TO WHOM IT MAY CONCERN

GAICAM
GO-AFRICA INITIATIVE CAMEROON
Vision: “Transforming Lives & Promoting Growth”
Chief Street Bomaka - Buea, South West Region-Republic of Cameroon

FEATURED ACTIVITIES

⇒ VALI Learns Event.
⇒ Entrepreneurship & Business Plan Development workshop.
⇒ The GAICAM University of Buea Active Citizens Club.
⇒ No Student Left Behind Project.
⇒ GAICAM 2018 Women Empowerment Conference.
⇒ Launching of the 3rd Edition of GAICAM Fellowship 2018
⇒ Office Capacity Building Workshops
⇒ GAICAM Men & Women Without Blemish Conference
⇒ The 3rd Edition of the GAICAM Fellowship.
⇒ The Commonwealth Popularization Campaign Participation
⇒ GAICAM 6th Anniversary Celebration

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Executive Summary

As the journey of a thousand miles begins with a step, so were the activities of Go-Africa Initiative Cameroon (GAICAM) for 2018, in line with its action plan for the year. A striving nation implies a striving economy and a striving economy does not happen in isolation without innovators and initiators, taking the lead to bring about the much needed growth. With this understanding and more, GAICAM has since the beginning of this year, scaled its activities like never before, especially in challenging times like the one happening in Cameroon. Our activities throughout the year were channeled and streamlined to fit and provide sustainable solutions to societal issues.

The very first chapter of this report attempts to introduce by defining who we are, our vision, objectives and core activities as an organization. Also featuring in chapter one is our featured partners and promoters, as well as featured facilitators/trainers for the year 2018. As articulated herein, our core mission is to serve as a sustainable social organization, where young Cameroonians and ultimately those of other nationalities can seek to be empowered with the right competences and skills that would enable them become resourceful to their families, communities and the entire nation.

Chapter two of this report is focused on projecting the various activities carried by the organization throughout the year 2018. Each activity is presented separately, outlining its objective and impact to the participants. Some of the activities examined under this chapter are; The 2018 GAICAM Women Empowerment Conference, the 3rd Edition of the GAICAM Annual Fellowship, The No Student Left Behind Project, the Active Citizen Project of the university of Buea, GAICAM 6th Anniversary Celebration and a lot more. However, it should be noted that the most important of the featured activities of the year was the 3rd edition of the GAICAM Annual Leadership & Entrepreneurial Fellowship 2018, which brought and trained 41 young Cameroonians from other regions of the country with sustainable leadership and entrepreneurial competences, needed to enable them become pavements to the growth and emergence of their nation.
Chapters three and four of this report attempts to evaluate the composition of our participants, the lives impacted and transformed within the year, evaluation of our various medium of communication that were used to attract our audience, and the budget analysis of our various activities, successively. Meanwhile, Chapter five on the other hand is dedicated to special remarks from our participants regarding the impact of our activities to their lives. These special remarks are reported in their own words, some of which are available on our website.

Finally, chapter six of this report is geared at examining some of our major challenges encountered during the year, while proposing some recommendations for the year 2019. It further ends with a vote of thanks to our partners, sponsors, collaborators, staff and all the stakeholders of the organization.

Despite the challenges faced in organizing the Fellowship, Conferences, Seminars and workshops, especially as only 51.6% of the total estimated budget for the various activities was raised, we still recorded a success in all our major activities. Hundreds of lives were transformed and we could gather from testimonials that the participants were satisfied with our level of commitment and impact for the year.

Meanwhile, within the year 2018, we received at our head office in Buea, a total of 167 visitors, despite the ongoing crisis. These visitors came from various institutions such as the Multipurpose Youth Empowerment Center Buea, Youth Advocate for Peace and Community Empowerment Cameroon, Noela Lyonga Foundation, University of Buea, Higher institute of Management Studies, Catholic University institute of Buea, Javis & Associate Consulting, National Social Insurance Fund, Kilimanjaro Systems and COSDEF Group amongst a host of others. The motive for their visit were from a variety of reasons, some of which were for counseling, information inquiry, partnership collaboration, and others to collect or submit reports, as well as receive training certificates and transcripts. Others came to seek for GAICAM membership and project writing assistants. It was indeed a busy and resourceful year.
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GAICAM 2018 Annual Report

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CHAPTER ONE

INTRODUCTION

As the journey of a thousand miles begins with a step, so did the GAICAM activities for the first quarter unfold in line with the 2018 plan of action. A successful nation implies a fast growing economy and this economy does not happen in isolation without innovators and initiators; taking the lead to bring about the much needed growth. With this understanding and more, GAICAM has since the beginning of this year, scaled its activities like never before, especially in challenging times like the one happening in Cameroon. This move is aimed at ensuring that while the activities of the organization are focused on Youth Empowerment and poverty alleviation, families and unions should also be empowered with the right skills and knowledge so as to better promote the growth, unity and security of the society at large.

Our conviction has always been that every strong and vibrant nation in modern history, was built by visionaries whose patriotic hearts drove them to think beyond the confines of their own very survival; few men and women who challenged the normal status quo and focused their energy and passion on their creative and innovative abilities to create businesses and Enterprises; individuals who challenged themselves to find solutions to societal problems and build a solid foundation for the growth of their nations. These are the type of men and women whom for the past years, we have focused to train; people we believe will work and stop at nothing until their nation attains emergence; that is, those who will make themselves available to serve as pavements to the emergence of their nations.

1.1 ABOUT GAICAM

Created with a vision to transform lives and promote economic growth in Cameroon and Africa at large, Go-Africa Initiative Cameroon (GAICAM) is a Social Transformative Organization whose vision has touched thousands of lives; working in line with the United Nations Global Compact; transforming lives and promoting economic growth in Cameroon and beyond.
Cameroon has one of the most vibrant youthful populations in Central Africa, and is very endowed with lots of natural resources. The glorious and promised land of Cameroon has lots of hidden, undeveloped and unexploited resources because most Cameroonian youths lack better platforms to prepare them to be more self-reliant and to pursue self-empowering ventures.

With this understanding, GAICAM decided to act accordingly by designing programs and projects that would help empower the youths with sustainable skills so they could fully engage in the transformation of their nation. Such projects include: the Annual Leadership & Entrepreneurial Fellowship, Active Citizens Project, professional seminars and workshops, Business Coaching and others all geared towards transforming the mindsets and capacity of thousands of Cameroonian to enable them discover their hidden and unexploited treasures. These programs are expected to enable young people dare and create business ventures that will serve as springboard to the country’s emergence.

We understand and recognize the need to help students, graduates and the entire youthful population to think beyond their means and certificates. We believe that every strong and vibrant nation in modern history has been built by visionaries whose patriotic hearts drove them to think beyond the confines of their very own survival; few men and women who challenged the normal status quo and focused on their creative and innovative abilities to create businesses and enterprises; individuals who have challenged themselves to find solutions to societal problems. These are the type of people GAICAM wants to train in Cameroon and beyond, so they can impact the economy of Cameroon, Africa and the world with innovative and sustainable projects.

On the other hand, many years ago in Cameroon like in the rest of Africa, the place of the woman in a family was restricted to the kitchen and the farm with the task of expanding the family through child-bearing. Despite the improvement in female participation in decision making and other important issues around the world, there are still communities, workplace and others who still believe that women should not occupy or be part of the decision making of our society. We believe that women today are capable of contributing to the growth of the family and nation; they are even more talented, intelligent, efficient and hard working. Consequently, there is therefore need for women from all backgrounds to be empowered with
the knowledge, skills and competencies needed to enable them take meaningful decisions and continue to improve on their lot and to the society as a whole.

1.2.1 OUR VISION

To transform the lives of Cameroonian youths and those of other nationalities, as well as promote economic growth that would reduce unemployment among youths, increase their economic potentials, and reduce crime in our communities.

1.2.2 OUR MISSION

To provide professional and sustainable platforms via projects, seminars, workshops, fellowships and conferences, to help the youths in Cameroon and beyond to be more proactive, innovative, creative, flexible, productive, industrious and resourceful to their nations.

1.2.3 OUR OBJECTIVES

We have as a preoccupation;

- To inspire, motivate, and empower youths with necessary sustainable skills that would enable them become innovative and visible change makers in their communities, become self-reliant, and create jobs for others, through the GAICAM Skills Acquisition Centre. Helping them gainfully improve on their communication and creative skills, as well as their positive personality traits.

- To train and develop pace setters and true ambassadors of peace and development; young and vibrant transformative leaders who will engage directly in the development of their respective communities and cause a transformative change in the lives of their community duelers. Leaders who will see to it that Africa Vision 2063 is attained.

- To build bridges between potential entrepreneurs and investors, helping startup entrepreneurs, source for seed capital for their sustainable business ideas through the GAICAM Business Support (GBS) services; while enabling them create and sustain new businesses.

- To significantly promote the spirit of patriotism and awaken national consciousness amongst youths, improving on their economic potentials through the GAICAM Active
Citizens project and other professional platforms such as: capacity building seminars and workshops, projects, transformative books and radio programs that we operate.

