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# NIA FOUNDATION Annual Report 2022

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Nia Foundation Joy Center for Autism February 2022

2022

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## PART ONE: BACKGROUND

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### INTRODUCTION

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Nia Foundation is an indigenous humanitarian organization, founded by a visionary and brave lady, Mrs. Zemi Yenus (the late executive director). It is a legally registered organization with registration No. 0854, since 2002 and has been operating in the country for the last 20 years. Nia Foundation came into its birth, with the vision to see a concerned society whereby less privileged community groups enjoy the quality of life to the best of their potential in spite of their different abilities, disabilities, and gender. Its mission is also to inspire, empower and improve the holistic well-being of less privileged children, women, and youth and mainly through education, rehabilitation, training, awareness-raising, dialogue, and discussion forums, advocacy, entrepreneurship, and leadership development programs. Nia is a community-based organization marked by its pioneering and really dedicated service delivering a heritage of change within the community.

To achieve its vision and mission, Nia had been working with its pertinent stakeholders, creating strategic and operational partnership modalities. Persons with Autism and related developmental disorder, women, youth, returnees/especially girls, and sex workers, have been target populations. Holistic rehabilitation for children with Autism and related developmental disorders, women empowerment and leadership, youth vocational training and job opportunity creation, advocacy and policy influencing for Persons with disability and women and girls, awareness-raising, child protection, “yagebagnal” /it concerns me/ have been some of the major programs. Nia is highly inclusion sensitive and had been promoting equal rights, opportunity, access ...etc. regardless of disability, gender, ethnicity, religion, culture, or any other identities, taking humanity as its first and last criterion.

Center-based holistic services provision for persons with Autism Spectrum Disorder is one of the programs, through which, children have been released from the chain and confinement, having various services and growing towards change, parents had the knowledge to handle and support them, reduced marginalization and many forms of violations, etc. Many women have also been empowered economically, psychosocially, leadership-wise, and more. A considerable number of youths who faced job opportunity problems had vocational skills, got connected to job

opportunities, and growing to middle-level entrepreneurs today. As one of the bold achievements of its all-times, Nia has graduated its 1<sup>st</sup> round students (12), coordinated with its 20<sup>th</sup>-year anniversary celebration this year, and made them hired! As it is known, ethnic-based conflicts, civil war, displacement, an outbreak of the pandemic, high economic inflation, and others have been prevailing, and troubling citizens for the last four consecutive years, worsening service provision have been affecting every system in one way or another including resulting hardship on the staff. These had remarkably increased the vulnerability of our target population and staff, and it is calling for intervention.

Nia Foundation today is striving to extend its services with more commitment and compassion in the post-COVID and post-war periods in Ethiopia. Protection against various violations, insuring inclusion fighting against gender and disability-based discrimination, empowering women and girls, providing access and information for friendly SHR services, extending special needs and SRH services to war-affected regions/ immediately, fastening the construction of Joy Excellence Center for Autism and more are initiatives under implementation.

## **ASPIRATION OF NIA**

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The name of the Foundation ‘Nia’ originated from an Arabic word and has a meaning of ‘High positive Intentions and Vision’. Its mother’s company given name ‘Niana’ can be decoded as ‘Our superior positive intention’ and in Afaan Oromoo (one of the Ethiopian languages) can be interpreted in two connotations which are 1 “Let’s move on” and, 2 “I care about you”. It is our principle to move on with Nia carrying spiritual, cultural, environmental and loyal significance through the beauty and love of differences. Adding a spiritual and humanitarian attribute to the name helps remind that Nia has high positive intentions and a vision to move towards development. Engaged in the wellbeing of children, youth and the public at large, regardless of their different abilities, disabilities and vulnerability, Nia Foundation’s heartfelt feeling encourages prosperous quality of life, one with great ambitions for the beneficiaries themselves, their families, communities, and their country. Naming the Foundation ‘Nia’ has combined functionality with Mutual Trust, Love and Empathy, Hope and Optimism, Responsibility and Integrity, Commitment, Partnership and Collaboration, and Innovation and Excellence.

**VISION OF NIA:** Nia Foundation aspires to seeing a concerned society whereby less privileged community groups enjoy quality of life to the best of their potentials in spite of their different abilities, disabilities and gender.

**MISSION:** Nia strives to inspire, empower and improve the holistic wellbeing of less privileged children, youth, and women mainly through education, rehabilitation, training and awareness raising, dialogue and discussion forums, entrepreneurship and leadership development programmes.

**OUR CORE VALUES:** Trust, Hope, Love, Responsibility, Empathy, Optimism, Integrity, Change, Commitment, Collaboration, Creativity, Achievement.

## **ORGANIZATIONAL OBJECTIVES**

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- Improve children and youth with autism and related development disorders' protection mechanisms,
- Improve the social and economic status of the vulnerable women and youth,
- Inspire and equip wo-men to reach their highest potentials to ensure their active participation in decision-makings, and benefit the outcomes,
- Improve behavioral change on SRH practices and reduce new HIV infection and new drug and alcohol addiction among youth, girls and women
- To motivate and create a concerned generation that broke “not in my back yard” thinking

## **BENEFICIARIES**

### **Direct beneficiaries**

- Children and Adolescents with Autism and related developmental disorders
- Parents and siblings of children with different abilities and disabilities

### **Indirect beneficiaries**

- Population in the project implementation area
- Professionals of different relevant disciplines
- Students from higher education institutes

- The general public

## **PARTNER ORGANIZATIONS**

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In the past year, the Foundation has effectively and actively executed new initiatives that came in to act within the year and others that were started from the years before in partnership with different international and local civil society organizations and government agencies. The partnership sought with different agencies helped us immensely in the overall performance and operation of our organization. Among these partners that have been working with us at different capacities such as; financial contribution, monitoring and evaluation and developing our capacity were mobilized and materialized in the fiscal year 2022. To mention our key partners include but not limited to,

- ❖ Ministry of Health its subsequent offices
- ❖ Ministry of Education and its subsequent offices
- ❖ Ministry of job and skills
- ❖ Ministry of Women and Social Affairs
- ❖ Ethio- Telecom
- ❖ Addis Ababa City Administration education bureau and its subsequent offices
- ❖ Exodus Nations Charity Organization (ENCO)
- ❖ The David and Lucile Packard Foundation
- ❖ Finland Embassy, Addis Ababa
- ❖ Israel Embassy
- ❖ Ethiopia National Disability Action Network (ENDAN)
- ❖ Consortium of Reproductive Health Associations (CORHA) and Share-Net-International
- ❖ Ethiopia Center for Disability and Development (ECDD)
- ❖ Network of Organization of/for the Visually Impaired and Blind (NOVIB)
- ❖ Nehemiah Autism Center
- ❖ Deborah Foundation
- ❖ Mekane Yesus Special Need Center
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## **NIA FOUNDATION'S JOY CENTER FOR CHILDREN WITH AUTISM**

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Is a pioneer organization in East Africa commenced to serve persons with Autism and Related Developmental Disorders and one of its kind in Ethiopia. In the Ethiopian context, there is no reliable estimate due to the absence of surveys and research on the area of intellectual disabilities in general and Autism Spectrum Disorders in particular. Nevertheless, according to our crude recent estimation based on the global indicator, there are an estimated close to one million persons in the autism spectrum disorders in Ethiopia. Due to the severity as well as ever growing rate of the problem, effective intervention could increase quality of life for people with autism and their families. Recognizing the need to address center based rehabilitation for children on the spectrum and creating community awareness on ASD, empowering mothers of children with Autism and developmental disability, and will became center of excellence in East Africa, Nia foundation work with different organizations and held agreements with different governmental and non-Governmental organizations and Embassies, part of these Nia foundations held different events and accomplished varies activities in this reporting year with partners.

## **PART II: PERFORMANCE REPORT AND KEY ACCOMPLISHMENTS**

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### **1. INSTITUTIONAL LEADERSHIP AND MANAGEMENT**

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**THE SENIOR MANAGEMENT TEAM:** Nia Foundation embarked several institutional leadership and management initiatives in 2022 to improve the executions of plans and the overall operations of the organization. Institutionalization, team leadership and setting the priority at senior management level has brought several improvements in the organizational capacity. Nia Foundation Senior management of Nia foundation meets in regular sessions every 15 days and based on the priorities the management team follow up on the implementation of different initiatives improved and help us enhancing the execution capacity of projects and performance of the organization.

**THE RELATIONSHIP WITH STAFF:** The relationship with the staff also improved immensely, we have conducted 4 staff meetings in 2022 on quarterly basis and 1 annual performance review. The performance of the organization evaluated on the sessions and the participation and engagement of the staff solidified. We have been able to introduce individual based performance review appraisal and all staff members evaluated based on their individual performance. Based on the performance review appraisals endorsed 3 staff members were identified and selected as best performers in 2022 and recognized in the presence of staff members for their outstanding performance. In addition, Nia Foundation also has incentivized all staff members financially disbursed a total of birr (Three Hundred Forty Eight Thousand) 348,000.00 in two rounds. We have also recognized Mrs. Seada Adem for the long serving finance manager at Nia Foundation who served for 17 years in dedication to the organization. It was unfortunate that we lost her couple of days ago and we are deeply saddened. Nia Foundation wishes condolences to the family and all families of Nia Foundation, Joy Center for Autism.



**REFORM ON FINANCE AND PROCUREMENT PROCESS:** The reform on the finance and procurement process also shown an important improvement. The change in leadership, redefining the financial management process of the organization, clearing back log on accumulated financial statements, improvement on quality and timeliness of project financial reports are some of the results in the overall improvement of Finance department that have been identified one of the areas known for bottleneck factors hindering the institutional performance at Nia Foundation.

