

## Annual Progress Report January 2024-December 2025

S



## Contents

About FeJAL .....	4
Executive Summary .....	5
Introduction.....	7
Key Accomplishments 2024-2025 .....	8
Program Achievements and Institutional Developments .....	8
USAID Media Activity Year III .....	8
The .....	9
Mentorship.....	9
Young Reporters Internship .....	9
Community Media Forum (CMF) .....	9
Portrayal & Women Representation Media Monitoring Report.....	10
Institutional Development.....	13
Membership Database – Established .....	13
Website – Established.....	14
Resource Centers – Established in Nimba, Lofa, and Grand Gedeh .....	14
Partnerships and Additional Collaborations .....	14
Recognition and Accomplishments .....	15
Promotions, Appointments & Higher Portfolios (2024–2025).....	15
Awards & Professional Recognition (Local & International).....	16
Local Trainings.....	17
International Travel, Representation & High-Level Participation.....	17
Academic Achievements & Professional Development .....	18
Challenges.....	19
Lessons Learned .....	19
APPENDIXES .....	20
Appendix 1: Success Stories.....	21
Recognition and Visibility of Women Journalists .....	25
Appendix 2: Governance & Leadership .....	26
Advisory Board.....	26
Appointed Executive Committees .....	26
County Coordinators .....	28
Appendix 3: Pictorial .....	29
Executive Committees’ Heads .....	30

## Acronym

FeJAL	Females Journalist Association of Liberia
Fin-Ed	Financial Education and Literacy
LGA	Local Government Act
MFDP	Ministry of Finance and Development Planning
USAID	United States AID
TOT	Training of Trainers

## **About FeJAL**

FeJAL (Female Journalists Association of Liberia) is an auxiliary organization of the Press Union of Liberia (PUL). Founded in 1998, FeJAL works to empower female journalists and women in the media through training, consulting, advocacy, and partnerships with national and international institutions.

The organization promotes skills development, professional training, capacity building, press freedom, gender equality, and the protection of women journalists' rights. FeJAL continues to unite women in the media to address issues affecting them and advance their role in Liberia's democracy and governance process.

## **Vision Statement**

FeJAL envisions a media landscape where women journalists are seen and treated the same as their male counterparts.

## **Mission**

To promote social justice, equal opportunities, and create a safe working environment for women in the media.

## **Statement**

## **Executive Summary**

Throughout the reporting period, the Female Journalists Association of Liberia (FeJAL) made significant strides in empowering female journalists by strengthening capacity development, advancing gender equity in the media, championing a safer and more inclusive working environment for women in journalism and fostering partnerships for community-led interventions on rights and economic reliance. These efforts continue to positively influence Liberia's media landscape and contribute to the growth and visibility of women in the profession nationwide as well as strengthen community's ownership to national development.

This report presents a comprehensive overview of FeJAL's programs, initiatives, interventions, and pending interventions from January 2024 to December 2025. During this period, the Association inducted its official and charged them with a mandate to lead the general membership following a successful election in December 23, 2024. During the induction, a fundraiser aimed at supporting the establishment of resource centers across all fifteen counties was held; a clear demonstration of the Leadership's commitment to empowering female journalists throughout Liberia and securing a space to interact, learn and grow together. To date, three (3) Resource Centers are completed for dedication, particularly in Nimba, Lofa and Grand Gedeh Counties to enable and support members' usage and a Functional Website has been developed and made public to support publication of women journalists contents.

External local and internal partnerships yielded fruits with regards to stronger capacity development in specialized reporting fields. The partnership with the Merck Foundation, afforded over 100 Liberian journalists predominantly Females, to be trained in health reporting—an essential area that enhances media coverage of critical public health issues. Additionally, a partnership with Wilf Life Chimpanzee drew the participation of more than ten (10) women journalists from Montserrado, Bomi, and Grand Cape Mount Counties to a short-term course on conservation and forestry held in Tubmanburg, Bomi County.

FeJAL continued to highlight and amplify the achievements of female journalists, helping increase their visibility, recognition, and participation in the sector. Through its partnership with

In the area of projects and programing, FeJAL implemented the USAID Media Activity, and in its third year (the reporting period) it was forcefully shutdown based on the US Government's policy. During the 3<sup>rd</sup> year of implementation, series of progress were made; total of twenty women journalists benefitted as Newsroom Leaders, Mentees, and Young Interns. Out of these numbers and as part of impact through the program, 4 women journalists received promotion in their newsrooms to take on leadership role including radio managers, Newsroom Editor, Radio Coordinator; while others gained extraordinary recognition based on improved content and issue focused reporting in their counties. Interestingly, the program added more value to monitoring the media on how it portrayed gender issues which led FeJAL to launch two Media monitoring reports which showed progress in lifting women stories in the second report. A gender ethics policy assessment was done and the report flagged that media institutions were improving in

terms to ensuring women take up leadership roles and were supported in decision making, even though a few institutions were still struggling. FeJAL led community media forums in Nimba, Grand Bassa and other counties; providing a platform for communities to speak to their leaders and share issues that concern them. A key impact story from the CMF was that as part of the education provided in Little Bassa, women in that part of Liberia understood and became more interested in competing for leadership positions. A lady raised her hand during the session and vowed to contest for the Town Chief/Community Head position and eventually she won the post and she is now the town head of Little Bassa. A critical part of the Media Activity was the Organization Capacity Assessment process that would lead to the development of many critical policy documents to govern internal controls on finances and programing. Though the process could not do much; but the review provided FeJAL a clear roadmap of preventive and cautious measures to take for appropriate systems development.

Following the Shutdown; FeJAL then signed a eight (8) month (December-2024August 2025) service contract with the Central Bank of Liberia (CBL) to roll out Financial Education (Fin-ED) campaign and teaching sessions to communities in eight (8) counties including, Rural Montserrado, Capemount, Grand Bassa, Bong, Nimba, Grand Gedeh, Margibi and Lofa. FeJAL leveraged community radios, its network of women journalists; flyers, jingles, dramas, Training of Trainers (ToT) and extensive community engagements to reach the communities across those counties. More than twenty thousand (20,000) people were reached and empowered with financial education to make informed decisions and contribute to the Liberia's economic revatalization.

Though these interventions made significant impact, there still remains challenges within the Association to fundraise and retain most of its flagship programs on Newsroom Leadership, Mentorship for retention in the Media, and Young Reporters Internship for emerging journalists into the Media. These constraints are evident in the midst of donor fatigue and funding withdrawals and shutdowns from international partners.

To curb these challenges, there is a need to strengthen internal resource mobilization; commitment of capacity development skills utilization to support mentoring, and most importantly, the robust payment of dues by members of the Association to ensure the smooth operations of FeJAL.

