



TO BE WORLDWIDE ANNUAL REPORT 2016



LETTER FROM THE FOUNDER

“Growth is never by mere chance, it is the result of forces working together”

Looking back at 2016, we have clearly benefitted from having a dedicated program coordinator in our team. Doris Agra joining the team, has helped structure, improve and effectively deliver our offerings. On top of that she has been able to forge true relationships with our relevant stakeholders such as the Ghana Education Services, the Head Masters/mistresses and teachers of schools in our vicinity and the parents of the children we serve. Perhaps the most important aspect of all is that she has been able to create a warm, welcoming and safe environment for the children. All this has helped draw more children to our Takoradi Centre, fulfilling our mission of reaching as many children as possible. Thank you, this would not have been possible without your support!

Once again, we were able to run a successful “I Want To Be” Program. Offering this program for the first time to 40 students. More responsibility for running the program was delegated to the local team, which they took on very naturally. The program remains a wonderful way to develop a wide range of essential skills for the children. This was confirmed by the overall growth in their performance at school and their attitudes and personal development in general. We are looking forward to offering the program to another 40 children in 2017. During the 2016 program we invited a number of Alumni to join the module that involved visiting companies with the intention of exposing them to companies in their community and potential job opportunities. The Alumni Program continues to grow. The themed workshops are a fixture and we have taken our first steps in developing an Alumni Support Fund for educational needs. The fund requires Alumni to pay back by spending time volunteering at the Educational Resource Centre.

We are excited to share the highlights of 2016 in this report and our plans and up and coming activities for 2017! Thank you for being part of our world and for all your support.

On behalf of everyone at To Be Worldwide, I would like to express our profound gratitude.

Nellie Ekua Kirschner-Timmer



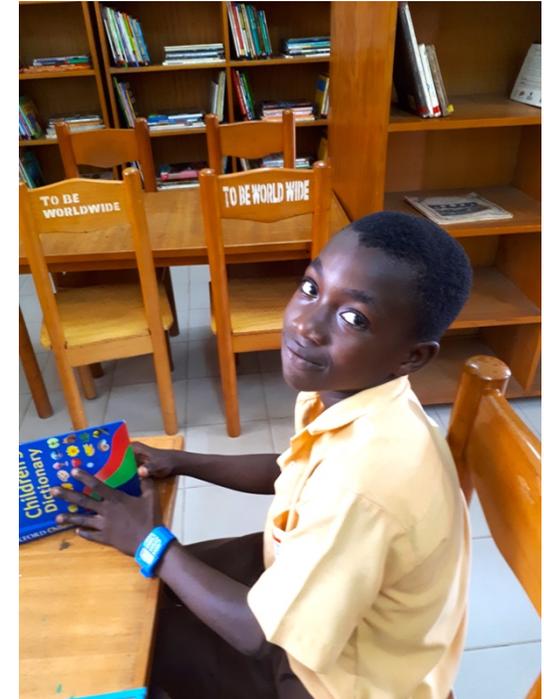
CURRENT STATE

Organization

With 2 more years to realize our Strategic Plan 2015 -2018, we are taking stock and looking beyond. The main goal of our Strategic Plan is to “Consolidate, innovate & expand impact” of our programs. We can say with confidence that we are on track to achieving these goals. With Doris Agra, Capacity Development Coordinator, joining the team, we have been able to look at the different programs we offer, fine tune, improve where necessary and document them in Standard of Operation Manuals. It is these manuals that will allow us to share our work with other organizations, creating the extended impact we seek.

Forging a strong relationship with the Ghana Education Service has been a longstanding objective. We are making great strides. We are now recognized as the educational facility where government schools (in our catchment area) can follow their practical training as part of the school’s ICT curriculum. On average 6 classes with approximately 40 students accompanied by their teacher visit our ICT facilities per semester. During this time, their own teacher remains in charge of running the course, while our team of ICT tutors are standby to assist where necessary.

This year we took a leap in offering the “I Want To Be” Program to 40 children instead of 12 children at a time. With a few logistical hiccups, it was a great success. The transformation of the children as a result of the multi-level skill development during the program was amazing. Having this development confirmed by their teachers as they see it translate in improved school results and general attitude as well as more confidence, was the icing on the cake and makes the program exceptional.





CURRENT STATE

Our 2016 Strategy and deliverables

With Doris on board we have been able to start the process of taking stock of all our programs, making sure they align with the Ghana Education Service curriculum and bring the innovative approach and change to the education system we hope for. Our **“Reading Club”** program is such an example. It has been well documented, tested and now teachers are sending their students who need extra attention to take part in the program. With regular moments of evaluation and feedback we are working together to bring children up to scratch, so that they have the same level as their fellow students. The “Reading Club” Program is also a wonderful way to introduce the phonetic reading method to the schools and the local education system. Presently the reading method relies more on Rota learning/memorization.

