a young, energetic, hardworking and committed staff. Nearly all of these are volunteer staff. Our staff learns on the job through mentorship by its CEO, Principal Advisor and several other experts and consultants who work with us. Our Principal Advisor Gerhard Lauth has been a great inspiration to the staff. Within the last three years he has travelled to Ghana to work with Team TEERE as we usually refer to ourselves. We have additionally adopted regular internship policy which enables staff to work with experienced staff at some organizations in Ghana such as the Regional Co-ordinating Council (RCC). Implementing projects with more experienced partners such as Robert Boch Stiftung, the Senior Experten Service (SES), STAR-Ghana and SILDEP also provides opportunities for our young and dedicated staff to learn. The Senior Experten Service (SES) in Germany continues to provide TEERE with senior experts in critical areas. In addition, we have built a dedicated team of TEERE friends across the country with varied expertise who assist the organisation in various tasks on call.

In the year under review, TEERE recruited one IT expert and three service Personnel. Three other volunteers who were recruited abandoned their positions. We are looking forward to recruit three experts to take positions in research, resource mobilization and communication.
BRIEF OF PROJECTS

“Mini – Max Campaign 2016”

TEERE in partnership with SILDEP won the bid to implement a voter education campaign in the Upper East and Upper West Regions of Ghana. The project dubbed “Mini – Max Campaign 2016” sought to minimize rejected votes and maximize voter turnout with special focus on Persons Living with Disabilities (PWDs), the aged, women, youth, Persons living with AIDS, those living in remote areas and first time voters. Social exclusion has been a major challenge as such vulnerable groups do not receive significant attention during decision making. Strong democracy can only be achieved when we have all and sundry taking part in the decision making process. Low voter turnout affected the 2012 general election in the Upper East region. Through the support of STAR-Ghana with funding from UKAID, DANIDA and EU, TEERE implemented the voter education campaign in Bolgatanga and Bongo Districts in the Upper East region. The voter education campaign employed various strategies to reach out to the citizenry including a door to door sensitisation, community forums (using the local language), radio discussions and announcements. Many communities, social groups and other citizen groups had made up their minds not to vote in the 2016 general election due to underdevelopment and community neglect. We changed this through the voter education.
Strategies employed for the voter education.

Recruitment and training
TEERE recruited 11 field officers to strengthen its human resource base. The field officers identified are people who speak the local language and also live in the communities within Bolgatanga and Bongo districts. A one-day workshop was organized to train and enlighten them on the objectives of the voter education campaign.

Stakeholder workshop
To have full access to the areas of project implementation and to secure the support of opinion leaders, a stakeholder forum was organized. This brought together actors in electioneering and public educators to ensure that the project received the needed attention. Among other stakeholders present were the Electoral Commission (EC), National Commission for Civic Education (NCCE), political parties, Traditional Authorities, Information Service Department, Ghana Police Service, media, Regional Co-ordinating Council etc. The stakeholders attested to the fact that rejected votes placed third on the presidential ballots in terms of numbers in 2012 election results. Hence, they saw the voter education campaign as appropriate and timely. The forum gave us a strong community entry that secured the participation of opinion leaders.

Sensitization
TEERE designed an outreach programme to educate the public on their civic rights as citizens of the Republic of Ghana. A number of radio discussions on locally based radio stations were held hosting experts from NCCE, EC etc. with an interactive session with the citizenry. Door to door sensitization brought field officers face to face with electorates who were fed up with elections due to under development and community neglect. This was to underscore the importance of their votes making a difference and strengthening democracy. The voter campaign sought to encourage those who had turned eighteen (18) years and above to get registered and also come out to vote during the 2016 general election. The door to door visits and interactions with the electorates in the local language made them feel cherished. They understood and appreciated their civic and democratic right to vote and most of them turned out to polling stations on the voting day. The electorates were also sensitized to assist the aged, the disabled and people in the remote areas to go to polling stations to cast their vote. A mobile service van was also engaged with the voter education message to reach out to many more areas.
Forum with Ghana Society of the Disabled
The voter education sought to include all eligible voters in the electioneering process. The door to door sensitization gave us audience with the citizens especially the marginalized who expressed their dissatisfaction and frustrations about discrimination against them especially by the Electoral Commission. Among other concerns raised were long queues without preferential treatment, unavailability of tactile jackets for the visually impaired as witnessed in 2016 districts assembly elections, and the worst one was when the EC selected and trained some PWDs as temporal election officials only to drop them on the day of the 2012 general election.