**THE ADVISORY TEAMS:** Four Advisory teams were established to support program implementation, Joy Center of Excellence Construction Project and Overall operations of the organization. The role of these advisory teams had wide range of positive impact that helped the improvement of the overall performance of Nia Foundation. The Construction Advisory and Project Advisory teams have been frequently meeting to give additional support, consultation, engaged in problem solving Nia Foundation is grateful for the support and the role they played. The clinical Advisory team in under establishment will have strong engagement on the improvement of Education Wing- Holistic Rehabilitation program of which the organization Nia Foundation believes needs major redesigning and restructuring.

**BOARD OF DIRECTORS.** The relationship with the Board of Directors also improved with the engagement of members of board of directors in significant decision making roles in the 2022.

We have held three board of directors meeting out of the expected four in the budget year. However, we believe that the engagement of each member board of directors should improve for the budget year 2023 as the complex challenges facing in the construction project and overall operations are widening at Nia Foundation

**NETWORKING AND RELATIONSHIP WITH ORGANIZATION:** Nia Foundation is one of the founding organization and member of the executive leadership of Ethiopian Developmental and Intellectual Disability network, a national network of fourteen Ethiopian organizations working work DD and ID. We believe, the collaboration and synergy will have an important strength in advocacy and implementation of National polices and strategies for people with autism and other developmental disability with organized and institutionalized bargaining capacity. We have also revitalized the relationship with ENDAN, FEINED, CORHA and CRDA as well as sisterly organization working on autism and related developmental disabilities in Ethiopia.

## **2. EDUCATION AND HOLISTIC REHABLITAION PROGRAM**

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### **2.1. STUDENTS NUTRITION AND SCHOOLING**

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Student's schooling and nutrition is one of the daily activities that been provided throughout the years. Nutrition is one of the focus areas we place our attention on, for it is connected with their health, family support, and their rehabilitation. We have added 10 additional students/children from the waiting list this year, and they have already joined the center and started the service according to the intervention programs in the center. In addition to giving center based holistic service/schooling and empowering mothers` of Autistic children, we believed that working with parents is better for the improvement of Autistic children. We believe that it takes over 80% and more. Parents are teachers, caregivers, and professionals to their own child and also play a key role in promoting nurturing environments. So we can train, and counsel them and we have monthly meeting with them and also in this year we started new program, that was one of children`s parents stay once in a week with his/her respective child in our center.



Fig. Students during the flag ceremony

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## **2.2. ATTENDING CLASSROOM GROUP B**

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Nia foundation Joy Autism Center has created this classroom as a means of promoting effective interventions for children with Autism spectrum disorders in the attending classroom. Children in this class are newly joined and small in age, most of them have the character, unable to feed by themselves, no desire to feed, within/use diaper, restless and so on. The major activities which practiced in this room are, potty training, enabling them to eat food in themselves, etc. The key achievement in this room:

- We have seen behavioral change in our students,
- Most of children were able to take command,
- Four children were able to use potty in accordance with potty training and regular follow-up.

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## **2.3. ATTENDING CLASSROOM**

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Most of children in this class room are the same age group with attending class Group B, in addition to this there are children in this class who regressed in behavior. Major activities done in this room is the same as work in the attending skills group B, such as; Potty training, enabling

them to eat food in themselves and work on behavioral changes. The key achievements in this classroom: Two children became diaper free and able to use potty.

## **2.4. THERAPY PROGRAMS**

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### **A. SPEECH THERAPY CLASSROOM**

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Speech therapy addresses challenges with language and communication. It can help children with autism improve their verbal, nonverbal, and social communication. The overall goal is to help the children communicate in more useful and functional ways. Communication and speech-related challenges vary from child to child. Many children in the our center are not able to speak, and others love to talk, but have difficulty holding conversation or understanding body language and facial expressions when talking with others. A speech therapy is one of program in our center to reduce these challenges. We have do so many activities for strengthening the muscles in the mouth, jaw, and neck, making clearer speech sounds, matching emotions with the correct facial expressions, matching pictures/letters with its meaning/name, etc. We can use the following therapy equipment and materials, *Abogida* phonetics.

### **B. OCCUPATIONAL THERAPY**

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Occupational therapy helps children work on cognitive, physical, social, and motor skills. The goal is to improve everyday skills which allow children to become more independent and participate in a wide range of activities. In our center occupational therapy programs often focus on play skills, learning strategies, and self-care. Some example independent dressing, eating, grooming, using bathroom, fine motor skills like writing, coloring, and cutting with scissors.

### **C. PRE-ACADEMIC THERAPY**

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Pre academic therapy is one of program and also class in which we prepare our children before joining the academic class that we work on their communication/speech, numbering, coloring, tracing, alphabet, etc. key accomplishments in this program/class is some of students are able to trace, name some vowel letters, identified some types of colors.

### **D. ACADEMIC THERAPY**

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Academic therapy is program and strategies that is being applied in our center to increase the academic achievement of students, and also to develop their special skills. Major activities; music, going to walk, exercise, fruit preparation and serving others(which is program applying in every Friday), engage in a pleasant and relaxing activity, Tracing, identifying numbers, addition and subtraction of small numbers, colors identification, etc. Major achievements in this therapy room were: students are able to trace, identified colors, name object, identified pictures and their name, able to read numbers, and subtraction and addition of small numbers (for example children name AMINADAM do well in these).

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### **E. SENSORY THERAPY**

Sensory therapy is a program used to help children learn to use all their senses together that is, touch, smell, taste, sight and hearing. It's claimed that this therapy can improve challenging behavior or repetitive behavior and also help to difficulties with play and emotional regulation. In collectively Sensory therapy helps children work on cognitive, physical, social, and fine motor skills. So we were used different therapeutic equipment and techniques and children in all section have scheduled in this therapy room. Major activities in this room: grain differentiation to develop fine motor skills, activities and use equipment which develop hearing and balancing, Yoga/massage, etc. we have got many achievements like, behavioral modification, some students are able to hear and respond to our command.

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### **2.5. PARENTS' INCLUSIVE PROGRAM**

In addition to giving center based holistic service/schooling and empowering mothers` of Autistic children, we believe that working with parents is better for improving Autistic children`s lives in a holistic dimension. Parents are teachers, caregivers, and professionals to their own children and play a key role in promoting nurturing environments. So we can train, and counsel them and we have a monthly meetings with them. In this year, we started new program, that was one of the children`s parents stay once in a week with his/her respective child in our center.

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### **2.6. VISIT AND EXPERIENCE SHARING WITH OTHER SCHOOL AND CENTER WHO WORK WITH SPECIAL NEEDS**

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As many studies show that the prevalence of Autism and developmental disability is increasing from year to year, in the world and especially in developing country, thinking another way and acting is vital. In order to manage the problem we are working with different governmental, non-governmental organization and also individuals who have passion on Autism. As an experienced organization in Autism and related developmental disabilities, we have responsibility to share what we have had. We prepare training, and give support to primary school working with Autism and special needs in Addis Ababa city and Finfinne Zuriya Zones. In the reporting year, Joy center teachers` and coordinators visited and had an experience sharing with different Primary School (e.g. Yeka Abado primary school, Mekanisa Akababi primary school etc.), organization like, Hope for Korah.



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## **2.7. TRAINING AND CAPACITY BUILDING**

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Building the capacity of new and existing staff is an essential part of program implementation. Basic training for all staff should cover guiding principles, goals and activities of Nia Foundation programming; inform staff members about specific methods for working with in a children holistic center based service and SRH Rights frame work; include a review of Nia Foundation/Joy Center for autism Vision and Mission and SRH practice and Rights issues relevant to the context; and encourage staff members to reflect on their own attitudes and beliefs related to Nia vision and KAP towards SRH and its rights. Training can also provide a forum for reviewing staff members' responsibilities and code of conduct. In addition to basic training for all staff specialized staff should receive targeted training to meet their key responsibilities (e.g. training on ASD screening,

case management etc.). Rather than staff specific training we can involve staff in general different training and workshops which held in cooperation with partner organization.

## **2.8. AUTISM AWARENESS AND 20<sup>TH</sup> YEAR ANNIVERSARY:**

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In the world of Autism, April is known as World Autism Awareness Month, and April 2<sup>nd</sup> is celebrated as World Autism day. Ethiopia has been celebrating for the last 20 years being the lead country in the world, represented by Nia Foundation. There were two reasons why 2022's celebration was special: the first is, Nia Foundation, had been celebrated the 20 years of its excellent service in the field, and the second is that, Nia Foundation was celebrating without Zemi Yenus, the Founder and late Executive director for the first time in 20 years, because of her passing. Given this fact, she has been memorized and recognized for her lifelong dedication to be voice for the voiceless and marginalized children, "**She lived and died for others**". To hit this target, the organization has been planning and working starting mid-2020, giving emphasis to the issue and coordinating varieties of activities and events together.

For the past 20 years, Nia Foundation has been taking the lead in solving multifaceted problems related to autism in our country. Nia has been fighting against exclusion, or discrimination, unfairness in service provision and more that people with autism and their families have been facing. Comprehensive services have been provided to capacitate persons with Autism and their families in very aspects of their life. In 2022 Autism month was celebrated for the 20th time in Ethiopia and for the 15<sup>th</sup> internationally with the motto "**Citizens living with autism should have guaranteed employment opportunities.**" It was also a time for us to renew our commitment and reaffirm our stand to work to make Nia Foundation a place where we can continue to share great love with others through selfless service provision. To make Nia Foundation an institution from which great experiences, findings, and solutions are coming out and serve the needy community members in Ethiopia and beyond; and the center where humanity prevails, the visionary Zemi Yenus shall be continued to be memorized as exceptional achievements going to spring!

