

Annual Performance Report

Fiscal Year 2017



FY: REPORT 2017

Amadu B Kamara

President/CEO

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Message from; Performance Improvement Officer (PIO)

Introduction

I am hereby pleased to submit the Fiscal Year (FY-2017) Annual Performance Report from the Office of President/CEO .It is a consolidated Performance and Accountable Report (APR). It is very important to note that is a first report released from our end of year farming activities. It conveys performance, budget and financial information.

About This Report

The FY 2017 (Annual Performance Report) provides an overview of Kaddra Farm’s program performance and results to help Board members, the President, donors and the public access over the financial resource received from contributions and donations entrusted to the organization. Our report is formally known as Kaddra’s Communities Report. It is designed to be an executive summary highlighting both financial and performance results and will also improve reporting by making the information more meaningful and transparent to the public. The documents are available on the Kaddra farm’s website at (www.kaddrafarm.org)

The FY 2017 APR meets a variety of reporting requirements beginning from numerous bye-laws focusing on improved accountability among Kaddra Farm organization and guidance described in Article-11 Section: 2- of the bye-laws to the future partners. The report will also be sent to the new partner’s Management Office in fulfilling the mission.

Kaddra Farm Inc,
80 Saint Josephs Ave,1. Staten Island NY, 10302

CC:

Executive Director’s Office
35, Hospital Road, kambia Town, Sierra Leone.

Conclusion

Thanks to the Kaddra Farm organization members and volunteers who put their talented skills and creativity to produce positive results for our contributors, donors and also the communities members. We will continue to implement initiatives throughout the organization to improve the performance of our programs and the accountability of our members. We bent on serving as a pendulum to further our ability and meet the unique human resource challenges of our communities and to ensure an effective civilian workforce.

Best regards,

My name is Amadu B.Kamara (President/CEO)

It is the role of the Chief Executive Officer's office of the organization to lead and serve the organization in management of human resources through by delivering policies and services to achieve its values, Vision, Mission and plans be deployed in a concerned community. The organization's aim is to contribute to a sustained improvement of living conditions, stability, health, education and economic growth in the rural population of four communities in Gbinle-Dixian Chiefdom in Kambia District, Sierra Leone. The farming activities commenced in June 2016. We encouraged youths, women and community farmers to participate in farming activities as a means for sustainability.

The ultimate goal of the organization is to develop and sustain strong farming communities in Sierra Leone who would be taught micro economics (that is, in decision making regarding the allocation of scarce resources), in hybrid rice production and much more. These approaches would unite farming families and communities, providing skills that would maximize the ways in which they farm their lands. The office is also designed to reshaping efforts in supporting of the Administration's Comprehensive Plan for Reforming their enterprises and initiated new skills that would very useful for developmental effort in the community. At the same time, we maintained our focus on our mission priorities, including:

- To support and strengthen communities and families in the chiefdoms,
- To provide leadership and development programs and derives to youth and family,
- To offer emergency food, clothing, transporting and other charitable assistance to those indeed.
- To develop and sustain strong farming communities in Africa, for instance, Sierra Leone West Africa through an agricultural approach to teach them about micro economics, design to fray families together.

However, this will teach them Healthy approaches to living, stability and financial competence. Furthermore, the report highlights our progress advancement for these priorities in FY 2017.

RECEIVING NEW PARTNERS in FY 2017.

We also began working new groups to identify potential initiatives and improved business processes through the development of enterprise measures, such as,

- 1, God Gift Enterprises, introduction of Fried Clay Bricks to youths
- 2, Famaade Enterprises, introduction of African Garment designer and
- 3, Ishmed Agricultural development organization

We continued to partner with these groups mentioned above to build a new, secure, and flexible case management system to allow more efficient and effective case processes. Our short term development program was targeting seeds preservations and indeed we implemented programs of mixed-crops farming, such as Rice, Groundnut and Cassava in four communities. The first group of Rice farming was implemented in rural area at 4-Mile and others in Ro-mankeneh village Gbenli-Dixian Chiefdom, Kambia District, and at the end of the period was a great impact. We produced 10 full bags of Groundnut in 8 acres of farmland, and 30 bags of Rice at 15 acres.

Bush clearing was done by 12 volunteer members and 40 young in Ro-mankeneh community. 80 youths volunteered at 4-Mile rural area. Indeed we met our FY 2017 timeliness targets, and we remain

committed for further developmental programs in the communities. The following crops (A two tubers Cassava farm land), Groundnut and Rice created a large impart to the community.

It was a great improvement from beginning of the farming activities in June FY 2016, we encouraged both farm owners and farm landowner within the four communities in addressing the challenges and also in decision making. Fiscal Year 2017 Annual Performance Report, includes,

1. 4 communities in urban, and 1 rural area at (4-Mile).
2. Sponsoring 40 youths farmers in the field registered.
3. 12 volunteer's workforce.
4. 250 woman registered for progressive skills activities.

A strategy for measuring and rewarding carrier performance will be developed in the organization through recognition of farmers for quality croppies productions, measures as a means to promote better farming outcomes and better overall population food productions. Improvement on these croppies parameters (for example, Cassava, Groundnut, and Rice) is a great fight for hunger threat.

OUR MANAGEMENT POLICY in FY 2017,

We applied evidence-based decision-making to our daily operations at all levels through the use of data analytic tools, dashboards, Volunteer development, a community of practice, and a Member resource group. As we have expanded the breadth and depth of our Sweat equity, at a cost, to the Kaddra organization workforce. In June 2016, we hosted our Annual or first presentation as a pre-feasibility study Summit at Ro-mankeneh community. The theme of the summit, "Transforming Human Capital Management Policy through Research, Innovation, and Analytics," was designed to identify ways to improve human capital management policy, and drew more than 250 attendees representing partner's enterprise, High school students and teachers, companies, and the general public. The event provided a forum for stakeholders to share new ideas and current research. Going forward, we will continue to advance evidence based human capital management policy by establishing a Center of Excellence, leveraging data analytics and research.

RELIABILITY OF PERFORMANCE INFORMATION.

The performance information used by Kaddra Farm organization in this report is complete and reliable; those instances are noted, but no complete data available for this first term year ending.

CONCLUSION.

This is the final report on Kaddra's progress in implementing its FY 2016-2017 Strategic Plan, and we're now focused on implementing new strategic plan for the Midterm fiscal year. Our implementation on the new strategic plan, we'll remain focused on results, using data to inform our decision-making to advance Kaddra Farm's mission and achieve our goals. My Name is Amadu B Kamara President/CEO.