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REPORT

REPORT ON BRACE SPONSORED TRAINING OF CREMA EXECUTIVE COMMITTEE MEMBERS OF SIX CREMAS

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LIST OF ACRONYMS

ASP

BRACE

CEC

COCOBOD

CREMA

CRMC

FSD

HIA

IUCN

PES

SNV

UNDP

UTV

VSLA

DRAFT REPORT ON BRACE SPONSORED TRAINING OF CREMA EXECUTIVE COMMITTEE MEMBERS OF SIX CREMAS

1. Introduction

The **Building Resilient and Active Communities in Extractive Landscapes (BRACE)** project, funded by the European Union and implemented by **A Rocha Ghana**, in partnership with Nature and Development Foundation and WACAM, aims to strengthen community-driven natural resource management in landscapes affected by mining activities. Central to this initiative is the **Community Resource Management Area (CREMA)** approach, which is being implemented in Ghana. CREMA is a variant of Community-Based Natural Resource Governance and Management (CBNRM) system which empowers local communities to manage natural resources in a sustainable manner. CREMAS operate through elected **CREMA Executive Committees (CECs)**, which are responsible for implementing CREMA Management Plans designed to ensure the protection and sustainable use of natural resources within their respective constituent communities.

One of the significant challenges facing the CECs is their limited capacity to effectively implement their CREMA management plans. The BRACE project addresses this gap by enhancing the technical skills and capabilities of CECs, thus, enabling them to lead their communities in responsible environmental management and natural resource (NR) governance. Enhancing the capacities of the CECs will be achieved through targeted training and capacity-building activities designed to strengthen the CECs' ability to monitor, manage, and report on land and resource use changes, advocate for environmental rights, and collaborate with civil society organizations (CSOs) to execute CREMA activities.

The aim is to train the CECs in four critical areas including resource monitoring, environmental governance, sustainable land management, and forest and wildlife conservation. Additionally, community durbars or Annual General Meetings (AGMs) will be held to raise awareness among CREMA communities about their roles in supporting the implementation of these plans. CSOs will also receive financial and technical support to help them assist CECs in executing practical actions plans related to the CREMA Management Plans.

By the end of the project, the targeted CREMAS will have strengthened CECs with the necessary knowledge and skills to effectively manage their natural resources, as well as empowered communities that understand and actively participate in the sustainable management of their environments. This will contribute to the long-term sustainability of the landscapes within the BRACE project areas.

As part of achieving the aims of the BRACE project, A Rocha contracted the services of a consultant to strengthen the capacities of CECs in six CREMAS located in the Ashanti, Eastern, Western North and Western Regions of Ghana including;

1. Otade3 Bosomtwe Ho Banbo CREMA - Lake Bosomtwe Man and Biosphere Reserve
2. Atewa CREMA - Atewa Range Forest Reserve

3. Ayensuano CREMA - Atewa Range Forest Reserve
4. River Asuopiri CREMA - Bia Conservation Area
5. Asuo Bia Nkyirima CREMA - Krokosua Forest Reserve and
6. Achichire-Sureso-Pebaseman CREMA - Bura River and Mamiri Forest Reserve

2. Objective of the Consultancy

The main objective of this consultancy is to **train CECs** of the six CREMAs to equip them with the necessary knowledge, skills, and tools for:

- Developing annual action plans to implement CREMA management plans.
- Advocating for sustainable land and resource management.

3. Scope of Work

Conduct workshops for the CECs in the six CREMAs. The training should include interactive sessions, and practical exercises on development of annual action plans and especially so for the year 2025.

4. Deliverables

The Consultant is expected to deliver the following:

- **Training curriculum** for CECs, including handouts and presentations.
- **At least 4 training workshops** (each covering a different CREMA or a group of CREMAs).
- **Action plans** developed by the CECs for implementing CREMA Management Plans
- A **final report** summarizing the training process, lessons learned, and recommendations for ongoing capacity building.