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### **A. PRESS RELEASE TO ALL MEDIA OUTLETS:**

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Press releases conducted at Grand Palace International Hotel, for media and invited guests. More than 30 Media were involved in the national event. The opening speech was made by a chairperson of the board of directors, Mrs. Sara Hassen. In her speech, she expressed her honor for the teachers

of the joy center for autism, for their patience and persistence. She also appreciated the whole staff's strength and commitment to keep the center up, work hard on the legacy and vision of the icon lady Mrs. Zemi Yenus and run activities in a better way, in spite of the big loss. Other stockholder's (individuals, governmental and non-governmental) efforts in achieving all these is really enormous, that deserve great thanks. So that, it will be extending, even though she has passed, her vision is alive and will continue to serve hundred thousand and millions of people," she said.

Executive Director Ms. Eleni Damtew has made the press release. In the release, she noted that as the month is Autism awareness raising month, many activities and events will be carried out in different ways. Fundraising activities will be done in various schemes, to fasten the construction of the excellence center. 20<sup>th</sup> year anniversary was launched simultaneously as one of the April activities of world Autism month. Ethio telecom was cooperating allowing a short SMS income collecting to build the Joy Excellence Center for Autism, and the contract was made with telecom. Alongside, she officially announced “9616 ok” program which is expected to play a big role in excellence construction project.

Artist Mrs. Mekdes Tsegaye, one of the influencers on Ethiopia movie and film industry, mention her deepest feeling for children with autism, and she made a promise to work with us, by cooperating different Media and film industries. On the end of the program, Ms. Eleni, notified that 10 students will be graduated in the year and the job opportunity will be facilitated for them.



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## **B. BLOOD DONATION PROGRAM IN COLLABORATION WITH THE NATIONAL BLOOD BANK**

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As a part of the World Autism awareness month, Nia foundation held blood donation event in collaboration with National blood bank service, for purpose of helping people in needs of blood and creating awareness on ASD, in world Autism awareness creation month, April 2022. Recognizing the need to address center based rehabilitation for children on the spectrum and creating community awareness on ASD, Nia foundation works with different organizations and held agreements with different governmental and non-Governmental organizations and Embassies with the objectives, to create awareness on Autism, To do fund raising activities and promoting Joy center of excellence, To help people in needs of blood and strengthen our bond with Ministry of Health and National Blood Bank Service, To create network with other organizations and strengthen existing ones and Increase the number of partners through the event engagements.



The event was held for two days at center of excellence construction site and different set of activities taken altogether, opening speech (detailed updated on Holistic activities of Joy center and progress of center of excellence.), acknowledging different stake holders who are participating at the of center of excellence with us, and promoting vision of our visionary Zemi Yenus like Enat Bank, blood donation. T-shirts, water, soft drinks and coffee sell, entertainments, promoting and making people members of Nia and filling membership forms were some of the activates done as fundraising. Different autism awareness creating activities such, distributing brochures, leaflets, mass promotion by speakers and one-to-one discussions/explanations were among the awareness-raising activities. Activities were coordinated by Nia staffs, families, and Voluntaries from Mesheshegiya washa and others, Lemi Kura Sub city Woreda 08 youth office. Schools, colleges,

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sector offices, businesses, and individual partners in the area were mobilized, get awareness, and get into partnership engagement.



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### **C. WORKSHOP ON AUTISM AND POLICY**

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Nia foundation held policy conference on “inclusion of persons with autism at work force”. The objective of this conference is to address issues like exclusion of special needs people from work, fairness and equal opportunity, right and related matters. Among all, it was focused on promoting inclusion of persons with autism at workforce. Facilitating job opportunities and hiring persons with special need, especially for persons with Autism is not there. Lack of awareness/in the community and lack suitable job environment for them is treating them bad. They are excluded, psychologically threatened, excluded from opportunities and badly challenged economically.

Addressing the gap was the aim of the workshop, as it is also the motto of the year including in the level of the UN. It was stressed that, our policy should consider such issues, reviewed and amended accordingly. The workshop included different governmental bodies like ministry of health, ministry of education, ministry of innovation and job opportunities, sub-cities, different universities different association, college, different autism centers like Nehemiya, Dibora Foundation, Finland embassy and others/ the total of almost 200 people participate in the conference.

The conference is led by Mr. Eremias Mekonnen and officially opened by our student Yanet saying “welcome participants”

There was also a message made by an executive director Mrs. Elleni Damtew which is a brief reflection of the 20 years of the Nia foundation journey, the achievements, challenges, and the way forward, thanks giving to partners and stakeholders, finally re-introduced and promoted the launching of the 9616 'OK' for excellence center construction. And Yanet Making a welcome speech work and skill ministry representative lady also made speech and promise that their institution is willing to support our movement and also work on this sector so deeply to minimize burden of parents with autistic children and to increase the effectiveness of the children on their skills.

Consecutive presentations on thematic areas such as “understanding autism” with focus on challenges and advantages that come with employment of persons with autism by the clinical psychologist, Mr. Kaleab from Sitotaw Mental Health Hospital, on the “The Global Experience in the Inclusion of Person with Autism at the Workforce” by psychologist Henok Hailu, Associate Prof from AAU, and Advocacy to promote Inclusion at Workforce in Ethiopia partnership of organization and networks, major challenges and prospects, by Ms. Mihret Niguse, from intellectual and developmental disability network The workshop has ignited policy level discussion and different reflection were given to materialize the existing policy frameworks and shade a light on the gaps at policy level of creating an opportunity for establishing conducive working environment for people with Autism in Ethiopia.

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#### **D. ONE CHILD ONE SPONSOR PROGRAM:**

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We have developed one child one sponsor program before the reposting year and been working to create an enabling environment for individuals and all philanthropic people to cover the entitled needs for One Autistic Child to bring holistic rehabilitation at Joy Center. The cost, how many it takes to bring holistic service to one child is calculated, nay one who can cover gets into promise and sponsors children. Depending on the capacity or willingness of the sponsors, they sponsor one or more children. When sponsors commit, we establish relationship with the children and their families, based on Mutual Consent. Doing so, we have been able to mobilize full sponsorship pledges for more than 37 students for a full year's sponsorship program worth of 2 Million ETB. With regard to this job, one of the ladies celebrated her birthday at our center (being in abroad). She invited members of her group called “Mesheshegiya Washa” to get engaged into one child

sponsor. She persuaded many and more than 30 sponsors committed. Her birthday has celebrated at our center.

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## F. BIRTHDATE CELEBRATIONS

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Different families have celebrated their children's birthday in our center together with our children/ during the celebrations of the anniversary and world Autism month/including an international model Mrs. Nardos. They gave birthday gifts to the center, and some of them committed some contributions that they would about to expend at their home for birthdate celebration.





An International Model, Nardos has celebrated her birth date at Joy Center together with her family.

On the other hand, Memorial session for one of the passed fathers held at Joy Center.



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### **G. VISITATION MADE BY ISRAEL EMBASSY**

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An Israel ambassador to Ethiopia and his wife, the vice Ambassador and their colleagues came to our center to celebrate Easter Festival with our children. They were organized Andinet School Students and staff together with different activities, games and teaching events. They had excellent experience in Autism and preventing exclusion. They best demonstrated that experience

practically, doing together with our children and staff. They also promised to continue their support more effectively than before.



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## H. CURE HOSPITAL HEALTH CARE PROFESSIONAL VISITING

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Cure hospital is one of the partner organizations that has a long standing partnership with Nia Foundation. We have been working together with them different activities in cooperation. They have been celebrating “World Nurses Day” in their own center. But this year/reporting, they have celebrated in our center. 20 healthcare professional came up with different preparations to our center and had celebrated with our children and staff.



### **3. GENERAL ADMINISTRATION**

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The general admin department of Nia Foundation role is to arranging resources that is the general staff in each department and resources together to achieve the organization's goals. It also has been engaged in providing office support for the smooth-running of the organization.

#### **3.1. GENERAL ADMIN ACTIVITIES PERFORMED**

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- Answering incoming calls; taking messages and re-directing calls as required
- Providing information about the organization mission and vision
- Awareness raising on Autism & related developmental disorders via telephone or for walk in service seekers and visitors,
- Taking minutes and sending inter office memos,
- Arranging appointments for visitation of the center and meetings with Executive director and program manager,
- Booking meeting and conference halls facilities
- General office management such as ordering stationary, utility payments (telephone, electricity, water etc),
- Reporting to finance and senior management about employees who are on leave, on the job, new recruitment etc,
- Processing and monitoring weekly and quarterly purchases,
- Maintenance of the organization vehicles and handling fuel request
- Organizing travel and accommodation for staff,
- Arranging both internal and external events with program department,
- Providing administration support to program and finance department,
- Assigning employees to represent Nia Foundation in different events such as Expos where awareness raising on ASD & public support can be solicited

#### **3.2. HUMAN RESOURCE RECRUITMENT, RETENTION AND TURNOVER**

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- The year 2022 was a special year since it was 20<sup>th</sup> year Anniversary and with a great pride the organization has employed its very own 10 graduated students at the center which

brings the number of employees with ASD at the center to a total of 12. This was and is a huge step for the organization and the country as a whole.