## **Introduction**

The 2024–2025 reporting period represents a defining chapter in the institutional journey of the Female Journalists Association of Liberia (FeJAL). Against a backdrop of evolving media dynamics, persistent gender inequalities, and rapid digital transformation, FeJAL remained steadfast in its mandate to empower women journalists, advance gender-responsive media practice, and strengthen women’s leadership and representation within Liberia’s media landscape.

This Annual Report presents a comprehensive reflection of FeJAL’s achievements, progress, challenges, and lessons learned during the period under review. It captures the collective efforts of members, leadership, partners, and stakeholders who continue to invest in a more inclusive, professional, and resilient media sector for women in Liberia.

During the reporting period, FeJAL made significant strides in strengthening its institutional infrastructure and service delivery to members. Notably, the Association successfully completed three Resource Centers, expanding access to safe, professional spaces for learning, collaboration, and skills development for female journalists across key locations, Nimba, Lofa and Grand Gedeh Counties. These centers will now serve as hubs for mentorship, training, digital access, and peer support, reinforcing FeJAL’s commitment to building sustainable platforms for women’s growth in the media.

In response to the growing demand for digital efficiency and accessibility, FeJAL advanced its organizational digitalization agenda. The introduction of an online membership registration system has streamlined engagement, improved data management, and enhanced inclusivity for journalists across the country. This milestone was further strengthened by the launch of a functional institutional website, providing a central platform for information sharing, advocacy messaging, program visibility, and stakeholder engagement.

Programmatically, FeJAL successfully implemented high-impact initiatives that elevated professional standards and expanded the knowledge base of women journalists. Chief among these were the Media Activity under the Internews Project, which enhanced media professionalism, ethical reporting, and gender-sensitive journalism, and the Central Bank of Liberia Financial Education and Literacy Program, which equipped communities with critical financial knowledge to strengthen personal economic resilience and improve their livelihoods and economic issues.

While celebrating these accomplishments, this report also candidly reflects on the challenges encountered, including resource constraints, digital access gaps, and the evolving safety risks faced by women journalists, and highlights the adaptive strategies and lessons that continue to shape FeJAL’s work. These experiences have informed stronger partnerships, more responsive programming, and a renewed focus on sustainability and member-centered approaches.

Ultimately, this Annual Report underscores FeJAL’s unwavering commitment to fostering a supportive, skilled, and empowered community of women journalists who are positioned not

only to tell stories, but to shape narratives, influence policy, and contribute meaningfully to Liberia's democratic and development aspirations.

## **Key Accomplishments 2024-2025**

During the reporting period, FeJAL achieved several milestones that strengthened the institution and expanded its impact nationwide. Major accomplishments include:

- Formation/setup of Executive Committees, Advisory Boards, and regional/county coordinators
- Establishment of a membership database
- Development of the institution's website
- Launch of Gender Portrayal Media Monitoring Launch Reports
- Launch of the Gender Ethics Policy Report
- Completion of USAID Media Activity Year III that impacted over 20 women journalists in the professional career development
- Implementation of the Central Bank of Liberia (CBL) Financial Education/Literacy Program
- Establishment of three Resource Centers (Nimba, Lofa, and Grand Gedeh Counties)
- Collaboration with the Ministry of Finance and Development Planning for holding National Budget Consultation meetings

## **Program Achievements and Institutional Developments**

### **USAID Media Activity Year III**

The Media Activity, a five year (2022-2026) program aimed at enhancing human and institutional capacity of the media sector while advocating for and maintaining current media freedoms to reliably carry out responsible journalism, drive reforms, and increase revenue. It also endeavours to bolster the capacity of the media to produce reliable, relevant, and accurate information; enhance the media's ability to serve as a conduit for information between citizens and government; improve the organizational and financial sustainability of community radio stations; and strengthen the enabling environment for freer media. Key activities that successfully implemented include, the Newsroom Leadership program, Mentorship, Young Internship, Gender Media Monitoring, Gender Ethics Policy Assessment, Community Media Forums and High Level Women Media Symposium. FeJAL successfully completed all activities under the USAID Media Activity Year III program.



The Newsroom Leaders Fellowship was designed to enhance the editorial and leadership capacity of mid-level women journalists, an urgent need within media newsrooms where women rarely hold decision-making authority. The fellowship equipped emerging leaders with practical skills in editorial judgment, ethical leadership, story planning, and newsroom coordination. Ten (10) women journalists were selected from eight counties and underwent virtual briefings, mentorship sessions, and a comprehensive orientation on newsroom leadership. A week-long editorial reporting trip across Bong, Nimba, Grand Gedeh, Sinoe, and River Gee provided hands-on field exposure and strengthened their reporting skills.

In terms of impact of the Newsroom Leaders fellowship, all ten fellows emerged with stronger editorial confidence and improved leadership potential. They produced 17 deeply researched stories, 11 published and 6 broadcast on radio, focusing on governance, accountability, health, education, and community development. Five (5) women journalists received promotion in their newsrooms to take on leadership role including radio managers, Newsroom Editor, Radio Coordinator and program producer; while others gained extraordinary recognition based on improved content and issue focused reporting in their counties.

### **Mentorship**

The Mentorship program is intended to support retention within the newsroom and strengthen the capacity of women journalists across Liberia. The Program enrolled 12 women journalists from across eight (8) counties. Each mentee was paired with mentors (senior media women) to strengthen their storytelling skills and mentorship for the 6months period. As a result of the fellowship, 15 stories was produced; it focused on community led development and human interest stories from the counties earmarked. Three of the 10 fellows received promotion and recognition for the improvements in the writing and investigative skills within their newsrooms.

### **Young Reporters Internship**

The Young Reporters Internship targeted early-career women journalists who often enter newsrooms with minimal practical experience. The program aimed to build confidence, sharpen reporting skills, and prepare young women for meaningful newsroom participation. Ten (10) young female reporters were selected and placed in partner newsrooms, where they received continuous editorial mentorship, participated in virtual check-ins, and refined their reporting skills through hands-on assignments.

The fellows in the program demonstrated significant improvement in interviewing, writing, sourcing, and news gathering. They produced seven (7) stories were published in credible media outlets, increasing their visibility and professional confidence. Three (3) transitioned into full-time newsroom roles and were entrusted with new responsibilities based on their improved performance.

### **Community Media Forum (CMF)**

The Community Media Forums were designed to strengthen civic participation, amplify

women's voices in community governance, and enhance understanding of the Local Government Act (LGA) of 2018. There were two strategic CMFs focusing promoting women's leadership and participation in local governance and the importance of the War and Economic Crimes including transitional justices held in Grand Bassa and Nimba Counties. A total of 200 persons participated in the sessions. Those sessions revealed limited knowledge of the Local Government Act, increased cultural barriers to women's leadership, and minimal inclusion of women in community decision-making. It created open spaces for citizens to discuss issues affecting women's participation in local governance. A key impact of the CMF was the highlight that two women from Little Bassa publicly declared their intention to contest in local leadership, an uncommon step in communities where women rarely seek such roles. Youths and traditional leaders pledged to support women's participation, while people living with disabilities expressed renewed confidence after being given a platform to speak. In the end, one of those women won the elections and is currently leading the town. The forums shifted attitudes, broadened understanding of the Local Government Act, and strengthened community resolve to involve women and marginalized groups in decision-making.