Following the concerns raised and as part of our voter education, TEERE organized a forum with Ghana Society of Persons with Disability (GSPD) in the Upper East Region hosting the regional director of Electoral commission Mr. Arthur Yeboah. TEERE employed a sign language interpreter so that all could be involved. The forum that was organized on 25th June, 2016 was a rare platform for Persons Living with Disabilities to voice out their concerns for redress. Mr. Arthur Yeboah took time to throw more light on the importance of their votes, and the dos and don’ts pertaining to the 2016 general election. Mr. Arthur Yeboah also assured the visually impaired about the provision of tactile jacket on Election Day. Furthermore, he indicated that any person living with disabilities selected and trained will be used on the Election Day.

Results Achieved
*The inclusion of Persons living with Disabilities as temporal electoral commission officials*

Monitoring the electioneering process, it was observed that two females and one male living with disabilities were selected, trained and used by EC as temporal officials in election 2016. Tactile jackets were provided in the polling stations visited. The aged, PWDs, pregnant women and students seen in uniforms were allowed to bypass the long queues to cast their votes.
Registered voters and voter turnout increased

There was nationwide voter apathy as the electorates were fed up with ‘promise and fail’ politicians. The nationwide voter turnout was 68.62%, the story was however different in TEERE’s project implementation areas of ‘Mini – Max Campaign 2016’ - Bolgatanga and Bongo districts. This is as a result of field officers intensifying voter education to secondary schools, at youth meetings and community gatherings. The registered voters and votes cast statistics are displayed in the bar chart below.

Source: Electoral Commission-UE/R

The registered voters in 2012 general election were 61,470 with 48,674 votes cast while the registered voters in 2016 general election were 67,812 with 49,891 vote cast in Bolgatanga Municipal. In Bongo district, the registered voters in 2012 general election were 49,078 with 35,947 votes cast while the registered voters in 2016 general election were 56,201 with 39,504 vote cast. Even though, there was a nationwide voter apathy, the areas of our voter education campaign saw an increases in registered voters and voter turnout.
TEERE’s Organizational capacity building and networking

TEERE as a young organization has seen tremendous growth through the support of the STAR-Ghana and the implementation of the “Mini –Max Campaign 2016” project, the Robert Bosch Stiftung and the Senior Experten Service (SES). The visits of the STAR-Ghana team for due diligence prompted us as an organization to work on our weaknesses even before the project took off. The periodic visits by the Monitoring and Evaluation team of STAR-Ghana helped TEERE to review its project tracking system and to improve on our systems in general. The team also had a one-day capacity training to further strengthen the monitoring and evaluation unit of TEERE. The recommendations by the STAR-Ghana financial team have helped strengthen TEERE’s internal control system. The learning events organized by STAR-Ghana presented a platform for TEERE to interact with the STAR-Ghana team, other Grant Partners and resource persons to share experiences and best practices. We also learned so much from the partnership with SILDEP, the lead partner. The SES senior expert, Mr. Gerhard Lauth, has been of immense support to our young staff whom, he not only inspired by his commitment and zeal but have received direct instruction during his visits. There has also been incredible online mentoring during the same period. The Bosch officer on the TLFG project created a lot of online presence that had a huge positive influence on our staff especially the project managers and finance team. In the space of 12 months, TEERE has become a strong and well known organization not only in the Upper East but in Ghana as a whole. The survival of any organization is anchored in its network. Through the implementation of the “Mini –Max Campaign 2016” project, the TLFG and our collaboration with the SES, TEERE has established a strong network with the various stakeholders involved in these projects.

In short, implementing these projects has given TEERE a good track record and enhanced the organization’s profile.
TEERE Local Government Forum (TLGF)

TLGF is a project under our governance thematic area that brings together local government actors at the community, district, regional and national levels to discuss decentralisation policy and practice with the ultimate goal of improving livelihoods in poor communities in Ghana. The forum ensures the inclusion of non-traditional stakeholders such as traditional political authorities and spiritual leaders, local structures of political parties, civil society organisations (CSOs), social groupings (eg churches, farmer groups, youth groups) with particular focus on the socially excluded and disadvantaged groups (eg. women, Persons with Disability (PWDs), the poor, aged) and so forth. TEERE secured funding from the Robert Bosch Foundation of Germany to pilot the TEERE Local Government Forum at the Community, District and Regional levels in the Upper East Region of Ghana.
Planning Committee
An all-inclusive committee was set up for the planning and evaluation of all activities to be undertaken in the TEERE local Government Forums. The nine-member committee of which had three females were carefully drawn from these bodies; Regional Co-Ordinating Council (RCC), Bolgatanga Municipal Assembly, Bongo District Assembly, Ghana Education Service, NCCE, Ghana Federation of Disability Organisations, CSOs, media and TEERE.

