

2018 | IMPACT REPORT

CENTER FOR ACHIEVEMENT



PAGUS:AFRICA

Imagine what is possible. Make a difference.



Dear Friends,

PAGUS:AFRICA is a learning organization and 2018 was a year of continued growth and development for all stakeholders. Since 2005, we have been working with underserved youth in Ghana's Volta Region providing a platform for practical education where students take a hands-on approach to tackling development issues in their communities. Students who enroll with us are part of our Path to Success program, which they may begin as early as age 15 and continue into their late 20's. Each of our initiatives is an empowering learning experience.

At our Center for Achievement (CFA), students feel safe and open their minds to new ideas. Decision-making is framed by our core values (illustrated below). Our path students have a voice in key decisions including hiring new staff members and choosing the projects and themes we focus on. Currently, those themes are environment and gender equality/human rights.

Students come to our center to gain practical skills. They leave with greater self-confidence, a sense of purpose, accomplishment and an understanding about their role in the larger world. They feel secure knowing that they have the support of staff, friends and donor-sponsors that are all part of the (CFA) Family.

Last year, Path students learned and taught literacy and numeracy, and engaged in discussions and activities to promote gender equality, and environmental sustainability. They participated in a program to promote handwashing and perhaps, most impressively, delivered a sustainable clean water source for a village of 500 people.

Thank you for helping us to empower them to help themselves!

Ellen Berenholz
Founder and Executive Director

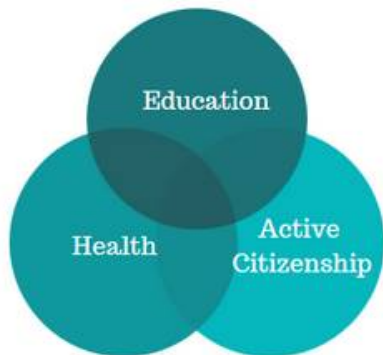
OUR VISION

A nation of civic-minded youth empowered with education, self-confidence and relevant skills which allows them to reach their full potential.

CORE VALUES



IMPACT AREAS



OUR MISSION

We empower youth to be change-makers for a brighter future that starts today.

- We strive to strengthen disadvantaged communities through targeted projects in education, health, and poverty reduction.
- We believe the most effective way to facilitate meaningful change is through assisting youth to become compassionate, capable leaders.
- We facilitate access to an educational experience that promotes use of creative and critical thinking skills to help individuals, families, communities and Ghana prosper.

Working with Pagus has really impacted good morals in me. I will be happy to continue working with Pagus forever (Wisdom Akrah, CFA student).

INTERNSHIPS, A STEP ON THE PATH TO SUCCESS

Path student interns spend one or more years learning through working in a professional environment at the CFA office. They learn to identify problems in their communities, design practical asset-based solutions, and present their proposals to those with the capacity to back them. They gain confidence and satisfaction as they carry tasks to completion.

Each project offers our students a direct opportunity to learn and own the outcomes/impacts. Each task is viewed as a learning opportunity.

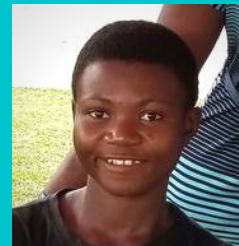
Some of our students find there are paths in life they never knew existed, and decide they want to explore them. One of our students is considering photojournalism to advocate for women and children by helping them tell their stories. Another student is considering using his experience at CFA and his education in engineering to bring clean water to more villages.



Daniel



Mavis



Millicent



Edith



Snyder



Mercy



Rebecca



Joy-Jesse

PATH TO SUCCESS STUDENTS 2018

We mentored and supported nineteen students from junior high school through tertiary in our “Path to Success” leadership program where students gained education through trainings, workshops, excursions, field work and computer learning.

Eight students participated in internships. Those attending school were assisted with tuition, boarding and associated fees.



Vivian



Emmanuel



Philomena



Emmanuella



Bright



Livingston



Wisdom



Confidence



Benedicta



Joseph



Evelyn

Read on to see what these wonderful students achieved in 2018:

STUDENTS ATTENDING SCHOOL ON THE PATH TO SUCCESS 2018



LITERACY: READ FOR SUCCESS

English is the national language of Ghana, but not the mother tongue.