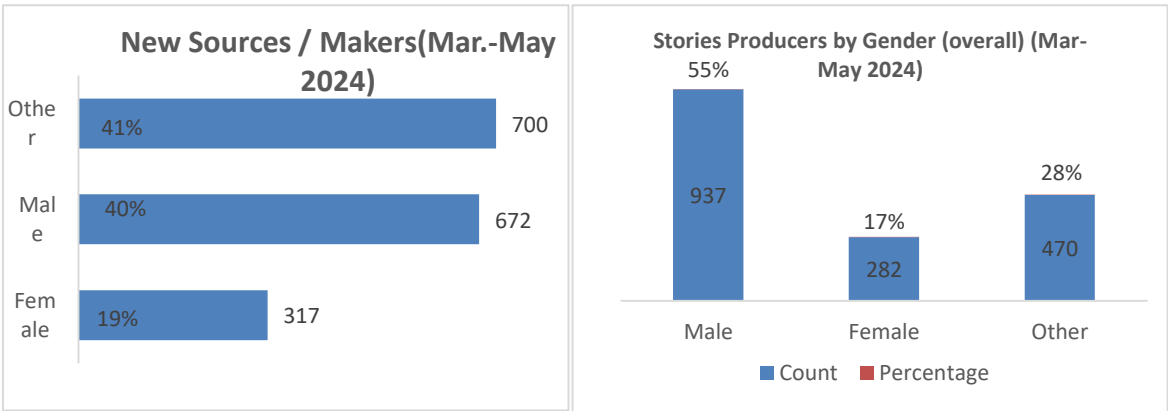
### **Portrayal & Women Representation Media Monitoring Report**

As an integral part of the USAID Media Activity, FeJAL successfully launched two media monitoring reports on Gender Portrayal and Representation in news coverage in the Liberian Media. Ten media outlets monitored were: **ELBC, Prime FM, OK FM, Truth FM, Daily Observer, New Dawn, Women Voices, FrontPage, and Inquirer**. The process aimed to evaluate the quantity and quality of women's portrayal and representation. The Monitoring took place from March to August 2024. The 1<sup>st</sup> Media Monitoring Report data suggested a very low representation of women in the Liberian Media with **19%** (women) equivalent to **(282 stories)** of the total **1689** stories coded while 40% were male news sources and **(41%)** news sources were attributed to an unspecified or 'unidentified' gender sources. Additionally, producers per gender indicated that 17% were produced or reported by women, 55% of the stories were produced by men, and unspecified gender accounted for 28%.

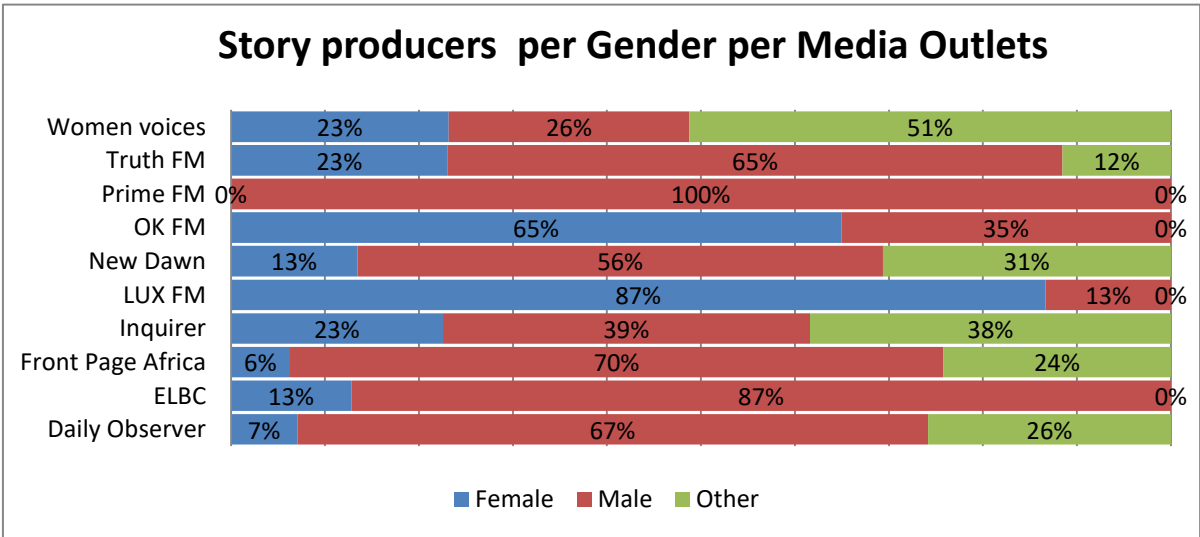
A major change was revealed in the 2<sup>nd</sup> Quarter report presenting an impressive and improved picture compared to the 1<sup>st</sup> quarter findings. Of the total of **3128 (100%)** stories documented, **740 (24%)** women were featured as news sources, while men accounted for **1923 (61%)** of the news sources and unspecified sources made up **466 (15%)**, **which showed an increase in gender representation of the contents coded**. The challenges noted during the monitoring indicate that there is a need to continue engaging the media and

support the capacity development of journalists to ensure a gender responsive reporting and coverage.

Quarter 1 data Analysis



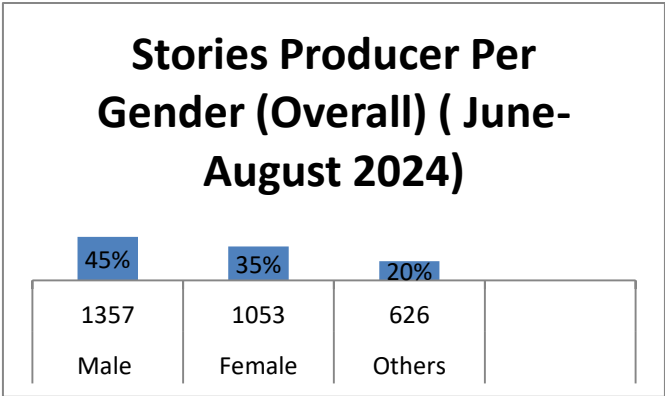
The chart above illustrates the distribution and ratio of narratives generated by gender. Out of the **1689** stories documented, the analysis exposes a disparity in the production of stories, with a mere **17%** attributed to female producers, while stories crafted by male producers account for **55%.** The remaining **28%** represents stories produced by individuals of unidentified gender across various news outlets. This stark contrast underscores a significant gender gap prevalent in the newsroom



From the data presented, LUX FM exhibits a notable predominance of female story producers, comprising **87%** of the total. Following closely is OK FM with **65%.** Conversely, FrontPage Africa and Daily Observer show significantly lower figures, with only **6%, 7%, and 0%** of stories being produced by women respectively.