Some members of the TLFG planning committee

Consultation of Stakeholders
Various stakeholders were extensively consulted. These included Regional Cordinating Council of the Upper East Region, the thirteen Municipal/District assemblies, the media, Traditional authorities, women leaders, youth leaders and the Ghana Federation of Disability Organisation of the Upper East region. The consultation process was part of our community entry and sustainability plan to ensure that communities own the program.
Training Workshops
1. Training Workshop for Field Officers: TEERE organized a training session for the field officers who were recruited. These field officers were empowered with the TEERE Local Government Forum (TLGF) concept of community sensitization within TLGF, community entry skills, and the organization of the forums.
2. Media Workshop: TEERE organized a media engagement focusing on Citizenship Participation and Local Governance in the Upper East Region. The main aim of the engagement was to involve the Media which is a major stakeholder in local governance and citizenship participation. This engagement was to empower the various communities in decision making process and why there is the need for them to participate through the various media platforms.

Sensitization
The TLGF sought to sensitize the citizenry on the need to actively get involved in local governance and the role they can play in ensuring a transparent and accountable bureaucratic democratic system. Field officers were deployed into the communities to educate and create awareness of the role of citizens in local governance. They used existing community structures such as community meetings, youth groups, women groups as our door to door to community sensitization platforms. At the regional level, field officers visited regional departments and the trade industries for sensitization.

TEERE hosted local government experts on a local radio station to discuss and to sensitize communities on citizen participation in local governance. The radio discussion had good audience as citizens called in to contribute to the discussion expressing their joy for TLGF.

The Forum
TEERE with funding from Robert Bosch Foundation organised three forums in the Upper East region. These forums were organized to pilot the TLGF concept at the community, district and regional level on the theme “the Role of Citizens in Local Governance”. The first community pilot project on the TLGF was held at Zoko, a community in the Bongo District whiles the district program was organized at the district capital, Bongo and the last pilot project on the TLGF took place in Bolgatanga the regional capital of Upper East.

The forums brought together stakeholders derived from various institutions that matter in local governance to interact with the citizenry. The forums gave a rare platform for the citizens to interact with duty bearers, demanding accountability and the role of the citizens in community development. Concerns and issues discussed at the community level fed into the regional forum through the district forum.
Results Achieved
It might take time to realise the actual impact of the project. However, our preliminary impact survey has yielded positive results. Through TLGF, awareness has been created, and citizens and social groups enlightened on their role to participate in local governance and to ensure that duty bearers are accountable to the people. About 90% of respondents in our impact studies agreed that the forum improved their participation in community activities/development. Participants had this to say when asked if the forums were a good way for them to understand citizen participation.

![Chart 1]

From chart 1 above, fifty-seven percent (57%) and thirty-three percent (33%) strongly agreed and agreed respectively that the forum was a good way for them to understand citizen participation, eight percent (8%) neither agreed nor disagreed whiles two percent (2%) disagreed that the forum was a good way for them to understand citizen participation.
TEERE followed up on some of the issues and is currently working with its partners to fix the children’s ward at the Bongo hospital which was a serious/major concern to citizens at the forum.

Duty bearers particularly those who participated in the forums accepted their responsibility to account to citizens regularly through the organization or facilitation of similar forums. Duty bearers are mostly distant from the citizens. TEERE Local Government Forum created a common platform for citizens to interact with their duty bearers. Citizens who are mostly excluded from local government such as chiefs, women, youth, persons with disabilities (PWDs), the poor, aged etc. were brought together.

Disadvantaged social groups such as women, youth and the physically challenged participated fully and had the opportunity to express their concerns.
Environmental Projects

TEERE undertook two environmental projects namely tree growing and a regular clean up exercise at the fore court of the office block.

We initiated a meeting that brought all the organization working in the same block to discuss ways of growing trees around the building to provide shade, serve as wind breaks, reduce erosion at the forecourt etc. During the year our staff observed very poor sanitation habits in the building. We therefore took the decision to initiate a weekly clean up exercise and to gradually entice colleague workers in other organisations to join us. This was initially slow but is gradually picking up with our colleagues. The next step is to launch an environmental education campaign within the ministries where most public buildings are situated. Fortunately, some department have already grown some trees and we hope to get others to join. Leadership must lead by example. We cannot leave our surroundings untidy and deforested whiles we go to the communities to encourage them to do things we don’t practice ourselves.
TEERE STAFF WATERING A TREE AT THE OFFICE PREMISES
Village Savings and Loans Associations (VSLAs) are predominantly rural women groupings of between 25 and 30 members who come together to pool their resources together. Members of the groups meet every week to deposit small amounts of money in the group’s savings box. The group then uses the money to make loans to each other in order to generate income on a larger scale. This helps make available soft loans for group members to invest into their small scale farms and trades. It also serves as a cushion to members in times of social needs. In a nutshell, the VSLAs seek to fill in the huge gap created by inadequate funding to rural women from commercial banks.
TEERE through VSLAs has devised the means of making available funding for women at a very low interest or no interest at all for investment into farms and trading activities. The organisation also makes the services of professionals such as agricultural extension officers to help in promoting the best agricultural practices to achieve higher yields. TEERE is aware that local traders need some level of training to enhance their financial skills to sustain their activities. This is relevant to TEERE because profits made from these endeavors help to economically empower women.

