

**I.A.A ORGANIZATIONAL PLAN.**

**A.)**

**2.) I.A.A HISTORY.**

Integrated Agricultural Association (I.A.A) is a Cameroonian non-profit, non-sectarian and apolitical Organization founded on the 5th of March 2016 by the founder; Dungrila Pascal Mbimenyuy, recognized on the 28th of February 2017, as a non-profit NGO by Law No 90/053 of 19/12/1990 governing associations in Cameroon, with authorization No 09/E.29/1111/Vol.8/ALPAS. Her aim is to ensure Food security, Promote Disease prevention, Promote Social Justice, promote social, economic, and environmental well-being by (i) helping to create “sustainable economic development in rural communities in Cameroon,(ii) empower and train youths and women-owned producer cooperatives, and (iii) educate Cameroonians about the importance of organic farming and organic food.

I.A.A is a Youth led Organization with main focus on empowering farmers through organic food production and commerce. I.A.A also transforms subsistence farms into profitable businesses by helping smallholder farmers access good training, affordable capital, quality inputs and better crop prices. I.A.A is passionate about creating social change and food equity, and the organization provides farmers with essential knowledge as a strategy to ensuring food security and fighting poverty across Cameroon. I.A.A focuses on smallholder farmer empowerment, defending indigenous minority rights, education, health care, and climate change and community development. I.A.A believes that the future of our world depends on all our collective actions where we sustain the environment by putting social and environmental justice at the center of development. I.A.A seeks to achieve her objectives through the participatory framework of all stakeholders and like-minded organizations worldwide. She has resolved to function according to her core values of; justice and equity, accountability, responsibility, democracy, competence and dedication in respect of her constitution.

I.A.A has the absolute passion to create social change and to ensure social, economic and environmental wellbeing of the rural population in Cameroon. Work in remote rural areas of Cameroon to help families grow enough food so that they can be well fed, to strengthen their voice so that they can speak out against injustice, and to earn enough money so that they can be free from poverty. I.A.A believe that empowering people to take control of their own development is the best way to provide a long-term solution to hunger and poverty, which truly meets the needs of the people she seeks to help. I.A.A targets communities who truly are the most neglected in their societies, living in places where daily life is a struggle that is made worse by discrimination and exclusion, to teach people about sustainable farming practices to fight hunger, to support poor rural women to set up small businesses to provide for their families, to teach indigenous families about their rights to land and basic services like education, and even to lay the foundations for exploited brick kiln workers to set up their own trade union and secure their rights to minimum wages and safer working conditions in their given environments.

**MISSION.**

I.A.A seeks to do environmental protection and promote sustainable agriculture, by strengthening the capacity of community members, especially women and young people in eco-businesses and forest regeneration. Her aim is to enhance the quality of life, support and promote integrated sustainable community development, by contributing to the improvement of livelihood of communities through the enhancement of knowledge, sustainable practices and services in the areas of; Agriculture, Environment, Governance, Climate change, Health, Education, Women empowerment, Water & Sanitation and Human rights in Cameroon.

**VISION**

Improving lives and promoting social inclusion by striving for hunger and poverty free world, while protecting the environment and everything found in it. And building community resilience to improve livelihoods t and reach 2030 Sustainable Development Goals Agenda.

**GLOBAL OBJECTIVE.**

The overall goal is to have inclusive and sustainably managed food systems through sustainable agriculture, forest regeneration and agro-forestry for eco-business and livelihood improvement. This will help to safeguard food sovereignty, sustain the environment and alleviate poverty.

**SPECIFIC OBJECTIVES.**

1. To build and strengthen the capacities of peasant farmers through local trainings on cultivation and Marketing techniques.

2. To ensure the greater involvement of the youths in agriculture through sensitization, trainings and support.

3. To promote innovative ideas among farmers which are concerned with soil management.

4.To alleviate poverty by working in collaboration with communities and implementing programs and projects that increase their income through the encouragement of collective production and marketing among farmers.