CFA student interns were trained and supervised to teach 76 primary school students across two grades, to read and write in English using phonics, storytelling and reading aloud in classes. Student results improved, and children are discovering the joy of reading and self-expression. A final evaluation will help us refine the program which will ensure even better results in 2019.

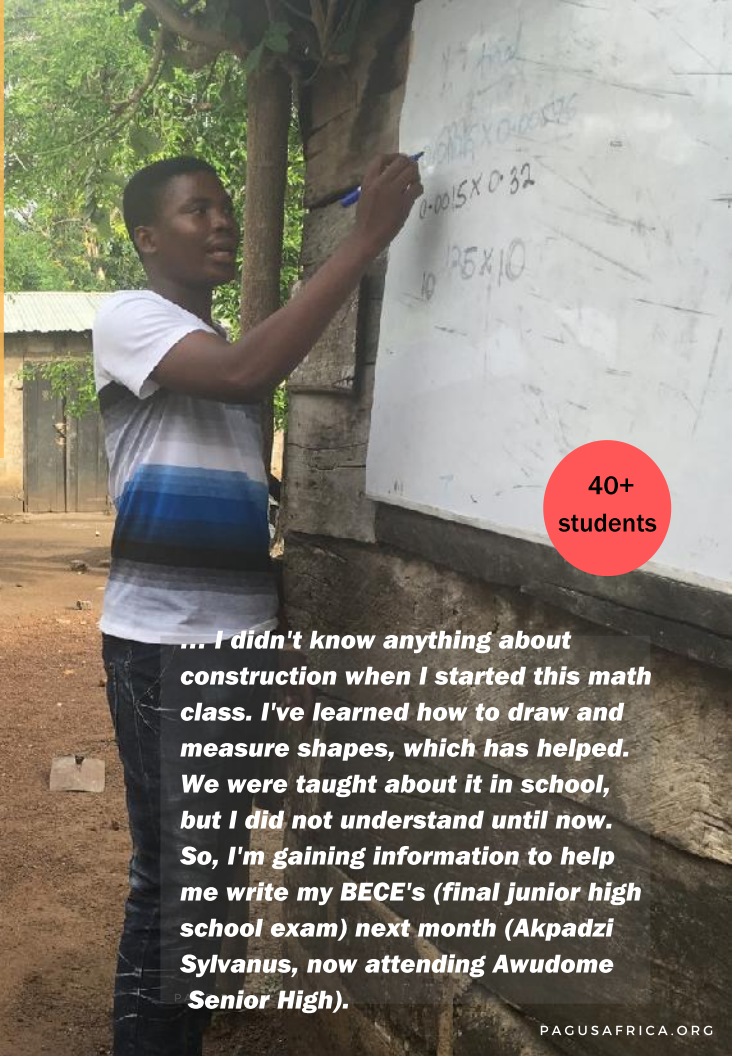
76
students

After the program, students can read and understand, which has a positive effect on their performance in other subjects since the medium of instruction to all subjects is English (Madam Makafui, Head teacher).

MATH 48

Most basic school students under-perform in math. Our after-school classes held in Atiyinu, a rural community, help improve understanding of concepts they find confusing. CFA student intern, Daniel (pictured on right) who is from the village, initiated this program.

Forty students from primary and junior high school gathered weekly under trees. CFA students taught them in small, leveled groups. Graduating junior high students worked especially hard to pass exams which may determine their future. Students' performance improved significantly and the community has asked us to expand the program.



40+
students

... I didn't know anything about construction when I started this math class. I've learned how to draw and measure shapes, which has helped. We were taught about it in school, but I did not understand until now. So, I'm gaining information to help me write my BECE's (final junior high school exam) next month (Akpadz Sylvanus, now attending Awudome Senior High).



85
students

CAMP 2018

Campers enjoyed three weeks of fun and explorations in August, at the campus of Lokoe Primary School. Path to Success student interns planned and conducted a range of activities that delighted the children. Each day also included reading time to help students cultivate a love for books. Creative arts, sports, theater, song and dance were organized with a focus on environment and teamwork.

