



CREATING A WORLD OF EQUAL OPPORTUNITIES



PROFILE AND CAPACITY STATEMENT

ARK DEVELOPMENT ORGANIZATION

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SUMMARY:

Ark Development Organization (ADO) is a Non-Governmental Organization operating in the Eastern Region of Ghana. Since its establishment in 2001, Ark Development Organization has undertaken several communities-based interventions and social development initiatives in its working communities. These covered communicable and non-communicable diseases, sanitation and environment campaigns, and civic engagements on education improvement, governance, capacity building and empowerment of women, the youth and PWDs, advocating for child rights, trained youth in apprenticeship programmes, skilled development for migrant and vulnerable orphans and children as well as awareness creation on the Sustainable Development Goals (SDGs).



LEGAL STATUS

<i>Registration</i>	<i>Registration Number</i>	<i>Year</i>
<i>Registrar General's Dept.</i>	<i>Old: G-13, 601</i>	<i>2004</i>
	<i>New: CG179742015</i>	<i>2015</i>
<i>Non-Profit Organization</i>	<i>D.S.W 3343</i>	<i>2004</i>
<i>Tax Identification Number</i>	<i>C0005510511</i>	

ADO is committed to making a positive impact and driving sustainable development in our local communities. With a dedicated team of passionate professionals and a proven track record of successful projects, we possess the capacity and expertise to address complex challenges and create meaningful change.

• OUR UNIQUENESS

MISSION STATEMENT

ADO is a health, education, governance, agriculture and environmentally focused organization committed to improving the lives of deprived women, children and the disabled through capacity building, evidence-based advocacy and participatory innovative programmes and the operationalization of social enterprises.



VISION STATEMENT

“Creating a world of equal opportunities”.

CORE VALUES

The following core operating values influence the culture and public image of ADO Development Organization as an effective Non-Governmental Organization serving a wide variety of individuals and families.

- ❖ **Diversity:** ADO understands that deprived and marginalized people are part of society and when given the necessary platform they can perform and sometimes even perform better; we seek to assist as many people as our financial resources support.
- ❖ **Partnerships:** ADO works with partners and development actors who share common vision.
- ❖ **Empowerment:** ADO believes in increasing the spiritual, political, social, educational, gender or economic strengths of individuals and communities by helping deprived individuals to make choices and to transform them into desired actions. Again, we believe that every individual has certain amount of capabilities and when exposed to them can make a change in his/her life.
- ❖ **Accountability:** ADO believes in acknowledging and assuming responsibility for our finances, actions, decisions, and policies including the administration and implementation within the scope of our work. We believe that accountability cannot exist without proper practices.
- ❖ **Transparency:** ADO believes in operating in such a way that it is easy for others to see what actions are performed in the organization. All draft documents, all arguments for and against a proposal, all final decisions, and the decision-making process of the organization are made public and remain publicly archived where necessary.
- ❖ **Participation:** The activities of the organization involve all categories of persons such as children, youth, men and women, the marginalized, vulnerable and the socially excluded.
- ❖ **Mutual Respect:** Respecting the views of all stakeholders, staff, beneficiaries especially those of women, children, PWDs and vulnerable adults.

OPERATIONAL OBJECTIVES

- ❖ To create awareness on communicable and non-communicable diseases and Sexual Reproductive Health and Rights.
- ❖ To promote the development initiatives of children, the youth, women and persons with disabilities.
- ❖ To provide a platform for the voiceless and the marginalized in society on good governance and human rights.
- ❖ To promote good practices on environment, climate change, water, sanitation and hygiene, and agriculture.
- ❖ To develop organizational capacity for internal strengthening and external networking towards effective community service delivery.
- ❖ To establish social enterprises for sustainable development.

OUR WORK (THEMATIC SECTOR CAPACITY)



HEALTH

Ark Development Organization (ADO) works alongside the Ghana Health Service to improve access to quality health services; that include provision of health infrastructure (Construction of CHPS Compounds and WASH facilities), information and surveillance, Case management (diagnosis and treatment support), capacity building of health officers and community health volunteers, awareness creation and Advocacy.

