

Indicators	Baseline(June 2009)	Prior period	Current Period(Change in prior period)	Cumulative (June 2010)
1. HR Management				
i) <i>Leadership</i>	Senior Management Team (SMT) of 3 Directors and a General Secretary High level of leadership capacity in place	SMT - 2 Directors	Improved level of leadership capacity with some form of decision making delegated to other senior staff through the Expanded Management team. 4 Senior management members and 9 senior staff members (Expanded Management Team) involved in decision making since January 2010. 4 senior staff members had the opportunity to exercise delegated authority meetings.	4 Senior management members and 9 senior staff members (Expanded Management Team) involved in decision making since January 2010. 4 senior staff members had the opportunity to exercise delegated authority meetings.
ii) <i>Core staff</i>	Low level of team building amongst individual core staff Full compliment of key staff not in place (Ecumenical Relations Officer and Researchers) Core staff requiring re-orientation on structure		Core staff efficiency improved. Increased commitment and team work through the sharing of ideas at the Expanded management level and in project planning and implementation management. 2 employees joined the Council (Ecumenical Relations Officer and Asst. Project Officer) Staff capacity improved with one training session on Organisational structure and levels of reporting as well as financial request and reporting procedures. Two staff sensitisation workshops on Gender and Domestic Violence	Instituted extended management meeting to include all programme managers and unit heads permanent Senior Ecumenical relations officer to bridge gap in programmes and ecumenical mandate of the Council awareness of staff on the need for engendering organisation and programmes Awareness of staff on the current structure, administrative processes and procedures of the Council
iii) <i>Support Staff</i>	staff committed to project specific tasks		Willingness to support and actively participate in Council activities rather than schedule specific.	Willingness to support and actively participate in Council activities rather than schedule specific.
2. Governance				
i) Board	Apathetic attitude towards organisation. Apathetic attitude with regard to attendance and participation The constitution stipulates a minimum of 4 Board meetings per annum. Composition: 1 Annual General Meeting - 120 Executive Committee - 14 Heads of Churches meetings - 10 Senior Management Team - 3 Expanded Management meeting - 0		Increasing involvement of board members in Council's activities Increased participation as a result of improved preparation for meetings. Eg. Text messages, follow-up, e-mails and other general preparation commitment by members enhanced due to the numbers registered in the attendance of the meetings Composition: Executive Committee - 21 Heads of Churches meetings -17 Senior Management Team -3 Expanded Management meeting - 10	Increased participation as a result of improved preparation for meetings. Eg. Text messages, follow-up, e-mails and other general preparation commitment by members enhanced due to the numbers registered in the attendance of the meetings Executive Committee - 21 Heads of Churches meetings -17 Senior Management Team -3 Expanded Management meeting - 10

