

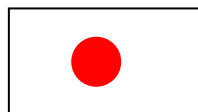
TRAINING COURSE
***LEADERSHIP DEVELOPMENT
OF PERSONS WITH DISABILITY***

ACTION PLAN



“ANOTHER CHANCE CENTER”
Counseling-Library-Training-Communication

BY: CAMEROON



Tokyo, Japan, November 2007

GENERAL PRESENTATION OF THE PROJECT

Title: *Another Chance Center*

Resume: *The project seeks to create a center that will provide information and sensitize people in community, in order to change behavior on disability issues*

Beneficiaries: *PWDs, Families and the community*

Goals:

Over all Goals:

- *Contribute to the social integration of PWD*
- *Create awareness in the community and Government on disability issues in order to change their behavior*
- *Insure a standard and peaceful community with equals' opportunities for all.*

Concrete Objectives:

- *Obtain a welfare system*
- *Obtain a legal and clear juridical protection for PWD*
- *Create a network of PWDO (in order to stand up for theirs human rights)*

Among: *2.805.000 Yen*

Duration: *02 years*

Country: *Cameroon, Central Africa*

Organization in charge: *Goodwill-Cameroon*

Financial stakeholders: *British High Commission, Germany, Holland, and US embassy*

ABOUT CAMEROON

Location: *Central Africa*

Population: *20 millions*

Climate: *2 seasons, rainy and dry*

Religion: *Christianity and Islam*

Area: *475.000 sq km*

Official languages: *French and English*

ABOUT GOODWILL-CAMEROUN



Status: *NGO*

Mission/Goal: *Facilitate social integration of PWD*

Creation: *1996, Legal Status:1998*

Members: *263*

Domain: *Rights & Employment for PWD*

Headquarters: *Yaoundé - Cameroon*

Financial stakeholders: *Lillian Fund Holland, Holland Embassy, Catholic Relief Services USA, US embassy, British High Commissioner*

INTRODUCTION

Life is the best gift a nature can give to someone. Everybody has only one life and should enjoy it as well as possible. Everybody is unique and important. What ever severe your disability is, you still getting enough ability to participate to the construction of the society. It is the reason why, in developed countries, what ever your difficulty to challenge the life is, the community struggle to provide to you the necessaries support to overcome you disability.

Unfortunately, it is not the case in many developing countries. 10 % of the population of Cameroon is disabled. Because of many prejudice, people still has a very bad perception of disability. Most of the time, the origin of disability is always attributing to someone, your father, uncle... or to the PWD himself: bad spirit, witch.... This misconception is the major problem for PWDs. The arrival of a child W D in a family is perceived either as a shame, or like a bad luck. He risks either to be concealed, or to be hidden all his life. He cannot play, travel, and easily go to school like the other. For many other people, a PWD is someone who has sinned a lot and he/she is punished by God because of that. So he doesn't merit any attention. Indifferently, all people with intellectual, mental or psychiatric disability are considered as insane, and throw on the street, without any welfare system: they have to beg to survive.

Consequently, it is among the PWD that one meets the largest rate of analphabetism, unemployment and poverty. They live at the border of the community. Thus, it becomes quiet difficult for a PWD to get marriage....enjoy his life. Worst, there is no available structure where one can easily get even counseling or information relating to the disability.

To change the situation, community should change his behavior and consider a PWD like any other person. The community should be sensitized and educated on disability issues. Also, a strong leadership capacity should be built among OPWD in order to stand up for theirs rights.

This is the mains goals of "Another Chance Center".

THE PROJECT

Summary:

The project seeks to create “Another Chance Center”, a center that will support leadership capacity building and empower PWDO, provide information and sensitize people in community, in order to change behavior on disability issues.

Goals

The main goals of the center is to contribute to the social integration of PWD, create awareness in the community and Government on disability issues in order to change their behavior, and insure a standard and peaceful community with equals’ opportunities for all.

Concrete Objectives:

Practically, we will like, by this project, obtain from the Government, a welfare system, a legal and clear juridical protection for PWD, and create a network of PWD (in order to stand up for theirs human rights).

Beneficiaries

The beneficiaries of the present project are PWD that represent 10% of the population, estimated at 2000.000 of people. Their families, also and the entire community.

Opportunity:

There are some goods points that can facilitate the implementation of the project:

- Launching of the African decade of PWD
- Development of PRSP(poverty reduction strategy paper)
- New Government
- Leadership Development training course For PWD attained in Japan

Activities

To achieve the project, 04 activities will be implemented:

■ Library :

Open from 7 a m to 10 pm, the library will be a place where all documents (books, new paper, thesis, statistics, CD, DVD...) related to disability in what ever domain (right, rehabilitation, education, employment...) will be display to the public (PWD, Students, family.....)