Programme. Most of our educational advocacy interventions have ensured equal access to basic education by vulnerable groups.



ENVIRONMENT, CLIMATE CHANGE, WATER, SANITATION AND HYGIENE

ADO's programme seek to address some of the critical gaps in water infrastructure, basic sanitation facilities and hygiene, targeting communities that are hard-to-reach, prone to diseases as a result of WASH. We work closely with MMDAs and other CSOs to support the provision of WASH facilities.

Our team of experienced water engineers, hydro-geologists, drilling team, public health officers and technicians are at the core of our operations, designing and implementing quality programmes to support communities' WASH needs.

ADO has over the years supported communities, schools and health centres with WASH facilities. In addition, ADO has supported that and mobilized communities to take their own action to eliminate open defecation, and behaviour



EDUCATION

ADO's uses community mobilization strategies such as awareness creation and people-centred advocacy to promote the development initiatives of children, the youth, women and persons with disabilities (Education and ICT). Our educational intervention centres on; provision of educational infrastructure (construction of school building, Libraries and ICT Centres), provision of Teaching and Learning Materials (TLMs) for needy students and Advocacy on School Feeding



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change communication through school health clubs, WASH committees, and hygiene promoters.



GOOD GOVERNANCE, HUMAN AND CHILD RIGHTS

ADO works alongside key actors to create a protective environment that cares for and supports the wellbeing of women, children, the youth and PWDs; this includes working with communities structures such as Traditional Authorities, Religious Leaders, Assembly Members as key influencers, to change attitudes and practices that hinder women, children and PWDs from fulfilling their potential.

Through collective advocacy at both local and national level, alongside like-minded CSOs, we are continuously engaging the government to strengthen policy and legal frameworks that support the wellbeing of women, children and PWDs. Participation interventions undertaken were geared towards women and Persons with Disabilities.



AGRICULTURE

ADO has diverse experience in supporting communities to strengthen their food security and livelihoods and increase household income of farmers. This is through empowering and equipping farmer groups and extension officers with knowledge, skills and technologies in crop production, establishing community seed systems, agribusiness skills, mechanized agriculture in a bid to improve food security and nutrition.

In Nsawam, for example, ADO has partnered with the private sector, fruit buying institutions to facilitate farmers' access to ready market, as well as providing easy ways to adopt agro-ecology.



COVID-19

Since the onset of COVID-19, ADO tailored its interventions to include COVID-19 education and sensitization. Under the COVID-19 theme; ADO collaborates with Ghana Health Services to create awareness for vaccine uptake. Other interventions were geared towards providing support for PWDs and vulnerable women and girls

