



Scaling up



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PROGRAM NEWS

Ghana

Steps to Transformational Agriculture – 5 Champions for Change Networks set the pace!

Five Champions for Change Network member organizations set the ball rolling by holding their respective planning and kick off meetings between March and May 2015. The Champions for Change Network is a coalition of agricultural network organizations, including the Agricultural Advisory Services Network, Ghana Livestock Development Network, Agricultural Financing Network, the Women in Agribusiness Network and the African Youth Network for Agricultural Transformation. Each network held its respective meetings in Tamale, Dodowa, Koforidua and Accra.

The Champions for Change graduates have joined together to form networks for co-learning, information exchange, and mutual support. These networks are platforms for creating positive synergy between all stakeholders in the agricultural sector to contribute to the growth of the sector. They are



committed to developing strategic long term activities that will strengthen institutions, especially non-state actors (NSAs). During this period, the five network organizations carefully crafted their visions and missions, drafted their work plans and membership conditions.

Each member network fashioned their own respective statement of objective, vision, mission, and goal to assure a unified understanding and continued guidance in carrying out their respective network activities.

A BRIEF INTRODUCTION TO FIVE OF OUR CHAMPIONS FOR CHANGE NETWORKS



Agribusiness Investment Summit 2015

Agribusiness Leadership Internship Program Launches

On April 29, 2015, the 2nd annual Ghana Agribusiness Investment Summit showcased a cohort of 12 youth and women Champions for Change in Food Security. With the participation of the Deputy Minister of Agriculture and over 300 representatives of Small, Medium and Large enterprises, Business Advisory Service providers and Financial Institutions, the Agribusiness Leadership Internship Program was launched at the event that was organized by USAID-supported Financing Ghanaian Agriculture Project (USAID-FinGAP).

As part of integrating youth and women Champions into the Business-to-Business component of the summit, the Agribusiness Leadership Internship Program selected participants through a competitive application process managed by Africa Lead. The group was encouraged to learn more about the potential opportunities from the various organizations in attendance, but more importantly to highlight their skills and how they could be assets to the host entity interns.

In order to prepare the participants to take full advantage of this unique networking opportunity, Champions were prepared through a half-day orientation coaching session offered by Africa Lead to help them



US Ambassador to Ghana H.E Gene Cretz giving his address



Africa Lead Youth Champions interacting with an agribusiness representative at the summit



develop their “sales pitch.” According to Africa Lead's Grants & Internship Manager Toni Mpoy: “Our mentoring support is intended to help the interns put their best foot forward and learn how to successfully network and create contacts.”

The summit made it possible for the Champions to forge relationships, learn more about the challenges to agribusiness investment and meet with leaders in agribusiness in Ghana. “Participation in the summit was really a golden learning and networking opportunity offered to us by Africa Lead to meet with great minds in Ghana's Agribusiness Sector. It also gave us the opportunity as Champions to network with fellow champions from other parts of Ghana...” Out of their participation in the Business to Business sessions, a number of Champions were able to secure meeting appointments with various agribusinesses, financial institutions and business

advisory service providers. Sedem Kumahor, a young yam agro-processing start up entrepreneur adds: “Attending the summit really paid off, I was able to secure meetings with the head of Barclay's Bank Agribusiness desk, a meeting with MEL Consult to introduce my small business concept as well as another meeting with TMI consult to learn more about equity financing opportunities”.

Africa Lead brings experience innovating Agribusiness Leadership Internships having successfully placed 69 interns with varying levels of experience in agriculture-oriented companies or organizations to date. Africa Lead is now leveraging this success to scale up the program across the continent, making these alliances between established businesses and new agricultural leaders more routine.



A group Champions and staff of Africa Lead

2015 Agricultural Joint Sector Review (JSR) meeting

The Joint Sector Review of the agriculture sector was instituted in 2008 as part of the mechanism for harmonization and improved sector policy dialogue and coherence. The annual review is aimed at reaching a common view among key stakeholders on important achievements in the sector in the preceding year, remaining key implementation challenges, and progress against strategic reform priorities. It is anticipated that achieving consensus on priorities, should inform future plans and budgets and should also provide the focus areas for the support of Development Partners.