4. To strive for socio-economic empowerment of the disadvantaged farmers and other community member groups through improved agriculture.

5. To promote farming practices that leads to sustainable agriculture and meet the needs of small scale farmers. That is, discouraging the use of chemicals and encouraging natural farming.

**AREA OF ACTION**.

Northwest, Southwest, Center and West Regions of the Republic of Cameroon and beyond.

**4.) ORGANIZATIONAL STRUCTUREAND MANAGEMENT.**

The organization is made up of two main decision making organs, namely; the General Assembly and the Executive Bureau. The General Assembly consists of all registered members and is the supreme decision making organ of the Association. It meets once every twelve months in ordinary session, but can meet within meetings, can also be convened as a result to a written petition signed by at least one quarter of registered members.

The Executive Bureau comprises three members elected by the General Assembly for a three year term of Office renewable. However, they are re-eligible only after three years if they serve a consecutive term. They are responsible for the day-to-day functioning of the Association and implement the decisions of the General Assembly such as budgets and other plans which must be approved by the General Assembly before implementation. Their functions are absolutely voluntary.

Staff/Volunteer members/Interns. I.A.A employs permanent staffs /volunteers who are responsible for the routine works of the organization such as projects implementation, staffs receives salary while volunteers receives monthly allowances to meet their basic needs and this payment is described as motivation in her expenditure documents.

Beneficiaries. I.A.A put her beneficiaries at the center of her existence. They hold the success of the organization and are the most suitable people to consult before making decisions that affect their lives. I.A.A targets peasant women, youths, smallholder farmers, children, persons living with disabilities and other vulnerable groups.

 PROGRAMS.

**A.) AGRICULTURAL TRAINING AND DEVELOPMENT**. I.A.A helps to transform subsistence farms into profitable businesses by helping smallholder farmers access good training, affordable capital, quality inputs and better crop prices. She also launches food safety awareness raising campaign to educate the public in nutrition. Build" is the second level of I.A.A success strategy. Many farmers’ livelihoods are stable but vulnerable. When working with these communities, we use conservation agriculture techniques and territorial value-chain development. The goal is sustainable growth while building stronger production and marketing groups, and creating market links between producers and buyers. Our approach enables farmers to access and manage financial services and improve their use of natural resources. We also strengthen the capacity of farmers and field agents to help them plan businesses and evaluate profitability. With our experience, farmers can connect better to markets and use technologies that raise yields. To help farmers and field agents succeed, we developed a digital tool kit called [ICT4Ag Suite](https://www.crs.org/farmbook-suite). Our ICT4Ag Suite of ICT tools facilitates training, business planning, and monitoring and evaluation, making it easier for farmers to grow their businesses.

**METHODS USED.**

**I) Territorial approach to value-chain development:** We work with farmers to identify and develop products that have potential for local, regional and national markets. We emphasize improving farmers’ production and market opportunities, but we work to improve the entire value chain so it will function more efficiently for all stakeholders. This process increases production, strengthens services for business development, improves postharvest utilization and builds better market engagement.

**II) Conservation agriculture:** In response to global climate change, we help farmers learn techniques for conservation agriculture, which is the foundation of climate-smart agriculture. Techniques include using cover crops, planting with green manure and “no till” practices, conserving water and using native varieties of crops to manage pests. These approaches increase productivity, decrease costs and improve soil fertility, all of which strengthens. We encourages farmers to use renewable energy resources in agriculture and follow sustainable paths that leads to climate change adaptation, increase resilience, reduction in poverty and improved livelihood.

