

Annual Report 2015

"A holistically developed child within the community"



Share An Opportunity Uganda.

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Foreword

It is with pleasure I present to you our 2015 annual report. It has been yet another year of great achievements and challenges as we continue to pursue our vision of "A holistically developed child within the community".

Issues affecting children still remain a challenge in our nation and we should unite our efforts to continue advocating for rights of children. Children form the basis, the future of this nation and we have to secure the nation by ensuring that they access basic needs. Parents and guardians ought to understand that they are the primary stakeholders towards securing the future of the young generation.

We want to reiterate our support to vulnerable and deprived children whose access to education is denied by many underlying factors. As Share An Opportunity (SAO) Uganda, we thank the government of Uganda for this peace that has enabled us traverse rural communities in our different project area intervention. We pledge continuous partnership with all line ministries to ensure that children access basic needs through our strategic plan of developing communities.

In our plan, we think for a child to live a happier life, all people should be empowered economically. That is why we even go ahead to equip youths with vocational skills because children can benefit from hands on experience. As children grow up, everybody should contribute towards their well-being because in them, we see an optimistic nation with young and focused young people.

In the period of reporting SAO Uganda has used core strategies of Capacity Building, Partnership, Integration of Programme Components and Advocacy at different levels. SAO Uganda has been able to reach vulnerable rural communities through the following interventions:-

Livelihood and Food security: SAO has reached 2600 people most especially women through formation and strengthening of Self Help Groups (SHGs), training in improved farming methods, agricultural production, business skills training. 266 out of school youths have graduated in community based vocational skills training, savings, loan access and micro enterprise development. The organization has reached through intervention 4100 people in health by training community health volunteers and facilitating them with basic tools to perform at village level, health outreach services at village level, water source protection, adolescent sexual & reproductive health activities in schools, mothers' training in nutrition skills for good child health, sensitizations on hygiene & sanitation.

Child rights promotion: SAO has reached 4012 people; child and adult sensitization on child rights and responsibilities has also been done. SAO Uganda does not handle child rights in isolation of child responsibilities. Advocacy for child wellbeing, forming and strengthening child rights clubs in schools, life skills training for children. Children have been empowered in our programme areas to participate at family and community level.



Basic Education, Early Childhood Care and Development- SAO Uganda has reached 5953 children; the organization has conducted career guidance & counseling in schools, life skills training, child club supported schools with materials to have a child friendly environment, Construction of 4

Early Childhood Care & Development centers, teacher knowledge and skills enhancement in key areas aimed at increased access and retention of children in school.

Environmental Protection; community sensitization on the need to conserve the environment has been done. In the period of reporting there is an increased community understanding of the socio-economic values of tree planting. 1,162,000 trees have so far been planted in places which had serious de-forestation. The tree species include Graveria, Eucalyptus, Musizi, Albizia, Biscovia, African Mahogany, Jack fruit, Mangoes, Ovacado, Guava, and Cordia. 534 households established and communities are using the fuel saving stoves which has got direct impact on environmental management.

Institutional Capacity Building- SAO trains community based organizations and local leaders in Governance & Management skills in order to lead the community development process.

It is always an honor to lead and guide a team of dedicated staff and partners who tenaciously work to ensure that our mission is accomplished. Special thanks and appreciation to all the funding Partners that have contributed to raise the required funding for all our interventions. Indeed your donations are not only changing lives but impacting generations to come. In a special way, I thank the Board of Trustees and Board of Directors for the continued oversight, management and staff for their dedication, hard work and commitment. This passion and kindness has made it possible for us to see these wonderful things happen.

The following pages give a flavor of how this work went, and how the financial support and solidarity so generously given by our dedicated supporters made a difference. For this we give our heartfelt thanks to all. I hope you not only enjoy reading about the achievements but that you shall be further motivated to continue being a part of these and more stories of transformation.



Sincerely
Florence Annet Soobi
National Director

Introduction

Share An Opportunity Uganda (SAO) is a Christian national NGO working in Central and Eastern regions of Uganda. The organization with great thanks acknowledges the resources from the funding partners in Australia, Netherland and United Kingdom who have enabled her to do work in the communities of Uganda.

SAO (U) is incorporated with the registrar of companies and this strengthens SAO's legal existence. SAO is affiliated to Baptist Union of Uganda as the development arm. It has a Board of Trustees and a Board of Directors who support the secretariat to execute SAO Uganda's mandate to the targeted population.

SAO (U) is currently working in the districts of Buikwe, Tororo, Mbale, Bukedea, Manafwa and Masaka and has 29 members of staff; 10 women and 19 men who are led by the National Director.