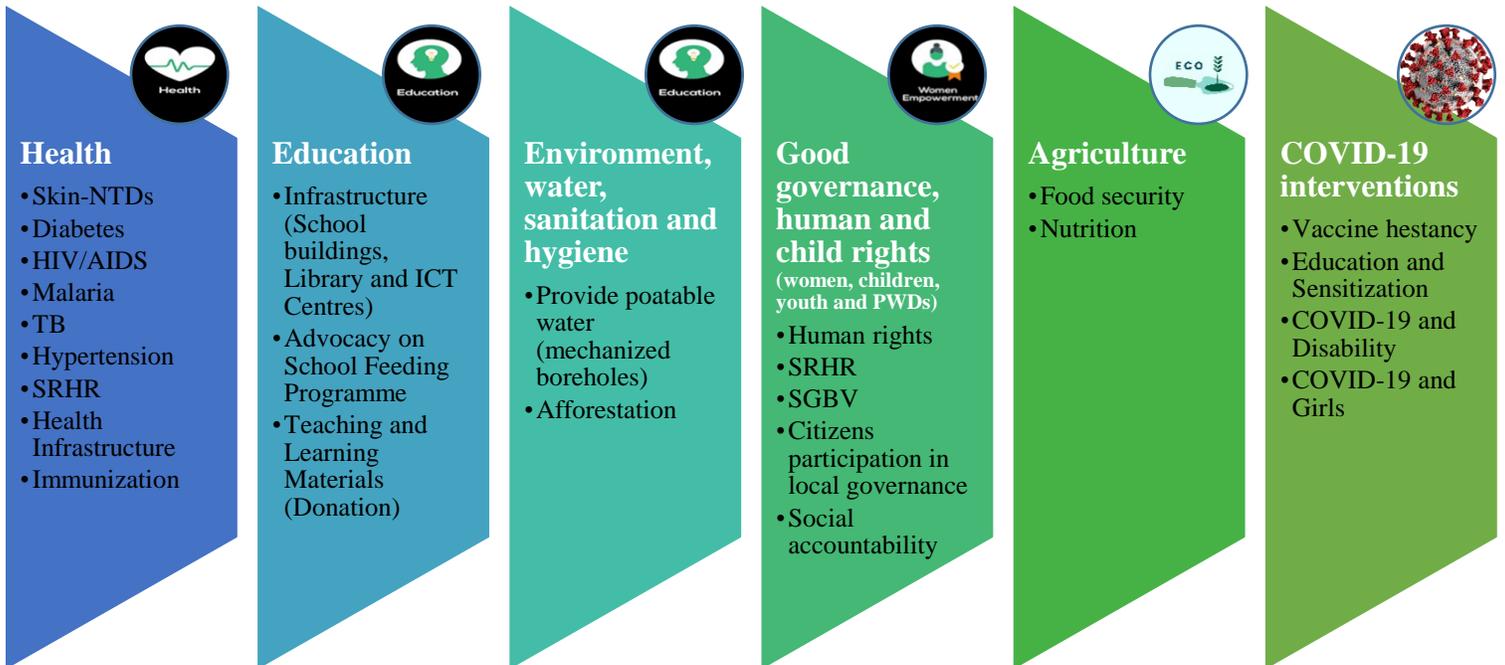
EXPERTISE AND FOCUS AREAS

- Approaches, Tools and Techniques
- Community and Stakeholder Mobilization**
- Research**
- Capacity Building**
- Surveillance and Referrals**
- Case Management (diagnosis, care and support)**
- Monitoring, Evaluation and Learning**
- Advocacy**
- Impact Evaluation**



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- Programmatic: We exploring innovative outreach strategies like community partnerships to overcome geographical constraints. These efforts enable us to extend our services to remote hard-to-reach areas effectively.
- Governance improvement: ADO is committed to strengthening internal governance structures, including regular audits and clear accountability measures, to ensure efficient leadership and decision-making.
- Financial diversification: We are working to diversify funding sources, including establishing social enterprises and partnerships with businesses to reduce dependence on external funding. This strategy enhances our financial stability and long-term planning capabilities.
- Capacity building: ADO continues to invest in staff and volunteer training as well as development programme to attract and retain skilled personnel, ensuring consistent program quality.
- Advocacy efforts: We actively engage in strategic advocacy efforts, leveraging partnerships and mobilizing resources to advocate for the rights and needs of our beneficiaries effectively.





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PROGRAMMES AND PROJECTS

DATE/ PERIOD	PROJECT TITLE	KEY OUTCOMES	LOCATION	AMOUNT	DONORS
HEALTH					
2023 - Date	Partnership for the Eradication of Skin-NTDs	<ul style="list-style-type: none"> ➤ Over 50 Skin-NTD patients receive regular wound care services so far. ➤ Baseline survey on Skin-NTDs conducted in the four project districts. ➤ Estimated 5000 plus listeners reached with information on yaws, buruli ulcer, leprosy and LF during radio and community information centre sensitizations. ➤ Over 4000 community members reached with Skin-NTD information during community durbars, outreach campaigns and in schools. 	Upper Manya Krobo, Fantekwa North, West Akim and Suhum	€179,500	Anesvad Foundation
2023 - Date	Diabetes Support Project	<ul style="list-style-type: none"> ➤ Estimated 22,500 people reached with extensive T1D and other diabetes information. ➤ 30 health officers trained on treatment support, nutritional guidelines, psychosocial and adherence counselling. ➤ 4386 individuals were screened and suspected cases referred to GHS for diagnosis and treatment. ➤ 102 cases of diabetes were identified with 3 cases of severe T1D among children aged 3-9. 	Nsawam Adoagyiri, Suhum and Ayensuano	\$80,000	Panorama Global / The T1D Community Fund
2021	Anum Apapam Health Centre Borehole Project	<ul style="list-style-type: none"> ➤ Over 1,500 pregnant women who deliver at the facility benefits from quality and complete maternal health service delivery that this project provides. 	Ayensuano District	USD6,000	American Embassy Ambassadors' Self-Help Program
2020 -2021	Awareness creation on skin diseases	<ul style="list-style-type: none"> ➤ 40 communities reached on skin-related diseases' education through radio, community information centers and community group meetings 	40 communities in Nsawam Adoagyiri and Suhum Municipalities	GH¢50,000	Own Contribution