Six workshops were conducted one each for the six CREMAs as per the details in table 1

Table 1. The CEC Training Statistics

CREMA	DATE	VENUE	NUMBER OF COMMUNITIES	NUMBER OF PARTICIPANTS		TOTAL
				MALE	FEMALE	
ATEWA	11 TH -13 TH Nov, 2024	Asiakwa	8	16	9	25
AYENSUANO	27 th Nov, 2024	Asiakwa	15	15	10	25
OTADE3 BOSOMTWE HO BANBO	18 TH -20 TH Nov, 2024	Kumasi	13	16	11	27
RIVER ASUOPIRI	21 ST -23 RD Nov, 2024	Debiso	7	18	7	25
ASUO BIA NKYIRIMA	19 TH -20 TH Jan, 2025	Essam	10	19	7	26

ACHICHIRE SURESO PEBASEMAN	22 ND -23 RD Jan, 2025	Asankragwa	9	13	10	23
TOTAL			62	97	54	151

5. The Training Programme

Each workshop was arranged for one and a half days and therefore, to be able to obtain the ultimate deliverable which is 2025 action plans toward implementation of the respective CREMA management plans, the following activities were programmed.

1. Plenary brainstorming of the CREMA approach to remind each other about the key objectives of the CREMA approach
2. Discussions on the 2024 annual action plans that were being implemented and the challenges uncounted
3. Challenges of the CREMA in the implementation of the 2024 annual action plans
4. Development of 2025 annual action plans

5.1 Plenary brainstorming of the CREMA approach to remind each other about the key objectives of the CREMA approach

Each of the training sessions began with a roll call of the participants and introduction to the BRACE Project by the project manager of A Rocha Ghana -Md. Winner Wendy Anane. Furthermore, Ms. Anane discussed the purpose of the training and urged all the participants to participate fully in the training so that each one of them would benefit fully. After the brief interactions with the participants, Md. Anane handed over the rest of the programme to the consultant to carry the training through.

The consultant also began the training session by facilitating a brainstorming event with the participants in plenary. The purpose was firstly to break the ice and encourage each participant to take very active part in the training. It was realized during the brainstorming exercises in all the CREMAs that emphasis was placed much more on conservation of natural resources within the CREMA, and no or little emphasis on improving the local livelihoods of the CREMA constituents. Therefore, a lot more time was spent in discussing the binary objective of the CREMA and also to refresh memories on the whole CREMA approach and share experiences from the various CRMCs. Furthermore, the session sought to tease out the participants' understanding of what constitute natural resources. None specifically mentioned other wetlands such as marshy and waterlogged areas etc as natural resources that need conservation or protection. Apart from areas where sugar cane and cereals may be grown, and river bodies, other wetlands are mostly considered as wastelands. The following were listed by each CREMA. .

Table 2: CREMA members' understanding of what constitutes natural resources

Name of CREMA	Understanding of what constitute natural resources by CREMA constituents						
	Forest/Trees	Rivers	Lake Bosomtwe	Land	Wild animals	Air	Wetlands (marshlands) etc
Ayensuano	✓	✓		✓	✓		
Atewa	✓	✓		✓	✓	✓	
Otade3 Bosomtwe Ho Banbo	✓	✓	✓	✓	✓	✓	
River Asuopiri	✓	✓		✓	✓		
Asuo Bia Nkyirima	✓	✓		✓	✓		
Achichire Sureso Pebaseman	✓	✓		✓	✓		

5.2 Discussion on the 2024 action plans that were being implemented and the challenges encountered

The brainstorming sessions served as very useful interactive engagements that helped the participants to refresh their memories on the objectives and purposes of the CREMA approach, and set the stage for the respective CREMA executive/members to discuss their 2024 CREMA action plans. It needs mention however, that none of the CREMAs prepared and followed any action plans for implementation. In fact, majority of the activities mentioned as implemented in 2024 were occasioned by the CREMAs' external agents' programme support to the CREMAs. In the case of the Atewa, Asuo Bia Nkyirima, and Achichire Sureso Pebaseman CREMAs for example, information was facilitated out from willing individual members from the various CRMCs who recalled the few activities that were embarked upon in their various areas of jurisdiction within their respective CREMA. The next section depicts images of the training sessions and outlines the 2024 activities and the attendant challenges of the respective CREMAs.

5.2.1 Ayensuano CREMA



Activities of 2024

1. Community Engagements

Carried out eight (8) community sensitization engagements and sensitised the CREMA constituents on the conservation of natural resources and the need to rehabilitate and restore the ecological integrity of degraded areas.

Undertook six (6) of the twenty (20) intended community engagements validate of the CREMA constitution.

2. Planted trees (A Rocha Ghana)

Planted trees supplied by A Rocha and COCOBOD along the streams and rivers within the CREMA and in farms. However, they were unable to indicate the number of tree seedlings supplied.