A new addition to the Alumni Program is the Alumni Support Fund. Students can request financial support to complete or start an educational course. The payback model includes spending time volunteering at the Educational Centre and a minor monthly membership fee. The program allows for a one-on-one approach where individual sponsors support a student. We have now offered this opportunity to one Alumni and hope to add another student in 2017 and grow the program based on our learnings.

Running the “I Want To Be” Program for 40 children this year was a worthy challenge, which with the support of a strong team, we were able to meet. We have developed a very detailed facilitators manual, including a clear guide line to planning all the different modules. This made it possible to offer the program to 40 students. We are deeply grateful to the different companies that welcome our children for tours and interviews with their professionals. We are ready to run the program again in 2017. The cooperation of the Ghana Education Services is crucial, as they help select the children and facilitate communications with their schools and parents.

Deliverables 2016 -17

- Finalize Program Manuals (Library, ICT, Reading Club)
- Commence development of To Be Worldwide learning vision for all age groups 6-15 years.
- Expand the Alumni Support Fund and develop the Alumni Workplace alignment in the Alumni Program
- Introduce iPad based learning





CURRENT STATE

A selection of To Be Worldwide 2016 highlights:

- The ICT Program received an overhaul with the assistance of Pim van den Toorn (volunteer from Holland). The method adopted allows the children to work at their own pace on different modules and levels within the Microsoft Office Program. Adding a 10- finger typing course as a standard part of the ICT skills
- We welcomed our To Be Worldwide friends (Madelon Mijster, Gaby Rappange, Monique Cornelissen, Lisa Kooyman and Berine Mijsters) to the Centre for a wonderful round of workshops on “Plastic & the Environment”, “Making Bags” using recycled material and Hygiene.
- The Alumni workshops “Entrepreneurial Skills” and “Debating and Argumentation” were held (the later run by Serge Gijrath, Attorney at law).
- The “I Want To Be” Program was offered to 40 children for the first time. It was a success and will be repeated for the same number of children in 2017.
- Ssula was added to our ICT e-learning material (ssula.com). The accounts were donated to To Be Worldwide by the Ssula organization.
- We received great donations of sports material and clothing for our football teams who did very well in the various games they played during the year. Next year the 3 teams will take part in the relevant national leagues.
- After a fun Christmas party, life at the Centre was back to normal in the 1st week of January 2017





OUTLOOK 2017 -2018

Looking forward to 2017-2018 here are some of the goals we will be working on:

- Training more teachers to join the “Reading Club” Program
- Complementing all our educational programs with additional educational material
- Consolidating our partnership with the Ghana Education Services
- Expanding the Alumni Program to allow more Alumni to access the Alumni Support Fund.
- Run the “I Want To Be” Program for another group of 40 Children and work towards creating a version which can be shared
- Introduce Ipad based learning (e.g. OsmoPlay)
- Add more Ssula accounts
- Further developing the sports & learning approach





FINANCIAL STATEMENT

For a full financial document please visit our website www.tobeworldwide.org

Balance Sheet as at 31-12-2016

Assets (in euro's)	31-12-2016	31-12-2015	Foundation Capital and liabilities (in euro's)	31-12-2016	31-12-2015
Current Assets			Equity capital		
Debtors			Continuity reserves	28,200	44,797
Other receivables, deferred assets	2,259	6,027			
			Current liabilities (2)		
Liquid assets (1)	24,941	38,779	Creditors		
			Other liabilities, accruals and deferred income		
Total assets	28,200	44,797	Total liabilities	28,200	44,797



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	2016	%	2015	%
Income				
Income own fundraising	42,364	100.00	56,865	100.00
Financial income	-		-	
Sum of Income	<u>42,364</u>	<u>100.00</u>	<u>56,865</u>	<u>100.00</u>
Expenses				
Project expenses	51,089	120.60	46,799	82.29
Fundraising				
Expenses own fundraising	5,540	13.00	4,394	7.72
Management & Administration				
Office expenses	1,995	4.70	3,677	6.46
Financial income and expenses	-337	-0.79	-169	-0.30
Result	<u><u>-16,597</u></u>		<u><u>1825</u></u>	

The total spending on objectives expressed as a percentage of total income is: 2016: 120.6 %
The total spending on objectives expressed as a percentage of total expenses is: 2016: 87.1 %