Stakeholders reviewed the previous year's progress against strategic priorities and key implementation challenges and also sought to build consensus on priority interventions which would inform future planning of stakeholders in the sector, during this year's Joint Sector Review meeting recently held in Accra on June 16. .

According to Honorable Fifi Kwetey, Ghana's Minister of Food and Agriculture, "the Ministry of Food and Agriculture have the responsibility as the lead Government agency to convene this review. He added that it is the

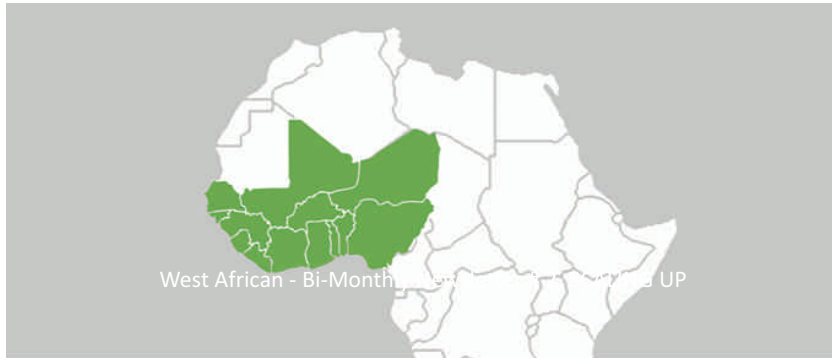
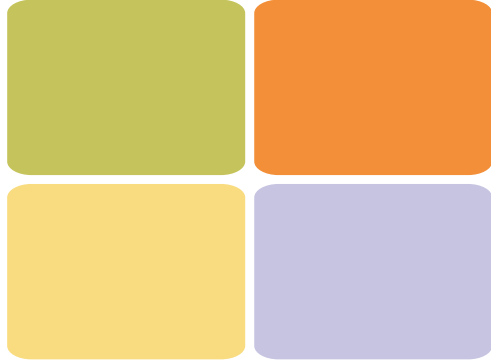


joint responsibility of all stakeholders to ensure the success of the review."

He also mentioned that "Ghana has achieved the target of food security i.e. halving the number of hungry people ahead of the 2015 deadline though this is a laudable achievement, pockets of food insecurity still exist all over the country. Unfortunately, as the country's population increases, the nation's natural resources, i.e. land, water and biodiversity are not increasing but rather decreasing or deteriorating. This means that we have to do more with each passing year to feed the growing population. What this means is that Ghana must substantially increase agricultural productivity and generate value that keep up with demand for food, industry, trade etc. We must also work hard to lift up the northern regions and other pockets that are lagging behind" the Minister said.

Mr. Kwetey called for "more collaboration with our partners in implementing various projects, including Ghana Commercial Agriculture Project (GCAP), Ghana Agricultural Sector Investment Programme (GASIP) and Northern Rural Growth Programme (NRGP) to ensure that our production and productivity levels are enhanced."

The meeting included stakeholders in the agricultural sector such as staff of the Ministry of Food and Agriculture (MOFA), Development Partners (DPs), other Government Ministries, Departments and Agencies (MDAs) as well as key players in the private sector and civil society.



REGIONAL

West Africa ready for Climate-Smart Agriculture Bamako, Mali

Ten years after signing on to the Comprehensive African Agricultural Development Program (CAADP) of the African Union, West Africa is now the leading African sub-region in the implementation of the CAADP. ECOWAS in collaboration with the West Africa Monetary Union (UEMOA/WAEMU) and CILSS, and with the support of USAID, The Swedish Government, Le Hub Rural, African Social Development Index (ASDI), New Partnership For Africa's Development (NEPAD), Africa Lead and the United Nations Office for Project Services (UNOPS) successfully convened a High Level Forum of Climate-Smart Agriculture (CSA) Stakeholders in West Africa.