- For the Joy center of autism program there is a shortage of assistant teacher to match the number of students so after a job vacancy announcement at the center in the month of March, 2022 1 male assistant teacher joined the program.
- In addition based on the suggestions made by the senior management and Bod to strengthen the finance department a well experienced senior finance officer has also joined the organization as of May, 2022.
- Similarly, with the acceleration of construction work of the center of excellence project the need for additional staff was raised and 2 new security guards and 1 store keeper have also join the organization as of October, 2022.
- On the other hand regarding employee turnover, 1 female employee after a decade of service has resigned the organization as of October, 2022. Similarly the new assistant teacher also resigned without giving notice in the same month.
- Performance evaluation of employees was also conducted for the year.

*Table below shows total number of employees and Employment Diversity*

	<b>Headcount</b>	<b>Percentage</b>
<b>Male</b>	19	35.85%
<b>Female</b>	34	64.15%
<b>Administrative staff</b>	14	26.41%
<b>Program staff (Program, Joy center and Center of excellence project)</b>	40	73.59%
<b>Total</b>	<b>53</b>	

### **3.3. TRAINING AND DEVELOPMENT OF STAFF**

Nia Foundation is committed to the continuous improvement of the organization and its staff and believes that the improvement of skills, knowledge and attitude of its staff enhances the overall capability of the organization.

There for in addition to different department employees participation in various workshops held by other organizations Nia Foundation was able to give:

- Transfer of knowledge between Autism center called "Die Gute Hand" (The Helping Hands) from Cologne, German about delivering therapy of children with autism specifically on Picture Exchange Communication System (PECS) using METACOM software
- Active engagement in Curriculum Review with Haromaya University which is undertaking the first MA program on Developmental Disability Department Curriculum Review
- Autism-Friendly Sexual and Reproductive Health Rights training (ShareNet and Packard foundation, MOH)
- Participation in a workshop on Promoting Schooling for Children with Developmental Disabilities in collaboration with King's College London and Addis Ababa University

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#### **3.4. ASSET AND PROPERTY MANAGEMENT**

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- After getting approval from F.D.R.E Agency for civil society items that were damaged were recoverable were sold and those that couldn't be sold were disposed from the compound on June, 2022
- On the other hand solar generator ( Power station), Laptop & printer along with Metacom8 Software CD was donated by Art of Buna and giz,
- Diesel Generator was also donated by Hoffmana-La-Roche Ltd,
- Training Bike was also Donated by Dallas Trading (sporting goods store),
- Fixed asset Inventory count was done on December 30, 2022 and the fixed asset register was updated.

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#### **3.5. VOLUNTARY ENGAGEMENT AND VISITATIONS**

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- More than 50 Volunteers both from higher education and secondary education have reached out to the organization and undertook working with our teachers in delivering therapy and data entry service for the year 2022.
- Many events were held at the center to mention some we were able to celebrate Birthdays such as Mrs. Selam who organized her birthday to get 1year sponsorship for 31 students (Messeshigiya washa), International model Nardose Abebe also celebrated her birthday at the center, International Nurse Day by Cure International Hospital , memorial events and so on. Ethiopian Christmas celebration was also one of the highlights of the year 2022.

## **4. PROGRAM - PROJECT IMPLEMENTATION**

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### **4.1. PROJECT: “INCLUSIVE SEXUALITY AND REPRODUCTIVE HEALTH EDUCATION OF ADOLESCENTS AND YOUTH WITH AUTISM”**

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**Project Cost: 35,000 USD.**

**Donor Agency: The David Lucile and Packard Foundation**

**Project Period: 10/1/21 to 10/31/22.**

#### **A. TOOLS: QUICK SRH REFERENCE BOOKLET:**

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When Nia Foundation plan to produce this booklet, the intention is to provide parents, siblings, teachers, care-givers, social workers, and others with basic information on sexual and reproductive health information and service provision for persons with Autism and related developmental disorders. It describes self-help skills, social skills, safety skills to prevent abuses, and others in relation to sexual and reproductive health and rights.

We believe parents and or siblings are the primary nurses/physicians for these adolescents and youth and would provide immediate support and socialization, and we have been working to improve families’ capacity in a holistic approach. While preparing this booklet, the primary targets are parents and siblings and also professionals working with children adolescents, and youth with Autism. The purpose of the booklet is to bring firsthand information to their hand and pocket, to let it serve them as a quick reference. It will also be available on the table and shelf or any materials catalog for the above professionals and others.

The reference booklet is mainly developed through extensive synthesis and review of documents, training manuals, guidelines, resources, and family law related to sexual and reproductive health and rights. Different trends, experiences, and research are reviewed. The team of experts was consisting psychologists, sociologists, medical doctors, educational planning and management expert, and lawyers, from the ministry of health, Addis Ababa University, Nia Foundation, and partner organizations. Now, the document is submitted to the Ministry of Health for endorsement will be published to serve the community at a national level.

#### **B. TEACHERS TRAINING:**

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After the lockdown and last summer vacation, our adolescents and our children and adolescents back to the center physically grown and behaviorally changed, especially in sexual and

reproductive behavior. Those who were teenagers have grown into adolescents, adolescents to youth. As it is known, sexual needs and related behavior change as someone grows and gets an adult. These have been happening in most of them during the last months. We have noticed changed reactions and interactions in this group in the recent course of center-based rehabilitation engagements.

Teacher's training was one of the important activities in our project on which teachers need more resources and support. The project helped us conduct training in two phases. In the first phase three days of training in SRH behavior management, first aids, reporting cases, COVID-19 and persons of special need, and others. Teachers from different schools and organizations/centers were invited, participated, and shared best practices. Participants from Nia foundation teachers, Nehemiah autism center teachers, and special needs teachers of other eight schools (that have been working in partnership with Nia Foundation). External trainers from the cure international hospital, the Federal Ministry of health, and Addis Ababa University who are experts in their areas handled the training up on completion trainees were certified with credible certificate. The training session has enabled knowledge on managing SRH behavior persons in ASDs, first aid/during SRH urge and physical injury, adolescents and youth towards a growth mindset including SRH issues, Recording everyday processes of them and reporting.

### **C. TRAINING ON AUTISM-FRIENDLY SEXUAL AND REPRODUCTIVE HEALTH RIGHTS:**

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On the second phase training over 120 participants participated in two day's SRH training held on June 29 and 30, 2022 at Garand Palace Hotel Addis Ababa Ethiopia. Board members, staff and teachers from Nia Foundation/Joy Center for Autism, caregivers and families of children with Autism (parents or siblings), caregivers (of children enrolled in Joy Center for Autism), Representatives from stakeholder/government agencies, Sub City and Woreda Offices working on Health, Education and Women & Social affairs, Organizations working on social and community development including experts and leadership of Exodus Nations Charity Organization have also been part of the training. Partners including the Ministry of Health, the David and Lucile Packard Foundation, and the Finland Embassy have also taken part in the training.

The training focused on key components of SRH and Rights in Ethiopia. The second day of the training was dedicated to specific issues related to Autism Friendly SRH and Rights, it also

comprehended the recommendations from the participants and stakeholders on overall approaches in SRH and Rights. The aim of the training was to initiate and oversee the development of an intervention to promote the education, therapeutic interventions, and treatment of children with developmental disabilities and their needs for sexual and reproductive health rights. The main theme of the training focused on the conceptual and scientific framework of Sexual Reproductive Health and Rights for Adolescents and youth, In light of health policy in Ethiopia, strategies, and programs under implementation in Ethiopia to address the immense challenge in the area. The prominent challenge in intellectual and developmental disability lies in the impairment of neurological, social, and communicational barriers to typical situations.

In connection, dealing with the issue of Sexual and Reproductive Rights with adolescents and youth with Autism and other intellectual and Developmental disability is the key thematic area of the training to acquaint the participants with the body of knowledge and key interventions in the sector. Furthermore, the training session has also a bundle of the thematic area bringing the live experience and lived experience of families, caregivers, teachers, and siblings as a springboard for experience sharing shaping the theoretical and conceptual frameworks of Sexual Reproductive Health Right issues. Therefore, the training tailored to Sexual Reproductive and rights regarding “developmental disabilities” refers to disabilities in cognitive, behavioral, social, and communication domains, such as autism, intellectual disabilities, disabilities, attention-deficit hyperactivity disorders, and language/communication disabilities.

#### **D. SRH SERVICE EXTENSION SESSIONS AND ACTIVITIES:**

Extending sexual and reproductive health services for persons with special needs, mainly for those in Autism spectrum disorder is one of the activities, which need big attention and investment, because, there is a highly unmet need. During the reporting period, we had a discussion and agreement with Woreda 11 Lafto sub-city Health center to establish a department of reproductive health services and information for persons with Autism and related developmental disorders. The management and the administration have mentioned that there are clients in the community, who are in need of special services and information. To make bring this into reality, they have vowed to allocate a separate room, appropriate facilities, and practitioners. Nia on its side also has agreed to train the practitioners, share experience and related resources, and work with continued supervision.

## **E. EXTENDING SRH SERVICES AT THE SCHOOL LEVEL**

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“Special class for special kids” is one of the longstanding programs of the Nia Foundation that has been done in collaboration with governmental schools. It is about establishing a special class within schools for students of special need. *Hachalu Hundessas* memorial school (primary) is a school, which was founded two years ago. The school has established a good setup and department for special needs students. The school was inviting us for a knowledge-sharing collaboration and partnership deal. The discussions were made with the school and department of special needs including visiting the school. Finally, we had a partnership agreement. They have promised to dedicate one class for us to make a special class setup. One of the main services we are going to deliver through this system will be Sexual and Reproductive health services and information. Discussion is made with special needs teachers on the different issues including appropriate SRH services and information delivering mechanisms to students with special need. Guiding suggestions were forwarded to them. They were also invited for an experience-sharing visit to our center and we hosted the team.