Again, TEERE believes in the bottom-up approach to governance hence makes the services of governance experts available to train local women in electoral processes, conflict resolution and leadership skills since the leaders emerge from amongst the members. All this is grounded on strengthening community trust and self-confidence.

The impact of the VSLA project has been tremendous, over 5000 women have had access to loans made available by VSLAs to members. There have been investments into sources of livelihood which has adjusted standards of living upwards.
Results Achieved

The impact of the VSLA project has been tremendous, over 5000 women have had access to loans made available by VSLAs to members. There have been investments into sources of livelihood which has adjusted standards of living upwards.

The VSLA has enjoyed a lot of support from the rural people that it targets. The project currently has extended its coverage area to two other districts in the region. As at now, the Bongo district has over 200 VSLA groups, the Bolgatanga Municipality has 5 groups and the Talensi the latest catchment district has 2 groups. There is an ongoing community sensitization to make way for the project in other communities.
Challenges

Even though the village savings and loans has made an enormous impact on the lives of our rural women, it is still bedeviled with the followings challenges; Our major problem is how to document the activities of the VSLAs across the districts. There are only five community volunteers (CVs) who have managed the project without any material or financial support. This is very demotivating. Again, the growing numbers have become difficult to manage by such a small number. This why funding a serious challenge, is very critical to the forward match of the project. Since the initial funding by SILDEP/PLAN and Professor Avea Nsoh the groups have been self-sustaining. Each of the over 200 groups contribute a small amount which is used to purchase materials including the boxes. The extra boxes are given to other new groups formed in other communities. This is the cycle with which these groups have existed since 2011. In order to expand to other communities and ensure its continuous sustainability, securing of funds would be very pivotal. The funding will help us pay VSLA kit, document the activities of the grouped, do research to inform decisions on the VSLAs etc. TEERE is making the efforts by sending out several proposals to Donors. We hope to get help from private institutions, government institution and philanthropists. Again, volunteers to man the VSLA groups is a headache TEERE has faced over the years. Currently it has only 5 volunteers as Field Officers. They are 3 women and 2 men. With over 200 groups, the amount of workload on these hardworking individuals has been enormous. TEERE has tried to get community volunteers but due to the lack of financial incentive many have turned down the chance to help. This has been an affront to the expansion of the VSLA groups to other communities.
TEERE STAFF WITH SOME VSLAs COORDINATORS.
Research

Baseline study

Baseline studies are an important part of any M&E process. One important and recommended way of starting a project is to carry out a baseline study. It is TEERE’s policy to precede all its interventions with a baseline survey. Through its results, a baseline serves as a benchmark for all future activities, where project managers can refer to for the purposes of making project management decisions. TEERE undertook two baseline studies on TLGF and Hawkers in the Upper East region.
Capacity building

To ensure the effectiveness and sustainability of the organization, TEERE had to strategise amidst lack of resources to build its human resource. The deputy finance manager was attached to the Regional Co-ordinating Council (RCC) for a month internship programme.

TEERE also had a one week excel training on how to use excel as a tool to develop organizational and project budgets with the resource person from Bolgatanga Polytechnic.

Before the implementation of the STAR-Ghana voter education project, TEERE had a two-day capacity training from the lead organization SILDEP. The project and finance managers of SILDEP who were the resource persons empowered us on project management and strengthening the internal control system respectively. During the implementation of the STAR-Ghana project, TEERE had a one-day capacity training with the STAR-Ghana monitoring team to further strengthen the monitoring and evaluation unit of the organization.