The forum took place in Bamako, Mali from June 15th to 19th. Two days prior, 13th and 14th of June, were dedicated to non-State actors, to give them the opportunity to prepare and bring their messages, positions and contributions to the table on

Forum related themes, towards national and regional decision-makers as well as regional and international scientific and technical organizations. The main objective of the forum was to facilitate a collective reflection on opportunities, issues, challenges and strategic choices for the development of CSA in West Africa, in order to define the ECOWAP/CAADP Intervention Framework on CSA, and to establish the West Africa CSA Alliance responsible for operationalizing its implementation.

The four-day event was attended by approximately two hundred and seventy representatives of the 17 member states of the ECOWAS and Sahel including the Ministers of Agriculture and the Ministers of Environment, as well as representatives from the Ministries in charge of agriculture (NAIP), climate change (NAPA / UNFCCC) and Integrated Water Resources Management (IWRM Action Plan) also in attendance were key stakeholders from regional integration organizations, basin organizations, scientific and technical organizations, agriculture related socio-professional organizations, civil society and private sector organizations, NGOs and Donor Partners.

The CAADP was established in July 2003 and focuses on improving and promoting agriculture across Africa. In 2005, the ECOWAS Heads of States adopted the ECOWAS Agricultural Policy (ECOWAP), as an instrument for the coordination of CAADP, the agricultural component of the New Partnership for Africa's Development (NEPAD).





USAID supports the launch of ECOWAS Food Across Borders Program

Accra, Ghana

The Food Across Borders Program (ProFAB) is a regional initiative aimed at eliminating barriers to cross-border trade in staple foods and help increase food security within West Africa. ProFAB would increase food security in West Africa by focusing on ensuring the improvement of public policies, increasing information on regional trade and strengthening the voice of private sector and regional organizations.

The launch took place in Accra, Ghana on May 14th, 2015. It was attended by key partners and stakeholders in the food security policy space in the West Africa Region. Mr. Gene Cretz, the United States Ambassador to Ghana, at the launch, said the institution of the program, was based on the recommendations of an ECOWAS forum held in January 2013, which called for the need to draw attention to the crucial role that regional trade plays in West Africa's food security.

He added that the recommendations also brought to the fore the important role regional trade would need to play to ensure the long-term resilience of the 365 million residents of West Africa.

The program, which is a cooperative effort supported by the USAID, ECOWAS and the West African Economic and Monetary Union (UEMOA), would be implemented by the Permanent Interstate Committee for Drought Control in the Sahel (CILSS), but coordinated and facilitated by a special Unit based at Hub Rural.

Mr. Cretz said the U.S. Government was proud to support the move towards achieving effective African regional integration saying “we know the main barriers to cross-border trade include constraints like road harassment, export restrictions, certificates of origin, veterinary certificates and value added taxes on foodstuffs, and the often cumbersome procedures at the border posts themselves”. The ProFAB will, therefore, accelerate the harmonization and implementation of ECOWAS economic policies that remove trade barriers by advancing the implementation of ECOWAS trade policies.

Dr Lapodini Marc Atouga, the ECOWAS Commissioner for Agriculture, Environment and Water Resources, noted that the West African economy was steadily growing and many regional policies supported and encouraged ECOWAS nations to work together to maintain a strong, sustainable and peaceful regional economic community.

ProFAB's work aims to make it easier for farmers and business people to complete the transactions necessary to move food across borders, while increasing the volume, value and speed of food movements, make it easier for the private sector to invest, and increase the efficiency of the market place.

International Conference on Rice Value Chain in West Africa focuses on solutions **Ouagadougou, Burkina Faso**

The *Réseau des organisations paysannes et de producteurs de l'Afrique de l'Ouest* (ROPPA)/Network of Farmers' and Agricultural Producers' Organisations of West Africa under the auspices of its Rice Producers Organisation/*Cadre Régional de Concertation des Organisations des Producteurs de Riz* (CRCOPR) convened eighty participants representing different stakeholder networks and professionals in the rice value chain and development partners at an International Conference held in April 2015 in Ouagadougou, Burkina Faso.