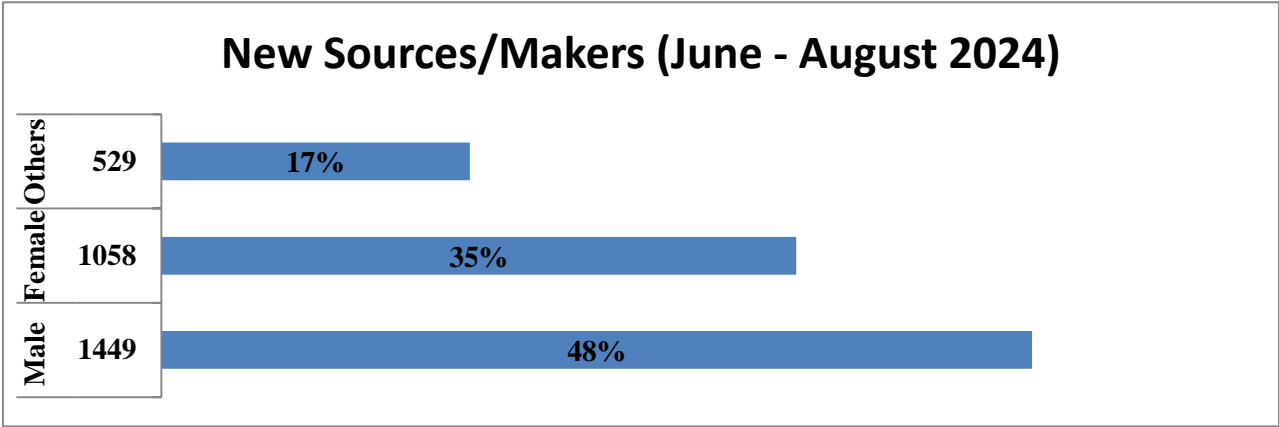
On the other hand, media platforms such as Women Voices, Inquirer, and Truth FM display a modest improvement, with women accounting for **23%** of their story production.

Additionally, a considerable percentage is attributed to the category of "Other," indicating unidentified genders of story producers in certain outlets.



The chart above illustrates the distribution and ratio of narratives generated by gender. Out of the **3036** stories documented, the analysis exposes a disparity in the production of stories, with **35%** attributed to female producers, while stories crafted by male producers account for **45%**.

The remaining **20%** represents stories produced by individuals of unidentified gender across various news outlets.



Quarter 2 showed meaningful progress. Women’s visibility increased from **19% to 24%**, and the number of unidentified sources dropped sharply from **41% to 15%**, indicating better reporting standards. Although men continued to dominate as sources, the shift reflected growing awareness among editors and journalists.

Story producers per Gender per Media Outlets			
Stations	Male	Female	Other
OK FM	75%	25%	0%
ELBC	54%	46%	0%
New Dawn	51%	21%	28%
Truth FM	73%	27%	0%
Daily Observer	66%	9%	25%
Women Voices	31%	15%	54%
Frontpage Africa	74%	7%	19%
Inquirer	37%	26%	37%
Prime FM	65%	35%	0%

### **Institutional Development**

As part of strengthening its organizational systems and expanding its reach, FeJAL established several key structures that now support more effective coordination, communication, and service delivery.

#### **Meetings and Deliverables**

During the reporting period, a total of three (3) membership meetings, one (1) board meeting, one (1) Executive Committee meeting and six (6) Leadership meetings were held. Key outcomes from the membership meetings included: clearing deficits in the Liberian dollars account that was inherited from the previous Leadership; rekindling awareness for members on their rights in the newsroom, among others. Additionally, the board meeting outcomes reemphasized the support for resource mobilization to ensure institutional resilience.

#### **Membership Database – Established**

FeJAL set up a comprehensive membership database to properly organize and track all registered female journalists and media workers across the country. This allowed the organization to manage members information more efficiently, improve communication, support targeted engagement, and easily identify members based on location, skills, and participation levels. Though there are missing links in terms of capturing other members details, the website with a link of the membership form for signing up is ready to ensure digital inclusion for all members.

### **Website – Established**

A fully functional website has been created to enhance FeJAL's public presence and provide a central space for information sharing as well as promoting members' works on community development articles and journals. Through the website, partners, journalists, and the public can access updates, publications, news, opportunities, and the Association's official reports. This is a part of the Leadership's mandate to strengthen FeJAL's visibility and reposition the organization as more accessible and transparent.



*Front-cover of FeJAL Website*

### **Resource Centers – Established in Nimba, Lofa, and Grand Gedeh**

In an effort to ensure inclusivity, decentralization of the Association's Activities and promoting a secure space for learning and growth, the Association has established three resource centers in Nimba, Lofa and Grand Gedeh Counties. These resource centers will serve as hubs to support its members in the counties and ensure members have access to learning tools and professional support. Additionally, the centers will be well-equipped spaces where female journalists can conduct research, join trainings, receive mentorship, and participate in FeJAL activities without traveling far distances.



*FeJAL Nimba Chapter Pose for photo with the President at their Resource Center Entrance, Sanniquillie*

### **Partnerships and Additional Collaborations**

During the suspension of the USAID Media Activity from January to February 2025, FeJAL strengthened its national partnerships and expanded its role in supporting financial literacy and public engagement initiatives. Partnering with PERT Consultancy and the Central Bank of Liberia, the Association took a lead role in implementing the Financial Education and Literacy (Fin-Ed) Program across seven counties. This program aimed to build financial awareness, promote inclusive access to financial services, and equip communities with practical skills to manage money effectively.

The program followed a multi-phase approach, beginning with the Training of Trainers (TOT), which equipped 102 County Coordinators and Community Mobilizers, 66 men and 36 women—

with knowledge, facilitation skills, and low-literacy teaching techniques. These trainers were then able to deliver community-based financial literacy sessions across 135 communities in 31 districts. In total, 163 sessions were conducted, reaching 7,459 participants, of whom 2,620 were men and 4,839 were women. Across the program's activities, including TOT, national consultations, and community outreach, the initiative engaged 20,900 participants, with women representing 60 percent of beneficiaries.