Planted *afmomum meleguata* (Grains of paradise) spices around trees on farms as an alternative livelihood activity for individual CREMA members.

3. Galamsey fight

Concerted agitations by six communities including 1) Dome; 2) Abobri; 3) Menimade; 4) Akyeansa; 5) Kuano; and 6) Kofi Pare to fight the galamsey menace was done successfully within the CREMA.

The people of Kwaboanta were also able to successfully resist irresponsible sand wining within their community in the CREMA.

4. Challenges

The key challenges mentioned were lack of funds to support or implement CREMA activities, uncommitted community members to the CREMA agenda, and inadequate or weak support from the local traditional authority to fight the illegal mining menace.

5.2.2. Atewa CREMA



Activities of 2024

1. Public education regarding illegal cutting of trees

Carried out some public education regarding the water bodies, forest and lands through community meetings and announcements at community communication centres (number of times not specified).

2. Planting of trees

Planted trees along some degraded banks of the water bodies such as the section of the Densu River within the CREMA and on individual farms.

Planted *afmomum meleguata* (Grains of paradise) spices around trees on farms as an alternative livelihood activity.

NB: Targeted 60,000 trees for each constituent community but could not meet the target due to inadequate supply of seedlings

3. Registration of all farmer groups

Unspecified number of farmer groups or cooperatives were formed as input into an existing database toward distribution of farm inputs such as cutlasses and wellington boots, and provision of social amenities such as portable water. This activity was aligned with payments linked to emissions reduction programme/PES? being championed by the Secretariate of the Hotspot Intervention Area (HIA) programme.

4. Challenges

The key challenges mentioned were lack of funds to support or implement CREMA activities, uncommitted community members to the CREMA agenda, and virtually non-existent CREMA Executive Committee and moribund CRMCs.

5.2.3 Otade3 Bosomtwe Ho Banbo CREMA



Activities of 2024

1. Enforcement of CREMA Byelaws

Carried out 8 of 15 intended education and awareness creation announcements from community information centres on the CREMA byelaws.

Distributed the Otade3 Bosomtwe Ho Banbo CREMA byelaws to three District Police Commands (i.e. Bosomtwe; Bosome Freho and Bekwai) and the chief of the CREMA constituent communities and engaged them through meetings on the enforcement of the byelaws

Arrested three cases of violation of the CREMA byelaws on activities around the lake. Cases are pending with the accredited representative (the Kumasi Amakomhene) of Otumfuor Nana Osei Tutu II.

Six other cases are to be sent to Nana Amakomhene for action.

2. Community sensitization- Phase 2

Carried out 22 direct community sensitization exercises (one per each of the 22 CREMA communities) on the conservation of natural resources and the need to rehabilitate and restore the ecological integrity of the degraded areas within the CREMA.

3. Boundary Demarcation – 12 communities

Demarcated CREMA boundaries along 4 of 12 CREMA communities.

4. Restoration of degraded areas

Planted about 5,000 tree seedlings that were supplied by the Forest Services Division of the Forestry Commission (during the greening Ghana day) along some of the streams and rivers that flow from the transition zone of the Biosphere Reserve that encompasses the CREMA

Planted about 40,000 forest trees, about 28,600 coconut tree seedlings and about 1,000 mango seedlings supplied by the IUCN and A Rocha Ghana in individual farms and community plantations and the draw down areas along the Lake Bosomtwe.

5. Challenges

- Uncommitted general community members toward CREMA issues.
- Bad timing of the supply of seedlings leading to poor or low survival rates.
- Lack of vehicles to facilitate mobility of CREMA Executives for CREMA work.
- Inadequate knowledge and skills training for CREMA executive on conservation of natural resources.
- Lack of sources of funds and financial resources to implement CREMA activities.
- Poor road network makes mobility difficult.
- Poor record keeping.

5.2.4 River Asuopiri CREMA



Activities of 2024

1. Tree planting withing Cocoa Farms and along river boundaries.

Tree seedlings were supplied by the SNV, COCOBOD, the Wildlife Division and Forest Services Division of the Forestry Division, and the UNDP. The seedlings were distribution through the CRMCs. It is estimated that about 10,000 seedlings were distributed and in Kumkumso CRMC area of jurisdiction alone, about eight (8) acres of land was planted.