At the TEERE annual retreat in December, Mr. Anaaya Cletus who is the Manager of Bolgatanga area programmes of Afrikids shared with the organization best practices that will put TEERE on stronger radar. The board members of TEERE who were also present at the annual retreat shared their experiences in development work and encouraged TEERE staff to even work harder in the years ahead.
Partners and MoUs

TEERE is working closely with several partners in delivering its mandate of ensuring that communities in its operational areas take charge of their own affairs. Some of our partners include SILDEP, the Upper East Regional Coordinating Council (RCC), District Assemblies in the Upper East region of Ghana, National Association of Local Government Authorities of Ghana (NALAG), the regional organization for Persons with Disabilities in the Upper East region, Local Government Service Secretariat (LGSS), Senior Expertrten Service (SES) of Germany, the Robert Bosch Stiftung of Germany. We had MoUs with SILDEP, LGSS and NALAG.
TEERE

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BANKERS:
NATIONAL INVESTMENT BANK
REPORT OF THE DIRECTORS
TO THE MEMBERS OF
TEERE

The Directors present their reports and the annual financial statements of the company for the year ended December 31, 2016.

Directors Responsibilities

The company’s Directors are responsible for the preparation and fair presentation of the financial statements, comprising the statement of financial position as at December 31, 2016, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes in accordance with International Financial Reporting Standards (IFRS) and in the manner required by the Companies Act, 1963 (Act 179) of Ghana. The company’s Directors is responsible for the fair presentation of these financial statements in accordance with International Financial Reporting Standards and in the manner required by the Companies Act, 1963 (Act 179) and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Directors have made an assessment of the company’s ability to continue as a going concern and have no reason to believe the business will not be a going concern in the years ahead.

NATURE OF BUSINESS

The Foundation is engaged in Women Empowerment, Business Development, Culture and Creative Arts, Research and Advocacy, Public Sector Efficiency and Productivity amongst others.

APPROVAL OF THE FINANCIAL STATEMENTS

The financial statements of the company were approved by the Directors on 13/02/2017 and signed on its behalf by:

………………………………………
Director

………………………………………
Director
TEERE
STATEMENT OF THE DIRECTOR'S RESPONSIBILITIES
ON THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2016

The Companies Act 1963, (Act 179) requires the Directors to ensure that the organisation prepares financial statements each financial year. It also requires the Directors to ensure that the organisation keeps proper books and records of accounts on income and expenditure, assets and liabilities.

The Directors have supervised the preparation of the statement of assets, liabilities, and the net provision and accept responsibility for audited statement of assets, liabilities and net provision, which have been prepared in the manner required by the Companies Act 1963, (Act 179).

The Directors certify that to the best of their knowledge and belief, the information furnish to the auditors for the purpose of the audit was correct and complete in all respect, and in their opinion, the statement give a true and fair view of the assets and liabilities of the organisation and changes in the net position.

The Directors further accept the General responsibility for the maintenance of accounting records, which may be relied upon in preparation of statement of assets and liabilities as well as adequate systems of internal control. They are also responsible for safeguarding of the assets of the organisation.

Nothing has come to the attention of the Directors to indicate that the organisation will not remain a going concern for at least the next twelve months from the date of this statement.

..........................................................  ..........................................................
Director                                      Director

Date: 13/02/17                                Date: 13/02/17
REPORT OF INDEPENDENT AUDITORS
TO THE MEMBERS OF
TEERE

Report on the financial statements

We have audited the financial statements of TEERE, which comprise the statement of financial position as December 31, 2016, the statement of comprehensive income and the statement of cash flow for the year then ended and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes as set out on pages 10 to 18.

Directors Responsibility for the Financial Statements

The company’s Directors is responsible for the fair presentation of these financial statements in accordance with International Financial Reporting Standards and in the manner required by the Companies Act, 1963 (Act 179) and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments; the auditor considers internal controls relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of TEERE as at December 31, 2016 and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and in the manner required by the Companies Act,1963(Act 179).
INDEPENDENT AUDITORS REPORT
TO THE MEMBERS OF
TEERE

Report on Other Legal and Regulatory Requirements

*Compliance with the requirements of Section 133 and fifth Schedule of the Companies Act, 1963 (Act 179).*

We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit.

In our opinion, proper books of account have been kept and the statement of comprehensive income, statement of changes in equity and the statement of financial position are in agreement with the books of account.

Signed by: Jabong Minnyilia (ICAG/P/1148)
For and on behalf of:
ABU & Associates: (ICAG/2017/012)
Chartered Accountants & Management Consultants
2nd Floor, GCB Building, Tamale.
P. O. Box E.R. 26
Tamale

3/03/2017.
# TEERE

## STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2016

### ASSETS

<table>
<thead>
<tr>
<th>Notes</th>
<th>2016 GH¢</th>
<th>2015 GH¢</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Non-Current Assets**

- Property, Plant & Equipment  10  4,316  5,181

**Total Non-Current Assets**

- 4,316  5,181

**Current Assets**

- Cash & Cash Equivalent  6  1,132  -

**Total Current Assets**

- 1,132  -

**Total Assets**

- 5,448  5,181

### EQUITY & LIABILITIES

**Equity**

- Accumulated Fund  4,448  4,381

**Total Equity**

- 4,448  4,381

**Current Liabilities**

- Accounts Payables  8  1,000  800

**Total Current Liabilities**

- 1,000  800

**Total Liabilities**

- 1,000  800

**Total Equity & Liabilities**

- 5,448  5,181

The notes on page 10 to 18 are an integral part of these financial statements.
The Board of Directors approved the financial statements on 13th February, 2017.