**B.) ENVIRONMENTAL PROTECTION AND MANAGEMENT**. We organize meetings to raise awareness of the importance of protecting the local environment and adopting strategies to deal with a changing climate.  We carryout tree planting exercises and train local groups and families to establish tree nurseries to supply tree seedlings to the local community, with the aim to foster community engagement in afforestation. We train more than 5,600 people annually in tree planting and care. And work with school children to educate them on the importance of trees to the environment and the value of agro-forestry. We also conserve biological diversity, indigenous forests and maintain ecosystem services (water, soil, and carbon sequestration). We plant 15,000 trees on farm lands, footpaths, water catchments, school campus and on public lands annually.

**C.) EDUCATION AND CAPACITY BUILDING.** We provide scholarship opportunities for children from low income families and marketable skills for those with special needs. We provide vocational training to children with disabilities and support them with equipment to set up workshops that will enable them to be economically self-reliant, participate in community activities and be socially recognized. We promote ICT and quality education both in urban and rural communities by equipping schools with computers and book libraries, construction and equipping school classrooms as well as the provision of sanitation equipment and water in schools where such services are lacking.

**D.) HEALTH EDUCATION.** In Cameroon, rural population does not have access to quality health care and services. The situation remains the same in public hospitals everywhere in the country. Rural population travel an approximate distance of 25kms or more just to have medical attention, while those visiting public hospitals complain about poor approach by medical personnel. I.A.A strive to overcome these health disparities by training community health workers, building the capacities of hospital personnel, refurbishing and constructing community health facilities and offering nursing scholarship to rural youths especially those coming from poor families.

**E.) WATER AND SANITATION.** In Cameroon, water crisis has become the order of the day both in urban centers and rural areas. This is a critical issue that affects mostly women and their children which have had severe consequences on their lives, notably; education and health. Children stay away from school just because they don’t want to carry water on their head every day. And women travel 5kms or more to fetch for dirty water. I.A.A provide access to safe and clean water (water pumps and distribution systems, well drilling, bore holes, spring capping). Innovative approaches to building demand for sanitation related products and services, Water conservation and security, Improvement and access to sanitation facilities.

**F.) HUMAN RIGHTS.** I.A.A is working to advocate for peace through peace building initiatives and humanitarian response. Defending children against trafficking, early marriages and force labor. Ensure that the rights and dignity of women, children and persons living with disabilities are protected and fulfilled. And strive to build a peaceful and harmonious coexistence between enemies in times of conflict and war.

**G.) WOMEN EMPOWERMENT.** Women are often marginalized, less educated, lack access to finances, collateral security and are not always able to participate in decision making processes locally. Opportunities on entrepreneurship, capacity buildings and access to land are always limited. Where these facilities are available they are not reliable, affordable and accessible. They suffer from domestic violence and their girls fall victims of child trafficking and early marriages. They are exposed to all forms of domestic violence including financial abuse. These situations are common in rural areas in Cameroon and elsewhere in the world. I.A.A is empowering women with micro- business and entrepreneurship skills and supporting them with startup loans to start new businesses/ or improve existing ones. I.A.A assists women with entrepreneurial skills through micro-business training and financing so that they can be able to build wealth for their families and participate in nation building.

**H.) VOLUNTEERING.**I.A.A provides opportunities for both nationals and internationals that are willing to improve their skills, and those that wish to build volunteer experience. Additionally, we organize community development works to mobilize young people in volunteerism and social initiatives.