## **F. DISCUSSION AND SKILLS SHARING SESSIONS AMONG PARENTS**

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One of the frequent reports, solution-seeking questions, fear, and feedback in post-COVID-19 and summer vocation activity period was a sexual and reproductive behavioral change that parents observed in adolescents and youth in the family setting. Their sexual desire is increasing, and the ways they use to express that feeling are becoming different. Experience sharing, suggesting, and guiding parent’s discussion meetings have been done on a monthly basis. Experts have been participating jointly arranged with the Nia team. During these meetings, parents were sharing the cases of their respective children to their peers. Homegrown experiences and knowledge are respected and appreciated. In this interesting platform, both questions and possible solutions are on the table. Parents learn from each other, share experiences, and apply techniques or mechanisms that fit best with their respective sons/daughters. Even though is not enough by itself, we found it very important and assisted both adolescents/youth and their families.

## **G. SRH AWARENESS-RAISING DISCUSSIONS WITH HEALTH PROFESSIONALS**

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We facilitated a platform that incorporates parents, Nia staff, and woreda health professionals. There was teaching on both COVID-19 and sexual and reproductive health. The professionals thought on SRH. In the next session, there was an exchange of ideas based on questions arising

from parents and teachers. Very good learning teaching condition was created, and participants got good information. As the stage was of knowledge give and take, the Nia team also presented (especially for those health professionals) how to approach persons of special need for SRH education, service provision; how to support when they get into sexual urge/sudden emotion, menstruation and behaviors which can happen related with these cases.

## **H. CHALLENGES AND REMEDIES:**

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Our children are growing into adolescents, and adolescents are growing into Adults. They are having fast changes physically, and their social and sexual behavior is dramatically changing (especially of some). Sexually, they are experiencing unusual to some extent, this is also supplemented by the force that they use to do that. Their low management skill to manage the case is one thing, the stage they are in is of course tempting, and what is fueling it up. Another challenge dealt in the project implementation period is the market inflation challenge as mentioned above. Its effect is affecting the price of goods and services/for project activities, staff stability, and stakeholder's environment too. The day-to-day ever-increasing nature of the market price has been hindering to implement the project as it was planned.

In remedies however, as the level of the challenge is somehow more difficult than the earlier time, we are dealing with the case in depth. The management, head teachers/nurses, and families especially through parent support groups we are in continues discussion and working to ease it. We are consulting psychologists, and psychiatrists, including medical doctors. We are applying the homemade techniques for the day-to-day support again we are in the process of establishing an affiliation with Virginia Common Wealth University Autism Center (in the USA) for training, experience sharing, and related technical support. We are organizing online trainees' CV and TOT system within the staff and communicating with the university, therefore it will be on after very few weeks.

## **I. LESSONS LEARNED:**

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Working with persons with Autism and related developmental disorders teaches new things every day. They have new characters/behavior from time to time, as we try to coup up with such situations and dig for solutions, there is a lesson every time. Now, the sexual character they are experiencing recently is stranger than the past years, we are also working to come up with solutions. So it teaches us to work non-stop for new ways of doing things or innovations. As

longstanding partner, Packard Foundation have been here for long period in serious of projects Nia Foundation had implemented. The success factors and outcomes observed suggest that the contributions from Packard foundation through Sexual and Reproductive health Grants was impacted adolescents and youth as well as many families. Nia Foundation believes forging this partnership to next level and widening the engagements in to developmental as well as other social interventions will create access to improve the impact of community change and transformation.

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## **4.2. PROJECT: “EMPOWERING MOTHERS OF CHILDREN WITH DISABILITY AND COMBATING GENDER-BASED VIOLENCE”**

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**Project Cost: 1,165,220.00.**

**Donor Agency: Embassy of Finland in Ethiopia, Local Cooperation Fund.**

**Project Schedule: January 1 2021 – December 31 2022.**

### **An Overview:**

Nia Foundation This project “**Empowering mothers of children with disability and combating gender based violence**” comes in line with our continued efforts of realizing the benefits of improved quality of rehabilitation services to our targets and that includes quality and continued support and empowerment of mothers of children, adolescents and youth with autism. The goal of the planned project is to help and support mothers of children with autism and related developmental disorder in the Joy Center for to Autism develop the knowledge, attitude, and Practice of independence in order to tackle economic and social dependency.

Finland embassy was our longstanding partner and we have been implementing projects in the wide range of issues for the longstanding preview. Major accomplishments during the reporting periods were mainly around project launching, students nutrition and graduation, awareness and promotion activities, setting screening criteria for IGA group, selecting/screening the target groups, capacity building for project beneficiaries, training on trade skills and entrepreneurship, market studying and business plan developments, and discuss on their interest areas and IGA disbursement conditions.

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### **A. PROJECT LAUNCHING**

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Project launching was carried out before we get into project activities implementation. Given to the internal conditions of the organization, of course the project launching was really late than it was planned. Full staff of Nia Foundation, parents of our special children, governmental and non-governmental partner organization’s representatives, and other stockholders have participated. FLC program Coordinator, Mrs. Meseret Mengistu also participated representing the Finland Embassy. The objective, target groups, activities, and expected outcomes of the project were presented precisely. The Finland Embassy was also acknowledged and given thanks for its continued partnership with Nia Foundation, for its tenacious cooperation and support,

encouragement, and sympathy when Nia was passing through a Sirius hardship, especially during the passing of Zemi Yenus, the founder and visionary of Nia Foundation. Those partners, stakeholders, parents, and others were asked to put their respective contributions to the effective accomplishment of the project.



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## **B. SCREENING AND SELECTION OF TARGET GROUP AND BENEFICIARIES**

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After the launching of the project, Nia Foundation has been engaged with screening activities, identifying the targets who are most vulnerable and the support would find whom without missing the objective. The criterion developed by the program department was adopted by the management and accordingly each beneficiary's case pass through these standards have been selected for the implementation of the project beneficiaries. Based on the validation and evaluation criteria 14 mothers of children with Autism who were more vulnerable and eligible for the support were selected,

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## **C. WOMEN CAPACITY BUILDING**

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During the reporting period, the capacity building activities was done to the women to make them ready for Income generating activities implementation, which is intended to create economic capacity, through that to form small but growing income system to support their Autistic children and families. Not only economic, but also we believed other related social, managerial, leadership and other life aspects get empowered in an integrated fashion. It is one of the underlying factors (economic powerlessness), that lead to others related factors that that make women more vulnerable. When we tackling this factor, pretty much, women will be empowered in their life aspects as mentioned above. To bring these activities into ground, we made discussion with Addis Ababa city administration Lideta sub-city woreda 04 trade skills, entrepreneurship, and industry office, for their technical support, and for their future continuity (to establish the foundation of the IGA activities and the target group future).

As it is mentioned above, Mothers of children with Autism and related developmental disorder have been facing problems of multi-dimensions. For one thing, less autonomy in the economy and other challenges related to the female gender are among the serious factors resulting women in more vulnerability. To address these issues, we have done the following activities:

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## **D. COUNSELING:**

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They have been burden bearers in social, psychological, emotional, and other aspects. They have been experiencing these burdens from their families, villagers, and community. These factors have a tendency of degrading their capacity, which can create a sense of powerlessness in their personality and can lead to ineffectiveness. Even though psychosocial support provision had been

one of our regular activities, they were also provided with preparation support through one-to-one counseling and discussion. Of course, few of them are running very micro businesses at the current time, most of them have no job than caring their Autistic children. For all of them, this activity was important, we did it.

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### **E. TRAININGS:**

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The training focused on the key components of Trading skills and Entrepreneurship. The major key components discussed well throughout three days training were mindset, trading skills, market studying and book keeping. The training aimed to initiate and oversee the development of trading skills, prepare mind set, and develop ability to develop business plan. The training have had also group discussion sessions on identified and suggested that the issue of entrepreneurship, and reduce socioeconomic burden on mothers' of children with Autism and developmental disorder is a challenging economic issue.

The role of the Ministry of jobs and skills at charity organizations and other entrepreneurs' helping organizations to deal with the needs of mothers of children with Autism and disability was also raised during the discussion, for the sake of bringing those governmental bodies into the responsibility of their concern. Some stakeholders from the woreda job also have participated and promised to work and help them at any time when their contributions when the beneficiaries needed. Another issue addressed in the training was marketing skills, promoting their products, and networking with customers. Tactical skills and knowledge were transferred to the trainees, and how to apply them in their business world. They are also motivated, encouraged, and awaken through different mechanism, in order to empower them and bring them out from where they were.



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## **F. BUSINESS PLANNING/PROPOSAL PREPARATION**

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One of the activities done during the training was training the target group on how to develop their business plan. Those professionals trained them on the topic. After that, we continued to work with them to bring those theoretical knowledge into practice. We called upon them to come up with their business idea. After we hear their ideas one-by-one, we continued to shape them, to let them make the proposals based on a scientific and feasible way. There were detail discussion and suggestions on their business ideas to make it match their abilities, past experience, Autistic child behavior and initial budget amount.