ENVIRONMENT: Camp activities used recycled materials – fashion design, arts and crafts projects, etc. were all from recycled goods.

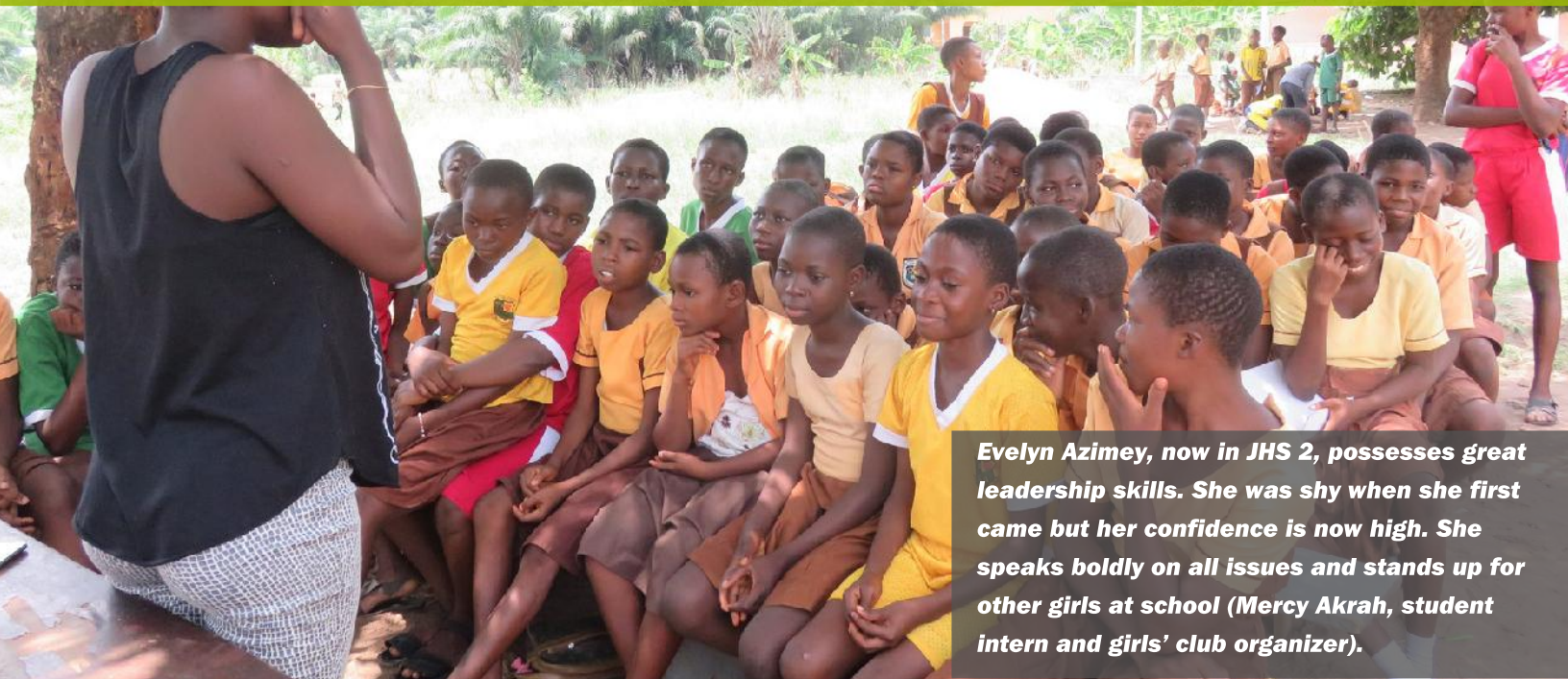
TEAMWORK: Working as a team was stressed in each activity and during assemblies.

GIRLS EMPOWERMENT: GIRLS' CLUB

100+
students

Girls in our Sunday girls' clubs found a safe platform to talk about serious subjects and enjoy fun activities. They sang songs, danced and learned poems that embraced their power. This helped them form a support system and motivated them to be the best they can be. They organized a fashion show of traditional clothing and spoke on the radio to promote it. At the show, the girls modeled and each one gave a short speech, which helped build their confidence.