- To create a common platform for orphans and needy children who lack the means to enroll in schools like others, to be able to school and better their lives and dreams, through our Children’s Foundation and community schools.

- To promote women’s economic empowerment, gender equality and the education of the girl child; empowering them with Knowledge, skills and the competencies needed to enable them take meaningful decisions and continue to improve on their lots.

### 1.2.4 OUR ACTIVITIES

With the commitment to meetup with our target goals and objectives, we do continuously carryout the following activities:

- We organize academic, motivational, and capacity building forums for students and Cameroonian youths in different towns and communities to gainfully debate their role in sustainable development of their country, and to enhance their creativity, talent discovery, potential skills development, and good leadership skills for today’s complex environment.

- We also organize special training programs in areas such as Leadership, entrepreneurship development, business sustainability, sales mobilization, career planning and job readiness skills, talent discovery, mindset development, and many more in our professional seminars and workshops, as well as through our projects, all happening at our Skills Acquisition Centre Buea.

- Annually, we organize the GAICAM Leadership and Entrepreneurial Fellowship as an effort to invest in the next generation of Cameroonian leaders, and potential entrepreneurs who will serve as a pavement to the emergence of Cameroon and Africa at large. During the fellowship, the fellows are effectively trained for four (4) weeks on sustainable leadership and entrepreneurship.

- Through GBS Services, we help startups secure seed capital for their business ideas, while helping to reduce the death rate of credible business ideas because of lack of seed capital to launch those ideas into full business ventures.
• Through the GAICAM Children’s Foundation, we annually visit different communities to identify children not schooling because of financial constraints, but who are willing to school if their school needs are met. In such cases we provide them with full scholarships to study and better their lives like others.

• Through our Women Empowerment program, we periodically and annually organize Women Empowerment Conferences, Singles Conference, seminars and others, all geared towards promoting women’s economic empowerment, gender equality and the education of the girl child; empowering the women with Knowledge, skills and the competencies needed to enable them take meaningful decisions and continue to improve on their lots.

• Through our presentations in schools and different communities, we continuously promote and create awareness on general issues that affect and impair the future of young girls such as forceful and early marriages, HIV AIDS, female genital mutilation, as well as providing training programs that seek to empower them with skills necessary to build a sustainable life.

Figure 1: The Executive GAICAM Team & Some of its Collaborators & Partners
1.2 FEATURED PARTNERS & PROMOTERS

- Ministry of Small & Medium Size Enterprises, Social Economy & Handicraft (MINPMEESA).
- International Centre for Environmental Education and Community Development (ICENECDEV)
- The Divisional Delegation for Small & Medium Size Enterprises, Social Economy & Handicrafts.
- Center for Research on Democracy and Development in Africa (CEREDDA)
- Ministry of Youths Affairs & Civic Education (MINJEC)
- Higher Institute of Management Studies (HIMS) Buea.
- National Financial Credit (NFC) Bank
- Small Business Support Centre Buea (SBSC)
- Buea municipal Council
- Value Health Africa
- Health Hospitality Service Buea
- Jonglo Hub Buea
- Kilimanjaro Systems
- Mountain Hotel Buea
- Technical Shop Molyko, Buea
- The University of Buea
- Young African Leaders Initiatives
- Royalty World Cameroon
- BAE’s Pillar Foundation
- Ste COGENI Buea Branch
- Christian Broadcasting Service (CBS Radio)
- Babungo Community Radio (BCR).
1.3 FEATURED FACILITATORS/TRAINERS

The following facilitators/trainers, some of which are representatives or administrative authorities of our partner’s organisations, greatly helped in the proper execution of the activities earmarked for the first quarter of the year 2018.

- **Mrs Agbor TAMBE Martina** – Division Delegate Fako SMEs
- **Rev. Father Stephen CHIJOKE Nnorom** – Buea Dioces
- **Mr. TAMINANG Search**, Founder & Executive Director of GAICAM, and President of Taminang Entrepreneurship Solutions (TENSO) Cameroon.
- **Mr. TAYONG Ramsey**, Head of Customer service, ECOBANK Buea branch.
- **Mr. NJOMO Eugene Cyril**, Legal Adviser for Junior Chambers International Cameroon (JCI) Buea and Manager of Health Hospitality Service Buea.
- **Mr. Gabriel ASHU Arrey**, Transformational Entrepreneur, Co-founder of Jongo Hub and Co-founder of Kilimanjaro Systems.
- **Mr FONGOH Eric**, Co-founder of International Centre for Environmental Education and Community Development (ICENECDEV).

- **Mrs. KYENG Mercy**, Public Health Advocate, Motivational Speaker, and Founder of Value Health Africa.

- **Mrs Rahel RANDY A.E**; Founder/Executive Director, Priceless Women International

- **Mr. Laye MBUNKUR**; Business Coach with the Small Business Support Centre Buea and a Development Manager of Active Spaces.

- **Miss Henriette NSHAM Tem**; Relationship Expert & Domestic Violence Activist.

- **Miss Wilson Blessing EKIKO** – M.D BAE’s Pillar Foundation

- **Mme NGUM Doris** – Royalty World Cameroon

- **Mr Eyolle NGANGE Monono** - CEREDDA

- **SINJOH Armstrong** – project Director GAICAM

- **NKEMBETECK Henry** – Mandela Washington Fellow

- **Francis AJEBE Sone** – Administrative Assistant GAICAM
CHAPTER TWO

ANNUAL ACTIVITIES PROPER

As stated earlier, the journey of a thousand miles begins with a step, and so was the case with the GAICAM activities for the year 2018, in line with the organization’s plan of action for the year. Though not that easy, GAICAM successfully carried out the following activities for the year 2018:

- YALI Learns Event.
- Entrepreneurship & Business Plan Development workshop.
- The GAICAM UB Active Citizens Club Activities.
- No Student Left Behind Project.
- The GAICAM 2018 Women Empowerment Conference.
- Launching of the 3\textsuperscript{rd} Edition of GAICAM Annual Fellowship 2018.
- Office Capacity Building Workshops.
- The GAICAM Men & Women without Blemish Conference.
- The 3\textsuperscript{rd} Edition of GAICAM Annual Fellowship.
- Commonwealth Popularization Campaign participation.
- GAICAM 6\textsuperscript{th} Anniversary Celebration.

2.1 The YALI Learns Event

With a highly anticipated year like that of 2018 according to GAICAM’s plan of action, the organization for this year kick-started its activities for the year, organizing and hosting the Young African Leaders Initiative Learns Event with the theme “Personal Growth and Development.” This event took place at the GAICAM Head Office at Chief Street Bomaka, Buea, on 26\textsuperscript{th} January 2018, with 32 participants in attendance.

The founder of GAICAM, Mr. TMINANG Search who doubles as a member of the Young African Leaders Initiative Network was the main trainer, co-supported by
NKEMBETECK Henry, a former Mandela Washington fellow. The preoccupations of this event were as follows:

- To enable participants develop and improve on their public speaking skills
- To train and equip participants with the right knowledge and skills on how to develop an attractive CV, good motivational letters and how to make it through a job Interview.
- To educate participants on how to develop and maintain a network.
- To enable participants understand the rationale behind organizational and individual code of ethics and how they can develop one for themselves.

The six hours intensive training seminar (event) started at exactly 9:00 am with 22 participants in attendance coming from different towns and cities such as Buea, Muyuka, Limbe and Douala. The event was a very interesting one given that after each module treated, there was a question and interactive session where participants could find answers for their questions, enabling them to better assimilate the various training modules. The
event was more of an interactive session where participants were even commissioned to practice some of the modules they had been taught during the session, such as public speaking. During the event, eight (8) participants who had difficulties in public speaking were shortlisted to present before the other participants, and this greatly helped to improve their speaking skills and confidence level. Practically, participants were able to develop motivational letters after receiving first-hand training on motivational letter writing. This event was indeed a memorable one as all participants got excited by the way the training was done (practical) and the relationship they had with the trainers.

The event ended on a very good footing with so much applause from the participants as many of them had to immediately table their individual testimonials, sharing the uniqueness of the event, and how it had greatly impacted them in one way or the other. The event ended with 32 participants in attendance and with group snapshots.

2.2 Entrepreneurship and Business Plan Development Workshop

On Saturday the 9th of February 2018, GAICAM organized and hosted its second activity of the year, geared towards Entrepreneurship and Business plan development skills. The workshop, just like the YALI Learns Event, took place at the GAICAM Head Office with a total of 26 participants in attendance, drawn from different towns and cities of Cameroon such as Kumba, Buea, Douala and Limbe. This was a pure business development workshop, which had the following preoccupations:

- To introduce to participants the core concept of Entrepreneurship and how to develop and sustain entrepreneurial ideas.
- To enable participants understand who is an entrepreneur, how they could become entrepreneurs, and the much needed skills in becoming a seasoned entrepreneur.
- To provide participants with the basis for business feasibility studies and its importance in business plan development.
- To train and equip participants with tangible skills, and step-by-step knowledge on how they can develop a winning business plan for their business ideas.
The program started at exactly 8:30am prompt with a network session, with participants networking among themselves, gaining acquaintance for better cooperation. During this period, participants exchanged contacts and shared ideas on how to improve business ideas as well as strategize for growth. After the networking session came the program proper where the trainer Mr TAMINANG Search, commenced with the main agenda of the day, drawn from one of his books titled “The Password to Entrepreneurship”.