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## **G. STUDENT'S NUTRITION:**

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Student's nutrition is one of the permanent activities, been provided for a long years. It is one of the focus areas we place our attention on, for it is connected with their health, family support, and their self-help skills improvement. This service is continued to be provided. Our students are healthy currently, have back from vacation, and are already in the enrolment process. We have also received or added 10 new children from the waiting list, and they have already joined the center and started to enjoy the services. Nutrition

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## **H. STUDENT'S GRADUATION:**

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Having been delivering holistic services is a center based form for the last 20 years, we have graduated our first butch students, which is the highest success in the history of the organization, and the unique achievement of the year! They are graduated based on better performance they demonstrated. We were also celebrating our 20<sup>th</sup>-year Anniversary and dedicated service provision for the last 20 years, since the last April. We linked it with their graduation program and made a colorful ceremony. At the graduation ceremony, parents, children, and partners of the Nia Foundation that had a long-standing attachment with the organization, governmental representatives, non-governmental organizations/partners, and different stakeholders participated. They are now hired in our office to the departments they best fit except teaching and will continue to have some types of rehabilitation. Related to these, the number of the total staff has increased to 64.



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## **I. SEED MONEY DISPERSED:**

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As it is discussed above, women empowerment was one of the activities of this project. After the business proposal feasibility review, further field level assessment and one to one discussion was made with each of the 10 mothers. After the organization has reached on trust or had confidence on their readiness and their business environment, 28,000 Birr was dispersed. Now we are on follow up and support activities to fully capacitate them.



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## **J. WORKSHOP ON POLICIES AND LEGAL FRAMEWORKS IN ETHIOPIA/ LAW ENFORCING AGENCIES**

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The workshop was carried out on "Towards Autism Inclusive policies, Legal Frameworks, SRH Rights and practices in Ethiopia" in Addis Ababa, at Sarem International Hotel. Over 120 participants from different Lawmaking and law-enforcing bodies from different structures starting from the ministerial level, Health professionals from different structures down from the Ministry of Health to the woreda level offices and health facilities, education professionals from different structural levels down from the Ministry of Education to schools, parents, partner organizations, representatives of taxi associations, and different stakeholders have participated. In the case of this specific task, our primary plan was to make this workshop with lawmaking and law-enforcing bodies. But in meantime, we rethink over and re-shaped it. "Creating a Demanding Community" is one of the strategies the Nia Foundation has been working on for the last two decades.

Addressing some overarching social problems is not simple to address by the capacity of a single civil society organization Nia Foundation at a societal level. Nia believes that it is vital to sensitize, aware, or quicken the community or specific pertinent bodies and strategize them to set the need and change in the community and create a demanding and changed community/ society. Applying this strategy, we included the above-mentioned bodies/stakeholders in the workshop, planning to make motion/movement in their respective systems/structures, and then to the community (to reach the mass)' The presentation was made by Mr. Henock Hailu (an assistant professor) Psychiatrist from Addis Ababa University, School of Psychiatry and the primary focus was on SRH rights and practices that adolescents and youth with Autism and related developmental disorders would have, including 9 1 information, services, and inclusion (in the case of SRH in Ethiopia). It also has addressed the legal frameworks (how it is being practiced in the country), the level of application of policies on the issue, how the cases of abuses are managed, how much the community has awareness on the issue, and etc.



At the end of the presentation, the platform was opened for discussion. Many questions were raised, and many ideas were forwarded. Parents asked many questions in the case of exclusion, shortage of services, abuses, the ways the cases of abuses are being managed by law-enforcing bodies, rehabilitation opportunities, future reproductive health and sexuality, and or sexual practice opportunities of Autistic adolescents and youth. For e.g., one of the questions raised "how would Responses, suggestions, and experiences were forwarded from the stage/discussion facilitators and the participants. In the concluding remark, participants were encouraged/suggested to mobilize the community to ask service-delivering bodies (justice, health, education, etc.) to include persons

with Autism Spectrum Disorder, to promote their SRH rights, and more. For example, parents would ask these institutions for special needs facilities or services supply, even though they do not have an Autistic child' The policy gaps were indicated, and the lawmakers are suggested to work on them. Participants generally were sensitized to advocate for SRH service and equal rights to special needs children and youth.



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#### **K. PROCUREMENT OF THERAPEUTIC MATERIALS:**

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Holistic rehabilitation of autism requires materials designed to perform the therapy programs at Joy Center for Autism rehabilitation and treatment. Currently with the privilege of this project Nia Foundation is able to procure therapeutic materials in support of effective therapy processes Accordingly, Electric Massage Chair, Color Printer and Laminator to Abogaphnetics an important part of speech therapy where the students at Joy Center learn the language and speech techniques'.

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#### **L. CHANGES IN INTERNAL AND EXTERNAL ENVIRONMENTS:**

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The project implementation year has been changed to Ethiopia as a nation and there are factors related with political instability and the war out break within the state were added to the COVID-19 challenge in particular created a notion of significance turn adown to operations at Nia Foundation' Not only the War in the northern part of Ethiopia but also the between Russia and Ukraine had a world-wide coverage and challenging effect in economic stability. These factors are the factors shaking the economic capacity of Ethiopia as a nation and combined effect to the organizational buffering to Nia Foundation. This year, market inflation was hitting the roof, in

some circumstances, getting out of control. The price of commodities is increasing day to day, sometimes, some types of materials are not supplied to buy even expensively.

This project was planned a year ago. Providing IGA start-up capital for 14 mothers of children with Autism and related developmental disorders was one of the activities of the project. The market price is totally different today than it was at that time. Goods and services have increased a minimum of 3 folds since that time. After we process activities related to IGA startup money distribution, the money becomes powerless/insufficient to begin even a small business.

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### **M. ENABLING OPPORTUNITIES**

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- Energy and the commitment that the target groups have, in order to work and reduce the economic burden from their selves and their family, and improve life.
- Ample experience that the organization has in the area.
- Integration and collaboration with government offices (Ministry of Jobs and skills and *Woreda* Entrepreneurship and industry offices)

### **4.3. PROJECT: “EMPOWERING MOTHERS OF CHILDREN WITH DISABILITY AND COMBATING GENDER-BASED VIOLENCE”**

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**Project Cost: 1,165,220.00.**

**Donor Agency: Embassy of Finland in Ethiopia, Local Cooperation Fund**

**An overview:**

Nia Foundation/Joy Center for Autism and Exodus Nations Charity Organization/ENCO has implemented the project entitled “**Awareness raising and influencing policy for SRHS and information for persons with special needs**”, Funded by Share-Net International under the primary partnership of CORHA. The project was intended to contribute to the journey of reducing challenges of SRH rights, services, and practices in Ethiopia, mainly in the case of persons with special needs/Autism and related developmental disorders. There are many challenges in providing sexual and reproductive health services information, facilities, protection, and others for persons with special needs, which can fit best/function appropriately for persons with different types of disabilities.

Related to this fact, this segment of the community has been facing numerous types of problems. Shortage/gap of knowledge is a bad state in any case/at any aspect of life, which affects life. Because of the knowledge and policy gap, persons with special needs have been excluded/lost to have appropriate information, and facilities, and have been abused/violated, deprived of, or not recognized to practice their rights.

In the same way, parents, and siblings of adolescents and youth with special needs, autism and related developmental problems lack information on how to teach/nurture their children. Professionals working on this, like teachers, social workers/caregivers, nurses, psychologists, and many others lack sufficient information, and due to that, they find difficulty during the intervention activities.

There had been limitations with Law-making and law-enforcing bodies, both in the policy and commitment to the implementation of the law without bias. Other governmental bodies starting from the federal level to the woreda level lack awareness of the issue and commitment to some extent to implement them. This project has played a big role in the momentum to address this information and practice challenges in different ways. In the past project implementation period our organizations came up with several deliverables as per the time mentioned. This report illustrates summarized deliverables.

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### **A. PRODUCTION OF QUICK REFERENCE BOOKLET:**

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The project enabled us to produce different SRH knowledge and practice materials 2022. Quick Reference Booklet is one of the products. Its purpose is to access Sexual and Reproductive Health knowledge to parents, siblings, caregivers, social workers, nurses, psychologists, and other professionals that works with adolescents and youth with Autism and related developmental disorder.

This reference booklet was developed and put in the hands of the above groups of people so that they can easily access it as reference material. In our long-standing holistic rehabilitation experiences, parents and siblings families are the primary care givers for children and youth with special needs, autism and related developmental disorders. Enriching them with enough information is vital or of the double fold of advantage as family and their immediate doctors. The product was developed for the first time at the national level with its peculiar content to deal with SRH issues of Autistic adolescents and youth. It will be used in other similar centers, schools, health centers, and more. The ministry of health and the Ministry of Education will adopt and it will be a working document at the national level. In this regard, we can say that this job was a big achievement!

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### **B. POLICY BRIEFING ARTICLE:**

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The policy brief document was another information and knowledge and practice out put this project has contributed. This knowledge document tries to explore the existing gaps in the policy and implementation commitment are among the reasons, the group of the community is bearing challenges to have SRH services and exercise their right. The policy brief also depicts the reproductive health and sexuality practices including the sexual knowledge, beliefs, attitudes, values, and behaviors of an individual's sexual activity, sexual desires, birth control, sexually transmitted infections, pregnancy, and having children.

The knowledge document explains as any human being, adolescents and youth with autism and related developmental disorders (persons with other special needs) have the right to seek and receive information about sexuality and reproduction, access reproductive health services and contraception, and live free from discrimination, coercion, and violence; including rape and other sexual violence, forced pregnancy, abortion, sterilization, and marriage; based on the UN declarations and Human rights.

In order to enable them to know these, educating them is the one and only significant way. It is through education that they can understand the world. But, they are either excluded because of under-developed awareness, or intentional disregard towards their education. Still, creating suitable job opportunities is very important for their SRH freedom and rights in one way or another. When they are economically dependent, they continue to be exposed to different forms of violations. Therefore, job opportunity inclusion is at the same time necessary for them. Policy briefing has indicated the relationship between the three issues for persons with special needs. They are interrelated and have a significant impact on their life. Even though they are addressed in the policy of the country, unless they are applied, it is useless on the other side. Policy briefing had well indicated this. It is also a powerful tool to sensitize law-making and law-enforcing bodies. This and others were part of influencing policy.