In October, the club became part of the Friday schedule at Lokoe School, allowing more girls to attend. Girls gathered during their lunch breaks to learn from CFA interns about topics from computers to hygiene and menstruation.



Evelyn Azimey, now in JHS 2, possesses great leadership skills. She was shy when she first came but her confidence is now high. She speaks boldly on all issues and stands up for other girls at school (Mercy Akrah, student intern and girls' club organizer).



Attending the conference gave me courage. As I listened to other people's stories and how they worked to achieve their goals, I learned that I can also make it if I want to. I realized the choice is in the decisions I make, the opportunities I make use of, and the seriousness I bring to whatever I do (Joy-Jessy, student intern).

GIRLS EMPOWERMENT: GLOBAL WOMEN'S X CONFERENCE

Path students attended the Global Women's X Conference in Accra and were sponsored by participants of the conference who wanted to share information and hear about the challenges faced by young women in Ghana.

The conference inspired our students to organize a 'step down program' to share what they learned with the Girls' Club.

Our young men were also included and came to see the role they play in helping to advocate and support gender equality. They gained awareness about the challenges girls in Ghana face every day.

CLEAN WATER

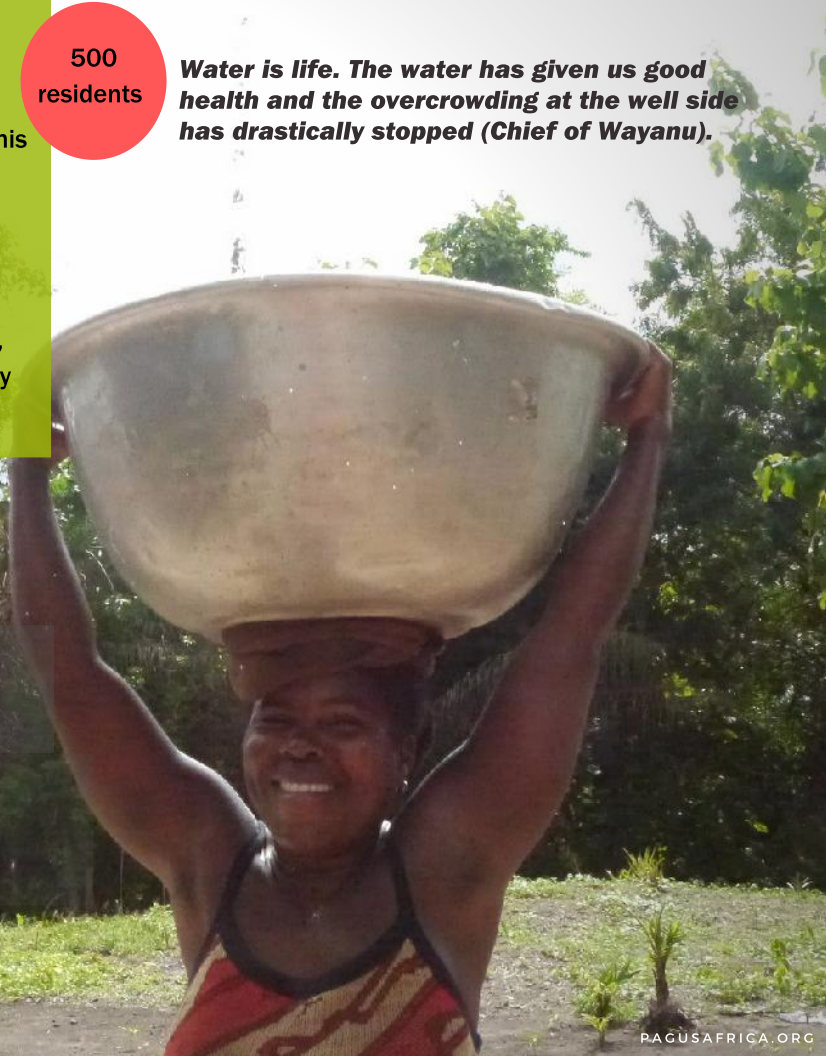
An estimated 500 people in the community of Wayanu now have clean water flowing from four accessible taps near their homes. This was the culmination of a two-year project undertaken by Path students in coordination with the village elders.