2. Community Sensitization

Community sensitization exercises were carried out to enhance the awareness and natural resource conservation consciousness within four CRMC areas of jurisdiction. The frequencies are as indicated next.

1. Debiso – 1
2. Kunkumso – 10
3. Ahenboboano – 2
4. Asuopri – 10

3. Additional livelihood- (Beekeeping)

Not much was achieved in terms of additional livelihood enterprises. It was the hope of the CREMA executive that about fifty (50) beehives would be constructed and distributed but only twenty (20) could be made and distributed.

4. Challenges

1. Financial
2. Lack of access to water

5.2.5 Asuo Bia Nkyirima CREMA



1. Planned activities for 2024

1. Establish Village Savings and Loans Association
2. Establish community taskforce to check illegal logging
3. Plant trees on 1-acre plot of land around the CREMA office
4. Plant trees on Farms
5. Plant trees along the following rivers (Ketego, Kyerebro, Asuontaa)
6. Establish community forest
7. Establish a tree nursery
8. Establish plantain nursery
9. Expand the bee keeping enterprises
10. Build fish ponds
11. Increase snail farming enterprises
12. Establish a piggery
13. Expand the soap making enterprises

2. Achievements

1. Planted trees along the Asuontaa, and Kyerebro streams (10 meters)

2. Planted trees around 3 schools; (trees supplied by Tropenbos Ghana)
3. Planted trees around the CREMA office
4. Planted trees supplied by SNV (1000 seedlings), Friends of the Earth (1000 seedlings) and Tropenbos Ghana (1,200 seedlings) on farms.
5. Community taskforce arrested 5 truckloads of illegally sawn lumber
6. Established 15 VSLAs in 3 CRMCs with support from Tropenbos Ghana
7. **Papase CRMC** organized demonstrations and press conference with media coverages from ONUA TV, UTV, and Vision Fm to prevent illegal miners from mining in the Ketego river
8. **AKYAP CRMC**- embarked on fire education and sensitization in the CRMC constituent communities
9. **Addo Nkwanta CRMC** averted illegal mining on Domeabra river due to the protest by the CRMC constituent communities
10. **Mesre nyame CRMC** organized four fire education and sensitization were organized

3. Additional livelihoods

Trees on farms

1. Established 1-tree nursery at the CREMA office- 1,800 seedlings out of the total of 2,500 survived and were distributed to farmers to plant on their farms.

Bee keeping

40 -Bee hives were distributed to 8 CRMCs (34 bee hives yielded honey and was harvested as follows

1. **Teye Mensah CRMC**- 32 litres of honey harvested by 3 persons
2. **Mesre nyame CRMC**- 8 litres of honey harvested 2 persons
3. **Addo Nkwanta CRMC**- 224 litres of honey harvested by 1 person over 2 years period, another 16 litres over a year ago
4. **Kankyiabo CRMC**- 32 litres of honey harvested by 3 persons

Soap making

1. Addo Nkwanta (Shower gel)- 80 litres
2. Mesre Nyame (shower gel)- 20 litres
3. Asuontaa (shower gel) – 10 litres
4. Papase (shower gel) - 600 litres

Snail farming

1. Kankyiabo – 1 person started with self-acquired 25 small snails and harvested 125 matured snails
2. Addo Nkwanta (1 person)
3. AKYAP (1 person)
4. Mesre Nyame (1 person)
5. Papase (2 persons)

Fish farming

1. Mesre Nyame (1 person)

2. Papase (1 person) - started with 1,200 fingerlings but yet to harvest any

4. Challenges

1. Selection of trainees for the alternative livelihood enterprises was not informed by dedication and commitment and therefore only a few of the beneficiaries are engaged in the enterprises.
2. Weak or no post enterprise establishment support and the enterprises are not doing very well and need better performance guidance.
3. Poor packaging, weak value chain development such branding, marketing etc and therefore, sales of products is slow and not encouraging.
4. Inadequate commitment by CRMC members leading to no or low meeting attendance.
5. Weak governance structures i.e CRMCs and the CEC due to lack of elections to revamp the structures as per the CREMA constitution.
6. Inadequate community education and sensitization on the CREMA approach
7. Lack of support from the regulatory institutions to the CREMA operatives to check and fight illegal extraction of natural resources