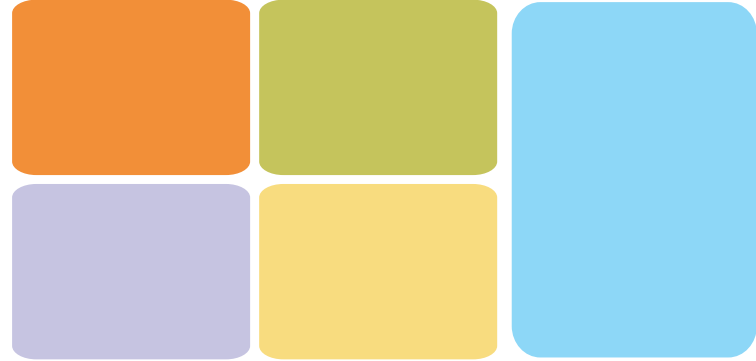
Participants gathered with the objective of creating a platform for multi-stakeholder exchanges as well as provide practical solutions to issues related to development of value chains and financing of rice.

The stakeholders who were present made proposals to promote greater investment in regional value chains, to improve on the various mechanisms and audit initiatives regarding the public-private partnership to generate more growth, reduce poverty and increase food security in the region.

In his speech, Bagna Djibo, President of ROPPA, praised the partners for their commitment and interest in the rice sectors. He also thanked the ROPPA Commissioner of Agriculture of the West African Economic and Monetary Union (UEMOA) and the Burkina Faso Minister of Agriculture for their continued support to ROPPA and its national platforms.

The Country Director of USAID Burkina Faso in his speech, stressed on the importance of the rice sector in West Africa and highlighted the importance of a USAID partnership with CORAF, Trade Hub, ECOWAS and ROPPA in supporting the development of this sector.





USAID Senegal supports BOS & OFOR with capacity building workshops

Saly, Senegal



As the reference framework of the government's economic and social policy, the Senegal Emergence Plan (PSE) aims to set the momentum for strong growth in order to achieve the status of a high-income country by 2035. The program intends to engage the country in a sustainable dynamic momentum, led by strong and inclusive growth, job creation and the preservation of the country's environment and natural resources. , The PSE is currently implementing flagship projects in Senegal's most promising sectors. The first phase of this plan aims to achieve an average annual growth rate of 7.1% over the period of 2014-2018.

In line with this Presidential initiative, USAID Senegal aims to support the increase of public and private investments in agriculture. Through the Africa Lead capacity building program, USAID hopes to strengthen the policy and create an enabling environment for agriculture

“Senegal is committed to establishing an institutional framework to ensure the quality of the water in the rural areas” says Minister of Water and Sanitation , Pape Diouf

sector investments in Senegal. The Bureau Operational de Suivi (BOS) or Monitoring and Evaluation arm of the PSE and the Office des Forages Ruraux (OFOR) or Office of Rural Boreholes are part of the beneficiary agencies of this support.

Strategic development and team building short courses and capacity building workshops were designed for these organizations to build the key staff to be more effective contributors to the strategic debates, and more influential in contributing to their organization's strategic goals.

OFOR- Office des Forages Ruraux

OFOR/ Office of Rural Boreholes is a Senegalese Government

initiative to create an autonomous public management structure of rural water infrastructure. This structure replaces the Directorate of Operations and Maintenance (DEM), with the aim of involving the private sector in the maintenance and production of water in rural areas.

The reform was initiated by the Senegalese government to create the right conditions for adequate and sustainable access to water for the rural Senegalese population at reasonable prices.

“Senegal is committed to establishing an institutional framework to ensure the quality of the water in the rural areas” says Minister of Water and Sanitation, Pape Diouf

On March 19-20 March 2015, the Office of Rural Boreholes (OFOR) organized a Strategic Development Workshop and Team Building workshop for twenty seven (27) participants in Saly. These participants were key members of staff of the Directorate General in Dakar, Regional Directors of Hydraulics of North, Central, and Southern Senegal.