He started the first session with a look into the concept of entrepreneurship. During this session, his training on entrepreneurship was focused on; who is an entrepreneur? What does it take to become an entrepreneur? Who can become an entrepreneur? And many more. This session was very practical as each of the participants had to, before their peers (fellow participants); share their various Business ideas, challenges faced and their growth level. Each business idea was immediately in specific term given a practical guide by the trainer on how the concept could be improved upon or scaled. The methodology of the training in this workshop, yielded a lot of satisfaction as you could even find participants excited, while sharing with their peers their satisfaction and understanding during the course of the training, especially those whose worries were treated. This session was a three hour intensive training with lots of practical exercises and more to blend the training.

After the three hours intensive training session, it was time for a coffee break; where the participants had to share in the snacks and coffee prepared for the workshop. During this session, each participant had to relax their nerves, continue to share with their peer the outcome of the first training session. The coffee session lasted for 45 minutes, and the second phase of the training had to take off.

The second session which was focused on how they could effectively write a winning Business plan for their business ideas, resumed immediately after the coffee break session. This was the most important session of the workshop according to the participants, as many who were already in business or those yet to be in business all had the quest to know how they could develop business plans for their businesses. More than ever before, the trainer started with an overview of why a business plan is an indispensable element of every scalable business.
According to the trainer, every good business venture needs a good business plan to map out the growth strategy of the business. He added that in order to better strategize to achieve good business results, business owners must ensure that their business plans are short and precise. He emphasized that they should think of it as an argument for every point they make.

This session was very practical, especially as the trainer outlined and detailed the various parts of a business plan. Some of which he identified as:

- **The table of content;** This part of the Business plan according to the trainer serves as an introduction to the plan and summarizes the content of the plan and written in a more persuasive way in order to capture the attention of the reader in just seconds. He added that under the executive summary of the business plan, the business owner should provide in not less than three pages the type of business, its form, product/services offered, cost of startup and others.

- **Business description/company summary;** This session of the business plan according to the trainer should spell out the name of the company, the proposed mission and objective of the company, should as well provide the structure of the business and the main vision. This part of the plan should be very positive and should endeavour to paint a good image of the business to the investor/reader.

- The parts of the business plan treated were product and service distribution, market distribution, organizational structure and management, risk and opportunity, marketing and sales strategies and others.

It was indeed a great workshop especially as many of the participants left the workshop leaving behind written testimonials, some of which are found on the website of GAICAM.

### 2.3 The No Student Left Behind Project

Our experience in Youth skills development programs in Cameroon, reveals that students who get exposed at the level of secondary school before enrolling for university studies, usually end up doing well in the pursuit of their academic and career goals.
The GAICAM No Student Left behind Educational Project was designed to educate and empower students of secondary schools in Fako Division with the necessary tools that will enable them attain their academic aspirations, while paving the way for better future for their families and nation as a whole.

The project commenced with an official launching on the 17th February 2018 by the Executive Director of GAICAM, with 46 students in attendance, drawn from across the Buea Sub Division. During the launching, a full rundown of the project was unveiled to the students, stating the project’s core purpose, its objectives, methodology and its expected results.

During this occasion, the Executive Director officially handed over the management of the project to the Administrative Assistant of GAICAM, Mr Francis AJEBE Sone, who then assumed full responsibility over the success of the project.

It should be noted that this project was running every Saturday for 15 weeks from the day of its launch, holding at the GAICAM head office. Each week of the training program, students come from across 15 different secondary schools in the Buea Sub Division to attend. By the end of the project in May 2018, we were able to impact the lives of 57 students from across different schools in the Sub Division. Their weekly programs usually last for at least four hours of intensive and interactive discussions.

The preoccupations of the No-Student Left Behind Educational Project were:

- To train students on how they could study with a vision, study during crisis, as well as how they could effectively write and pass their exams.
- To set attainable academic goals, manage their study time, as well as how they could manage examination pressure during exam time.
- To educate students on how to choose sustainable careers in higher institutions.
- To enable the students develop the spirit of patriotism for their nation, while thinking of how they on individual bases, contribute to the growth of their nation and community
• To enable students identify and develop their potentials, so as to enable them live a purpose driven life.
• To expose students to both national and international opportunities that are available to students of the secondary schools.

The success of the No-Student Left Behind Educational Project was huge, especially as it helped more than 80% of the participants to pass their 2018 G.C.E Exams, despite the uncertainty of the academic year. It was not just about academics; especially it also focused on helping the students develop a vision for their academic journey and their true life purpose. It was really an amazing training, especially as we were able to identified among the; musicians, journalist, writers, fashion designer and a lot more. Lots of these students have amazing talents and this project has helped to identify them. We have equally been working to improve on the various talents discovered; those who could sing were given mentors to start working with their talents, while those with writing skills were encouraged to be writing articles, some of which you can even find on our website.

2.4 The GAICAM University of Buea Active Citizens Club

Same like the previous years, GAICAM on the 26th of February launched its 2018 plan of action for the Active Citizen’s Club of the University of Buea (UB) as outlined in its official plan of action for the year 2018. The launching of the club activities took place in the University of Buea with the 38 members of the club in attendance to contribute and participate in the launching ceremony of the club activities for the year.

Unlike before, this special launching ceremony was sandwiched with a free Professional Seminar for those in attendance, where new members and some returning members were trained on:

• How to discover their talents and use that as a tool to develop a good career base.
• How to Identify an Idea, evaluate the idea, nurture the Idea and develop the idea into a full business venture.
• How to become seasoned leaders through the art of self-Leadership and community youth engagement; and finally on,
• How to secure scholarships and international Opportunities available for students.

It was an exciting beginning, drawing from the last year success stories of the club, especially with the many lives that the project has impacted so far. However, the preoccupation of the club for the year 2018 was as follows:

• To inspire and train 250 students from our partnering institutions such as the University of Buea and the Higher Institute of Management Studies through the club’s capacity building seminars, workshops and study trips.
• To develop true ambassadors of peace, and vibrant youth populations who will work tirelessly and stop at nothing until the nation attain its full capacity.

During the yearlong activities of the club, students were exposed to opportunities, as well as educated on how they could identify their talents, develop the talents, and nurture the talents to grow, as well as blend it with their studies. They were as well trained on how they could become seasoned leaders, entrepreneurs, change makers and lots more. The impact of this club cannot be over emphasized, especially as many capacities were greatly improved upon throughout the academic year. Despite the challenges encountered during the year, the club project was able to meet some of its target objective for the year 2018, influencing the growth of over 127 students, who were equally members of the club.

2.5 The GAICAM 2018 Women Empowerment Conference

Bearing in mind that many years ago in Cameroon just like in other countries in Africa, the place of women was restricted to the kitchen, the farm and the task of expanding the family through child bearing and upbringing, which has limited the women in terms of their dreams and aspirations, and also owning to the fact that despite the efforts made by organizations, government structures and individuals to get women to be part of decision making in our society, as well as to hold some important positions in strategic decision making agencies, GAICAM decided to organize the first edition of its Women
Empowerment Conference on Saturday 21st April 2018 at Eta palace Hotel Buea. This conference was organized under the theme “Empowering Women for Growth & Prosperity, with total of 87 participants in attendance drawn from the different cities and towns of Cameroon such as Buea, Muea, Mile 16, Tiko Limbe, Muyuka, Kumba, Douala and Yaounde. Analysis of the target audience could be seen in the table below.

The preoccupations of the GAICAM 2018 Women Empowerment Conference were to:

- Improve women’s economic potential; enhance their family life, careers and their financial abilities so they could serve as pavements to the growth and prosperity of their families and communities.
- Expose women to an environment that enable them to think out of the box and step out of their comfort/confined zones which had so far kept them behind.
- Provide the necessary tools, inspirations and motivations that will cause women to act and take meaningful decisions no matter their backgrounds.
- Improve women’s confidence level, health and safety in their work environment, homes and communities.

The conference which started at 9:00 am prompt slipped through with major training modules from amazing speakers who gave their best to ensure that the objectives of the conference were met beyond doubt. Some of these training modules included:

- Women in business, improving the economic potentials of their homes.
• Maintaining healthy relationships for family growth and prosperity.
• Women in leadership, setting the pace for the emergence in Cameroon.
• Women in Entrepreneurship; shaping the business world.
• The indispensable role of the Cameroonian woman in peace and growth of Cameroon.
• Women, the secret of every successful enterprise (home) - the value of a true African woman.

The conference was tagged a huge success, given the number of participants who turned out for the conference, as well as the testimonials shared by the various participants. The participants were satisfied beyond expectation as you could see below; according to the Women and Children Affairs Officer of GAICAM, Miss AMINMECHE Sharon Nkeng, it was a conference to be remembered. Both the speakers and participants have not stopped sharing their experiences and the impact the conference made on their lives. One of the memorable moments of the conference was the networking session during which all those in attendance had to chat and connect with new people.