It will be also a place to watch video and record documents related to disability.

To obtain the library we need:

* Materially

- A reading room that can contains unless 10 persons
- 12 chairs (10 visitors and 02 staff)
- 03 table (conference hall for visitor and 02 staff)
- 04 lockers to display books and different documents
- 05 computers connected to internet to assist visitor in their research.
- 01 Printer to print what desire the visitor
- 01 copy machine to make a copy for a document that interest a visitor
- 01 TV set
- 01 projector
- 02 staff to manage
- Facilitation : electricity, telephone, water, taxi fees

* Financially

N	Expenditure	Quantity	Unit cost FCFA	Total	Observation
1	Room	1	50.000/ monthly	150.000	03 months
2	Chairs	12	25.000	300.000	wood
3	Table	03	250.000 & 75.000	400.000	Wood
4	Lockers	04	100.000	400.000	Wood
5	Computers	05	700.000	3.500.000	P.3
6	Printer	01	450.000	450.000	Laser
7	Copy machine	01	2.500.000	2.500.000	
8	TV set	01	450.000	450.000	
9	Staff	02	100.000	600.000	03 months
10	Facilities 03	03	250.000	750.000	Electricity, water, telephone..3 months
Total				9000.000	

Even if the access of ACC is free, the visitor should pay for printing, make a photocopy and connect to the internet.. The income of this will support the continuation of the project, after financial support.

Monthly estimation of Income

N	Nature of income	Quantity	Unity Cost Fcfa	Total
1	Internet	25 H/ day X 30	500	375.000
2	Photocopy	300 / day X 30	50	450.000
3	Printing	10/day/ X 30	300	90.000
Total				915.000

Monthly estimation of Charge

N	Nature of charge	Quantity	Unity Cost Fcfa	Total
1	Telephone	30		100.000
2	Internet connection	30 days	Fixe	200.000
3	water	30 day	# 45 000	45.000
4	Salaries	02 staff	100 000	200.000
4*	Salary counseling staff	01 staff	75.000	75.000
5	Ink, papers.....	-	250.000	250.000
6	Rent	1 month	50.000	50.000
Total				915.000

■ Counseling : 1.275.000 Fcfa

Counseling is a very important activity to help PWD to overcome their disability and involve themselves in the community. An office of Counseling will be opened in ACC two days per week, and another day if appointment. We will contact 03 hospitals (surgery service), to assist people who will be operate (lost a member) before the operation and reconfort them after, when they have become a disabled. We also contact PWDO and family in order to inform them about our service. To create this counseling unit, we need:

In term of material:

- 01 office able to contain 4 persons
- 01 table
- 05 chairs (04 visitors and 01 staff)
- 01 locker to pack documents
- 01 computer (write report, correspondence, statistics
- 01 staff (reception, information, organize counseling in hospitals and peer counseling in office , communication on the activity, report.....)

In term of finance:

N	Expenditure	Quantity	Unit cost FCFA	Total	Observation
1	Room	1	25.000/ monthly	75.000	03 months
2	Chairs	05	25.000	125.000	Wood
3	Table	01	50.000	50.000	Wood
4	Lockers	01	100.000	100.000	Wood
5	Computers	01	700.000	700.000	P.3
6	Salary	01	75.000	225.000	03 months
Total				1.275.000	

■ **Leadership Training** : 1.875.000

The principal target of the Leadership training is the leader of PWD. The purpose is to empower, to liberate him, so he can stand up for his rights. The training will be organize 03 times / year, 01 week duration, 10 persons, no regarding the disability. The subject of the training will be :

- NGO Management
- Fund raising
- How to write a project
- Be a leader
- World disability movement
- Counseling and Advocacy
- New Technology of Information and Communication

Each participant of the training should provide a financial contribution to the charge of the organization with an among of 50.000 F cfa

The implementation of the activity need:

In term of material:

- 01 room that can contain 10 person
- 01 conference table
- 015 chairs
- 01 computer
- 01 projector
- 01 white board
- 01 printer (see library)
- 01 copy machine (see library)
- 01 staff (management of the training: invitation, fund raising, training, report.....)

In term of finance

N	Expenditure	Quantity	Unit cost FCFA	Total	Observation
1	Room	1	50.000/ monthly	150.000	03 months
2	Chairs	15	25.000	375.000	Wood
3	Table	01	250.000	250.000	Wood conference
4	Lockers	01	100.000	100.000	Wood
5	Computers	01	700.000	700.000	P.3
6	Salary	01	100.000	300.000	03 months
Total				1.875.000	

- Training estimation of Income

N	Nature of income	Quantity	Unity Cost Fcfa	Total
1	Training fees	10 persons	50 .0000	500.000
Total				500.000

Monthly estimation of Charge

N	Nature of charge	Quantity	Unity Cost Fcfa	Total
1	Telephone	Management	-	50.000
3	Water & electricity	7 day by 10 persons	# 45 000	45.000
4	Salaries	01 staff	100 000	100.000
5	Ink, papers.....	-	150.000	150.000
6	Rent	3 month	50.000	150.000
7	Taxi fees	.	5.000	5.000
Total				500.000

■ Communication

The communication unit will provide 02 logistics to sensitize the community.