To reinforce learning and enhance visibility, the program utilized a wide range of tools and platforms. Printed materials such as flyers, brochures, T-shirts, stickers, and branded jackets were distributed to communities. Financial literacy jingles were broadcasted on multiple community radio stations, reaching low-literacy populations, and complemented by interactive talk shows. Notably, the ELBC "Morning Money Matter" program provided a platform for experts to discuss saving habits, responsible borrowing, budgeting, and financial goal-setting in accessible language. Community sessions focused on nine key financial literacy themes, including saving, budgeting, setting financial goals, borrowing, debt management, consumer protection, investing, insurance, and contingency planning, equipping participants with practical knowledge to make informed financial decisions.

Alongside this, FeJAL collaborated with the Ministry of Finance and Development Planning (MFDP) to support the Pre-Budget 2026 Consultation Meetings in Sinoe, Grand Gedeh, and Lofa counties. The Association was selected to provide mobilization support, ensuring broad stakeholder participation and helping citizens engage meaningfully in the budgeting process.

Through these partnerships, FeJAL demonstrated its capacity to implement large-scale, community-centered programs while contributing to national development priorities. The work with the Central Bank of Liberia and the Fin-Ed Program had a particularly transformative impact, building financial literacy among thousands of Liberians and strengthening the Association's reputation as a trusted partner in financial education and public engagement.

### **Recognition and Accomplishments**

Throughout the reporting period, several FeJAL members achieved remarkable professional milestones, stepping into influential leadership positions across Liberia's media and public service sectors. Their accomplishments reflect the growing visibility, competence, and leadership of women in journalism and communication.

#### **Promotions, Appointments & Higher Portfolios (2024–2025)**

FeJAL celebrates members who earned new leadership roles, promotions, and professional elevation during the period under review:

1. Mercy Laykpane Kpaingbay Guanue – Appointed Deputy Director for Operations, House Press and Public Affairs Department.
2. Cecelia G. Clarke – Appointed Official Spokesperson, Liberia National Police (LNP).

3. Benetta Teta Bowah – Became Assistant Communications Director, Save My Future Foundation (SAMFU).
4. Alexandra Brainda Amnon – Appointed Deputy Director General for Administration, Liberia Broadcasting System (LBS).
5. Saywhar Nana Gbaa – Appointed Assistant Minister for Public Affairs, Ministry of Foreign Affairs.
6. Atty. Catherine B. Nyenkan – Appointed Stipendiary Magistrate, Bushrod Island, Montserrado County.
7. D. Laymah E. Kollie & Christiana Sonpon – Appointed County Coordinators, Liberia Agricultural & Environment Journalists Network.
8. Laymah Kollie & Feona Benson-Kollie – Accepted as official candidates in the Legislative Press Pool (LEGPISPOOL) Elections.

### **Awards & Professional Recognition (Local & International)**

FeJAL members continued to demonstrate excellence, earning major honors that reflect their growing influence in the media sector:

1. Antoinette Greatness Nagbe – Nominated for Peer-to-Peer Mentor of the Year 2024, Smart Thinkers Liberia.
2. Laymah Kollie – Selected for DUBAWA 2024 Kwame Karikari Fact-Checking Fellowship.
3. FeJAL Secretary-General Patience Baye Koromah– Received an award for Excellence in Election Reporting, ALICOR Annual Awards.
4. Bridgett Weahdi Milton – Honored as Liberia’s Best Female Journalist & Reporter, GAP Global Inc.
5. Parnneh Funmilayo Mallobe – Received an International Service Award, Office of the First Lady.
6. Naomi Tappia (Truth FM) – Inducted as Financial Secretary, Sports Writers Association of Liberia.
7. Dekontee Lukequeen Yeahgar & Vasta Tarlue – Selected for the Global Press Reporting Certificate Program.



## Local Trainings

### U.S. Embassy Media Mentorship Program Cohort 3 Selectees:

1. Rita Jlogbe (LUX FM/VOA)
2. Grace Queena Bryant (Inquirer Newspaper)
3. Christiana Sonpon (Classic FM – Margibi)
4. Naneka Hoffman (New Dawn)
5. Miama Pewee Kiazolu (Bush Chicken)
6. Massa Kanneh-Telleh (OK FM)
7. Agatha K. Duana Faryombo – Participated in a 4-day Human Rights Training, Community Healthcare Initiative (CHI)
8. Fatumata Barie (Kear Radio) – Won Emerging Sports Journalist of the Year 2025/2026.

### **International Travel, Representation & High-Level Participation**

FeJAL members participated on global summits, leadership programs, conferences, and media events across countries in the world. As part of its recognition, several members were highlighted during the period; they include:

1. Dennise Nimpson – Attended the AUB Summit on Climate Change.
2. Vasta Tarlue – Became the first female journalist to accompany the President of Liberia to the United States on an official mission.
3. Jenneh Kemokai – Selected as a Fellow, Edward R. Murrow Program (International Visitors Leadership Program (IVLP).
4. Inez Reeves Soko – Participated in the African Media Convention 2024, Accra, Ghana.
5. Judi Dolobah & Priscilla Sloan – Traveled for the Pan African Youth Leadership Summit, USA.
6. Weemon Jallacole – Attended the 68th Session of the Commission on the Status of Women (CSW) in New York.
7. Dorcas Tebeh Gboerreh-Boe (Head of Delegation), Vangerline Kpotoe, Roberta Roberts, Victoria Gbalee Wesseh, Marian Z. Quoi – Represented FeJAL at Conference of Parties (Cop30 in Belém, Brazil.
8. Weyatta McKeever – Represented Liberia as Media & Communications Specialist at the ROAJELF Regional Seminar in Abuja, Nigeria.

9. Elbie Pannoh & Catherine K. C. Jackson – Traveled to Cairo, Egypt for international media training on Digital Marketing & Communications.
10. Juah Rolinda Kanta – Represented Liberia at the FAAPA Conference, Rabat, Morocco.
11. Fatu Kamara (OK FM) – Represented Liberia at the 9th China–Africa Youth Festival, Beijing & QinHai Province.

### **Academic Achievements & Professional Development**

FeJAL proudly recognized members who advanced their academic excellence and professional qualifications in different disciplines at tertiary institutions in Liberia and abroad. These advanced professional accolades were received by:

1. Abigail Duor – Graduated from the Aurora Police Citizen Academy, USA.
2. Multiple FeJAL Members – Graduated with Master's and Bachelor's Degrees from AMEU.
3. Saywhar Nana Gbaa, Rachel Saykiamien & Ruth Gbatoe – Graduated from the Gabriel L. Dennis Foreign Service Institute (FSI).
4. FeJAL member ascendency to ALJA Leadership Team
  - (1) Lisa Willie
5. Sialyn H. Bockarie – Selected for the Applied Land Governance (ITPLZ) Program – Round 5 (Sweden Phase).
6. Miss Fatu Abigail Kamara & Miss Aria Deemie – Graduated from Stella Maris Polytechnic University.
7. Christine Sajery – Graduated Cum Laude, Cuttington University (Undergraduate).
8. Antoinette Sendolo – Earned a Master's Degree from Cuttington University (in addition to a previous Master's from Sweden).
9. Josephine Wreh – Graduated with a Diploma in Human Resource Management & Planning, AMEU CPD.
10. Lieseh Zarpoe (Former Financial Secretary) – Earned a Bachelor's Degree in Procurement Management, Adventist University of West Africa.