Figure 5: The GAICAM 2018 Women Empowerment Conference's remarks on picture
2.6 Launching of the 3rd Edition of GAICAM Annual Fellowship 2018

The Launching ceremony of the 3rd Edition of GAICAM Annual Leadership and Entrepreneurial Fellowship 2018 took place on Wednesday 25th of April 2018 at the GAICAM Head Office, Chief Street Entrance Bomaka – Buea; chaired by the Project Director, Mr. SINJOH Armstrong.

Unlike before, the 2018 GAICAM Annual Leadership & Entrepreneurial Fellowship was officially launched for the first time since its inception in the year 2016. The launching ceremony had in attendance, guests such as Chief Executive Officers, Managers, Volunteers, Potential Applicants and Representatives from Public and Private Organizations who were all invited to take part on the launching ceremony.

The occasion started with breakfast which was served to all invited personalities present. Closely following the breakfast was a networking session, where each participant got to know and meet with other guests present.

The Launching Proper began at 10:30am, with a word of Prayer, followed by the singing of the national anthem, and then presentations by the Project Director of GAICAM, Mr SINJOH Armstrong. The Presentations started with a brief view of the entire organization, its vision, mission, objectives, projects, services and then its impact. Next was a detailed presentation of the Fellowship, its core purpose, Objectives, impacts/Expected Outcomes, Duration, and Featured Partners/Sponsors over the last two editions. In addition, the registration modalities were demonstrated live for potential applicants to actually see how it’s done and how they can also educate others on the registration process.

Finally, the presenter also made known to participants the uniqueness of the 2018 fellowship, especially as it was programmed to bring together 100 dynamic young leaders and aspiring entrepreneurs from across the 10 regions of Cameroon.

Questions from the guests were welcomed thereafter. The Questions were entertained with satisfactory responses following clarifications and live demonstrations. This phase slipped through accompanied by a word of appreciation while throwing more light on the Fellowship, from the Executive Director of GAICAM, Mr.Taminang Search. In brief, He
thanked everyone present, reiterated on the Previous Fellowships’ Impact in the lives of many young Cameroonians. While He cited a few amongst others, he ended by expressing his willingness to extend a hand of Fellowship to all potential Partners/Sponsors who may wish to partner with the Fellowship.

Next was the Chief Executive Officer of YAPCEC (Youths Advocate for Peace and Community Empowerment Cameroon), who also doubles as the National Youth Delegate to Common Wealth; Mr Bechum Samuel; who appreciated the Initiative and called on Youths to register massively while assuring the organization (GAICAM) of His support in subsequent events.

Another appraisal came from the representative of the Multi-Purpose Youth Empowerment Center (MINJEC) Buea, who on behalf of the Centre, reassured GAICAM of their full involvement in collaboration, especially in the areas of mobilization, taking into consideration the memorandum of understanding that the both institutions signed last year.

2.8 The Men and Women without Blemish Conference

Despite the efforts made by the government and other institutions through conferences, seminars, TV Talk shows and other social media platforms to promote the unity and sustainability of homes, as well as prevent broken marriages, there are still many marriages and relationships that are faced with lots of problems.

Marriages and relationships in the 21st century are plagued with problems that arise from poor communication, Cheating, lack of romance, lack of trust, modernity, and a lot more.

The conference organized on the 16th of June 2018 at Eta Palace Hotel, exclusively targeted twenty (20) couples and twenty (20) Singles, all drawn from different communities, where they received training and coaching on how to better sustain their relationships and marriage unions.

Individuals have ignorantly gotten involved in unprincipled relationships whose consequences have been breakups, divorces and upspring of many marriage counsellors who on a daily basis try to normalise situations. Looking into the days of our fore fathers, we
observe that marriages lasted longer and were healthier. This is therefore, an indication of a drift in the principles and laws of marriages that have been neglected. Harnessing deep into truths and lasting remedies, GAICAM purposed to organize the First Edition of its Men and Women Without Blemish Conference under the theme ‘Rekindling Love and Romance in Relationships and Marriages to awaken and redefine perceptions of singles and couples through a renewal of the Relationship and Marriage attributes geared at empowering them with the much needed knowledge to build healthy and exemplary homes.

In an effort to address the aforementioned questions listed above and many more, GAICAM had the following muddles to enable the organisation address these questions:

- The truth why people cheat in relationships/marriages and how that can be prevented.
- How to sustain romance in marriages and relationships
- The common societal marriage/relationship related mistakes that have been affecting the growth of unions and encouraging breakups and divorces.
- How to attract the right life partner and rebuild broken marriages and relationships
- How to build and strengthen emotional capacities of couples.
2.8. Our Predefined Expectations

Acknowledging the essence, and pre-occupations for organizing the conference and taking into consideration our targeted audience, this conference was expected, to have the following impacts on both the participants and the society:

- Participants and the society at large will be able to better digest the brain behind cheating in relationships, thus avoiding them and build more healthy relationships and marriages
- A decrease in the number of broken homes (marriages) and relationships
- Participants will from hence, practice how to develop sustainable love and romance in marriages/relationships
- There will be an improvement in the emotional capacities of couples.
- From personal stories shared, by the professional trainers, participants will grasp and learn generally of mistakes that affect family unions.
- The rate of promiscuity will be reduced amongst couples and individuals in the society.

The success of this conference was thanks to the efforts of many both from the organizing body, GAICAM, and her valued guest speakers who handled professionally their modules. This conference was organized in Prelude to the upcoming Annual Leadership and Entrepreneurial Fellowship in July. This conference was envisaged to be a tool to redress pertinent issues plighting marriage unions and relationships. To this effect, it was streamlined to answer the following questions:

- Do you truly love your partner and wish to maintain the romance in your marriage or relationship?
- Do you wish as a couple to sustain love in your union and that of your family?
- Do you love your partner so much and don’t know how to make him propose to you?
- Is the love and romance you had in your relationship or marriage gradually fading away and you don’t know how to rekindle it?
- Have you been suffering from several breakups and don’t know why or need help?

This conference ended successfully as the objectives were attained especially as it provided through the guest speakers, answers to some of the basic questions mentioned above. Participants expressed gratitude for such a program and called for more to be organized often. To cite a few;
• Participants were greatly impacted by the teachings of the seasoned relationship coaches. After the program, some participants went to get more counselling pertaining to their specific challenges which left them satisfied as they left the premise.
• Some immature marital and relationship perceptions were changed for the better.

2.9 The 3rd Edition of GAICAM Annual Fellowship 2018

The GAICAM Annual Leadership and Entrepreneurial Fellowship 2018 session finally kicked off on Tuesday July 17, 2018 at the Buea council hall, after several attempts to postpone the program to a more suitable and secured date due to the socio political unrest that is prevailing in the South West region of Cameroon. The Fellowship which was originally programmed for two weeks was later restructured to one week, due to the security challenges, and held from Tuesday 17th to Saturday 21st of July. However, it is worth noting that the quality of the fellowship was not altered, as such, it was even more intensive as planned.

Figure 7: The 3rd Edition of GAICAM Annual Leadership & Entrepreneurial Fellowship Closing Ceremony
The 2018 GALEF was organized in partnership with the Ministry of Small and Medium Size Enterprises, Social Economy and the Handicraft (MINPMEESA), supervised by its regional delegate, under the instruction of the Minister, H.E LAURENT Serge Etoundi Ngoa. It was equally organized in partnership with the Ministry of Youths Affairs & Civic Education (MINJEC).

The preoccupations of the 2018 GAICAM Annual Fellowship was as follows;

- To train 100 young and vibrant Cameroonians and other foreign nationals on sustainable leadership and entrepreneurial skills, that will help them to create and establish start-up businesses so they can serve as pavement to the emergence of Cameroon and Africa at large.

- To inspire, motivate and empower participants with the necessary skills to enable them be more creative, proactive, flexible, productive, industrious and resourceful to the nation and the continent at large, while promoting and sustaining growth and enhancing peace in our communities.

- Empower participants to conceive sustainable projects/business ideas, develop and test the ideas viability, debate and defend their projects/business ideas, and register to the GAICAM-HUB; enabling us source for investors on their behalf so they can establish their projects.

2.9.1 Leadership Skills Development Training Session
The first two days of the fellowship training was earmarked for leadership Skills Development, during which participants were trained and empowered with sustainable Leadership Skills for today’s complex business environment. This training session was marked with debates, presentations, group work and a lot more. It was indeed an intense training session, with many practical illustrations which immensely impacted the fellows.
2.9.2 Entrepreneurial Skills Development
The third and fourth day of the fellowship training, had a special focus on developing entrepreneurial competences that would enable the fellows attain their entrepreneurial aspirations; as they received practical guides on how to develop scalable business ideas. This was one of the most practical sessions of the fellowship, during which they received an intensive training regarding startups and entrepreneurial competences. All the trainers used the necessary practical tools to demonstrate and ease their understanding on how the fellows can navigate their entrepreneurial journey.