ii) Committees	<p>Irregular meetings of sub committees</p> <p>Minimum of 4 meetings per sub committee</p> <p>There are 4 standing Committees - (Finance Administration Advisory Committee (FAAC)-2 Programmes Advisory Committee (PAC), -4 Board of Trustees-0, Treasurers meeting)-0 irregular scheduled meetings of the subcommittees apart from PAC</p>		<p>Regular and increased attendance and involvement at meetings.</p> <p>Careful review of programme and financial proposals by committees</p> <p>PAC organised 1 meeting</p> <p>FAAC met 4 times by half year</p> <p>Treasurers meeting instituted and met 3 times</p> <p>Trustees met once</p>	<p>Regular and increased attendance and involvement at meetings.</p> <p>Careful review of programme and financial proposals by committees</p> <p>PAC organised 1 meeting</p> <p>FAAC met 4 times by half year</p> <p>Treasurers meeting instituted and met 3 times</p> <p>Trustees met once</p> <p>commitment by members enhanced due to the numbers registered in the attendance of the meetings</p>
iii) Documented board meetings & Management meetings	Quarterly board meetings and 12 monthly management meetings		<p>2 board meetings and 8 management meetings held and documented. Minutes available.</p> <p>1 Expanded management meeting organised. Technical staff have also been introduced</p>	<p>2 board meetings and 8 management meetings held.</p> <p>Expanded management meetings organised. (expected to be organised monthly)</p>
iv) Staff meetings	1 staff meeting held		Structured and regular staff meetings with effective participation	2 Staff meetings held
3. Systems and procedures				
Financial management systems				
1. Programme activities to overhead ratio	Programme activities 67% Overhead Cost 33%		Programme activities 82.7% Overhead Cost 17.3%	
2. Total turnover for the period in US\$	Annual turnover US\$726,333		Half year turnover US\$653,976.08	
3. Total number of donors for the period	8		6	Currently receiving funds from 6 donors
4. Internal controls	Moderate controls with high internal reviews. No internal auditor. No internal reviews		Improved internal controls and job segregation with occasional external reviews 2 reviews by Pricewaterhouse and PKF	Improved internal controls and job segregation with occasional external reviews 2 reviews by Pricewaterhouse and PKF
5. External audit	Statutory annual audit conducted		Statutory annual audit conducted	Statutory annual audit conducted
Operational policies				
1. HR policy	Staff knowledge of HR policy scanty		Ongoing education on Policy provisions	Ongoing education on Policy provisions
2. Gender strategy/action plan and milestones	No policy in place. Ad hoc arrangements to obtain gender equity and equality at all levels	No policy in place. Ad hoc arrangements to obtain gender equity and equality at all levels	Ongoing development of gender policy document	Draft proposals, reviewed by management and submitted to consultants for finalisation
3. Budget spent on gender for the period	No specific budget for gender mainstreaming		0.21% of the GRAP grant spent on gender	Development of gender policy
4. Funding base development	Long-term programmes	Long-term programmes	Long-term programmes	
1. List long-term programmes(3yrs +)	<ul style="list-style-type: none"> * UNHCR funded project (Education Scholarship and Local Integration projects) * Christian Home Week & World Day of Prayer (Self Financing) * MDGs Campaign (OXFAM, UNMC, UNDP) * HIV & AIDS Anti Stigma (WACC) 		<ul style="list-style-type: none"> * UNHCR funded project (Education Scholarship and Local Integration projects) * Christian Home Week & World Day of Prayer (Self Financing) * MDGs Campaign (OXFAM, UNMC, UNDP) HIV & AIDS Anti Stigma (WACC) 	

2. List short-term projects(1 year)	* Enhancing Women Economic Empowerment for Self Reliance (Realising Rights) * (UNAIDS) * Anti Stigma Prevention Gender Violence (UNAIDS) Eliminating Stigma (JICA)		* Enhancing Women Economic empowerment for Self Reliance (Realising Rights) * Climate Change (British Council) * HIV & AIDS Prevention (GAC) * Gender/DV/SRH - Population and development issues (UNFPA)	
3. Total dollar volume of program			\$436,824.00	what is the total amount of the proposals you submitted for funding and how much did you get and how much are you able recover. What is the percentage of the data
4. Approved dollar volumes[d2]			\$71,102.57	
5. Percentage overhead recovery[d3]				
List number of publications (policy briefs, briefing papers, research reports, programme reviews)	- 3-year Strategic Plan (2008 - 2010) - Publications include: * Christian Home Week * World Day of Prayer		- Review of the 3 year strategic plan commenced - Publications include: * 1000 HIV & AIDS Anti-stigma Training manuals * HIV & AIDS Anti-stigma Documentary * 40,000 Christian Home Week * 35,000 World Day of Prayer * 2000 Stigma Reduction Newsletters 1000 FACT sheets	

UNFPA

2. Collaboration, coalitions and networking

Using Format below, list the most important organisations you collaborated with over the period. For each organisation, give an "indication of the issues or themes you worked on, its status and the outcomes.