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		<ul style="list-style-type: none"> ➤ 42,088 people were screened for Buruli Ulcer, Leprosy, Yaws and Lymphatic Filariasis. 			
2020 -2021	Door-to-door diabetes screening	<ul style="list-style-type: none"> ➤ 30 communities reached on education through radio, community information centers and community group meetings on diabetes. ➤ 29,844 people were screened for diabetes. 	30 communities in Nsawam Adoagyiri, Ayensuano and Suhum Municipalities	GH¢50,000	Own Contribution / GHS
2019	Construction of CHPS Compound and Nurses quarters at Akramang (Access to maternal health created)	<ul style="list-style-type: none"> ➤ 20 Stakeholders engaged on the project ➤ 1 No. CHPS Compound constructed ➤ 1 No. Nurses Quarters constructed. 	Nsawam Adoagyiri	GH¢207,654.34	Australian High Commission in Ghana Direct Aid Programme (DAP)
2017 - Date	STOP TB Partnership	<ul style="list-style-type: none"> ➤ A total number of 70,436 people were screened ➤ 195 sputa' were collected ➤ 47 cases were recorded and placed on treatment. ➤ A total number of about 54,000 were reached with education on TB. 	Ayensuano District (20 Communities)	GH¢1,114,000.00	STOP TB Partnership (Global Fund)
2014-2015	Promoting High TB Case Notification	<ul style="list-style-type: none"> ➤ At least 30,000 people on TB/HIV prevention using Advocacy, Communication and Social Mobilization (ACSM) activities in the target population within a period of six months. ➤ Referred at least 1000 people from the target population for TB testing within a period of fourteen months. 	Akuapem South Municipal, Nsawam-Adoagyiri, Municipal Ayensuano District and Suhum Municipal (90 Communities)	USD80,000.00	TB Reach
2011	Community Action for Malaria Prevention and Treatment (CAMPT)	<ul style="list-style-type: none"> ➤ House-to-house education on IPTP-SP usage by pregnant women ➤ Training of CBHVs on counseling cards ➤ House-to-house education on and monitoring the use of LLINs by pregnant women 	Ayensuano District and Suhum Municipality (30 communities)	USD44,000.00	PROMT Ghana USAID
2008 - Date	National Malaria Control Program (NMCP)	<ul style="list-style-type: none"> ➤ A total number of 16,893 people were reached with IE&C activities out of which 599 were pregnant women. 	Ayensuano District (20 Communities)	GH¢1,180,000.00	NMCP Global Fund