* New paper, description :

- Publish in English and French
- Quarterly (03 times / years)
- 10 pages A2 white and black
- 1000. exemplary
- Subject related (right, education, employment , health, rehabilitation, free barriers society, accessibility, sport, international -DPI, Handicap International, Rehabilitation international.....activities.....)
- Distribution through OPWD

- To sell 200 Fcfa exemplary

The implementation of the activity need:

In term of material:

- 01 room
- 01 conference table
- 05 chairs
- 01 computer
- 01 printer (see library)
- 01 copy machine (see library)
- 01 locker
- 01 staff (research of information, produce, distribution, fund raising, training, report.....)

In term of finance

N	Expenditure	Quantity	Unit cost FCFA	Total	Observation
1	Room	1	50.000/ monthly	150.000	03 months
2	Chairs	5	25.000	125.000	Wood
3	Table	01	250.000	250.000	Wood conference
4	Locker	01	100.000	100.000	Wood
5	Computers	01	700.000	700.000	P.3
6	Salary	01	100.000	300.000	03 months
7	Printing fees	1000	200	200.000	
8	Distribution	1000	50	50.000	
Total				1.875.000	

New paper estimation Income

N	Nature of income	Quantity	Unity Cost Fcfa	Total
1	New paper Sold	800	200	180.000
2	Advertisement	02	500.000	1000.000
Total				1.180.000

Impacts on the beneficiaries

The project aims two impacts: PWD have more confidence on them and become more active in the society; community has positive attitude about the disability issues, and considered them like any other human being.

Outline

Timing	Activities
December 07	<ul style="list-style-type: none"> * Brainstorming with my staff * Presentation of my JICA Training report and my action Plan proposal to the Minister of Economy, Planning and development, and to the Minister of Social Affairs, * Confirm the last version of the project * Appoint staff in charge * Find and arrange offices * Final schedule of the project
January 08-	Fund raising
April 08	Lunching of Counseling Unit
July 08	Lunching of Library Unit
December 08	Lunching of Training unit
Mars 09	Lunching of Communication Unit
May 09	Official opening ceremony of the Center ,

Monitoring and evaluation

Activity	Date issue	responsible	Success indicators
<ul style="list-style-type: none"> • Brainstorming with staff appointed • Last adjustments on the project proposal 	Dec 07		Report of the brainstorming available
Fund raising starting	January 08	Staff and JP	Contracts signed
Lunching of Counseling Unit	April 08	Staff in charge of ACC	Space & offices available
Lunching of Library Unit	July 08	Staff & JP	Contracts signed available
Lunching of Training Unit	Dec. 09	staff	Training Report
Lunching communication Unit	March 09	staff & JP	New paper published available
Official Lunching of the ACC	May 09	Staff & JP	Pictures and Video available
General report to JICA	every 3 months	Staff & JP	JICA Feedback available

Possible obstacles

The main problem that can happen is the lack of money to support the project. In this case, we will try to use the staff and the material we dispose for others projects. He can also happen the community, even PWD don t understand the urgency of education and sensitization. To prevent that, they should be deeply involved in the project.

Budget: 2. 805.000 Yen N.B. 1 yen = (+I-) 500 CFA

Activity	Among	
	F Cfa	Yen
Library	9000.000	1.800.000
Counseling	1.275.000	255 .000
Leadership Training	1.875.000	375.000
Communication	1.875.000	375.000
Total	14.025.000	2. 805.000

Impact of Leadership training

The impact of my training in Japan is double. Personally, psychologically (more open mind, more confident- trust in myself than before, more ambitious...) and professionally, practically as below:

- Action Plan Development
 - How to write clearly and concretely a project
- Organizational Management
 - How to negotiate successfully fundraising and well manage a project.
- My daily life, Leadership skills, Peer counseling, and Human right and advocacy
 - Permit me to understand better my disability, transform my personality and open my mind about my ability. Because of this, it was easier for me than before to write this project. I feel more confident to realize it.
- Current situation of PWD in Japan, regarding (employment, accessibility, independent living, politic...) and the war horror of Hiroshima visit.
 - These courses have deeply inspired the subject of the present action plan. They remains the great providers of Japanese experience in disability, I intend to share with my community through the creation of the center of information and documentation on

disability.