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CHAMPIONS CORNER!

This segment is to celebrate and showcase the hard work and great feats of our Champions for Change in West Africa.

Moses Baffour Awuah



Moses Baffour Awuah, a managing partner of Optimum Partners, a multi-level company in Accra, Ghana is a beneficiary of two Africa Lead Champions for Change courses; Report Writing and Champions for Change Leadership in Agriculture Courses held in 2014.

Moses mentioned that he never thought he would be a rapporteur because he thought "writing reports was a difficult task". This perception changed after he participated in Africa Lead's report writing course which built his capacity to be a rapporteur at conferences and training programs.

I have become a more assertive strategic thinker and planner and I now write good reports, which afforded me the opportunity to serve as a rapporteur for the Draft National Gender Validation workshop held in Accra last year".

After attending the two short courses, Moses has been able to impart the knowledge and experience acquired by organizing three workshops for Senior High School graduates in an NGO he

"I have become a more assertive, strategic thinker and planner, and more result oriented"

founded in 2012 known as Youth Arise Organization. The NGO which was officially launched in 2014, was initially "a radio program and a club on Central University Campus (a private Ghanaian university), is now a Non-Governmental Organization committed to the principles and values of mentoring young people to increase their personal capacities to mobilize and manage their existing resources, to produce sustainable and justly distributed improvements in their

quality of life, consistent with their own aspirations.

Moses speaks proudly of the very significant strides made by Youth Arise in its three years of existence;

starting a youth program on radio, organizing a youth empowerment & mentoring programs in Junior and Senior High Schools and organizing a leadership training program for Senior High School graduates. The organization has also,

organized a funfair to coronate the International day against Child Labour and organized seminars and a conference at the University Level. "Even though these activities were all done before participating in the Africa Lead courses, I have learnt how to organize and coordinate events better after becoming a Champion for Change."

He says even though the Youth Arise Organization was in existence before he attended the short courses; the knowledge acquired has had an

impact on the management of the NGO by applying Rapid Results Initiative in planning “our organization's annual leadership workshop among others”.

Moses currently holds youth leadership seminars where he replicates Africa Lead's Leadership training modules to inspire, energize and mobilize the youth to innovatively apply exceptional leadership skills in their respective endeavors.

After learning how to write a good report, going through Johns Kotter's eight steps change management, learning how to build youth alliances, my quest to learn how to build a strong youth alliance made me undertake research in youth alliance around the world and I discovered how and why Anna Halpine formed the World Youth Alliance at a United Nation's Conference in 1999”. The World Youth Alliance (WYA) started with Anna Halpine who stood up for her belief in the dignity of the person at the United Nations in 1999. Today, WYA has spread to six regions and continues to attract young people who wish to defend the dignity of the person through advocacy, education and culture.

This according to Moses resulted in his immediate desire “to partner with other young professionals to organize two youth alliance workshops for young professionals and university students. These two youth alliance workshops brought together a lot of young people to leverage on our strengths, weaknesses, skills among others to pursue one cause.”

Moses was recently elected as Vice President of the African Youth Network for Agricultural Transformation (AYNAT), Champions for Change youth network with a common goal of contributing their quota to transforming agriculture and scaling up food security not only in Ghana but in Africa.

Speaking of his future plans, Moses is aiming for the sky and plans to continue “to teach others and use the knowledge I have acquired in my professional and private life. He says “I plan to be more effective and productive in my work. I also expect to achieve more results and impact the lives of many people.”

“I now write good reports and was even able to serve as a rapporteur for the Draft National Gender Validation workshop held in Accra last year”.

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The strategic development and team building workshop made it possible for the major players in OFOR to get together and reflect on the vision and mission of OFOR. The workshop encouraged participants to take ownership of OFOR and build a cohesive team which will be responsible for efficient and professional management of rural water and power supply systems to ensure the quality, accessibility and sustainability of the service for the people in the Northern, Central and Southern areas of Senegal.