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		<ul style="list-style-type: none"> ➤ The total number of pregnant women taking five doses of the SP/IPTp has increased partially from 1 pregnant woman to 9 pregnant women. 			
2011	Support for PLHIV	<ul style="list-style-type: none"> ➤ 620 PLHIVs cared for and supported with nutritional supplements and psychosocial counselling ➤ Livelihood empowerment (farm for export) for PLHIV 	Akuapem South, Akuapem North, Okere, Suhum, Nsawam Adoagyiri MMDAs	GH¢280,000.00	NACP
2000-2011	HIV and AIDS Awareness Creation	<ul style="list-style-type: none"> ➤ A total number of about 375,000 people were reached with information on HIV/AIDS, its transmission and prevention 	Akuapem South, Akuapem North, Okere, Suhum, Nsawam Adoagyiri MMDAs (238 communities)	GH¢268,000.00	Ghana AIDS Commission
EDUCATIONAL INTERVENTIONS					
2022 - 2023	Coaltar Resource and Empowerment Centre Project	<ul style="list-style-type: none"> ➤ 1 No. Youth Resource and Empowerment Centre constructed and in-use 	Krabo-Coaltar	AUD73,150.55	Australian High Commission / Community Foundation
2019	Educating the citizens on their rights and responsibilities	<ul style="list-style-type: none"> ➤ About 8,500 people reached with education on their rights and responsibilities in the local governance system 	Nsawam Adoagyiri Municipality Ayensuano District	GH¢5,000.00	Self
2018	Donation to Kwame Ntow Basic School	<ul style="list-style-type: none"> ➤ Teaching and non-teaching materials (ie books, pens, pencils, school uniforms and shoes) donated to 100 pupils. 	Akuapem South Municipality (Kwame Ntow)	GH¢20,000.00	Ark Development Organization's Board
2018	Goal-setting orientation and sensitization for high school pupils	<ul style="list-style-type: none"> ➤ Assisted 200 JHS pupils to set goals for themselves. 	Nsawam Adoagyiri Municipality Ayensuano District	GH¢2,000.00	Self (ADOs' Volunteers from UK and Canada)
2017	Construction of the Kwame Ntow Basic School	<ul style="list-style-type: none"> ➤ 1 No. 6-unit classroom block constructed. ➤ 1 No. Kitchen, Canteen, Teachers' Office, Storeroom, and 10-Seater Water Closet Toilet facility constructed. ➤ The school enrollment has increased from 25 to 112 pupils. 	Akuapem South Municipality (Kwame Ntow)	GH¢178,515.93	Australian High Commission in Ghana



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		<ul style="list-style-type: none"> ➤ The community's attitude towards education has improved. 			
2015	Community Action for the Elimination of Child Labor in three cocoa growing areas in the Eastern Region of Ghana	<ul style="list-style-type: none"> ➤ 150 non-schooling children were integrated into the formal educational system. ➤ Child labor reduced in the two districts. 	Ayensuano and West Akim Municipality	CAD24,408.64	Canadian High Commission in Ghana
2012	Complementary Basic Education (CBE)	<ul style="list-style-type: none"> ➤ 1,600 school-dropouts and non-schooling children were educated and integrated into the formal educational system. 	(Kwame Danso) Sene East and West Districts	GH¢66,800.00	World Education/DFI D
2009	Advocacy for better education	<ul style="list-style-type: none"> ➤ Construction of 1 No. 6 unit classroom block. ➤ Construction of Teacher's quarters ➤ Bituminous surfacing of Obosono main road ➤ Teaching and learning materials and used clothing distributed to 200 school children and teachers. 	Akuapem South Municipality (Obosono)	GH¢100,000.00	Rights & Voice Initiative (RAVI)

GOVERNANCE, ADVOCACY AND WOMEN EMPOWERMENT

2022 - 2023	Safe and Protective Environment for Adolescent Development (SPREAD) Project	<ul style="list-style-type: none"> ➤ Increased dialogue between adolescents especially girls and parents/guardians. ➤ 458 chiefs, queen mothers, and religious leaders followed up / engaged to secure their commitment to follow through with their support even after the project period. ➤ 4853 people reached during the "cross your leg" campaigns at community forums, schools and churches. ➤ 7,783 adolescents were reached on adolescence, gender, SRHR issues and SGBV empowerment. ➤ 1324 men and boys deliberately engaged on CP, gender, ASRH&R and SGBV. ➤ 228 adolescent mothers identified out of which 153 Adolescent mothers were supported. 	40 Communities in the Akyemansa District.	GHC408,250.00	UNICEF
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2022 - 2023	CBO monitoring of Child and Forced Labour in mining and Cocoa growing areas in the Atiwa East District	<ul style="list-style-type: none"> ➤ Trained 10 community monitors to collect data on child and forced labour. ➤ Engaged key stakeholders to help plan and advocate for their communities in terms of the various commitments of mining and cocoa companies. 	5 communities in the Atiwa East District	GH¢20,000.00	Rainforest Alliance
2022	Promoting Enabling Environment for Reduction in Teenage Pregnancies in the Ayensuano District	<ul style="list-style-type: none"> ➤ There has been increased dialogue between adolescents especially girls and parents/guardians. ➤ Formation of taskforce to ensure strict adherence to the bye-laws. ➤ During the project period, community monitors were able to reach 230 adolescent girls through house-to-house sensitizations through which one (1) pregnant adolescent girl was supported to access ANC Services. ➤ A total of 4,346 adolescents were directly reached with information on their SRHR and the bye-laws; out of which 2,433 were adolescent girls. ➤ The entire intervention directly reached 8,878 people (women, men, girls and boys) with information on ASR&HR and the bye-laws through the targeted trainings, community information centre sensitizations, town hall meeting, soccer for change campaign and monitoring visits among others. 	10 communities in the Ayensuano District	GHC36,500.00	Plan International - Ghana
2021 - Date	STAR Ghana Foundations' Community of Practice Project	<ul style="list-style-type: none"> ➤ The organization is a trainee under this project which is currently ongoing in a bit to create a society where communities developing their philanthropic and 	All intervention MMDAs		STAR Ghana Foundation