## **Challenges**

Although, the Association has made significant impact and progress towards internal and external institutional strengthening and positioning, and other critical aspects, there still remains challenges within the Association to fundraise for institutional stability and reliance amid donor fatigue, withdrawals and funds dry up from international partners to retain support of FeJAL's flagship programs on Newsroom Leadership, Mentorship for retention in the Media, and Young Reporters Internship for emerging journalists into the Media as well as the Gender Portrayal Media Monitoring and Support to Media institutions in the implementation of the Gender Ethics Policy to promote women representation in decision making.

Another challenge revealed during the reporting period is the lack of responsiveness of members to their constitutional mandate and duties to consistently pay their dues to ensure the smooth operations of the Association. Additionally, members availability for meetings to discussion key issues confront the Association was minimal over the period with only a few persons over the over three hundred members that are full members of the Association. These actions are contributing to these constraints are evident in the midst of donor fatigue and funding withdrawals and shutdowns from international partners.

## **Lessons Learned**

There were key lessons Learned over the period of the Association's work with partners and its internal operations which include:

1. Collaborative efforts for decentralization of the Association's activities in the counties through the County Leadership (Coordinators). This aspect project stronger leadership ability and reliance in the coordinators at the county level in handling the Association's work and providing adequate and accurate report in positioning its national spread relevance.
2. Commitment to the FeJAL Constitutional mandates. During the reporting period, few members particularly from the counties are more engaged in the payment of their dues to ensure they retain their statuses with the Association and align with their constitutional requirements while majority slugged off. The minimal commitment of few members showed resilience and respect for the growth and development of women journalists in Liberia and the need to work together.
3. Leveraging internal Expertise. This was a peculiar part of the lessons we learned as an Association in ensuring our own members can contribute meaningfully to the Association through skills and capacity development interventions. Some members were recruited while some willingly showed up to provide mentorship to upcoming journalists and newsroom leaders during the USAID media activity project.

To curb these challenges and build on the lessons the Association learned over the period, there is a need to strengthen internal resource mobilization; commitment of capacity development skills utilization to support mentoring, and most importantly, the robust payment of dues by members of the Association to ensure the smooth operations of FeJAL.

## APPENDIXES

### Appendix 1: Success Stories

This reporting period showcases the remarkable progress of women journalists across Liberia through FeJAL's fellowship and mentorship programs. From promotions within newsrooms to first-time media appearances, the achievements of these journalists reflect both personal growth and meaningful contributions to Liberian communities.

#### 1. Fellowship Achievements and Story Production

- Across all fellowship programs, 27 stories were submitted, covering community development, health, and gender-based violence.
- Six stories came from the Newsroom Fellowship, showcasing participants' growing professional capabilities.
- Young Reporters in the Young Reporter Series Fellowship improved their voice, writing, and reporting skills, producing stories that resonate with local audiences.
- Rachel Kollie and Queenelle J. Bailey have made notable strides: Rachel debuted on ECOWAS Radio, while Queenelle published her first story in the *Daily Observer*. Both continue to contribute to both radio and print media.

#### Impactful Success Stories from Fellows on the Newsroom Leadership Program

*My name is Dehkontee Yeahgar a fellow of FeJAL Newsroom Leadership. I started as a mentee in year two and emerged as newsroom Leader in year III based on my performance in the mentorship program and love for the profession. I worked with Radio Gbehzon during the mentorship but left to join Radio Bassa. At Radio Bassa I brought some expertise from what I learned under FeJAL and today I have been promoted to Director for Radio at Radio Bassa in Grand Bassa County. Since the field trip, I realized that my interest in reporting from rural communities has increase because there are lot of issues there and you can see the direct survivors.*

*"Before the fellowship, I was only reporting from Monrovia but the fellowship took me to Nimba and I realized that I have to go deeper in reporting from rural communities especially when I interacted with war Survivors. I only heard about the war but for the first time I has seen people who suffered and still suffering during and after the war, that makes me ready to explore in writing stories from the community level", Laymah Kollie, Women TV-Liberia News Desk Editor*

**Comfort Giwlay, YMCA Radio Bong County**, is a good researcher, here's what she had to say: *"On the reporting trip, I learned about the greater negative and positive impact the media has on the society most especially at the community level. I learned to separate freedom of expression from traditional and cultural live in rural areas; how to manage the audience expectations through our reports mostly on war affected areas, they expect a lot more than reporting and lastly, to take yourself out of the stories, meaning stop being sorry for the person you are interviewing because it makes you traumatized".*

**Williett Wonyeneh, Radio Nimba, Sanniquillie:** *Came from the mentorship to the newsroom leaders fellowship, “some news writing skills and interviewing styles have been added to my value. It was a great experience covering major war affected areas, I’m from Nimba but have not been to this point where I had to come to listen to the beginning of the civil war in my very own town, I appreciate FeJAL/ Internews for the opportunity”.*

**Christine Sajery, Radio Bluebird, Margibi:** *“Firstly, let me thank FeJAL and Internews for the experience, it is my first travel in the towns and villages in Liberia that I ever been to. It was for a meaningful, significant for me. I am a news researcher, and print wirtter as well following the fellowship.”*

**Sarah Ellis, Voice of Sinoe, Greenville:** *“Firstly, let me thank FeJAL and Internews for the experience, I have always known that rural or community reporting is hard but I just realized that the issues don’t affect only the communities, it is a national call and that has motivated me”.*

**Decontee Karngar, Inquirer Newspaper:** *“I entered FeJAL’S PROGRAM as a mentee and now to be a part of the newsroom leaders’ fellowship has built up my reporting skills a lot, even more that I was able to report on various issues. Before, I was only reporting on women's issues but now I understand that there are more pressing issues out there. All thanks to FeJAL for taking me from one level to another in my career through the USAID Media Activity”.*

**Janet Warner, Smile FM, Grand Gedeh County:** *I have always known that rural or community reporting is hard but I just realized that the issues don’t affect only the communities. The newsroom fellowship has given me more knowledge on following up and improving my content for both radio and Newspaper”.*

**Elizabeth Cheechea, Phoinex Radio, Maryland:** *“I learned a lot under FeJAL newsroom fellowship, my interaction with colleagues from other counties and the virtual meetings helped build my confidence and today I am working in Monrovia at the House of Representative where I feel achieved”.*

**Precious Patricks, ECOWAS Radio:** *“I feel proud of myself and the impact this fellowship has made on my career as a journalist”.*

### **Feedback from Mentors and Supervisors**

**Supervisor William Q. Harmon, Daily Observer:** *“Intern Queenelle Bailey is a passionate intern who is eager to learn the basic journalistic principles and tenets. She is gradually grasping the concepts of what news is and how to angle the news. She is doing well when it comes to interview techniques and how to prepare for an interview. She can now read a press statement and write a story. She is passionate and has the potential to become a good reporter with time”.*

**Supervisor Trokon Wrepue, OK FM:** “We are pleased to report that our intern Martina Paye is well on course. Over the last few months we’ve trained Martina and she’s now improving in writing, adobe editing, and interview. She is well disciplined and is ready to go at all length to acquire knowledge. We are proud of her”.