BOS-Bureau Opérationnel de Suivi

President H.E Macky Sall in recognition of the need for economic reform, announced the creation of the BOS in February 2014. The Senegalese Government recognizes monitoring and evaluation as a key tool for organizational learning and assuring that the PSE program indicators are being reached.

BOS plays a key role in achieving the flagship projects and reforms envisioned by the President in the PSE. As part of capacity building program for key personnel involved in the reforms, BOS convened a two day Strategic Development and Leadership workshop facilitated by Africa Lead in April, 2015 for twenty three (23) of its key personnel.

The workshop intended to build the team and improve efficiency of its staff in implementing its coordination mandate which includes monitoring and evaluation of projects and reforms in the PSE.

Hello, let's talk HR!

Greetings from HR!

As our project continues to scale up and build upon our program, we should also be thinking of ways to build our own capacity! For those of you who have graduated from school, and are searching for a new opportunity and even looking for an opportunity with Africa Lead, here are a few interviewing and resume tips to give you a head start!

Your resume is the first representation of your skills and abilities. With all of the competition you're contending with, you want to make sure that you stand out from the rest and not eliminating your candidacy for common errors and mistakes:



Resume and Interview Do's and Don'ts:

- ◆ Do use spell check, make sure there are no spelling or grammatical errors on your resume.
- ◆ Don't provide a false representation of your education, skills and abilities. (Employers do verify all of the information on your CV and lying is a sure way to get eliminated!)
- ◆ Do update your resume with relevant positions, volunteer activities, etc. It provides the employer useful information about your background and experience.
- ◆ Don't fill up your resume with unnecessary information just to make it longer. Employers know this tactic and it's another way to get your resume to the bottom of the pile!
- ◆ Do show up to your interviews on time and dress appropriately!
- ◆ Do make yourself as available as possible to your interviewers, lack of flexibility with your availability shows lack of enthusiasm and indifference—another sure way of getting eliminated!
- ◆ Do follow up with a thank you note to your interviewers.
- ◆ Don't check in too often and follow the prospective employer's lead and application process.
- ◆ Don't assume you've been offered a position without further confirmation or instruction from the prospective employer.

Hopefully, these tips will help land you an interview or a new opportunity. The rest is up to you!
Please send any questions you may have to africaleadftf@dai.com

DATA! DATA! DATA!

Welcome to the M&E Corner!

“Scaling Up” means making a lasting impact and achieving excellent results. In this segment, we will share the results of some of Africa Lead's short courses and events within the region.

We hope you are inspired.

West Africa Region Results-Based Management/Monitoring & Evaluation/Report Writing Training:

Follow-up Survey

The West Africa office conducted a six-month follow-up survey to assess the application of the knowledge and skills acquired from the Results Based Management/Monitoring & Evaluation/Report Writing Training, organized for implementing partners of CORAF/WECARD. The goal of these training programs- was to improve the organizational effectiveness of CORAF/WECARD and the West Africa Seed Program by strengthening the capacity of staff to develop, implement, and evaluate policies and programs that will improve agricultural productivity and food security in the West Africa Region.

The six-month follow-up feedback survey included a variety of questions on the relevance of the training to the work of the participants and application of the course knowledge and skills including sharing with other colleagues. Other questions centered on the achievements and challenges encountered in applying the knowledge and skills and additional needs to improve performance. Nearly all the respondents reported they had applied the knowledge and skills in the six months following the training. This response is indicative of the training program's success.

Participants also reported that they have shared their knowledge and skills from the training with their colleagues, using different methods such as organizing group sessions, sharing handouts/lecture notes, organizing debriefing/feedback sessions, and on-the-job ongoing exchanges with colleagues. This occurrence suggests that there was a multiplier effect of the training.