2.9.3 Fellowship Entrepreneurial Forum
This was a special interactive session which brought fellows and entrepreneurs to a common forum, where the entrepreneurs were invited to share their practical experiences in their respective business fields, as well as professional careers, and impact with the
2018 fellows. It was a special slot on the program, dedicated for this purpose, one that crown the fellowship training and made it a memorable one.

The forum started with a welcome address from the Project Director of GAICAM on behalf of the Executive Director who was at that moment responding to other organizational duties. The Entrepreneurs presents for this special program were; Nyanji Francois from Noella Lyonga Foundation, Mbinglo Rene Wanko - Founder of Wanko Graphics, Tayong Ramson - Chief of Customer Service at ECOBANK Molyko, Yieseh Gerald - Business Developer & Founder of The Yieseh Foundation, and Gerald P. CEO of Quatek. It was indeed a great opportunity for the fellows to listen to testimonials from young professionals and entrepreneurs, who have achieve much in their respective fields. The objective of the forum was achieved beyond expectation, especially as these guest speakers were open to share their personal and professional challenges with the fellows, without holding back.
2.9.4 Volunteerism
As a tradition, fellows of the GAICAM Annual Leadership & Entrepreneurial Fellowship always engage in voluntary service during their training. A special session, designed to help the fellows learned how to give back to the communities. The 2018 session of GALEF was no exception, as a special volunteer session was designed to help fellows engage in voluntary work at the community center. During this period, fellows participated in giving back to their community by cleaning the surrounding of the Buea Municipal council, as well as the council hall. It was a remarkable session, where all participants had to get involve and give back to their community.

Figure 10: The Official Flier of the GAICAM 2018 Annual Fellowship
2.9.5 The Cultural and closing ceremony
After an intensive fellowship training, it was time to spice it up with a cultural display of the fellows who came from various ethnic groups, blended with the closing ceremony on Saturday July 21, 2018 in the presence of the entire GAICAM family, partners, sponsors, former Fellows and the representative of the Ministry of Small and Medium Size Enterprise, Social Economy and the Handicraft (MINPMEESA).

2.9.6 The Fellowship Impact
The fellowship was greatly appreciated by all the fellows and the trainers, especially as;

- The Fellowship helped fellows gain knowledge in leadership and entrepreneurial competences, which would better serve them in their quest to contribute to their communities as well as make a living for them.
- The Fellows were left the training center with renewed mindsets and determination to pursue their dreams and aspirations.
- Thanks to the networking sessions held during the training, Fellows were able to build a network through which they could have access to help and solutions to their challenges while implementing the skills and principles received during the fellowship.

2.10 GAICAM Join the Commonwealth Popularization Campaign
The entire GAICAM family answered present at the official launching ceremony of the 2018 National Popularization Campaign on Commonwealth Core Values and Principles under the theme “Unity in Diversity; Inspiring Cameroonian Youths through the Commonwealth Core Values and Principles of respect for the Rule of Law, Tolerance, Mutual Respect And Understanding”. Officiating over the campaign was the Minister Delegate of the Ministry of External Relations in charge of the commonwealth; H. E Felix Mbayu. He calls on young people during the campaign in Buea, who came from other parts of the South West Region, to remember the commonwealth Core Values internalize them and live by them.
Participating in this event prompted GAICAM to commit herself to promoting the Commonwealth Core Values and principles as a way of life for young people, especially with respect to; Sustainable Development and Youth Empowerment, which falls within its jurisdiction.
GAICAM team headed by the Executive Director Mr. Taminang Search and the Project Director Mr. Sinjoh Armstrong contributed immensely to the success of the event. It should be noted that over 28 members of GAICAM answered present in this occasion as a show of collaboration between GAICAM and the Ministry of External Relation in charge of Corporation with the commonwealth.

GAICAM has since its inception keep its commitment to empower Cameroonian youths so they can be useful to their communities and the nation Cameroon at large, while respecting the rule of the law and the institution of the state, as such, it was an opportunity for the organization to again affirm it commitment to that course.

2.11 GAICAM 6TH ANNIVERSARY CELEBRATION

“The conviction of Go-Africa Initiative Cameroon (GAICAM) has always been to foster growth in Cameroon and Africa at large, bearing in mind that every strong and vibrant nation in modern history was built by visionaries and transformative organizations whose commitments and patriotism drove them to think beyond the confines of their very own survival.” said TAMINANG Search – Founder/Executive Director, GAICAM

Figure 13: Some picture remarks of the GAICAM 6th Anniversary
The partners, collaborators, and the entire family of GAICAM all gathered on the 18th of August 2018 to celebrate the 6th Anniversary of the organization which according to them has been a successful one. This celebration was very significant to the organization, especially with the thousands of lives that the organization has impacted since its inception. It was a time to flashback to what many are now describing as an impactful journey, a journey worth its sacrifices.

The anniversary began with the red carpet reception which gave way for a group photo to be taken between the GAICAM partners, sponsors, general public and GAICAM family at large, after which a welcome address was given by the Executive Director - Mr. Taminang Search, welcoming all guests in their categories and organizations of origin. He then continued by outlining the different projects and activities of the organization, as well as some of its achievements in the past years. This anniversary also recorded a series of presentation of products by the GAICAM fellows and also some testimonials from various people whom GAICAM has impacted, and is still impacting so far. There was also the popping of the champagne which was to commemorate the celebration, followed by words from partners and collaborators who have been supportive to the GAICAM course. The celebration also witnessed a networking session and other interludes such as spoken words, testimonials, musical staging and a lot more.

2.11.1 The IMPACT of GAICAM’s Six Years Journey
It should be noted that Go-Africa Initiative Cameroon (GAICAM) has recorded a lot of achievements in these past years, leading to the transformation of many lives as well as promoting economic growth. Some of her achievements recorded are;
1. The GAICAM Professional Conferences, Workshops, Seminars and others, all geared towards youth sustainable skills development has influenced the creation, as well as sustain the existence of over 21 businesses; while directly and indirectly impacting the lives of more than 6500 young Cameroonians.

2. The GAICAM Annual Fellowships has for the past 3 editions, trained 98 young leaders and entrepreneurs from across 8 regions in Cameroon, with 40 start-ups businesses created, while creating more job opportunities, and reducing youth unemployment. It has equally trained many young leaders, some of which are now leading great initiatives.

3. The GAICAM Active Citizens Club of both the University of Buea and the Higher Institute of Management Studies has for the past 2 years trained and physical impacted 500 young Cameroonians and ultimately those of other nationalities.

4. GAICAM Annual Children Christmas Parties, has for the past four editions impacted and put smiles on the faces of over 4000 children, especially the orphans and needy children; encouraging them on how to co-exist and share with others without necessarily knowing where they come from.

5. No-Child Left Behind has touched the lives of over 28 orphans and needy children since the inception of our organization, helping to send these children to school, who could not go to school like any other child due to financial constraints.

6. The No-Student Left Behind Educational Project. This project has impacted the lives of 15000 students through our school visits. In line with these project goals, we have visited over 100 secondary schools of both day and evening sections, helping students on a range of issues such as: how to study with a vision, set attainable and economic oriented goals, manage their study time and many others.

7. Local and International Internship Placement has for the past 5 years received and worked with 62 volunteers and 48 interns.

In his closing remark, the Executive Director of GAICAM said, “I strongly believe that there would not have been any anniversary if not of our valued partners who have never stopped supporting and collaborating with us. We are grateful and will continue to remain thankful for their support. Valued partners are at the center of this anniversary. We must admit that this anniversary was not about us, but rather about them as their institutional support and collaboration has given us so much to continue working on”.

GAICAM has remained an integral partner in youth employment in Cameroon, as such, its reputation and commitment has made it a reliable and credible partner to work with. We wish the team and the entire organization, the best of their future projects and aspirations.
CHAPTER THREE

COMPOSITION OF PARTICIPANTS & GENERAL ANALYSIS

This section of the report encapsulates information about the composition of our audience for the year, as well as the procedure employed in reaching out to them. We believe it is empirical to examine our various mechanisms that were employed to guarantee us this amazing success in the execution of our various activities throughout the year 2018, as well as the most efficient means that was used to achieve these goals. It is equally important to note that we are always ready to improvise to meet up with the challenges on ground. Table 1 below is an evaluation of the composition of our total annual participants.