	Organisation /Coalition	Policy issue /theme / nature Starting / ongoing / ending	Outcome [E.O.4]
1. Government	Ministry of Women and Children Affairs	Gender and Domestic Violence, Shelter for victims (in discussion with MOWAC) serving on board of DV at MOWAC	Teaming up with the Domestic Violence Board of MOWAC to renovate a Christian Council structure for victims of Domestic violence.
	National Board for Small Scale Industries	NBSSI assisted in the fund management of the women's project in the Northern Sector	Discussion with partners ongoing to find funding sources for shelter project 105 Women have received micro credit support which has enhanced their Economic disposition to support their businesses and thier families
	Ghana AIDS Commission	Serve on the Board, Chair National anti stigma task team and lead organisation for Faith-based Organisations (FBOs)	Contributed immensely in developing the National Strategic Plan on HIV (ongoing)
a. Executive	• Ghana Conference of Religions for Peace (GCRP) (Narcotics Control Board (NACOB), National Media Commission (NMC), National Census Publicity & Education Committee (NCPEC)	collaborated with government to organize national programmes Council represented by the General Secretary served on boards and committees	Council's voice added to issues on behalf of the voiceless for public attention and for government response. E.g. issues related to peace, interfaith, Drug trafficking and use, responsible journalism etc.
b. Judiciary	N/A		

c. legislature	Paliamentary Select Committee on Poverty African Parliamentary Network on MDGs	Sensitisation and information sharing on MDGs Coordinated the dialogue process between the African Parliamentary Network on MDGs and the Parliament of Ghana	Gaps in policies reviewed and reccomendations made to government agencies responsible. Presentation on the floor of Parliament on MDGs Network of Parliamentarians to advocate and influence policies regarding the achievement of the MDGs by 2015	
2.Coalition, network	GNECC, GACC, GCRP, CODEO, ARHR, Aid Effectiveness Forum (AEF), CCG-NCS Network, MDGs/GCAP Campaign	Education, governance, elections, trade and aid, ecumenism etc.	AEF: Advocated for effective use of aids and grants for accountability and transparency. Upholding the anti-corruption agenda and supported to secure funding for the work of the coalition. contributed to the development of anti-corruption indicators Effective and cordial ecumenical and social relations. Strengthened networks for expected impact.	
3.Peer CBO's	Ark Foundation, WILDAF, NETRIGHT, LCC's	Domestic Violence and The role of the Church (in discussions) Maternal Health	Well informed church members and leadership who will take the DV issues (more seriously) and inform at any fora which has resulted in an increased appreciation of DV issues by Church members Questionairres on DV have been circulated among church leadership. Publication on DV have also been circulated among church membership through the Christian Home Week Celebrations (CHW)	
	DFID UK through World Association for Christian Communication (WACC) Realising Rights (USA)	HIV and AIDs Stigma Reduction Campaign (on going) in 3 districts. Poverty reduction through Women's empowerment (On-going) in Northern Sector.	Well informed and involved society on issues and follow up with actions Training materials circulated to health institutions, schools and PLHIV associations in the three (3) districts. House to House Campaign on Stigma reduction Printed advocacy campaign materials (T-shirts, posters, and others) Leaflets, flyers and brochures distributed in the communities Enhanced women's economic empowerment 105 women in 5 communities in the Northern Region have recieved financial support and basic book-keeping and financial management to be self reliant	

4. Donors Agencies

OXFAM NOVIB, UNMC	support for MDG campaign in Ghana	<p>Collaboration with Parliament strengthened: Increased statements now being made on the floor of the house in relation to the MDGs as a result of organising capacity building workshop and other meetings with the Parliamentary Select Committee on Poverty Reduction. Additionally there has been increased parliamentary engagements with MDAs.</p> <p>Engagement with community and opinion leaders on MDGs intensified Increased awareness of the MDGs through Community durbars and fora in Koforidua, Ho, Cape Coast, etc. Community members now engaging the local assembly on MDGs.</p> <p>Community sensitised on maternal health issues Increased awareness on maternal health issues in various community through workshops and public fora in Tema, Ho and Accra</p> <p>Platform members lobbying skills enhanced Increased engagement by platform members on national policies and programmes relating to the MDGs and other issues</p>	
G-RAP	<p>CORE – Two staff interactions, Development of Gender Policy and Programme development on Domestic Violence for CCG (On-going)</p> <p>Engaged Three consultants working on the DV, gender and fundraising strategy documents</p> <p>PROJECT – Advocacy on Oil and Gas (about to start)</p> <p>Staff Retreat</p>	<p>Engaged consultants to develop - gender policy - programme on DV</p> <p>Staff capacity on organisational structures and procedures enhanced through workshops and staff retreats.</p> <p>Church hierarchy's knowledge base on Oil and Gas enhanced</p> <p>Government engaged on concerns of CCG on Oil and Gas. etc</p>	
UNHCR	<p>Care, Counselling and other humanitarian support for Refugees (On-going)</p> <p>Handed over a Police Station, Fire Service station and places of residence for them.</p> <p>Bungalows for the District Assembly and the Community Doctor were also handed over</p> <p>SSS building at Gomoa Fete (On-going)</p>	<p>Promotion of local integration.</p> <p>Refugees have easy access social services</p>	
British Council	Advocacy on Climate Change (about to start)		
USAID	Advocacy on Malaria Prevention and Treatment (about to start)		
Ghana AIDs Commission	HIV and AIDs Prevention (about to start in the Northern sector)		