### TEERE

#### STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED DECEMBER 31, 2016

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DONATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross Income</td>
<td>5</td>
<td>225,966</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td></td>
<td>225,966</td>
</tr>
<tr>
<td><strong>General Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bosch Project Expenses</td>
<td>7</td>
<td>78,045</td>
</tr>
<tr>
<td>Star Ghana Expenses</td>
<td>9</td>
<td>145,990</td>
</tr>
<tr>
<td>Hotel &amp; Accommodation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fuel and Lubricants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repairs &amp; Maintenance - Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repairs &amp; Maintenance - Motor Vehicle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepaid Electricity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication &amp; Internet</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Logistics &amp; Accessories</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renewal of Post Box</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registration &amp; Licensing</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Audit & Accountancy Fee 1,000 800
Hiring of Conference Hall - 60
Bank Charges - -
Depreciation 865 865
Total Expenditure 225,900 21,393

Surplus/(Deficit) for the period 67 4,381

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED DECEMBER 31, 2016

<table>
<thead>
<tr>
<th>Accum. Fund GH¢</th>
<th>Deffered Income GH¢</th>
<th>Totals GH¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bal. at 01/01/2016 4,381</td>
<td>-</td>
<td>4,381</td>
</tr>
<tr>
<td>Addition -</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Comprehensive Inc. 67</td>
<td>-</td>
<td>67</td>
</tr>
<tr>
<td>Tranfers -</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bal. as at 31/12/2016 4,448</td>
<td>-</td>
<td>4,448</td>
</tr>
</tbody>
</table>

The notes on page 10 to 18 are an integral part of these financial statements.
Depreciation 865 865

Net Cashflow before Working Capital Changes 932 5,245

Working Capital Changes
Increase in Receivables - -
Increase in payables 200 800
Net Changes in working Capital 200 800

Net Cash Inflow from Operating Activities 1,132 6,045

Investment Activities
Acquisition of Fixed Assets - (6,045)
Net Cash Outflow from Investing Activities - (6,045)

Financing Activities
Capital Grant release - -
Net Cash Inflow from Financing Activities - -

Net Increase / (Decrease) in Cash Inflow 1,132 -
Cash & Cash Equivalent B/F - -
Cash & Cash Equivalent C/F 1,132 -
1 REPORTING ENTITY

TEERE is a limited liability company by guarantee, incorporated and domiciled in Ghana. The address of the company’s registered office and principal place of business can be found on page 2 of the financial statements. The company is authorized to carry out the business of Charity.

2 BASIS OF PREPARATION
a. Statement of compliance

The financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) and its interpretations adopted by the International Accounting Standards Board (IASB).

b. Basis of measurement

The financial statements have been prepared on the historical cost basis except for financial instruments and other assets that are stated at fair values.

c. Functional and presentational currency

These financial statements are presented in Ghana Cedis (GHS) which is the company’s functional currency.

d. Use of estimates and judgements

The preparation of the Company’s financial statements in conformity with IFRS requires the Directors to make judgments, estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Estimates and assumptions are continually evaluated and are based on the Directors’ experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results could differ from these estimates.

The areas which require management to make significant judgments, estimates and assumptions in determining carrying values include, but are not limited to:
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2016

2 BASIS OF PREPARATION - CONT'D

i. Depreciation
Depreciation is calculated to write-off the cost of fixed assets over their estimated useful life by applying a fixed annual rate to the cost of the related fixed assets as follows:
Furniture & Fittings 10%
Equipment & Computers 20%

Significant judgment is involved in the determination of useful life and residual values for the computation of depreciation and no assurance can be given that actual useful lives and residual values will not differ significantly from current assumptions.

ii. Impairment

The carrying value of property, plant and equipment is reviewed each reporting period to determine whether there is any indication of impairment.

If the carrying amount of an asset exceeds its recoverable amount, the asset is impaired and an impairment loss is recognized in the financial statement. The assessment of fair values, require the use of estimates and assumptions. Changes in any of the assumptions or estimates used in determining the fair value of assets could impact the impairment analysis.