Women and children are the primary beneficiaries, as they are relieved of the burden of fetching water from far away and unsafe sources during the dry seasons. Reports of illness have decreased, and productivity has increased. CFA continues work with the locally established water committee for sustainability.

500
residents

Water is life. The water has given us good health and the overcrowding at the well side has drastically stopped (Chief of Wayanu).

Even though I am not in that community, I was happy that such facilities were being provided by CFA. This has strengthened my interest in community development (Wisdom Akrah, CFA student).





CLEAN WATER

With the support of CFA donors and effective collaboration with the community members of Wayanu, including CFA students, we constructed a mechanized borehole with a 10,00-litre capacity poly-tank. Life is a bit healthier and safer for the people of this village in the Adaklu district of the Volta region.



This borehole has enabled me, my family and everyone (about 500 inhabitants) to have easy access to potable water for cooking, washing and everything. Children now go to school early because they do not have to waste time in search of water and I also have time to go to the farm. We no longer quarrel over the only well that was in the community or need to wake up early to walk far distances and dig holes at the Waya stream during the dry season to fetch water (Gladys Agbo, Wayanu resident).

To ensure sustainability, CFA helped the community organize a water committee, that is responsible for ensuring cleanliness and safety of the borehole environment, collection of fees for electricity and maintenance of the system and management of any related issues. CFA continues to work with the committee to insure its success.



...After CFA came to educate us on the handwashing, my son made it a habit to always wash his hands with soap and water before and after eating, and when he's done playing with his friends. He used to fall sick frequently, but it has changed since he started to wash his hands (Brother Bernard).

CLEAN HANDS PROJECT

CFA students promoted good health through handwashing and introduced tippy tap handwashing stations to four communities in 2018. This is part of an ongoing project we started for schools in the region in 2014. Tippy taps are low cost and easy to use. They provide access to water using a foot-pedal and soap, which hangs on a string.

CFA also taught community members how to make soap for personal use or as an income earning venture. People are seeing how simple practices can save them time and the money they now spend on medical care when they fall sick due to diseases caused by spread of bacteria.

YOUTH LEADERSHIP DEVELOPMENT - KEY ASPECTS

- **LEARNING ALL THE TIME:** Students are supported to be curious about everything and to discover and pursue their passions. Learning through traditional and non-traditional avenues are both valued.
- **DECISION MAKING:** CFA students have a prominent voice in key decisions - from staff hires, to which projects to pursue, to how to allocate resources.
- **RAISING AWARENESS** of local and world issues: Daily newspapers and online articles are shared. These activities awaken students to their environment and the world at large.
- **THINKING AND EXPRESSING IDEAS:** Students engage in rigorous discussions on relevant topics such as the environmental impact of their activities, gender roles, teen pregnancy, and tolerance for people's differences. This challenges old ideas, provides opportunities to explore new ways of thinking, and inspires activities to create the change they want to see.
- **COMMUNICATION:** Through body language, written language, and participation in discussions and public speaking, students improve their communication and active listening skills.
- **TECHNOLOGY:** Computer skills are vital to have, but not easy to acquire outside of our program. Our students quickly learn MS programs and how to navigate the web and social media safely.
- **CONFIDENCE:** Each of our students report growth of self-confidence. They credit this to the responsibility they assume in all activities, especially teaching. Indeed, it is that confidence that attracts others to be part of CFA.
- **LEADERSHIP:** Skills develop through teaching, leading projects and taking responsibility for various aspects of CFA work
- **ACADEMIC ACHIEVEMENT:** Two interns entered University and three out of the four graduating high school students achieved academic excellenc. They are applying to university for 2019 admission.

PATH TO SUCCESS FOOTPRINTS



Emmanuella's Story



Ella applied for an internship at Center for Achievement in 2016. She needed support to go on to high school and was facing serious problems. But she had a great spark and ambition. We believed in her. She will graduate high school in 2019 and rejoin us as an intern.