Table 1: Composition of Activity Participants

<table>
<thead>
<tr>
<th>S/N</th>
<th>Activities</th>
<th>Youths</th>
<th></th>
<th>The aged</th>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>01</td>
<td>YALI Learns Event</td>
<td>14</td>
<td>17</td>
<td>00</td>
<td>01</td>
<td>32</td>
</tr>
<tr>
<td>02</td>
<td>The GAICAM University of Buea Active Citizens Club.</td>
<td>48</td>
<td>79</td>
<td>00</td>
<td>00</td>
<td>127</td>
</tr>
<tr>
<td>03</td>
<td>Entrepreneurship &amp; Business Plan Development workshop</td>
<td>08</td>
<td>14</td>
<td>02</td>
<td>07</td>
<td>31</td>
</tr>
<tr>
<td>04</td>
<td>No Student Left Behind Project</td>
<td>23</td>
<td>34</td>
<td>00</td>
<td>00</td>
<td>57</td>
</tr>
<tr>
<td>05</td>
<td>The GAICAM 2018 Women Empowerment Conference</td>
<td>11</td>
<td>66</td>
<td>07</td>
<td>13</td>
<td>97</td>
</tr>
<tr>
<td>06</td>
<td>Launching of the 3rd Edition of GAICAM Annual Leadership &amp; Entrepreneurial Fellowship 2018</td>
<td>07</td>
<td>12</td>
<td>02</td>
<td>01</td>
<td>22</td>
</tr>
<tr>
<td>07</td>
<td>Office Capacity Building Workshops</td>
<td>09</td>
<td>14</td>
<td>00</td>
<td>00</td>
<td>23</td>
</tr>
<tr>
<td>08</td>
<td>The GAICAM Men &amp; Women Without Blemish Conference</td>
<td>12</td>
<td>18</td>
<td>12</td>
<td>14</td>
<td>56</td>
</tr>
<tr>
<td>09</td>
<td>GAICAM Annual Fellowship</td>
<td>15</td>
<td>26</td>
<td>00</td>
<td>00</td>
<td>41</td>
</tr>
<tr>
<td>10</td>
<td>Commonwealth Popularization Campaign Participation</td>
<td>09</td>
<td>19</td>
<td>00</td>
<td>00</td>
<td>28</td>
</tr>
<tr>
<td>11</td>
<td>GAICAM 6th Anniversary Celebration</td>
<td>23</td>
<td>31</td>
<td>06</td>
<td>14</td>
<td>74</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>179</td>
<td>330</td>
<td>29</td>
<td>50</td>
<td>588</td>
</tr>
</tbody>
</table>

The table above reveals that, our total participants in all our activities for the year 2018 588 participants, composed of 179 male youths, 330 female youths, 29 male adults and 50 female adults. GAICAM has in total impacted the lives of 509 youths throughout the year 2018 as a show of commitment to our core mission; to impact youths with sustainable
skills, enabling them become self-reliable, while helping reduce youth unemployment in Cameroon.

3.2 Percentage analysis of the actual target reached
Following the projects, seminars, conferences, fellowship and workshops executed for the year 2018, we succeeded in executing 64.3% of our planned activities as tabulated on table 2 below. A comprehensive evaluation of the lives impacted and transformed in the course of this year is also therein in the tabulated analysis:

Table 2: Analysis

<table>
<thead>
<tr>
<th>S/N</th>
<th>Activities</th>
<th>Target</th>
<th>Actual Reached</th>
<th>Percentage Reached</th>
<th>Percentage Not Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>YALI Learns Event</td>
<td>30</td>
<td>32</td>
<td>106.6%</td>
<td>-6.6%</td>
</tr>
<tr>
<td>02</td>
<td>Entrepreneurship &amp; Business Plan Development workshop.</td>
<td>40</td>
<td>31</td>
<td>77.5%</td>
<td>22.5%</td>
</tr>
<tr>
<td>03</td>
<td>The GAICAM University of Buea Active Citizens Club</td>
<td>250</td>
<td>127</td>
<td>50.8%</td>
<td>49.2%</td>
</tr>
<tr>
<td>04</td>
<td>No Student Left Behind Project.</td>
<td>100</td>
<td>57</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>05</td>
<td>The GAICAM 2018 Women Empowerment Conference.</td>
<td>150</td>
<td>97</td>
<td>64.7%</td>
<td>35.3%</td>
</tr>
<tr>
<td>06</td>
<td>Launching of the 3rd Edition of GAICAM Annual Leadership &amp; Entrepreneurial Fellowship 2018</td>
<td>30</td>
<td>22</td>
<td>73.3%</td>
<td>26.7%</td>
</tr>
<tr>
<td>07</td>
<td>Office Capacity Building Workshops</td>
<td>30</td>
<td>23</td>
<td>76.7%</td>
<td>23.3%</td>
</tr>
<tr>
<td>08</td>
<td>GAICAM Men &amp; Women Without Blemish Conference</td>
<td>60</td>
<td>56</td>
<td>93.3%</td>
<td>6.7%</td>
</tr>
<tr>
<td>09</td>
<td>GAICAM 2018 Annual Fellowship</td>
<td>100</td>
<td>41</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>10</td>
<td>Commonwealth Popularization Campaign Participation</td>
<td>25</td>
<td>28</td>
<td>112%</td>
<td>-12%</td>
</tr>
<tr>
<td>11</td>
<td>GAICAM 6th Anniversary Celebration</td>
<td>100</td>
<td>74</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>915</td>
<td>588</td>
<td>64.3%</td>
<td>35.7%</td>
</tr>
</tbody>
</table>

From the analysis above, certain vital information could be drawn from the analysis; we were able to reach out to more than half of our target audience despite the instability that clouded the year in line with the ongoing crisis in the two English Speaking regions of Cameroon. This is an indication that, with increased efforts and several other measures put
in place, we are optimistic our performance will double in the first quarter of the year 2019.
The above chart clearly shows the overall participation of youths and aged persons in GAICAM 2018 activities, with the youth participation constituting the highest number of the overall participants; and in effect, affirming our commitment to youth Empowerment in Cameroon. In addition, the female participation also constituted the highest number of youth participants, and as a result, affirming our commitment in boosting and empowering young girls in Cameroon, so they can live their aspirations.

3.3 Medium of Communication Analysis
The success of our various activities within the year 2018 is thanks to the various mediums of communication that were employed to reach the target audience as seen below. We employed a range of strategies to reach out, some of whom were; Radio Announcements, Church Announcements, Social Media (Facebook, Whatsapp,), Invitation Letters, One-On-One Pitches, Bills Distribution, Schools And Street Campaigns, Website Updates, Text Messages and more. Table 3 below attempt to evaluate the effectiveness of each of the tools used to reach out to our target audience, of whom we equally believe it will help us better strategize for the 2019 plan of action.

Table 3: How we reached our audience

<table>
<thead>
<tr>
<th>S/N</th>
<th>Medium</th>
<th>Percentage output</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Facebook</td>
<td>33%</td>
</tr>
<tr>
<td>02</td>
<td>WhatsApp</td>
<td>21%</td>
</tr>
<tr>
<td>03</td>
<td>Hand Bills</td>
<td>10%</td>
</tr>
<tr>
<td>04</td>
<td>Schools/street campaigns</td>
<td>9%</td>
</tr>
</tbody>
</table>
The above result indicates that a majority of our participants for the year 2018 were effectively reached through the social media, with 33% reached through Facebook and 21% through WhatsApp. This ascertains the claim that we now live in a world of social media, with about 65% of Cameroonian youths actively using the social media. Closely following the results of the social media is the bills distributed. Considering the fact that not all social media users could come across our updates, hand bill were used to reach the people on the streets, depending on the nature of the event and program. Furthermore, no participants were reached via Twitter & email, reason being that most of the youths are yet to be versed with this communication tool. Meanwhile, invitation letters, church announcement and website attracted the least number of participants.
The GAICAM activities for the year 2018 were a great success compared to the previous years, despite the challenges faced as a result of the ongoing crisis in Cameroon. As such, GAICAM is even more prepared to register its best results in the year 2019.

### Success Rate of GAICAM Activities for 2018

<table>
<thead>
<tr>
<th>Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>GAICAM 6th Anniversary Celebration</td>
<td>70%</td>
</tr>
<tr>
<td>Commonwealth Popularization Campaign Participation</td>
<td>90%</td>
</tr>
<tr>
<td>GAICAM 2018 Annual Fellowship</td>
<td>80%</td>
</tr>
<tr>
<td>GAICAM Men &amp; Women Without Blemish Conference</td>
<td>95%</td>
</tr>
<tr>
<td>Office Capacity Building Workshops</td>
<td>85%</td>
</tr>
<tr>
<td>Launching of the 3rd Edition of GAICAM Annual Leadership &amp; Entrepreneurial...</td>
<td>70%</td>
</tr>
<tr>
<td>The GAICAM 2018 Women Empowerment Conference</td>
<td>80%</td>
</tr>
<tr>
<td>No Student Left Behind Project.</td>
<td>75%</td>
</tr>
<tr>
<td>The GAICAM University of Buea Active Citizens Club</td>
<td>70%</td>
</tr>
<tr>
<td>Entrepreneurship &amp; Business Plan Development workshop.</td>
<td>70%</td>
</tr>
<tr>
<td>YALI Learns Event</td>
<td>80%</td>
</tr>
</tbody>
</table>
CHAPTER FOUR
FINANCIAL ANALYSIS

Owing to the fact that Go-Africa Initiative Cameroon (GAICAM) is funded entirely through voluntary contributions, and that the organisation has never received funding of any sort from the government or local authorities as well as any international organisation, the organisation has annually relied on the founder, board members, local partners, participation fees from paid events and supports from her friends and collaborators to carry out its activities as analysed below. However, GAICAM has never relented her efforts to continue empowering the lives and promoting growth in Cameroon and beyond.