**Supervisor Jutunu Kollie, Prime FM:** Emerging Journalist, Pricilla George is the NEXT authentic female voice in Liberia, evidenced by her unique sound and style instead of the common language as a young apprentice. Over the last few months, I have realized that she has picked up the concept of script writing but continues to juggle between editing the voices of the newsmakers for airing. There’s a big room for improvement regardless and she has exerted herself in that direction as an emerging Journalist. She did commit herself to the task assigned her”.

**Supervisor Olive Thomas, ECOWAS Radio:** Rachel Kollie is a passionate young woman who is willing to learn and adapt fast. When we began, I was totally discouraged knowing that my assigned young reporter has never enter a studio before, come to talk about writing a script, but when we began the program she proved to me that she could learn and adapt faster than I thought. Rachel is currently my foreign news writer and reader on my program Dateline Liberia. She’s smart and disciplined”.

**Supervisor Tarwah Surkula, Radio Bomi:** “Ruth Quaye is dedicated and passionate about the field of journalism. Just that she has not been able to do independent work only accompanied by staff.

Due to her commitment and passion, she is now teaming up with announcers every afternoon on the lunchtime program and casting five minutes news to brighten her journalism skills”.

Marjorie Kollie, one of our young interns assigned at Front-page Africa Newspaper, supervisor could not provide the level of mentorship and supervision intended to grow the young intern thus causing setback in her professional growth. During the weekly and monthly routine check with the interns and supervisors, supervisor Obediah Johnson placed FeJAL under the impression that the Intern was ahead of the task and later Marjorie provided detail information on the setback her supervisor caused her. \We intend to provide additional support to Majorie to further strengthen her skills in journalism and enhance her poetic drive.

Mentor Olive Thomas reported that a key success of her Mentee, Mercy Zahn Gbhoe is the production of most human interest related stories and making use of the adobe program for editing voices. Mercy is passionate about becoming a professional journalist. Because of her good reporting skills, Mercy was nominated as Young Female Journalist of the Year by the United Students of Bassa and she bagged the Award on August 30, 2024. The mentorship played a major role in her achievement. Mercy is one of the highest stories producers in the Mentorship program.

**Mentor Ida Reeves:** (Mentees: Sally Turlogbo, Margibi & Victoria Wesseh, Lofa) “Overall, the 6 months mentorship program was a time of sharing professional experiences and learning.

*My Mentees, Sally and Victoria are promising professional journalists with so much courage, innovation and creativity to make an impact to humanity through reporting human interest stories.*

*Over the period, though we had challenges along the way, from the beginning of the mentorship, but my mentees were committed to doing their work and were excited to report on different issues affecting different sectors. I recommend that these two young emerging journalists be maintained on the mentorship programs if there will be any other to keep active in the profession. Thanks to FeJAL for the opportunity to mentor these young women journalists into their career path. We are always available to help the younger generation build a journalism community that is credible, Accurate balanced and responsible in Liberia”.*

***Mentor Princess Howard Tennie:*** *(Mentees: Lydia Duo, Nimba & Bernice Jah Montserrado)* “As part of the climax of the Year 3 Internews/ FeJAL Mentorship program, I'd like to say that our (my mentees and I) 6 months working together has been exceptionally great.

*Lydia has been exerting more efforts in reporting her stories most especially of recent when she's caught up between rendering care for her ill baby and as well provide her stories for the Mentorship. One of the greatest impact the Mentorship has made in her life, is the fact that just within the first few months of the Mentorship she was elevated by the management of her station as a result of her speedy improvement which was visible. As a result of the Mentorship, Lydia has graduated from being unable to singlehandedly conduct an interview to someone who can confidently conduct an interview without being guided.*

*She is someone I foresee becoming one of the best in the Liberian Media landscape based on her zest and high determination to see her dream becoming a reality. For mentee Bernice Jah, it has also being a great time working with her. Her performance during this Mentorship can be graded 80% by me. She too, has formed a relationship with me which will go beyond the Mentorship.*

*On behalf of my mentees and I, I'd like to extend my heartfelt thanks to FeJAL for the Mentorship program which has and is impacting the lives of young female journalists (Mentees)”.*

***Joyclyn Wea: (her mentee's testimony):*** *Christiana Mabande, (Margibi) Impact: “Before the mentorship program, I was used at my institution as an announcer and nothing else. I didn't have the opportunity to contribute to my newsroom because I had no idea about reporting, writing, or news casting. From the mentorship program, my writing, reporting, photographing and interviewing skills as well as my confident have developed. Currently, I serve as a reporter, newscaster, and writer in my newsroom. Many thanks to FeJAL for the opportunity to be part of Year Three mentorship, and my mentor for not giving up on me.”*

***Evelyn Kpadeh:*** *(Mentees: Susannah Reeds, Bong & Vivian Wolah, Nimba) “When I started the mentorship with Susannah and Vivian Woyah, they both had little or no knowledge in effective email and WhatsApp usage, less experience in voicing a good radio report, and her pronunciation and news writing skills were very low. During the mentorship, the first set of goals I set for my mentees was: to create an email for them and then educate them on how to compose an email, send and receive email, as well as how to attach files. Today, I can proudly say they can both communicate now using email. WhatsApp Usage: As for Vivian Woyah, at the start of*