CFA has helped me rebuild my relationship with my mother. I used to find it difficult to understand and accept certain actions my mum took, and we struggled a lot. CFA organized counseling sessions, which helped us to understand and communicate with each other. I learned to adjust to situations both at home and in other circumstances where I feel things are not working well.

I learned this year that I have the sickle cell disease. This caused great distress to me and I did not know what to do. But then, as part of a conference I went to as part of CFA, I joined a discussion forum on sickle cell. I got to understand it is not as dangerous as I thought. I think this is the biggest gift CFA could have given me. It was after this discussion that I regained my confidence and my plans to make it in life were back on point. CFA helped me

Just like any other child who will be wondering why all these things will be happening to them, I was no exception. I felt so depressed that my actions and inactions affected everyone around me. There were times I consideredof suicide and thought my birth was a mistake. Through all these times, CFA helped me both socially and medically. I am grateful to CFA for all they do to help me (Emmanuella Tamakoe).

What stood out for me was the evaluation of our programs, because I learned through our process of analysis whether the various programs worked or not. Also, I can communicate better and transfer learning from training I receive to my peers and younger ones (Snyder, student intern).



PROGRAM ASSESSMENT: HOW WE LEARN AND IMPROVE

In 2018, we carefully assessed our impacts and goals and gave greater voice and leadership roles to our students. The voices of students, their teachers, parents and other members of the community are what helps us learn and reshape our approach going forward. At the start of the academic year 2018-2019 we supported the students in creating a Student Board, set out guidelines for the Path to Success program, set goals and elected leaders.

LOOKING FORWARD

The acquisition of our CFA campus (purchased in 2018) allows us to create secure classrooms and make more resources available to many more people.

We want to build on our successes so we may reach 100's more youth and extend their learning opportunities. We will continue to empower students by offering things the schools cannot, especially for the disadvantaged.

GOALS

- Expand the Path to Success program for up to 50 students
- Open a Computer Training and Resource Center at our CFA campus, Have classes across more subject areas for high school graduates and those who were unable to complete high school.
- Provide all students with opportunities to contribute to their community's development.



CFA Temporary Outdoor Classroom



CFA Campus - Future Classrooms

LOOKING FORWARD



CFA Campus and Resource Center



A New Roof for Block #1

The CFA Campus has 3 buildings on it. One is used for staff accommodation, one for student accommodation, and the third is for the planned CFA Training and Resource Center.

The first building was re-roofed, thanks to the generosity of Ghanaian board member, Edem Killian. The other two roofs also need replacement. We have a goal of raising \$35k to complete the next phase of work.

RESOURCES & FINANCIAL MANAGEMENT

Pagus, Inc is entirely funded by private donations. We maximize the impact of each dollar we raise; each expenditure is carefully considered in order to utilize our resources as efficiently and effectively as possible. Some donations are designated for specific purposes (education, gender equality, clean water, bikes for girls, etc.), while others are unrestricted.

In 2018 the organization purchased a property in Ho to house staff and students and for a planned computer resource center.

The organization has, to date, managed to operate with a very low overhead (1.5%) due to the reliance on volunteers. As of 2019 the board of directors has increased the administrative budget allowance to assure sustainability of the organization.