4.1 Statement of Activities for the period January 1st to December 31st, 2018

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>Current Year (2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Founder’s Contributions</td>
<td>3,780,000</td>
</tr>
<tr>
<td>Contributions from Board Members</td>
<td>4,350,000</td>
</tr>
<tr>
<td>Membership Registration</td>
<td>2,200,000</td>
</tr>
<tr>
<td>Income from paid activities</td>
<td>872,000</td>
</tr>
<tr>
<td>Fellowship Registration</td>
<td>1,535,000</td>
</tr>
<tr>
<td>Corporate Donations and Support</td>
<td></td>
</tr>
<tr>
<td>▪ Donations &amp; Support from partners</td>
<td>7,500,000</td>
</tr>
<tr>
<td>▪ Support from MINPMEESA</td>
<td>1,850,000</td>
</tr>
<tr>
<td>▪ Support from MINAT</td>
<td>600,000</td>
</tr>
<tr>
<td>▪ Support from ICENECDEV</td>
<td>100,000</td>
</tr>
<tr>
<td>▪ Support from CEREDDA</td>
<td>100,000</td>
</tr>
<tr>
<td>▪ Support from MINJEC</td>
<td>850,000</td>
</tr>
<tr>
<td>▪ Support from HIMS</td>
<td>250,000</td>
</tr>
<tr>
<td>▪ Support from National Financial Credit (NFC) Bank</td>
<td>1,150,000</td>
</tr>
<tr>
<td>▪ Support from Small Business Support Centre</td>
<td>250,000</td>
</tr>
<tr>
<td>▪ Support from Buea municipal Council</td>
<td>500,000</td>
</tr>
<tr>
<td>▪ Support from Value Health Africa</td>
<td>250,000</td>
</tr>
<tr>
<td>▪ Support from Health Hospitality Service</td>
<td>150,000</td>
</tr>
<tr>
<td>▪ Support from Jongo Hub</td>
<td>150,000</td>
</tr>
<tr>
<td>▪ Support from Kilimanjaro Systems</td>
<td>750,000</td>
</tr>
<tr>
<td>▪ Support from Mountain Hotel</td>
<td>100,000</td>
</tr>
<tr>
<td>▪ Support from Technical Shop</td>
<td>250,000</td>
</tr>
<tr>
<td>▪ Support from Royalty World</td>
<td>150,000</td>
</tr>
<tr>
<td>▪ Support from BAE’s Pillar Foundation</td>
<td>150,000</td>
</tr>
<tr>
<td>▪ Support from Ste COGENI</td>
<td>770,000</td>
</tr>
<tr>
<td>Support from Friends of GAICAM</td>
<td>2,150,000</td>
</tr>
<tr>
<td>Others</td>
<td>1,350,000</td>
</tr>
<tr>
<td>Total Income</td>
<td><strong>32,007,000</strong></td>
</tr>
</tbody>
</table>
### EXPENSES

<table>
<thead>
<tr>
<th>Programmable Activities</th>
<th>Current Year (2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>YALI Learns Event</td>
<td>475,000</td>
</tr>
<tr>
<td>Entrepreneurship &amp; Business Plan Development workshop</td>
<td>1,256,000</td>
</tr>
<tr>
<td>UB GAICAM Active Citizens Club Activities</td>
<td>2,914,000</td>
</tr>
<tr>
<td>No Student Left Behind Project</td>
<td>3,465,000</td>
</tr>
<tr>
<td>GAICAM Business Support</td>
<td>1,975,000</td>
</tr>
<tr>
<td>GAICAM 2018 Women Empowerment Conference</td>
<td>2,700,000</td>
</tr>
<tr>
<td>Launching of GAICAM Annual Fellowship</td>
<td>889,000</td>
</tr>
<tr>
<td>Office Capacity Building Workshops</td>
<td>928,000</td>
</tr>
<tr>
<td>GAICAM Men &amp; Women Without Blemish Conference</td>
<td>1,690,000</td>
</tr>
<tr>
<td>The 3rd Edition of GAICAM Annual Fellowship</td>
<td>3,420,000</td>
</tr>
<tr>
<td>GAICAM 6th Anniversary Celebration</td>
<td>1,238,900</td>
</tr>
<tr>
<td><strong>Supportive Activities</strong></td>
<td></td>
</tr>
<tr>
<td>TENSO training</td>
<td>747,000</td>
</tr>
<tr>
<td>Commonwealth Popularization Campaign Participation</td>
<td>75,000</td>
</tr>
<tr>
<td>GAICAM community out reach</td>
<td>430,000</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>9,625,000</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>31,827,900</strong></td>
</tr>
<tr>
<td><strong>Restricted net Assets</strong></td>
<td><strong>(179,100)</strong></td>
</tr>
</tbody>
</table>

#### 4.2 Note to Statement of Activities

According to the above statement of activities, we realize negative net expenses at the end of this 2018 fiscal year. This situation is due to the fact that most of the budgets for 2018 activities were not met. More so, most of the target audience to our paid events were equally not met. All these setbacks and limitations are greatly associated with the ongoing crisis in the two English regions of Cameroon, which most of our activities for 2018 were centered. For example, we budgeted and expense for the Annual Fellowship, expecting to host 100 young Cameroonians that were admitted for the program, but rather, after all the expenses and planning, only 41 young people dare to come for the program, admit the intense insecurity situation at that time.

Meanwhile, the costs of providing various programs and activities have been summarized in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.
CHAPTER FIVE
GENERAL REMARKS

The GAICAM activities for the year 2018 were very effective, despite the inevitable setbacks from the ongoing crisis in the two English regions of Cameroon. As such, the implementation of the various activities significantly impacted the lives of many young Cameroonians, with some of them expressing their gratitude and sincere appreciation to the impact of the activities to their lives.

Participants commented on the trainings received and the impact the various programs had on them and how transformed they were. Some of these remarks are presented below, meanwhile, others are available on our website via: www.gaicam.org/testimonials/.

Figure 15: We don’t just transform lives; we make sure the impact is visible
5.1 REMARKS

“I am Njikeng Ophilia Atemkeng, one of the 2018 fellows of GAICAM Annual Leadership and Entrepreneurial Fellowship. I came to the fellowship with an objective to gain Entrepreneurial and Leadership skills that can help me transform my vision from an idea to a startup. I am delighted to attest that this objective has been met beyond my expectation. In fact, I learned a lot of new ideas that will enable me convert my idea into a startup. During the fellowship, I was expose to the various strategies which I need to put in place before starting a business, how to manage the business, as well as sustain the business.

One of my biggest highlight in the training was when we were being taught on how to conceive business ideas and the stages involve in setting up one. The training facilitators were extremely practical, especially as they transparently share the facts about what is happening in the business world. They were so supportive and attentive to address our worries, and I am proud that I was part of this year’s session of the GAICAM Annual Fellowship. I wish to thank all the facilitators and the entire GAICAM team for such a lifetime opportunity.”

_Njikeng Ophilia Atemkeng

“My main aim of participating in this year’s GAICAM Annual Leadership and Entrepreneurial Fellowship was to; know how to write a business plan, manage my resources and capital, learn how to innovate my business idea, become a good leader, develop entrepreneurship skills, and gain more experience in marketing. These expectations were far met and I am pleased to share this with you. My participation in the fellowship has helped me gain a lot, especially on how to raise funds, write a business plan, develop a digital CV, network, communicate properly, and more. The fellowship was indeed a life great opportunity, especially as it has helped me gain a lot of skills.

The trainers of this great event according to my observation were excellent, especially as they had to explain everything in detail with examples, and sometimes using illustrations,
thus making the training more interesting. I am thankful to all the trainers and facilitators, as well as the entire GAICAM team for this great opportunity.”

_Magne Kamgaing Pricile

“When I heard about the GAICAM Leadership & Entrepreneurial Fellowship program, I was very excited because it has been my desire for some time now to have a training opportunity in leadership and entrepreneurship. Upon arrival, I had a lot of expectation which were indeed met in the course of the training. My first expectation was to learn how to analyze a good business idea. Secondly, I needed to know how I can transform my ideas into profitable ventures with little or no capital.

In the midst of so many challenges, the GAICAM Annual Fellowship has been a great impact to me. I am now able to analyze my ideas to see if it worth executing or not. I can now look carefully into my environment, identify a need and transform that need into a profitable business.

I started producing yoghurt out of Soya Beans but didn’t know how to brand and market this product. Thanks to this fellowship program, I am going back with clear directive on how to scale my product. Above all, the network I built was of great help to me. As a young entrepreneur, I got to meet other people in one way or the other and be able to share constructive ideas. Thanks very much GAICAM for this great opportunity.”

_SAMA Irene

“I happened to have been looking for an opportunity to get the best and at the right time. All along, I just attended and perhaps managed to score good grades, but I knew deep down in me that I was missing out on something. I wasn’t doing what I desperately needed to and had a burning passion within. I got involved in attending seminars and making the most out of them. When I saw the advert about the third edition of the GAICAM Annual Fellowship on Facebook, I immediately got attracted to the beautiful topics and facilitators who were to be present.
With this, I built so many expectations, one of which was to increase on my communication skills and to learn more about entrepreneurship and leadership. Since the Fellowship was all about Leadership and Entrepreneurship, I carefully followed all the different training sessions, making sure I ask questions when necessary to clarify my doubts and better my understanding.