3 SIGNIFICANT ACCOUNTING POLICIES

a. Property, plant and equipment

Recognition and measurement
Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the assets to a working condition for their intended use, the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.
The gain or loss on disposal of an item of property, plant and equipment is determined by comparing the proceeds from disposal with the carrying amount of the property, plant and equipment, and is recognised net within other income/other expenses in profit or loss.

3 SIGNIFICANT ACCOUNTING POLICIES-CONT'D

Subsequent costs
Cost of replacing a component of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the component will flow to the company, and its cost can be measured reliably. The carrying amount of the replaced component is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

Depreciation
Depreciation is based on the cost of an asset less its residual value. Significant components of individual assets are assessed and if a component has a useful life that is different from the remainder of that asset, that component is depreciated separately.

Tangible fixed assets are depreciated on a straight line basis, net of residual value, over the estimated useful life of the asset. The estimated useful lives of Tangible fixed assets currently owned are 10-5 years.

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

Assets under construction are not depreciated until they are put into production in their intended use.

Impairment
The carrying amounts of property, plant and equipment are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset’s recoverable amount is estimated.

Impairment is determined for an individual asset unless the asset does not generate cash inflows that are independent of those generated from other assets or groups of assets, in which case, the individual assets are grouped for impairment purposes.

Impairment exists when the carrying amount of the asset, or group of assets, exceeds its recoverable amount. The impairment loss is the amount by which the carrying value exceeds the recoverable
amount and such loss is recognized in the statement of operations. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

A previously recognized impairment loss is reversed if there has been a change in the estimates used to determine the asset’s recoverable amount since the last impairment loss was recognized such that the recoverable amount has increased.

**TEERE**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 2016**

**3**

**SIGNIFICANT ACCOUNTING POLICIES-CONT'D**

**De-recognition**

The carrying amount of an item of property, plant and equipment is derecognized on disposal of the asset or when no future economic benefits are expected to accrue to the Company from its continued use. Any gain or loss arising on de-recognition is included in the statement of comprehensive income in the period in which the asset is derecognized. The gain or loss is determined as the difference between the carrying value and the net proceeds on the sale of the assets, if any, at the time of disposal.

**b. Financial instrument classification and Measurement**

Financial instruments carried on the financial statement include receivables and payables. the particular recognition method adopted are disclosed in the individual statement associated with each item.

Cash and cash equivalents, cash and short-term investments are designated as fair value through profit and loss and are measured at cost, which approximates fair value. Trade receivables, taxes recoverable and other assets are designated as loans and receivables. Accounts payable and accrued liabilities and long-term debt are classified as other financial liabilities.

**c. Revenue recognition**

Receipts are recognised to the extent that it is probable that the economic benefits will flow to the organisation and the income can reliably be measured. The following specific recognition criteria must be met before revenue recognised;

**Grants**

Revenue is recognised when grants are received from donors. Grants Related to Assets is deferred and amortised over the useful life of the Assets.
c. Receivable

Receivables are recognised at anticipated realizable value less an allowance for any uncollectible amount. A specific provision is made for doubtful receivables based on the review of all outstanding amounts at year end. Bad debts are written off when all reasonable steps to recover them have been taken without success.

d. Payables

Payables are stated at their nominal value.

e. Retirement Benefits Costs

The organisation contributes to a statutory defined contribution scheme, the Social Security Fund (SSF) administered by the Social Security and National Insurance Trust (SSNIT). Contributions are determined by local statute and are currently limited to 5.5% of the employee's basic salary per month with the organisation contributing 13% of the employee's basic salary.

The organisation's contribution to the above scheme are charged to the receipts and payments in the year to which they relate.

f. Employee Entitlements

Employees are entitled to leave payment and other benefits in line with the Ghana labour Act.

g. Foreign Currency Transactions

Transactions during the year are converted in Ghana cedis at rate ruling at the transaction dates. Assets and Liabilities at the financial position which are expressed in foreign currencies are translated into Ghanaian cedis at rates ruling at that date. The resulting differences from conversion and translation are dealt with in the financial statement in the period in which they arise.

h. Cash & Cash Equivalents

Cash and cash equivalent comprises cash at bank and cash in hand.
i. Contingent Liabilities

Contingent liabilities are possible obligation whose existence will be confirmed only by uncertain future events or present obligation where the transfer of economic benefit is uncertain or cannot be reliably measured. Contingent liabilities are not recognised but are disclosed unless they are remote.

j. Provision

A provision is recognised in the financial statement when the organisation has a present legal or constructive obligation as a result of past event and are more likely than not that an outflow of economic benefit will be required to settle the obligation and it can be reliably estimated.

k. Related Parties

In the normal course of business, the organisation enters into transaction with related parties. The related party transactions are at arm’s-length.