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### **C. SHORT KNOWLEDGE VIDEOS:**

Another deliverable come up with project is short video productions on sexual and reproductive health rights practice and knowledge. Documentaries and short videos were produced on the same sexual and reproductive health. The videos have contribution in availing important message to teach society at any time. Documentaries on sexual and reproductive health practice of mothers with children of special need has been prepared and disseminated to mothers and project beneficiaries in respective organizations. The produced, documentaries, news stories as well as television spots were aired to different media outlets.

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### **D. BROACHER AND CASE STORIES:**

One of the project areas the implementation has involved were the mothers of children with special needs, autism or any related developmental disability. Based on the successful interventions sought under the project implementation, mothers were selected to document their case stories. Based on this fact case stories and brochures were prepared and communicated as an exemplary document to the beneficiaries.

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### **E. WORKSHOPS AND TRAININGS**

Other than materials, information-distributing platforms were created with two workshops organized in partnership with CORHA and ministry of health a total of 210 peoples from different agencies, organizations, beneficiaries mad teachers were participated in the workshops and

trainings. Moreover, an independent workshop was organized for Law-making and law-enforcing bodies with the intention to create an advocacy and knowledge sharing session. Legislative, and law enforcing bodies were participated from the federal level to the woreda level. In addition, other partner organizations participated to mobilize them toward a collaborative engagement in the issue. Awakening and sensitizing occasions created with concerned bodies were of big importance in networking together and sensitizing each of them to their respective responsibility. Ministry of Health, Ministry of Education, Ministry of Women and Social Affairs, CORHA, and other partner organizations and stakeholders have materials and are motivated.

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#### **F. EXPEDITING SOCIAL MEDIA PLAT FORMS**

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We have been using different types of Media plat forms (Television, Radio, Facebook, Telegram, Twitter, and others) to disseminate information on SRH. In addition to promoting these products and working approaches with them, awakening the community to seek and enjoy the right and services that the children and youth with Autism and related developmental disorder have was one of the intentions we had. Through all these, we have been working to create a demanding community for SRH services and the rights of persons with special needs and beyond. When this is achieved, they can ask service-providing bodies and legal bodies that work on the implementation of the law.

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#### **G. PARTNERSHIP OF ORGANIZATIONS AND ENGAGEMENTS**

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During the implementation of the project, implementing partners (Nia Foundation and Exodus Nations Charity Organization) have been implementing the above activities and others hand-in-hand. Target groups planned to be reached are reached. Knowledge-sharing products (mentioned above) planned to be prepared are prepared. A Consortium of Reproductive Health Associations (CORHA) has been facilitating the flow of the project implementation, supervising, and supporting. Different governmental and non-governmental partners were engaged together with us. We can confidently say that this project has contributed a lot to SRH knowledge promotion in our centers and in Ethiopia too. For these and others we would like to thank both Share-Net International and CORHA a lot.

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#### **H. CHALLENGES AND REMEDIES:**

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One of the challenges faced with the SRH implementation of the projects is comes with the growth of adolescent autistic children with multiple behavioral and sexual desires and needs, via engaging their family members we have tried to content the challenges. On the other hand national political instability and the war out break within the state were aftermath of COVID-19 was a prim challenge under the project implementation period. Not only the internal war, but also the between Ukraine and Russia had a world-wide coverage and challenging effect in economic stability. These factors are the factors shaking the economic capacity of the country. This year, market inflation was hitting the roof, in some circumstances, getting out of control. The price of commodities is increasing day to day, sometimes, some types of materials are not supplied to buy even expensively. We tried to expedite different mechanisms to mitigate the national situation in the country to continue the project implementation without interruption.

#### **4.4. PROJECT: “CONSTRUCTION OF JOY CENTER OF EXCELLENCE PROJECT”**

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**Project owner: Nia Foundation**

**Project Cost: +30,000,000.00**

**Donor Agency: Different sources** (Government sources, contributions, gofundme, panth and Rehaea foundation)

Center of Excellence for Autism construction project is in effect as part of the major programmatic intervention area of the organization to holistically develop children and youth with Autism and related developmental disorders. When this project is completed, it will become the right place for our special children with the capacity of rendering quality services for more than 600 persons at a time, and also It will not be limited to serving only the kids enrolled at the center for regular training programs, but also serves thousands of students who are in the autism spectrum disorder and related intellectual disorders in a referral system from other governmental and private schools and research center.

The project will be carried out in partnership with relevant government sectors so as to strengthen its sustainability and public ownership in line with the current government policies promoting inclusive society. After the realization of the center construction, the center is planned to have an integrated system of raising funds sustainability to the services to be rendered within the facility. The multi- purpose building section of the center is dedicated for commercial purposes and it is meant to generate the required financial resources to sustain the centers services while all the commercials of the building are going to be strictly made for relevant services such as; medical centers, playing and recreational facilities, and so on.

The center of excellence construction is accelerating with good passion, in spite of different challenges, in this report year we were worked with different governmental and non-governmental organizations and individual, major activities were: preformed agreement with construction company, Preparing 20th year anniversary events in center of excellence construction site, communicating with different stakeholders like Addis Ababa city Administration mayor office, finance and economy bureau, contact with diasporas community, communication with individuals and partners organizations, with the obtained money, the purchase of Iron rebar works up to the sixth floor has been made, etc.

**SIGNING OF MEMORANDUM OF UNDERSTANDING FOR CONSTRUCTION:** Nia Foundation held the construction agreement for the second phase of the Joy Autism Center of Excellence project was signed and the memorandum of understanding to continue the construction of the second phase was signed at the Nia Foundation's headquarters, the main contractor for the project, JJCon Construction, and the Nia Foundation.



Different partners, organizations, and also individual have visited our center of excellence in this report year, form these organization the Director General of Ethiopian Construction Works Inspection Authority visited Joy Autism Center of Excellence construction activity.

The Director General of the Ethiopian Construction Works Regulatory Authority, Honorable Mr. Mesfin, has visited the construction of the first Joy Autism Center of Excellence in Ethiopia. During the visit, the executive director of Nia Foundation, Mrs. Eleni Damtew, explained the progress of the construction and the challenges facing the project in terms of national challenges in the construction sector, and she revealed that the support of the authority has an irreplaceable role. On his part, the Director General pointed out that the problem of autism in Ethiopia is increasing from time to time and it is not an issue that can be left only to one party, so the relevant government bodies, partner organizations and all parts of the society should contribute to the

construction of this project. Mr. Mesfin, who mentioned that the pioneering work of Autism by Mrs. Zemi Yenus, has made the issue of autism a priority in Ethiopia, and promised that his office will support the project in all its capacity and do everything that is expected of it by the side of the Nia Foundation until the project is completed. We would like to thank all the partners, governmental organizations and individuals who have stood by Nia Foundation in the second phase and the journey so far so that the construction can continue. The partners and organization involved in the second phase/in this report year of construction were the follows:

Construction consultant: giving free service within their professional, employee worker in their own payments, materials support.

- ❖ Ethio Telecom. By giving short SMS code (9616) and Tele-birr for free
- ❖ Tsehay bank: Donation in cash
- ❖ EBS TV: promoting our SMS short code and our service for free.
- ❖ BamaCom and Flintstone construction
- ❖ Addis Ababa city administration Mayor Office, finance and economy bureau and land management: cooperating and giving free service on name changing process (they did a service costing more than half million birr for free).
- ❖ Artists, famous person, religions leader, and public speaker: they did short SMS message promotion for free (Artists Mekdes Tsegaye, Artist Serawit Fikre, Dr. Wodajneh Mehari, and so on)





**PARTNERSHIP ESTABLISHING AND NETWORKING ACTIVITIES:**

During the reporting Year, we have been working on partnership establishing, refreshing and networking with different governmental, non-governmental and private bodies. We have been:-

- ❖ Searching for organizations, private businesses, and individuals
- ❖ Share the vision and mission of Nia Foundation and inviting them to take part
- ❖ Establishing different types of communication through telephone, email, in person and other types of channels
- ❖ Invite them to our center, let them visit, and create image of Nia into them
- ❖ Encourage them to be members of the Nia Foundation, contribute what they can, and pledge supports.

- ❖ Envision many to promote Nia and its vision even in the absence of us, anywhere and anytime (especially in Diaspora communities) – in most cases, we have done deeper to create a sense of Ambassadorship in them that is admirable!