5.2.6 Achichire Sureso Pebaseman CREMA



Planned activities for 2024

1. Additional Livelihoods

1. Soap making

1. Sureso (to increase the number of persons engaged in the enterprise)
2. Donkorkrom (to increase the number of persons engaged in the enterprise by 45)
3. Gonukrom (to increase the number of persons engaged in the enterprise by 10)

2. Piggery

1. Achichire (to establish piggery for 12 persons)

3. Bee keeping

1. Achichire (to establish beekeeping enterprise for unspecified number of CREMA members)

4. Vegetable farming

1. Achichire (to establish a vegetable farm for the CRMC)

5. Village Savings and Loans Associations (VSLA)

1. Achichire (to establish 7 more associations)
2. Gonukrom (to establish 5 more associations)
3. Attobrakrom (to establish 7 more associations)

6. Snail farming

1. Donkorkrom (to establish snail farming enterprise for 15 persons)

7. Establishment of tree nurseries

1. Kamaso (forest rees)
2. Gonukrom (forest trees)
3. Nkrankrom (coconut and orange)

8. Grasscutter rearing

1. Nkrankrom (to establish grasscutter rearing enterprises for CREMA members)

9. Rice and fish farming

1. Attobrakrom (to establish rice farms for 15 CREMA members)
2. Attobrakrom (to establish fish ponds for 10 CREMA members)

2. Achievements

1. Sureso

1. Lumber was sawn for the piggery enterprise but project could not continue due to lack of funds

2. Achichire

1. 10 Bee hives were constructed and installed and 9 litres of honey was harvested from 6 hives
2. Two (2) acres of garden eggs farm was established but no harvests were made due heavy rainfall

3. GHS 30,000 .00 loans were given to the VSLA members and at 10% interest, GHS 3,000 was obtained

3. Kamaso

1. 7,000 forest trees seedlings supplied by Solidaridad (5,000), IUCN (2,000) were planted at five (5)meters intervals along the Kamaso stream
2. 90% survival rate

4. Donkorkrom

1. Established three (3) VSLAs with thirty (30) members each)
2. Gave out GHS 50,000.00 loan to ninety (90) members and obtained GHS 7,500.00 at 15% interest rate

5. Gonukrom

1. Established five (5) VSLAs with an average of thirty (30) members each
2. Gave out GHS10,000.00 loan to fifty (50) members and obtained GHS 500.00 at 5% interest rate
3. Produced 6.7 litres of liquid soap
4. Produced 450 balls of “Azumah blow” soap

6. Nkrankrom

1. Established two (2) VSLAs with an average of 30 members each
2. Distributed 3,000 coconut seedlings to 65 farmers

7. Attobrakrom

1. Established three (3) VSLAs with total membership of 85
2. Gave out GHS 75,000.00 loan to the member and obtained GHS 3,750 at 5% interest rate
3. Constructed and stocked two (2) fish ponds and harvest about 180 fishes

3. Challenges

1. No organization of meetings
2. Weak Leadership
3. Non- payment of dues
4. No leadership hand over (No elections)
5. Lack of Accountability
6. Lack of CREMA Secretariat
7. Lack of cooperation between CREMA and other stakeholders and partners (Traditional Authorities, Municipal Assembly, Forestry Commission, Department of Agric etc
8. CREMA Constitution and By-laws unknown by majority of CREMA members because they have not been widely disseminated

6. Development of 2025 CREMA action plans.

After the brain storming sessions on the 2024 intended activities, the achievements made, and the challenges associated with implementing the binary objectives of the CREMA, the participants were taken through the action planning processes and exercises.

The 2025 CREMA action planning processes and exercises were based on existing management plans for the various CREMA excepting the Asuo Bia Nkyirima CREMA that did not have any management plan. A framework for developing action plans was also used to demonstrate how to develop annual action plans from their respective CREMA management plans.

Participants of the training from five (5) of the CREMAs were organized into five groups to develop the annual action plans in accordance with the expected outcomes of implementing the management plans and the challenges that afflict the CREMAs. On the other hand, the number of participants that reported for the training in respect of the Achichire Sureso Pebaseman (ASP) CREMA were inadequate and therefore, only four groups could be organized for the annual action planning exercises.