INCOME 2018

\$72K cash donations

\$11k proceeds from craft sales

\$13K in-kind donations of goods and services

SPENDING 2018

Administrative expenses were 1.5%

Program expenses were 98.5%

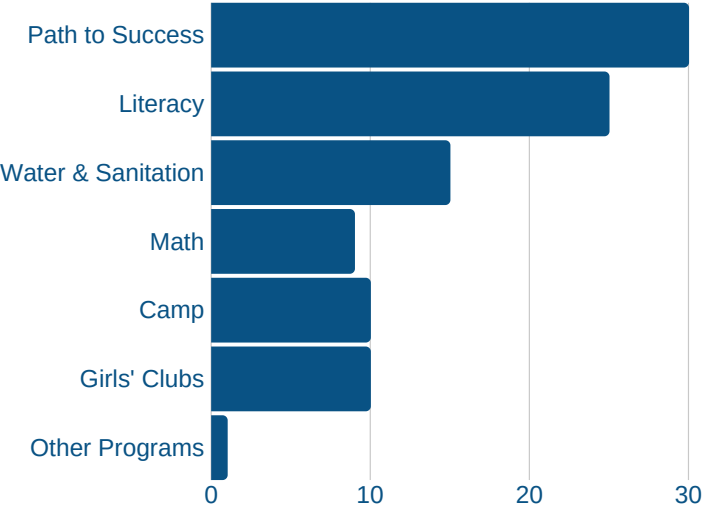
\$69K was spent directly on charitable project activities

\$14k was spent to finalize the CFA Campus purchase

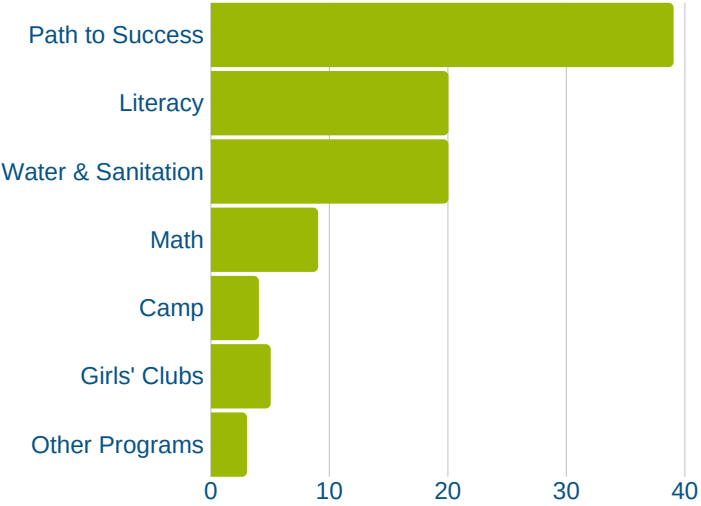
Total value of fixed assets \$53K

RESOURCES & FINANCIAL MANAGEMENT

PROJECT AREAS BY TIME



PROJECT AREAS BY EXPENSE



WE NEED YOUR HELP

Our ability to provide young people with this positive path for their future is only possible by your support.

With your support we will:

- Expand outreach programs to more villages, schools and youth clubs
- Replicate our success of providing clean water solutions to additional communities in need to save innumerable lives

Pagus is at an exciting stage of growth - we are equipped to do much. We are implementing a fundraising campaign with a minimum goal of raising \$150k for the year's basic activities and a capital campaign of \$80K for the computer resource center and Classrooms.

VOLUNTEER AND HELP MAKE A DIFFERENCE

Please consider offering your area of expertise and support to Pagus. Please contact us to discuss your skills and areas where your assistance can make a difference.

HOW TO DONATE:

Please consider donating generously with a one-time or recurring donation at Pagus: Africa online giving.

Or donate by mail:

Pagus, Inc.
215 Laurel Lane
Haverford, PA 19041

Please reach out to learn more:
info@pagusafrica.org

We are enormously grateful to our donors and the organizations that work with us to help youth reach their full potential and change their world through engagement in effective development activities.

Pagus and Center for Achievement Board of Directors



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Executive Director



Brian MacDonald
Board Member, USA



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Board Member, Ghana



Gideon
Board Member, Ghana

Young people hunger for a brighter future. They are motivated to work their way out of poverty and into a life of possibilities. We are there to guide them.

A Heart-felt Thank You to All of Our Donors

With your support, we have been able to reach hundreds of students, transforming their lives and improving the lives of those in their communities

\$5,000 and above

Rock-it Cargo, Maxine Gowen and Brian MacDonald

\$4,999 - \$1,000

Beth Berman, Sal and Doris Berenholz, Cedar Hill School, Craig Hollander, Edem Killian, Nancy Langsan, Connie Morgan, Joan McNamara, Susan McNamara, Robert Opalsky, Rosemary Smith, Donna and Peter Witonsky, Esther Wolff for Pagus EuropAfrica,

\$999 - \$100

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Pagus, Center for Achievement works in concert with other NGOs, governmental organizations and private entities to create meaningful impact towards meeting the Sustainable Development Goals set by the UN.