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		volunteerism spirit to initiate developmental projects to complement that of the government			
2019	International Day of the Girl	<ul style="list-style-type: none"> ➤ 350 Girls reached with information on theme Girl force: unscripted and unstoppable 	Atonsu Municipality, Kumasi	GH¢5,000.00	Girls Not Brides Ghana Partnership
2018-2019	Promoting citizens participation to improve revenue mobilization and its utilization by the Nsawam Adoagyiri Municipal Assembly	<ul style="list-style-type: none"> ➤ ADO supported the Municipal Assembly to develop a Revenue Improvement Action Plan (RIAP) ➤ The education and sensitization through the media and the formation and targeted training of the advocacy groups have made citizens especially women and PWDs become very assertive towards accountability issues 	Nsawam Adoagyiri Municipality (Nsawam, Adoagyiri, Ahodwo and Ankwa Doboro zones)	GH¢214,132.00	STAR-Ghana funded by USAID, DANIDA and European Union
2019	Empowering women for leadership in local governance	<ul style="list-style-type: none"> ➤ Ten (10) women capacities built on elections, manifesto writing and leadership skills from the Nsawam Adoagyiri Municipality. ➤ Two (2) women further contested for the Assembly Members Position within the Nsawam Adoagyiri Municipality. 	Nsawam Adoagyiri Municipality	GH¢5,000.00	GIZ
2019	Support for Decentralization Reforms, SfDR (Social Audit Project)	<ul style="list-style-type: none"> ➤ By the end of the project, members of Asarekrom community have been enlightened on the accountability process to an extent that, the Assembly member and individuals now pays frequent visits to the Assembly to enquire about the delays in the implementation of the project. ➤ Through engagements by the SAC Team on the project, the Assembly have queried the contractor on the delays of the project. Currently, the contractor is on site and 	Suhum Municipality	GH¢6,500.00	GIZ / People's Dialogue



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		the building has reached roofing stage.			
2014-2015	Social Public Expenditure and Financial Accountability (SPEFA)	<ul style="list-style-type: none"> ➤ Organized 20 SPEFA Learning session for citizens groups. ➤ Over 14,254 citizens were reached with information on public expenditure and financial accountability 	Akuapem South and Nsawam Adoagyiri Municipality	GH¢81,208.00	SNV/MLGRD
2004-2008	Apprenticeship Training	<ul style="list-style-type: none"> ➤ 250 orphans, vulnerable and migrant children were trained on unskilled apprenticeship. ➤ Psychosocial and guidance counseling was provided to the beneficiaries. ➤ Nutritional support and subsistence allowance were also given to beneficiaries. 	Akuapem South, Nsawam Adoagyiri, Suhum and Ga West Municipalities	USD98,000.00	OICI
2004	Livelihood Empowerment Programme	<ul style="list-style-type: none"> ➤ 75 women were trained on Batik Tye & Dye, Bee keeping, sewing, baking and soap making. 	Akuapem South	GH¢45,000.00	Social Investment Fund (SIF)
COVID-19					
2022 - Date	COVID-19 Vaccine Hesitancy project	<ul style="list-style-type: none"> ➤ 12,430 people reached with COVID-19 Hesitancy education through house-to-house sensitization, church/mosque sensitization, community van sensitization, and community information centre and radio sensitizations. ➤ Through this intervention; mindset and behaviours were changed positively towards COVID-19 vaccination. Thus, a total number of 3,235 people got vaccinated after the engagements comprising 1,838 females and 1,397 males 	Ayensuano District	GH¢8,082.00	GCNM/CHAG
2020	Support for the vulnerable project in COVID-19 era.	<ul style="list-style-type: none"> ➤ Over 5,200 vulnerable people were supported with foodstuff, clothing and PPEs. ➤ Over 16,000 people reached with information on COVID-19 	Nsawam Adoagyiri Municipal	GH¢55,000	IGF