Due to the fact that Asuo Bia Nkyirima CREMA did not have any management plan and also that, the management plan and an existing five-year action for the ASP CREMA were dated, a different approach was adopted to develop their respective annual action plans. In the case of the two CREMAs, the participants were organized into four (4) to five (5) working groups to think about what outcomes they would want the CREMAs to obtain by the end of the year 2025. Presentations of the outcomes were done in plenary by the various groups, discussions were done, and the expected outcomes finalized. Each group was assigned an outcome and in their working groups, they were entreated to come up with corresponding action plans toward achievement of the expected outcome. The action plans by each group were also discussed in plenary for inputs from members of groups other than theirs and finalised. (Annex I -VI).

7. Conclusions and recommendations

7.1 Conclusions

Six successful action planning trainings were conducted. However, it was noticed that many of the participants across the various CREMAs were quite inactive and had probably been relying on their external partners to get things done for them. They have therefore become so reliant that, the drive to do things by themselves or take initiative is virtually non-existent. This may also be due to weak or practically non-existent CREMA Executive Committee or Community Resource Management Committee arising out of lack of action to revamp the governance structures as per the constitutions of the various CREMA. In the circumstances, and in many cases, if not in all, the first CEC and the CRMC members who were elected and inaugurated at the beginning, and are still around, are still parading as the “face” of the CREMA, although their tenure of office has long expired.

From all indications, although the training was done successfully, the objective that the CRMCs/CEC should be able to develop subsequent annual action plans may not have been achieved with this single training effort. Therefore, if luck befalls the CREMAs, and external financial, logistical and manpower/technical supports are obtained to facilitate implementation of the action plan, further concerted training must be given to them.

7.2 Recommendations

7.2.1 Revamp all the Community Resource Management Committees and CREMA Executive Committees

Community Resource Management Committees and CREMA Executive Committees hold legitimate authority over the governance and management of the CREMAs to ensure that, the linked objectives of integrating nature conservation into local livelihood strategies as well as facilitating improvement in the local livelihoods of the CREMA Constituents are achieved.

During the training interactions, it was noted that both the CECs and the CRMCs were weak without any clear leadership, or were in disarray without the full complement of the membership, due to vacancies of post of members or death or the structures were virtually non-existent. The situation has weakened considerably, the CREMAs' ability to achieve the objectives of the CREMAs. Furthermore, per the various CREMA constitutions the CECs are to invite into non-voting membership *ex-officio* members but in all the trainings no such members attended.

- The Community Resource Management Committees and CREMA Executive Committees should be revamped to strengthen their membership and natural resource governance and management capacity of the CREMAs towards the achievements of their binary objectives.
- Revamping of the Community Resource Management Committees and CREMA Executive Committees should be informed by a good stakeholder analysis to identify and recruit into membership, committed and hard-working persons who can commit time and mobilise resources to the course of the CREMA.
- After the revamping exercises the new members should be taken through some training to equip them with competence in leadership, team building, group dynamics, fund raising and financial management etc.

7.2.2 Too much dependence on external partners, for financial logistical and technical support without which not much happens in terms of governance and management of CREMAs

The interaction with the trainees, particularly when they were asked to recount their planned activities for the year 2024, showed that, not many activities happened in any of the CREMAs without external support. However, upon further probing, some members mentioned some of the activities that they intended to carry out in the course of the year but were unable to implement them, save where external support was obtained. It was intimated that, even CRMC meetings, let alone CEC meetings, could not be held as per the provisions in the respective CREMA constitutions due to lack of funds, and that, in most cases, CREMA members (executives) came together only when invited to one program or another organized by their external partners.

- In implementing the 2025 action plans, the CREMAs should be guided to develop and implement sustainable financing mechanisms and accountability frameworks to ensure that CREMAs are fully functional, are able to self-organize, and can have some financial mechanisms to generate and grow funds internally to run the CREMA.

7.2.3 CREMA constitutions to be revised

CREMA constitutions are one of the key governance instruments that mediate the effective functioning of CREMAs. However, it has been observed that, the responsibility for revamping

the CRMCs and the CEC is vested in the CEC but that responsibility has so far been betrayed in all CREMA leaving the governance structures ineffective and non-functional. Furthermore, the constitutions of some of the CREMAs are either incompletely done and are being taken through validation by the general population of the CREMA like the case of the Ayensuano CREMA for example. An inadequate and approved constitution makes CREMA governance a bit of a challenge.

- CREMA constitutions should be amended to provide for third party actors such as the traditional authorities and the *ex officio* officers to monitor the tenure of office regimes and facilitate the processes revamp the governance structures when at the appropriate time as contained in the constitution.