

AHON SA HIRAP INC.

PRESIDENT' S REPORT

The year 2002 was guided by the goal to give quality services to our members, improve efficiency and move towards sustainability. Towards this direction, ASHI throughout the year focused its efforts towards revisiting our procedures and policies and in the process making appropriate changes. In addition, ASHI stretched its limited resources to expand reach while securing and improving the quality services it provides its clients.

On institutional building, we continued to focus on training and development of our staff. In January 2002, we have change the name of our field workers from Field credit officer to Development officer so as to focus on broader aspects of services going beyond credit delivery alone. Competency Based Training at all levels with special focus of training & development of new staff together with special training on the conduct of Compulsory Group Training using experiential learning methods.

The decision to purchase the entire JYB condominium for training and expansion of services will bring security to our members, notion of stability to bring about the vision of development. The launching of the computerized Management Information System will bring accuracy and efficiency of records.

Providing quality service and greater reach .2002 marked the beginning of ASHI's serious expansion. It is projected by the year 2005 ASHI will have 15 branches from 11 branches at the close of 2002. In addition to the current financial services , microinsurance schemes were offered on life, death and pension benefits. Greater efforts were focused on social development

In recognition of fruitful efforts and an inspiration to multiply the success cases in the near future, ASHI was given the award of recognition through the success story of Mrs. Felicidad Calalo, garnering 2nd place in CITIBANK, microentrepreneur award of the year 2002.

*The challenge of micro-finance in the Philippines through Ahon sa Hirap (ASHI) will continue. For ASHI the maintenance of a financial structure where the poorest women and their families can benefit to give them livelihood security is an endless battle. The year 2002 ended with the battle cry for 2003, **CHANGE, CHALLENGE AND COMMITMENT. CHANGE- means changing the face of poverty in the Philippines, CHALLENGE- means challenging women to live in dignity and COMMITMENT- means committed to total human development.***

ASHI keeps the commitment to reach 18,000 women by 2005 in a sustainable fashion. This can only be realized by keeping the morale of the staff high and where both members and staff come together with an unfaltering hope to win the battle of poverty.

MILA MERCADO-BUNKER
President

2002 ASHI ACCOMPLISHMENTS

1. INSTITUTION CAPABILITY BUILDING

1.1 A competent and committed staff and management well trained working together in unity of purpose

The annual planning & evaluation held in Baguio City on January 24-26, 2002 set the tone for the year. **CHANGE** as the adopted theme for the year 2002 marked the many critical changes that are to be expected from the staff during the course of the year and beyond.

Experiential learning approach had been incorporated in the staff training. These include punctuality to meetings, team building exercises, practicum, field assignments and graduation exercises for those who have completed the requirements of the program.

The following sets of training were conducted for 2002:

New Staff (6)

Account Officers (2)

Development Officers (per branch, 9 trainings for the new CGT curriculum with practicum for 9 branches)

Area Managers and Branch Managers (2)

Picture of new CGT, Training of staff, Graduation etc.

Picture of training of new staff

The year also saw the promotion of four (4) development workers to position of Accounts Officer and four (4) Accounts officers to the position of Branch Manager. In addition, two (2) branch managers were elevated to the position of

this year is the development of our computerized

The introduction of this new computerized system brought ASHI to document all its procedures and produce manuals of all operations, field and accounting. Our standard Chart of Accounts was also revised in accord with the system. The system is 80% completed and was tested in 2 branches resulting in greatly improved efficiency of staff time.

Written curriculum for training of staff have also been drafted from selection to appointment to regularization of the staff. Competency based training for middle managers has also been written but needs to be updated according to automated system.

1.2 Board of Trustees (following the format...state the goal here)

Election of member-representative in the Board had been institutionalized. Procedures for election are now clear at the branch and area level. There is a growing maturity among the members in the selection of their nominee as well as their interest to vote at the area level. The promotion of Kabalikat membership that give voting rights to members have become very attractive to members.