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The organisation's activities exposes it to a variety of financial risks; market risk (foreign exchange risks, interest rate and price risk) credit risk and liquidity risk. The organisation’s overall risk management programme focuses on the identification and management of risk and seeks to minimise potential adverse effects on its financial performance. The organisation's principal financial instruments comprise cash and cash equivalents, receivables and payables. These instruments arise directly from its operations. The organisation does not speculate or trade in derivatives financial instruments.

Risk management is carried out by the management under policies approved by the management board. Management identifies, evaluates, and hedges financial risks in close cooperation with various department heads. The board provides written principles for foreign exchange risk, interest rate risk and credit risk.
a. Credit Risk

Credit risk arises from cash and cash equivalent, derivative financial instruments and deposits with banks and financial institutions, as well as credit exposures, including outstanding receivables. Exposures to risk have been quantified in each financial asset note in the financial statements along with any concentration of risk.

b. Foreign Exchange Risk

Foreign Exchange risk arises from future investment transactions and recognised assets and liabilities. The organisation's policy is to record transactions in foreign currency at the rate in effect at the date of transaction. Monetary assets and liabilities denominated in foreign currencies are translated at average rate in the year of exchange in effect at the statement of financial position date. All gains or losses on changes in currency exchange rates are accounted for in the financial statements.
## Impact Cost
- 5,964

## Publicity
- 3,299

## Travel & Transportation
- 12,815

**Total:** 60,441

### General and Administrative Expenditure:

<table>
<thead>
<tr>
<th>Item</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Allowances</td>
<td>11,594</td>
<td>-</td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td>4,691</td>
<td>-</td>
</tr>
<tr>
<td>Postage &amp; Communication</td>
<td>675</td>
<td>-</td>
</tr>
<tr>
<td>Prepaid Electricity</td>
<td>350</td>
<td>-</td>
</tr>
<tr>
<td>Insurance</td>
<td>253</td>
<td>-</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>41</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>17,604</td>
<td>-</td>
</tr>
</tbody>
</table>

### Total Bosch Expenditure:
- 78,045

## Accounts Payables

### Audit & Accountancy Fee

<table>
<thead>
<tr>
<th>Year</th>
<th>GH¢</th>
<th>GH¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>1,000</td>
<td>800</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Star Ghana Project Expenses

<table>
<thead>
<tr>
<th>Item</th>
<th>GHC</th>
<th>GHC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning &amp; Review Meetings</td>
<td>672</td>
<td>-</td>
</tr>
<tr>
<td>Board Meetings</td>
<td>1,260</td>
<td>-</td>
</tr>
<tr>
<td>Training &amp; Facilitations</td>
<td>17,920</td>
<td>-</td>
</tr>
<tr>
<td>Research Work</td>
<td>900</td>
<td>-</td>
</tr>
<tr>
<td>Sensitization Forums</td>
<td>2,000</td>
<td>-</td>
</tr>
<tr>
<td>Monitoring &amp; Evaluation</td>
<td>1,620</td>
<td>-</td>
</tr>
<tr>
<td>Capacity Building / Learning</td>
<td>1,800</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>26,172</td>
<td>-</td>
</tr>
</tbody>
</table>

### General and Administrative Expenditure:

- Personnel Allowances: 95,400
Printing & Stationery 2,771 -
Postage & Communication 1,440 -
Office Utilities 909 -
Office Rent 1,200 -
Fuel & Lubricants 13,465 -
Publicity / Radio Programs 4,021 -
Bank Charges 612 -

TOTAL STAR GHANA EXPENDITURE 119,818 -

145,990 -

10 PROPERTY, PLANT & EQUIPMENT

Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture &amp; Fittings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cost/Valuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 1/01/16</td>
<td>3,445</td>
<td>2,600</td>
</tr>
<tr>
<td>Additions/Adjustments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at 31/12/2016</td>
<td>3,445</td>
<td>2,600</td>
</tr>
</tbody>
</table>
| Depreciation
| Balance at 01/01/2016| 345  | 520  | 865 |
| Charge for the year  | 345  | 520  | 865 |
| Balance at 31/12/2016| 690  | 1,040| 1,730|
| Net Book Value
| As at 31/12/2016     | 2,756| 1,560| 4,316|
| As at 31/12/2015     | 3,101| 2,080| 5,181|
TEERE

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER, 2016
Contact Information

**PROF. E. NSOH AVEA**  
CHIEF EXECUTIVE OFFICER

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**MR GERHARD LAUTH**  
PRINCIPAL ADVISOR

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gerhard@lauth-online.de

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