SUSTAINABLE DEVELOPMENT GOALS





GOAL #4: Ensure inclusive and equitable quality education and promote lifelong learning: More than half of children worldwide are not meeting minimum proficiency standards in reading and mathematics. Refocused efforts are needed to improve the quality of education. Disparities in education along the lines of gender, urban-rural location and other dimensions still run deep. More investments in education infrastructure are required.

In 2016, only 34 %of primary schools in LDCs had electricity and less than 40 % were equipped with basic hand washing facilities.

Pagus CFA IMPACTS:

- Reading and math classes organized and taught by CFA provided foundations in reading to 76 students and to 40 rural students in math in our pilot programs. Assessments conducted in October 2018, showed that community members, teachers and students recognized improvement in the students' performance and would like to see the organization expand its offerings. We credit our success to our child-centered approach that is focused on creating strong foundations to build on.
- Tippy Tap handwashing stations are built and utilized wherever CFA is teaching. Step-by-step handwashing habits are building.



GOAL #5: Achieve gender equality and empower all women and girls Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

Implementing new legal frameworks regarding female equality in the workplace and the eradication of harmful practices targeted at women is crucial to ending the gender-based discrimination prevalent in many countries around the world.

Pagus CFA IMPACTS:

Discussion groups and activities at CFA, in the villages, and girls' clubs, emphasized Gender Equality. Attending the Global Women's X Conference, provided more perspective and opportunity.

Edith, a 2018-19 Path intern, is applying for University. She wants to advocate for and empower women by telling their stories. In community meetings we discussed violence against women and spoke with men and women about how to resolve issues in their relationships without resorting to abuse. In girls' clubs we helped girls see a better future and to know about their bodies and their rights. We learned that the boys must be involved in such discussions in achieving gender equality.



GOAL #6: Ensure availability and sustainable management of water and sanitation for all Clean, accessible water for all is an essential part of the world we want to live in and there is sufficient fresh water on the planet to achieve this. However, due to bad economics or poor infrastructure, millions of people including children die every year from diseases associated with inadequate water supply, sanitation and hygiene.

Pagus CFA IMPACTS:

An estimated 500 people living on one of the villages just outside of Ho Municipality now have a steady supply of clean water in dry and rainy seasons. Women and children are relieved of the burden of finding and fetching water from unsafe sources and enjoy more productivity and better health.

Through surveys conducted by CFA students and staff, the organization is aware of the vulnerabilities of other communities and is seeking remedies to assist them accordingly.

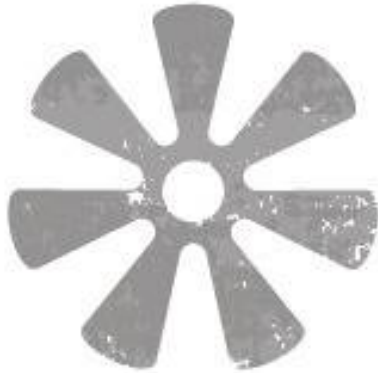


GOAL #12: Ensure sustainable consumption Sustainable consumption and production aims at “doing more and better with less,” net welfare gains from economic activities can increase by reducing resource use, degradation and pollution along the whole life cycle, while increasing quality of life. This includes educating consumers on sustainable consumption and lifestyles, providing them with adequate information through standards and labels and engaging in sustainable public procurement, among others.

Pagus CFA IMPACTS:

CFA became a ‘green office’ in 2018. Staff and students bring reusable containers for lunches and shun the use of plastic bags. Water sachets are recycled into crafts including wearable art, bags, etc. The organization spreads awareness to villages and schools to reduce waste and to keep villages clean.

CENTER FOR ACHIEVEMENT



PAGUS:AFRICA

Imagine what is possible. Make a difference.

REACH OUT TO LEARN MORE: INFO@PAGUSAFRICA.ORG

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