In response to a survey question about the application of the

different knowledge and skill areas covered by the training, the majority responding either to moderate or great level of application. Skills in report writing, results based management, providing evidence to indicators and conducting monitoring were widely applied. Few of the respondents reported they had not yet applied some of the skills covered in the course, including developing M&E plans; log frames/result frameworks, conducting evaluations and developing performance indicators. Considering the diverse nature of participants in terms of their roles and responsibilities it was not expected that all the participants would apply all the topics covered, especially within the first six months after the training.

Some challenges outlined by respondents were outside of the scope of the training, such as inadequate funding, lack of technical staff, and short project duration, among other related challenges. The survey further provided Africa Lead the opportunity to obtain information on further capacity needs of the respondents. This will be beneficial to Africa Lead in our provision of further capacity building support to the West and Central African Council for Agricultural Research and Development, CORAF. Africa Lead aims to share the results from its training programs and will be conducting other beneficiary surveys to beneficiaries of other training programs.



1. Agriculture is the central element of economic growth and poverty reduction in Africa [True or False]
2. What is the main tool for the attainment of food security and alleviation of hunger on the continent?
3. When were the African Food and Nutrition Security Day launched?
4. What is CAADP?
5. 2014 was the AU's "Year of Agriculture and Food Security", what is the AU's theme for 2015?

[See answers at the back of newsletter]



In 2003 African heads of state met in Mozambique and pledged to allocate 10 per cent of their national budget to agriculture by 2008. To date, Burkina Faso, Ethiopia, Ghana, Guinea, Malawi, Mali, Niger and Senegal have exceeded this target and most countries have made significant progress towards this goal.

LEADERSHIP



"Food Security Quotes"

"We need to strengthen research for efficiently produced, healthy food, while ensuring the availability of food at affordable prices. This includes improving logistics, infrastructure, and transportation systems to ensure those who need food are supplied with it."
– **Paul Buckle, CEO of Nestle**

Adopting and promoting sustainable production practices require concerted effort, something which in practice is too often missing or insufficient. Making this shift at the scale required demands forward-looking leadership in the public and private sectors alike."
– **Helen Clark, UNDP Administrator**

RIDDLES

1. I am a yellow fruit with three of the letter "A" in my name. I have a lot of potassium to help your muscles work better. I am tough on the outside and soft on the inside. What am I?
2. I am a tropical fruit. I am many different colors on the outside. To say my name, say the opposite of "WOMAN" and then say the opposite of "STOP." What am I?
3. What did the nut say when it sneezed?
4. What do you give to a sick lemon?
5. What day do potatoes hate the most?

[See answers at the back of newsletter]

Upcoming Events

August

- 4 - ECOWAS Intern Mobilization, Abuja- Nigeria
- 4 - JSR Senegal Kickoff Workshop, Dakar- Senegal
- 7 - Commercial Farmers Roundtable Planning Meeting, Accra-Ghana
- 13 - Grants & Proposal Writing workshop, Accra-Ghana
- 13 - Joint Sector Review Meeting, Lome-Togo
- 14 - Joint Sector Review Meeting, Cotonou-Benin
- 14 -15 Inland Culture and Fisheries Association Board Governance Short course, Accra-Ghana
- 17 - ToT and Cascade C4C Leadership Course, Accra-Ghana
- 24 -28 OFOR Workshop, Dakar -Senegal
- 25 - JSR Cote d'Ivoire, Abidjan- Ivory Coast
- TBD - JSR Senegal, Dakar- Senegal
- TBD- New Alliance Validation Workshops

Find the answers here!

Quiz.

1. True
2. Agriculture
3. October 2010
4. (The) [Comprehensive Africa Agriculture Development Programme](#) (CAADP) was established as part of the African Union in July 2003 and focuses on improving and promoting agriculture across Africa.
5. “Year of Women's Empowerment and Development towards Africa's Agenda 2063”

RIDDLE 1. [Banana]

RIDDLE 2. Mango

RIDDLE3: [Cashew]

RIDDLE4: Lemon-aid (Lemonade)

RIDDLE 5: Fry-day (Friday)



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