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2020	COVID-19 and its impact on Girls	<ul style="list-style-type: none"> ➤ Over 15,620 people were reached with information on Laws and policies that prohibit child marriage in Ghana, causes of child marriage in Ghana, Best life choices, Sexual reproductive Health and rights, Effects of child marriage, Roles of the child protection agencies & How COVID-19 has affected vulnerable groups in Ghana ➤ 800 copies of posters with COVID-19 preventive messages were distributed to girls in the Asawase and Nsawam communities in the Asokore Mampong Municipality (Ashanti) and the Nsawam Adoagyiri Municipality (Eastern). ➤ 80 deprived girls were given 5kls of rice and 1ml of vegetable oil and 3 facemasks each. 	Nsawam Adoagyiri Municipality & Asokwa Municipality	USD5,000.00	Girls Not Bride Global Partnership
ENVIRONMENT					
2018 – Date	Advocacy for “Save the River Densu” Campaign	<ul style="list-style-type: none"> ➤ Formed the Densu River Advocacy Committee 	Nsawam Adoagyiri Municipality	GH¢5,000.00	Self
2009-2010	Improvement in water and sanitation situation for women, children and service providers in Nsawam Adoagyiri Municipality	<ul style="list-style-type: none"> ➤ The dialogue meetings between citizens and the Assembly yielded frequent desilting of drains; and excavation and fumigation of refuse dumps in the municipality especially those nearer to streams and rivers. ➤ Citizen were education on the need to keep our water bodies and surroundings clean 	Nsawam Adoagyiri Municipality	USD 5,000.00	World Bank
2004	One-child-one-tree Project	<ul style="list-style-type: none"> ➤ About 5,600 pupils duly planted their trees. 	Nsawam Adoagyiri and Akuapem South Municipal	GH¢5,000.00	Self and Densu Research Institute



PARTNERSHIPS AND COLLABORATIONS

ADO collaborates with other civil society organizations through networking and coalition building purposely for discussing issues of national interest, policy reviews and implementing intervention projects and programmes. In addition, ADO also collaborates with state agencies such as Ghana Health Services, Ghana Education Service and Domestic Violence Victims and Support Unit (DOVVSU). Currently, ADO is a member of a number of CSO networks and coalitions, including:

S/N	Name of Alliance/Coalition/Association	Focus/Purpose
1	Ghana Coalition of NGOs in Health	Health (General)
2	Girls-Not-Brides	Girls' right (against child marriage)
3	Ghana Coalition on the Rights of the Child	Child rights
4	Alliance on Sexual and Reproductive Health	Women and Girls' rights
5	Ghana HIV&AIDS Network (GHANET)	Health (HIV/AIDS)
6	Local Governance Network (LOGNET)	Governance
7	Public Financial Management Network	Governance
8	NCD Coalition	Health
9	STOP TB Partnership	Health (TB)
10	Ghana National Education Campaign Coalition (GNECC)	Education
11	STAR Ghana COP	Local Philanthropy
12	CONIWAS	Water, Sanitation and Hygiene

OUR TEAM

The governance structure of Ark Development Organization (ADO), is well structured with a human resource policy which outlines the roles of all the office holders; with the internal administrative procedures: there are 5 Board of Directors who oversee the operations of the organization and also take strategic decisions that run the organization. ADO's Board consists of four (4) females and one (1) male. Their expertise varies from community development planning, fundraising, field research, education and Skills Development, Training and Innovation, programme development, management and health administration.