	EED (Germany),	Child trafficking and worse forms of child labour and Food Security in Ghana (about to start)		
	UNFPA	Gender/ DV,SRH, Population & Development issues (about to start). Activity Related		
5.DA (please indicate district)	N/A			
6.Private Sector	N/A			

3. National pro-poor policies

Identified Policy Issue:	Research activities in relation to the identified policy area	What are the policy gaps identified from the research conducted	What is your organisations position on these issues supported by your research	What policy alternatives do you propose and how do you hope to achieve this policy change	What activities have your organization undertaken to reach your selected goal
<ul style="list-style-type: none"> Gender, Domestic Violence 	<ul style="list-style-type: none"> Collaborating with ARK Foundation to use findings of research for advocacy Meetings planned with heads of churches and Executive Committee Meeting for dissemination etc. Sent out questionnaire to member churches. Generated some interest about 80% response. 	Domestic Violence rampant in Church but no or little platform for redress for fear of stigma.	Domestic Violence is real and must be tackled headlong. CCG will lead the campaign to educate and sensitize members on issues of Domestic Violence and where to seek redress	<ul style="list-style-type: none"> Church leaders better equipped with the law, resources and work with CSOs for greater impact Well sensitized members 	<ul style="list-style-type: none"> Held Consultative meetings with collaborative organisations and consultants Developed and distributed questionnaires on gender and DV.

4. Success Story

Briefly describe your organisation's landmark achievement this period

- Receiving the G-RAP grant was a major landmark achievement
- Collaborating with ARK Foundation to disseminate research findings on Domestic Violence. Also use findings for advocacy.
- Initiating the development of a long overdue gender policy for the organization which will also serve as a catalyst for member churches to engender their institutions and programmes.
- Commencement of the Fundraising strategy document

5. Stakeholder Perception

How has the credibility and legitimacy of RAOs changed in the eyes of GoG and the Ghana public? What is your interpretation? Is there a reference to this evidence of change?

- That RAOs have become more structured and systematic in dealing with stakeholders and church leaders
- The voice of the CCG is heard as a genuine, non-partisan organization
- More RAO's are working together with GoG for better impact.

6. What is your perception on the general policy making environment in Ghana

- Policies seem to be top down
- Fewer consultations and amongst smaller circles

7. Grant and report related issues

7.1 What issues do you wish to raise relating to the Grant or to G-RAP management?

- The grant process was very beneficial to Council by way of capacity building.
- The grant has been very useful to the CCG
- There has been staff retreat for all staff
- Another for management staff was organised

None

G-rap Narrative Progress Report Notes on narrative reporting

In addition to this narrative report, G-rap accepts grantee organisation's own annual report, on the assumption that these reports show a relationship between annual workplans, budgets and outputs of these organisations and - if possible - impact. G-rap however monitors a number of indicators that a Grantee's annual report may not always focus on and have designed a simple narrative reporting format to gather this data. This gives the programme managers a quick overview of progress against workplan of each grantee and of significant results in a number of relevant areas relating to the Logical Framework and objectives of the Programme. G-rap intends to minimize Grantee's time investments in reporting, hence this concise format. Nonetheless, additional documentation can be annexed to the report for more detail. Narrative reporting is a bi-annual contractual requirement. The deadline for report submission is four weeks after the end of the reporting period. Completed reports need to be submitted in signed hard copy (2 signatures), as well as in electronic format using MS-Word 2003 compatible software (to: info.grap.ghana@gmail.com).