### **IN-KIND DONATIONS:**

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- Diesel Generator – Donated by Rich PLC – expected to cost 110,000 ETB
- Power saver, portable printer, PC with Special need education application/speech therapy METACOM – donated by Art of Buna (Donors from Germany).
- 100 quintal Cement
- Higher professional supports in different areas of expertise (Dr. Yakob Seman, Mr. Henok Hailu/Associate Pro., Dr. Waganesh Zeleke, All members of Board of Directors, Mr. Yemisirach Belay, Mr. Adey Abate, and much more)
- 955,779.55 ETB payment exempted (Joy Excellence Center Construction License Renewal)
- Professional consultancy services we are having for Joy Excellence Center Construction process, being made by ATCON Construction Company

### **PROJECTS DESIGNING AND GRANT HUNTING**

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**Several concept notes and proposals produced and submitted in the budget year to different organizations for grant approval,**

- ❖ One child one sponsor to Several Individuals and businesses,
- ❖ Proposal to the Save the children,
- ❖ Proposal to the Save Child Fund Ethiopia,
- ❖ Concept note African Women Development Fund,
- ❖ International Center for Note for Profit Law,
- ❖ Proposal to the Save UN Women Ethiopia,
- ❖ Proposal to CCRDA,
- ❖ Proposal Israel Embassy,
- ❖ Proposal to Cheshire Foundation-MIVA,
- ❖ Proposal to USAID,
- ❖ Proposal to
- ❖ Construction Project Proposal – submitted to:

- MEDROC
- Ethiopian Defense Minister
- Ethiopian Construction Works Regulatory Authority
- Ethiopian Construction Company
- AA Mayor's Office
- Dangote Cement
- Derba Cement
- National Cement
- Private Banks,

## **5. ACTIVITIES BY FINANCE DEPARTMENT**

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### **DAILY, MONTHLY, AND ANNUAL EXPENSE REPORTS**

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- Petty cash; which means small amounts of cash that is kept on the organization/Nia foundation premises to pay for minor cash needs. We can use birr up to 2000.00ETB for this, if the amount is greater than this amount we can withdraw/pay with check money. The part/department that the buyer performs or the part/department that goes out to perform a case or to get service, take money through the cashier and signs a temporary receipt, then when the case is finished, the receipt is torn.
- Cash recipient: Every daily income for organization, we can give recipient for example family support and donation, and deposited to bank. In addition to this form monthly statement, we can pay recipient for the donors.
- Purchase: All purchase is based on the principles, for example those who request the purchase request by material request and those who perform purchase can fill request form perform as the rules and regulation process.
- Store: income and expense controlled by good receiving voucher and store issue voucher. In addition to this donation in kind controlled by this method.
- Monthly payments: utilities (electricity and water), internet, telephone, center/office rent for head office and also for center of excellence water and internet
- Annual payment: insurance, post box rent, membership fee

## **ETHIOPIA REVENUE CUSTOMY AUTHORITY/ERCA**

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- Income tax
- Pension tax
- Withholding tax pay periodically for ERCA and report purchase and service

## **FINANCIAL REPORTS PRODUCED TO DIFFERENT DONORS**

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- Packard Foundation
- Finland Embassy
- Share-Net

## **INVENTORY FIXED ASSET**

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Inventory count was done in head office, on December 30, 2022 and the fixed asset register was updated The Excellency center inventory count was also held by audit report

## 6. CHALLENGES

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### EMPLOYEES SALARY INCREMENT AND TRAINING REQUEST

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It is evident that salary increment adjustments was made a year ago last November, at Nia Foundation, Due to the actual cost of living and exponential inflation at national level, and the increased cost of living in the country, 80% of the staff has requested salary increment. Temporarily, to mitigate with the discussion of the senior management taken an initiative of incentivize the staff in two rounds, on July and December as a short term solutions. However, with the shortage of financial resources the organization is facing serious challenge with the overwhelming requisition of salary increment.

Another request from employees is training opportunities, as mentioned above there were trainings held by the organization to build the capacity and to address challenges teachers face when dealing with children and youth on the spectrum. But with the growing knowledge and understanding of autism the organization strives to deliver updated trainings for its employees.

### CENTER OF EXCELLENCE CONSTRUCTION PROJECT

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The construction of Center of Excellence project have been recommenced December, 2021. The construction project is one of the top priorities for Nia Foundation and much efforts have been exerted to push the construction of the project forward in 2022. However, number of serious challenges encountered the implementation.

- Due to the overall national economic and security situations market Inflation of all construction materials is unbelievably sky rocketed and three and four fold of price escalation on the and construction materials is beyond an imagined scenario for the continuation of the project,
- The Individuals and organizations who promised not to fulfill their promises on time thus it is becoming very difficult to push the construction project forward on the setted building license time schedule of construction regulation authorities.
- The procurement process also is hectic for the materials available in the market. Challenges getting the right price, proforma, receipt and etc.
- Much of energy and effort have been consumed in search of cement for the construction and the challenge is still not solved, the national situation of cement market has been changed in most uncertain manner for the last year and the process to get a cement was

prolonged with multiple procedures and regulations by the government. With the support letter from The Ministry of Economic Cooperation and Regional Integration however we are still in waiting list at Dangote Cement factory to get 400 quintal of cement out of requested 4,000. This challenge is still needs the involvement of Board of Directors as it is considered the key bottle neck that is delaying the construction.

- The building license revision and lease free support letter was a tiresome and the most consuming process which finally achieved successfully.

### **HOLISTIC REHB PROGRAM**

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Our children are growing into adolescents, and adolescents are growing into Adults. They are having fast changes physically, and their social and sexual behavior is dramatically changing (especially of some). Sexually, they are experiencing unusual to some extent, this is also supplemented by the force that they use to do that. Their low management skill to manage the case is one thing, the stage they are in is of course tempting, and what is fueling it up. Another challenge dealt in the project implementation period is the market inflation challenge as mentioned above. Its effect is affecting the price of goods and services/for project activities, staff stability, and stakeholder's environment too. The day-to-day ever-increasing nature of the market price has been hindering to implement the project as it was planned.

As the level of the challenge is somehow more difficult than the earlier time, we are dealing with the case in depth. The management, head teachers/nurses, and families especially through parent support groups we are in continues discussion and working to ease it. We are consulting psychologists, and psychiatrists, including medical doctors. We are applying the homemade techniques for the day-to-day support again we are in the process of establishing an affiliation with Virginia Common Wealth University Autism Center (in the USA) for training, experience sharing, and related technical support. We are organizing online trainees' CV and TOT system within the staff and communicating with the university, therefore it will be on after very few weeks.

### **SHORTAGE OF STAFF FOR JOY CENTER FOR AUTISM**

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Nia foundation had planned to accept student's full week without the shifts when the new school year begun in September of 2022 so steps were taken with the help of the Woreda 04 to train and hire new assistant teachers but sadly all were reluctant to take the position. We are still on the hunt for new recruits that will be able to work with our special students.

## PART THREE: FINANCIAL PERFORMANCE

### 7. ANNUAL FINANCIAL PERFORMANCE

<b>Revenues</b>	
Family contribution / Diagnos	\$ 1,032,480.40
PHINLAND EMBASSY	576,960.54
MINISTRY OF DEFFENCE	30,000,000.00
SHARENET	665,552.00
Donations From Individuals	1,362,626.64
Donation From Different Organi	1,542,227.60
MEMBERSHIP FEE	11,300.00
OTHER INCOME	655,026.14
<b>Total Revenues</b>	<b>35,846,173.32</b>
<b>Direct Cost</b>	
Training & Rehabilitation Salary	1,050,183.83
Severance Pay	22,790.02
Transportation	800.00
Center Rent	9,202.88
Utility -Water & Electricity	500.00
TRANSPORT	4,656.22
Maintenance	175,289.80
TRAINING/AWARNES	276,522.45
SUPPLIES	2,400.00
Teaching Aid Materials/Tools	5,535.48
Nutrition and Vitamins	166,914.90
Hygiene/Sanitation Supplies	2,779.91
Printing	37,389.70
School ceremony	152,712.42
Vehicle Repair and Maintenance	72,757.48
General Item Maintenance	1,000.00
Fuel ,Oil & Lubricant	136,597.20
Packard-Training & Rehabilitation	1,413,927.82
TRANSPORT-MOH	47,400.00
TRAINING MATREILA	109,000.00
MAINTENACE	1,146,056.69
TRANSPORT-MOH	261,228.53
TRAINING/AWARNES COST	230,516.41
Teaching Aid Material	9,700.00
TRAININHG /AWARNNESS	121,249.35
Nutrition	23,498.40
<b>JOY CENTER OF EXCELLENCE</b>	<b>210,582.14</b>
<b>Total Cost of Sales</b>	<b>5,691,191.63</b>

<b>Admin Cost</b>	
Administration-Joy Center-Salary	1,653,456.66
Wage	7,440.00
Transportation	33,854.24
Professional /Specialized Fee/	40,000.00
Audit fee	1,150.00
Advertisement	12,521.71
Center Rent	613.53
Telephone, Internet etc_	64,591.82
Postage	1,200.00
Utility -Water & Electricity	37,538.85
MAINTENACE	3,149.99
SUPPLIES	55,128.30
Cleaning Materials	24,619.76
Stationary	37,754.34
Reception & Meetings	25,924.91
Stationary	5,399.98
PRINTING AND PHOTOCOPY	56,958.05
General Item Maintenance	19,109.99
Furniture & Equipment Maintenance	9,000.02
Electrical Item Maintenance	1,300.00
Fuel ,Oil & Lubricant	1,500.00
Vehicle Insurance	1,532.90
Vehicle Inspection / Bolo	1,632.50
Vehicle Repair and Maintenance	250,434.20
Parking Expenses	319.99
OTHER EXPENSES	320.00
Membership Fee	11,000.00
Bank Service Charge	2,333.61
Miscellaneous Expense	9,235.31
Utility Expense	500.00
<b>Total Expenses</b>	<b>2,369,520.66</b>

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## SUMMARY

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Family contribution /for Autism Diagnose	1,032,480.40
PHINLAND EMBASSY	576,960.54
MINISTRY OF DEFFENCE	30,000,000.00
SHARENET	665,552.00
Donations From Individuals	1,362,626.64
Donation From Different Organizations	1,542,227.60
MEMBERSHIP FEE	11,300.00
OTHER INCOME	655,026.14
	<b>35,846,173.32</b>

Construction on progress	10,917,662.64
Direct Cost	5,691,191.63
Admin Cost	2,369,520.66
<b>Total Cost</b>	<b>18,978,374.93</b>