

## **Neema Crafts Centre Commercial and Social Objectives:**

**Commercial:** Neema Crafts Centre is a not for profit enterprise. The handicrafts workshops section of the centre seeks to be fully self sustainable from sales of products. All profit is reinvested in the centre and staff / trainees, either in infrastructure, equipment or in increasing wage levels. We are fully open with all our accounts, making a full report to the entire staff at least once a year and also to the board of Neema Crafts Centre and the Diocese of Ruaha council at least once a year. Our accounts are available for viewing on request at any time and are published in our annual report.

We seek to work as a viable commercial enterprise as a valuable tool to further our social objective of challenging the perceptions of the general community to disabled people by showing that a workforce entirely made up of people with disabilities can compete successfully with other businesses.

If possible, sales of products should also help subsidise other areas of the work of Neema Crafts Centre (Physiotherapy, training courses, advocacy work and extracurricular activities).

### **Social:**

Neema Crafts Centre mission statement is:

To relieve extreme poverty in people with disabilities, by providing them with handicrafts training and employment opportunities; and to change negative attitudes towards people with disabilities in society.

We seek to fulfil the above by :

- a) Training of disabled and deaf people in handicrafts and providing them with employment opportunities at Neema Crafts Centre.
- b) Additional training in transferable skills to enhance their employability outside of Neema Crafts Centre (e.g. tailoring, computer skills training).
- c) Inviting local employers and policy makers to the centre to see how skilled people with disabilities quickly become when given the right training opportunities and working environment.
- d) Seeking whenever possible to promote disabled people into positions of responsibility and leadership within the centre (currently all Workshop Area Leaders have a disability, as have the Cashier and the centre Director).
- e) Providing a physiotherapy service for disabled children, to help them reach adulthood with much less severe disabilities than they would otherwise have.
- f) Creating a café and shop to welcome members of the public into the centre and encourage them to see the production areas to showcase the abilities and talents of disabled people.
- g) Encouraging the deaf and physically disabled workers at Neema to participate in extracurricular activities (deaf cultural dancing group, disabled football team etc.) to showcase their talents and abilities.

- h) Advocacy work via seminars, village visits, radio etc. to promote disabled rights and promote the abilities and talents of disabled people, and sensitise the local community to the same.