The skills and knowledge I gather from the Fellowship is priceless and I can proudly say that the Fellowship was a turning point in my life. All of us learnt how to work in groups and share ideas without feeling timid. GAICAM taught us that everyone’s opinion matters and that I can greatly appreciate. I just want to thank the organization for this great opportunity; I am now so different from when I came for the Fellowship. Thank you GAICAM.”

_Nebongo Agatha Nandoa

“Firstly, the training in GAICAM impacted me in so many ways; it helped me to know how to put my ideas into actions through creative innovations. It has also made me know that entrepreneurship is a tool used in competitiveness and economic growth. Now I can identify risks and problems associated with business ventures and how to find solutions for them. It has enabled me develop skills which will help me set up a business, know how to set a product in the market for a targeted population, set market prices for products and segment the market. I am thankful and grateful to GAICAM for giving me the opportunity to attend this program and know more about business life. “

__Kemta Pekaheu Sonia

“The training has helped me to improve on my ideas on entrepreneurship. It has boosted my passion and wish of becoming an entrepreneur after I complete my education rather than to be a government worker. I have equally gained knowledge on business plan development because I knew nothing about that. I will like to encourage GAICAM to organise such seminars in universities, churches and many more places to educate more people on entrepreneurship. This I believe will bring a positive change in our nation.”

__Nyame Kangue Ruth
I will first of all thank God Almighty followed by my cousin Ramata Ramani for forwarding this vital information about GAICAM to me. I have been an active community development agent for the past twenty years and this seminar has immensely refreshed my memory and awakened my initiative for a better business management and organisational plan.

Further, I will like to enrol in the Entrepreneurship and Small business management program of GAICAM. While wishing well and success to GAICAM, I will specially thank the facilitator for his illustrious presentation and say thanks and more courage to the entire GAICAM team. Long live GAICAM, long live Cameroon.”

__Yusufu Umaru

“I really wish to thank this organisation for providing me with a very necessary tool for a business start-up. I have had an idea about creating a product but never knew how to go about it. The business plan section has really impacted me. After leaving here, I shall make sure I implement all what I have learned this day. GAICAM with its vision and purpose for its existence is on the trend. I use this opportunity to congratulate the team and wish them success.”

__Ndangoh Maurel

“I feel very blessed, enriched and privileged to have been a part of this conference. I have gotten solutions to problems I had in my relationship, I can now also encourage others. I now have a better perspective of how relationships work and how to go about them. I pray GAICAM continues to impact the lives of young people positively.”

__Akongda Ankinimbom Praise

“I am a kind of woman that would love to have what I desire and nothing else. At my age of 27 years old and not finding the kind of man I want after so many trials is causing me to almost give up. But today after attending this conference, I have nursed some hope to wake up, much especially to put God first and not looking at the physical or what society
will say. After listening to the teaching about the place of the Holy Spirit in relationships and marriages, I felt like I was far from the Lord and really need an encounter with him to better my life. GAICAM should continue being in union with Christ so as to change the lives of youths and even adults.”

__Andeapoh Hilda

“I am filled with every word and idea on relationship building from the speakers. Therefore I am blessed. The conference has impacted some changes and ideas in me which I ought to inculcate into my relationships. I thank GAICAM very much for these occasions and for letting me be part of this program; may you continue to grow ahead.”

__Atemkeng Andrew Lebong
6.1 Challenges Encountered

Though the year 2018 has been a great success, but not without some challenges;

- First and foremost, the current socio-political upheavals plaguing the Two English speaking regions also discouraged the participants from attending our conferences, Annual Fellowship, and some other programs, while greatly affecting our goals. The situation in the two English speaking regions has paralyzed the economic and social activities in the South West region due to Ghost towns and gunshots phenomenon, greatly discouraging participants especially those from other regions to be part of some of our activities.

- GAICAM did not have the sufficient funds to run the fellowship as planned. Some fellows from other regions of Cameroon could not make it for the training because of absence of lodging facilities which was in the original plan of action. Moreso, fellows had to take care of their feeding during the 10 hours exhausting training program daily.

- Finally, our office was increasingly affected by shutdowns, following concurrent gunshots around our office between armed fighter and military forces. This in effect causes us to completely shutdown our office till date, especially as the Executive Director was attacked twice in the office by unknown gunmen. However, come January 2019, GAICAM will be moving its head office to Yaounde, admitting the ongoing security problems that have caused its shutdown.

6.2 Recommendations

However, despite the challenges encountered, much was still achieved. To this effect, in order to achieve more in the year 2019, the following recommendations are encouraged:
• GAICAM should reach out and secure loyal partners and individuals who can work with the organisation and support her work in all spheres, so as to guarantee the continuation of the amazing work which the organisation has been doing in the lives of many young people and families.

• GAICAM should relocate to another region for safety.

• GAICAM should reach out to organisations or individuals, or better still carry out a campaign to solve its technical needs, so people who have the means can support the organisation with some of its pressing technical needs (laptops & computers, Projector, chairs, and others), which are believed to be slowing down the pace at which the organisation really wants to impact young people.

• Finally, GAICAM should secure accommodation for all fellows coming from far and near to participate in the fellowship, so that those who are unable to secure personal lodging can equally benefit from such a rich program. Meanwhile, the organization should consider organizing the subsequent edition of the fellowship in different regions of the country, to ensure that those who are worried about security issues can still take part.

6.3 Our Vote Of Thanks
We wish to extend our sincere gratitude to all our valued partners and collaborators who contributed earnestly for the success recorded throughout 2018, via our Fellowship, conferences, seminars and workshops, as well as our 6th anniversary. It would be injustice not to recognise and appreciate your financial and moral support. We strongly believe that the lives that have been impacted will in turn impact their communities and the society at large. Being a non-profit structure, GAICAM continues to rely on your support as we envisage other programs in the future. Our doors remain open to welcome new partners and sponsors; people and organisations that can support our quest to continue empowering young people so they can be resourceful to their communities.

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

Finally, we sincerely want to appreciate our team for their selfless services to the organisation’s objectives. You are valued at high esteem by the organisation. Your hard work, commitment and more have helped to bring us this far and all we can say is “Thank you all so much”. You all mean so much to the organisation for your sacrifices have been felt by hundreds of Cameroonians and beyond.
CHAPTER SEVEN
SPECIAL UPDATES

1. GAICAM LAUNCH ITS NEW PROJECT

Go-Africa Initiative Cameroon (GAICAM) has launched its newest project called TENSO; Taminang Entrepreneurship Solutions, a requisite Business competence training and startup consulting resource, established to serve as a reference platform with special focus on startup consultancy, entrepreneurship competences development, and corporate administrative training. It was founded to respond to the plight of crumbling businesses, declining corporate personnel performance, and young Cameroonians who are languishing in poverty and intellectual delinquency because they lack the competences to fight their way through poverty.

TENSO has the preoccupation to respond to the unprecedented youth unemployment which has bought about crime, frustration, migration and the untold suffering of young persons in different communities across Cameroon, by helping young Cameroonians conceive and launch visible businesses in their communities, train corporate administrative personnel to deliver results beyond expectation, and finally help businesses attain growth. As such, the team has been training young Entrepreneurs and corporate administrative assistant since February 2019; training each batch for a period of two months intensively. The program currently seeks for technical partners and donors to enable the team further deliver the best quality personnel and entrepreneurs.

TENSO’s Mission
To promote enterprise creation & Corporate Leadership Practices; enhancing business productivity, and boosting economic growth; while creating employment opportunities for the youths.

TENSO’s Objectives
1. To train aspiring entrepreneurs with sustainable entrepreneurial competences, enabling them convert their ideas into visible businesses/projects.
2. To train support personnel to Directors, Managers and General Managers, given that they are in a very high demand in public and private sector companies, banks, credit unions, Enterprises, International NGOs, Universities & Schools.
3. To develop an efficient entrepreneurial training system that will ease job creation and contribute in policy making in regards to reducing community crime wave, migration, while promoting relative peace and significantly reducing the rate of unemployment in our communities.
4. To develop the entrepreneurial and small business competences of young Cameroonians, boosting enterprise creation, and generating employment opportunities.
5. Network and sign a couple of partnership with national and international agencies, NGOs and government institution in training and equipping future nation builders with business skills, moral values, creative and innovative abilities that would speed up the development and improve living standard of the people.

**TENSO’S Public Appeal**

We seek for valued partners and investor to support the ongoing training with technical and financial support, to enable us train and provide startup financing to 2500 visible entrepreneurs groomed from the program in the next 6 years, which will in effect create at least 7500 direct jobs by 2026.

We equally need technical partners who can take in our students for industrial placement internship in their companies to better help the students blend with the current job environment. We indeed need financial and technical investors, as well as partners to enable us reach these goals.

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