*the program, she did not even have WhatsApp and knew nothing about it. Working with her, we got WhatsApp installed on her phone and that has been one of the successful means of communication and distribution of content. Through WhatsApp, my two mentees share their photos, audio, and other resources useful to support their reporting. I successfully set up a SoundCloud account for each of them where all their radio reports that were produced during the mentorship are being uploaded for people to follow and listen to their reports. SoundCloud is an online audio streaming and distribution platform that allows users to upload, stream, promote, and share music and podcasts. SoundCloud is free, with paid subscriptions offering adfree listening and offline listening options for fans. I am pleased to share that Vivian and Susannah now have the boldness to go out and conduct news interviews with sources, and their audio qualities have by far improved. Though they had no access to a quality recorder for their interviews, they were taught how to use their smartphone to do good interview recordings to maintain quality sounds free of audio hits, audio pops, and muffles. From the start of mentorship up present, there is a big difference between their first radio reports to the subsequent ones, in short, there have been big improvements. My recommendation to FeJAL is this mentorship has a second phase, that FeJAL supports these young women journalists with quality voice recorders, be the quality of a recorder cannot be compared to that of the phone. By doing this, it will improve their journalism and the quality of their content. News writing at the start of the fellowship, Vivian and Susannah's first story draft they wrote and sent me was a calamity, but constant feedback and sometimes sending them back to redo a particular content until they got it right, has made a big difference. Writing for radio, my mentees Susannah and Vivian did not even know what a presenter's intro was, at least to talk about sound effects and ambient. But today, Vivian and Susannah know the importance of telling a radio story using sound effects, ambient, and the difference between a clip and a teaser clip. Photography- Susannah and Vivian can now take better pictures. They now understand the importance of taking/using quality photos to tell a story. They still need a few in-person hand-on training on this. I am pleased to inform you that Susannah Reeds can do voice editing herself without anyone's help. As for Vivian Woyah, she still needs a lot of help. This is because she does not have access to a computer. Her radio station has just one computer, which is the one that they use for their broadcast. She still faces a big challenge in this regard. Vivian needs in-person hands-on training.*

#### Recognition and Visibility of Women Journalists

- FeJAL's "Wednesday Woman Crush" initiative featured women journalists making significant impact.
- The Association profiled Executive Committee Heads, celebrated promotions and awards, and recognized journalists who participated in reporting trips or trainings through FeJAL's initiatives and partnerships.

## Appendix 2: Governance & Leadership

### Advisory Board

<b>Name</b>	<b>Position</b>
Madam Carolyn Myers	Chairperson
Cllr. P. Alphonsus Zeon	Co-Chair
Madam Tecee Boley-Nyakonah	Member
Mr. Hassan Kiawu	Member
WONGOSOL	Constituent Member
Press Union of Liberia	Constituent Member

### Appointed Executive Committees

#### Grievance & Ethics Committee

<b>Name</b>	<b>Position</b>
Varnetta Johnson Freeman	Chair
Olive Thomas Dweh	Co-Chair
Jenneh Kemokai	Secretary
Carolyn Myres	Member
Facia Harris	Member
Helen Nah Sammie	Member
Atty Catherine B. Nyenkan	Member

#### Welfare Committee

<b>Name</b>	<b>Position</b>
Augusta Siah Lafaley	Chair
Aaronic Gitayee	Co-Chair
Benetta Bowah	Secretary
Leila Gbati	Member
Charlesetta Goodlin	Member
Vangerling Kpoto	Member
Agatha Fayambo	Member
Mercy George	Member

### Membership Committee

Name	Position
Massa Kenneh Telleh	Chair
Anna Nance	Co-Chair
Workadah Bouh	Secretary
Fabine Kwiah	Member
Martina N. Tukpah	Member
Lazota Bility	Member
Gbolu Beyan	Member
Loreen Kennedy	Member

### Resource Mobilization Committee

### Programs & Planning Committee

Name	Position
Ladymai Hunter-Summon	Chair
Irene Deline Horton	Co-Chair
Saywhar N. Gbaa	Member
Evangeline D. Sirleaf	Member
Jannah Barsseh	Member
Dennise Nimpson	Member
Aryee Davis	Member
Ruth Gbatoe	Ex-Officio

### Specialized Committees: Academic & Opportunities

Name	Position
Dannise Love-Dennis Dodoo	Chair
Ida Amelia Reeves	Co-Chair
Gloria Tamba	Secretary
Alexandra Amnor	Member
Grace Gaie	Member
Vivian A. Cooke	Member

Name	Position
Rita Jlogba	Chair
Joyclyn Wea	Co-Chair
Princess Howard Tennie	Secretary
Bettie Johnson Mbayo	Member
Patience Dalieh	Member
Fatu Kamara	Member
Antoinette Sendolo	Ex-Officio

### Diaspora Relations Committee

Name	Position
Melissa Chea-Annan	Chair
Martha Koryeyon	Co-Chair
Danlette Washington	Member
Akai A. Glidden	Member
Lisa Dahn	Member
Abigail Duwor	Member
Tennen Tehoungue	Ex-Officio

### County Coordinators

County	Coordinator	Assistant Coordinator	Region
Sinoe	Sarah Ellis	Cynthia Nyenkan	Sinoe, Rivergee, Maryland, G. Kru, G. Gedeh
Grand Gedeh	Janet Wanner	Jessica Gaye	—
Grand Kru	Regina Wlatee Juwle	—	—
Rivergee	Helena Sleh	Ruth Kamara	—
Maryland	Vanessa Sackey	Elizabeth Cheechea	—
Nimba	Willet Rejoice Wonyonneh	Ruth Jeffery	Nimba, Bong, Lofa

County	Coordinator	Assistant Coordinator	Region
Bong	Miatta Roberts	Consolata Varney	—
Lofa	Victoria Wesseh	Jestina Hallie	—
Margibi	Christina Sonpon	Christine Sajery	Bassa, Rivercess, Margibi
Grand Bassa	Dekontee L. Yeahgar	Purity Bosco	—
Rivercess	Charlesetta Cole	Victoria Younge	—
Bomi	Ukera Tarpeh	—	Bomi, Cape Mount, Gbarpolu
Grand Cape Mount	Munah Lagree	Watta Badah	—
Gbarpolu	—	—	—

### Appendix 3: Pictorial



*Newsroom Leaders in Training*



*Newsroom Leaders on a Field Reporting Training Bong & Nimba*



*Newsroom Leaders on a Field Reporting Training Bong & Nimba*



*Mentors Training & Pairing in Bong*



*FeJAL Members @ World Press Freedom day*

### Executive Committees' Heads



*Madam Varnetta Johnson Freeman,  
Chairperson, Grievance Redress  
Committee*



*Madam Ladymai Hunter Summon,  
Chairperson, Programs & Planning*





*Madam Danise D. Dodoo, Chairperson,  
Resource Mobilization Committee*



*Madam Massa K. Telleh, Chairperson,  
Membership Committee*



*Madam Augusta Lafalay, Chairperson,  
Welfare Committee*



*Madam Rita Jlogbe, Chairperson,  
Academic & Career Development  
Committee*



*Young Reporter Fellow and her  
Mentorship @ ECOWAS Radio*



*Community Media Forum on Women Leadership and Local Governance in Saclepea, Nimba County*

## Media Monitoring Report Launch



*Winners of the Gender Media Monitoring Coverage*



*FeJAL partnership with MERCK Foundation*



*Publication from the Media Monitoring Report Launch*



Financial Education and Literacy (Fin-Ed) Program Activities

**Grand Gedeh**



Lofa



Margibi









WPS Office

## Grand Cape Mount