**I.A.A. VOLUNTEER OPPORTUNITIES**

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| These positions are open to students ready to do internship and others ready to share their knowledge with those in need. I.A.A accepts application on rolling bases. |
| **S/N** | **Volunteer Position** | **Job Description** |
|  | Organizational development  | Help build our staff, prepare strategic plan of action, and record keeping. |
|  | Information management  | Help us in filing and communication. |
|  | Project development and management. | Help in project conception, writing, fund raising, execution and monitoring. |
|  | Layout designer for public documents. | Help in designing newsletters, brochures and posters. |
|  | Post project evaluators  | He/she looks at successes, failures and the way forward for executed projects. |
|  | Agro-forestry expert  | Helps in training women on agro-forestry techniques and take part in field work. |
|  | Composting  | How to prepare compost  |
|  | Vegetable gardener | Helps North West gardeners to improve on vegetable gardening. |
|  | Forestry expert  | Helps in tree nursery development, tree maintenance, and planting in the forest. |
|  | Forest governance  | Helps local population to participate in the management of their forest. |
|  | Forest ecology education | Teach schools and communities on ecological processes linked to a natural forest. |
|  | Nursery development  | Help develop the nursery. |
|  | Waste management  | Help teach on waste sorting and valorization of waste. |
|  | Gender mainstream/girl child empowerment | Encourage women to take part in decision making as well as girls. |
|  | Biogas technology development | Help build some demonstrative biogas systems in rural communities to be used to produce biogas and bio-fertilizer. |
|  | Food processing/transformation | Help transform any of the following: honey by- products, cassava, fruits, potatoes, plantains, and groundnuts. |
|  | Micro credit scheme development expert | Helps develop a micro-credit scheme for women groups to borrow and save money |
|  | Coffee, maize, honey marketing in the Northwest and West Regions. | Helps develop a business plan for the marketing of selected crops and products in the Northwest and West Regions of Cameroon. |
|  | Vocational trainers in decoration, dress making, designing, shoe making and mending, hair dressing. | Helps in training in these fields and other new fields. I.A.A. plan to establish a vocational training center where youths will receive training in these fields. |
|  | Trainers for elementary schools | Teach children arts works like carving, painting, drawing and knitting, marking and dress making. |
|  | Experts in climate smart agriculture. | Farmers and school children need to learn how to manage the soil and water, in order to grow crops organically. |
|  | Health expert or educator | Helps to educate community members on disease prevention, (HIV/AIDS), malaria, COVID-19 and Tuberculosis |
|  | Agri-business  | Helps women and youths gain skills in agri-business to know how to bargain, when to release goods to the market and how to work in groups and sell in cooperative. |
|  | Expert in animal welfare | Helps to mentor livestock farmers in animal production. |

**PRINCIPLES OF ACTION**

* Impartiality
* Communication in all directions on equities impact.
* Democracy and good governance.
* The harmonization of actions.
* The promotion and the privilege of excellence.
* Respect for the identity and reputation.
* Complementary with actors.

**VALUES**

* Competence
* Accountability
* Justice and equity
* Democracy
* Citizenship
* Responsibility
* Admissibility

**APROACH**We seek to meet our objectives in two different ways. The kinds of approaches we use are as follows:-

1.) **Participatory approach.** We Provide an enhanced and alternative local livelihoods, including sustainable agriculture and value-added products to support local economies, which engages all stakeholders in the community and other development groups. We foster civic engagement of communities through creative facilitation and other methods of stakeholder involvement (such as, public meetings and community-mapping exercises).

2.) **Systematic approach.** We collaborate with like-minded organizations worldwide and create possible partnerships, which can help us mobilize resources needed to address community challenges. These resources include; financial, human and material resources. And we collaborate with technicians and development agencies as well as community development associations to help us attain our objectives.

**MARKETING AND SALES (SOURCE OF FUNDING).**

**i.) Auto-financing.** I.A.A main source of funding at present is auto-financing (member registration and annual contribution). All the registered members have the obligation to renew their membership registration by paying a registration fee on annual basis and making annual contributions to sustain the organization’s activities.

**ii.) Earnings from activities.** I.A.A owns an integrated organic garden in Kumbo of 4hecters land capacity, where she trains and support smallholder farmers and individuals in the production of assorted vegetables and livestock farming. Annually, I.A.A generates up to $50,000 from her farm through the sale of proceeds, bio-fertilizer, organic manure and training fees paid by farmers. She also buys vegetables from local producers and supply in major cities of Cameroon. This generates income which goes back to her projects.

**ORGANIZATION’S CONTACT.**

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