Our dedicated project management team comprises professionals with diverse backgrounds and expertise in programme management, advocacy, research and data analysis, community development, education and training, gender and social inclusion and communications. We have nine (9) full-time staff members including project coordinators, project officers, monitoring and evaluation officers, finance officers, field officers and administrative officers. Additionally, ADO collaborate with a network of consultants and volunteers who contributes their skills and knowledge to our projects.

ADO has over 90 community volunteers that support with the implementation of interventions.



MONITORING, EVALUATION, AND LEARNING

We prioritize monitoring, evaluation, and learning to ensure the effectiveness and impact of our interventions. We employ robust monitoring mechanisms, collect relevant data, and conduct rigorous

For immediate changes; ADO undertakes monitoring visits to project communities and stakeholders to assess the changes from the interventions carried out. In addition, ADO uses feedback mechanisms such as questionnaires, surveys and verbal feedbacks to assess immediate changes of an activity or intervention.

For interim changes; ADO develops indicators to track changes and progress. Data is then collected against these indicators to evaluate the degree of change achieved for adjustments to be made if necessary.

In the long term; ADO undertake impact evaluations where a terms of reference for performance evaluation is developed for consultants to apply at the end of each intervention. These consultants collect both quantitative and qualitative data by engaging the targeted groups and analyzed. These evaluations help to establish and attribute changes to specific interventions.

evaluations to measure outcomes and identify areas for improvement. By continuously learning and adapting, we enhance our capacity to create sustainable change.

RESOURCES AND INFRASTRUCTURE

ADO possesses the necessary resources and infrastructure to implement projects efficiently. This includes office space, equipment, technology, and a strong network of local partners. We are committed to responsible financial management, ensuring transparency and accountability in all our operations.

GRANTS MANAGEMENT

How we manage the funding we receive is extremely important to us because of our calling to respond to the needs of the most vulnerable. Therefore, one of our top priorities is to be the trusted partner of choice in the humanitarian sector by leveraging our financial resources for positive and lasting impact.

ADO's financial management system outlines systematic processes which involves tracking and analyzing financial information to ensure effectiveness and accountability. The organization monitors its budget by assigning unique codes to all income sources, expenditure categories and projects and this facilitate accurate recording, reporting and analyzing of financial information. In addition, ADO maintains up-to-date financial records detailing income received (grants and donations), programme expenses and administrative costs. ADO's budget monitoring tool helps to regularly compare actual expenditures against budgeted amounts which helps identify any variances or deviations and enables timely actions to be undertaken. Also, ADO's financial management system ensures that funds received are tracked against project contract amounts. At the end of every financial year (i.e. 1st January to 31st December), ADO prepares financial reports that include income statements, statement of financial position and cash flow statements which



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provides insights into the organization's financial health, spending patterns and adherence. After which external audits is conducted by independent auditors.

DONORS AND PARTNERS OVER THE YEARS

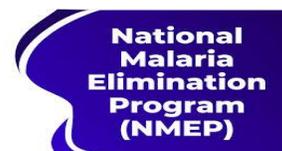
ADO has been able to establish and nurture good relationships with key donors to strengthen its grants portfolio. Amidst a difficult funding environment, ADO was able to attract funding from these donors and partners over the years.



**MINISTRY OF LOCAL GOVERNMENT
DECENTRALISATION AND
RURAL DEVELOPMENT**



Under the Office of the President



DONORS AND PARTNERS



CONCLUSION

With our expertise, focus areas, successful programs, partnerships, dedicated team, and commitment to learning, Ark Development Organization (ADO) is well-equipped to address the challenges in Health, Education, Environment, Climate change, Water, Sanitation and Hygiene, Good Governance, Human and Child Rights, Agriculture and COVID-19. We remain dedicated to our mission and strive to make a lasting impact on the lives of individuals and communities we serve.

For more information, please visit our website at <https://www.arkghana.org> and our social media handles.



: ARK Development Organization



: Ark Development Organization