2002 election of Staff representative to the Board

The experience of two member representatives visiting the centers in Antique brought them to mature in their outlook going beyond just a member but a mentor and encouragement to new member. Moreover, the active participation of the Chairman and the executive committee in some urgent decisions and deliberations was very rewarding for ASHI. The good attendance and quorum during quarterly meeting gave ASHI the confidence of good governance that makes the staff secure and motivated

Picture of nanay Fely's visit to Antique, board meeting, Atty Reyes visit in Antique, LCB

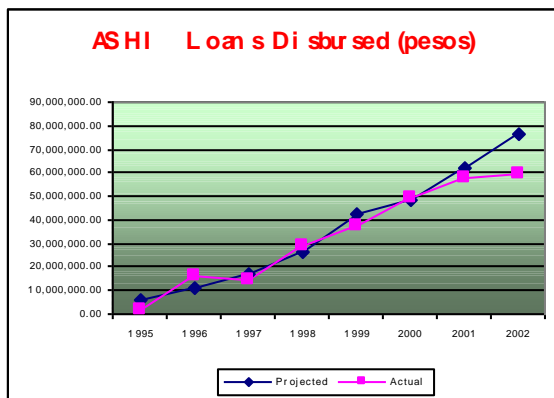
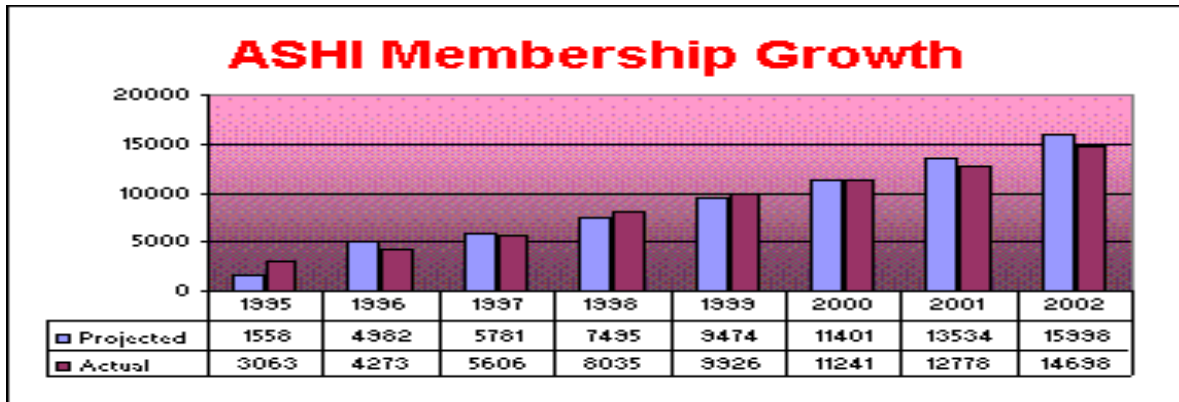
In order to further enhance their participation in the Board, a more structured leadership curriculum will be drafted and executed in the coming years even for past member-representatives to the board.

1.3 Improved Level of Self Sufficiency

Factors affecting self sufficiency are as follows:

- OUTREACH

Ano write up dito? Ok ba ang increase? More than what was expected ba, etc.



Increasing Loan disbursement is a good indicator for growth and sustainability. ASHI staff and members have exercised greater control in loan releases to avoid default. The decrease in trend of loan disbursement was a product of stricter monitoring and evaluation of loan proposals.

What is this?

Continues increase in personal, childrens savings and special center savings.

Consideration for new insurance package for Porfolio or Loan Insurance.

OTHER ACTIVITIES

Other complementary services to empower the target group

Set up Special Program department to handle exclusively the ff :

Social Development
Microinsurance
REsearch, Communication & Publication & Health and Housing programs

Conducted 2 Husband & Wife workshop. At the branch level conducted overnight retreat and team building in 5 branches whose participants are members of each branch.

Extension Activities

Extension of capacity building to other microcredit institutions.

Conducted 3 training programs for other microfinance institutions. 5 exposure programs for partners from other countries, Vietnam, Belgium, the Netherlands, India, China and Bangladesh. ASHI will continue to partner with institutions and network in order to integrate ASHI in Local Development Strategy and have more impact.

Active Participation in Microfinance Council, Philnet, Grameen Global Network,

Microcredit summit.

ASHI spearheaded the drafting of the Code of Discipline. Wrote the Advocacy for Self regulation and sits in the Technical Committee for Standards for new project of Standard Chart of Accounts.

Served as resource person for the following conferences/workshops:

- Workshop for Grameen Trust in Bangladesh,
- Microcredit Summit in New York, December 2002

ASHI actively participated in Antique celebration of Women's Month in March 2002 where members attended the workshop on Domestic Violence. Members also participated in advocacy for environmental protection program in Antique as well as Tree planting activity in Rizal Area.

Special Recognition/Award

ASHI client was awarded 2nd place in the National Microentrepreneur Award sponsored by CITIBANK. ASHI as institution was also awarded 2nd place.

ASHI was also elected Chair of the Microfinance Council of the Philippines