Programs

SAO-Uganda works to benefit children, women, and communities through empowering households in vulnerable communities so as to grow and develop their children to attain their full potential.

SAO Uganda implements the following 9 themes as areas of focus based on organization 25 years expertise;- Women Empowerment, Children Rights, Education, Food Security and Agricultural Enterprise Development, Environmental Management, HIV/AIDS, Water, Sanitation and Health, Institutional Building and Strengthening, and Community and Church mobilization project (CCMP).

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Thematic areas:-

EDUCATION

Parents are empowered to understand the importance and the value of child education especially of girl-child, which is reflected in the way parents especially women have supported their children's education. 94.6% of parents in SAO supported areas are able to provide all the basic items required for the education of children such as books and pens, uniform and lunch. This has contributed to increased enrolment and retention of children in pre-primary and primary education in SAO (U) supported community.

SAO Uganda has empowered the SMC, PTAs for the partner schools, facilitated them with instructional materials, play materials and first aid boxes. This has contributed to improved learning environment in the partner primary schools and ECD centres. Women groups do play a big role in the children's education successes.

CHILD PROTECTION

There is increased awareness of child rights among the children and adults in the communities. Children have been empowered with skills through clubs, children parliaments and children courts among others as platforms to advocate for their rights. SHG members do as well contribute a lot to ensure children protection. For example some of the children protection committees' members are the members in the self help group. SAO has contributed to increased confidence of children and reduction in cases of child abuse in the areas of its operation. Like compared to the big number (100) of cases reported by children to child protection committees in 2012; 21 cases were reported in 2014 and 6 reported in 2015; these cases have been taken on by the organs of government especially the police and courts of law.

Food Security and Agricultural Enterprise Development

SAO (U) has empowered communities with knowledge and skills on food sufficiency, adoption of environmental friendly practices and enterprise development through SHG approach. This has resulted in improved food and income security and skills for 1640 SHG members (women) as a result of a multidimensional approach which SAO Uganda has employed.

According to the SAO Uganda annual report 2014, 59% of the SHG member households were food secure and were not missing any single meal in a day. 44.9% of households were able to have three meals and 51.3% two meals a day. This improvement in feeding directly impacts on the children in the SHG members household.

All SHG members are engaged in at least one form of income generating activities as a result of group saving and lending schemes. For example, 43 SHGs have saved a total of UGX 10,226,400 for a period of one year. With increased income, parents have continued to provide for the basic needs of their children.

ENVIRONMENTAL MANAGEMENT

SAO (U) promotes the use of environmentally friendly practices in partner communities. Communities are empowered to plant trees in their farm gardens, construct energy saving stoves, crop rotation; mulching; and digging trenches. Use of energy saving stoves does make contribution to reduced utilization of wood fuel and increased tree coverage.

We have a fully-fledged Tree Planting project in Eastern Uganda; farmers and communities have planted over 328,000 trees in 2015/16 for environment protection and agro forestry.

TECHNICAL VOCATIONAL EDUCATION AND TRAINING

Out of school Girls and boys have been empowered by SAO U. with technical vocation and education training (TVET) skills for increased employment opportunities. So far 341 out of school youths were equipped with quality vocational skills in horticulture, motorcycle repair and maintenance, tailoring and design, Para vets-veterinary scouts, apiary management- commercial bee keeping, building and concrete practice, welding and metal fabrication and tree planting for income. Competence testing for trainees was done by Directorate of Industrial Training (DIT). This increases on their marketability in the job market.

According to the SAO Uganda Annual Report 2014, 47% of TVET graduates were employed and already earning some reasonable income 83% self employed and 17% are wage employed.

HEALTH

Households in SAO Uganda, partner communities are empowered with knowledge and skills on good hygiene and sanitation practices. At least a majority (61%) of target households had well maintained basic hygiene and sanitation essentials. With improvement in home hygiene, sanitation and early health seeking; there is reduction in certain illnesses like diarrhoea and abdominal worms according to the government health centre records in the communities of operation.

There is increased knowledge and skills on Adolescence Sexual Reproductive Health (ASRH) among the adolescent girls and boys, which is attributed to SAO (U) project's technical support and contributions on ASRH matters.

CHANGE STORIES

Eunice: is a Primary four pupil in God's Angel Nursery and primary school Najjembe Sub County, 5 kms from home. At school, she is involved in dancing/singing, playing netball, story-telling to friends in the class and is a member of a village children club where she participates in club activities such as attending club weekly meetings, review meetings, club leaders training and craft making.

"I am the first born in the family of four children; my grandmother grows food crops such as; - maize, beans, yams and cassava among others for home consumption and sells surplus and bananas for our basic needs. After school, I help my grandmother on the farm where we have 5 pigs; digging/cleaning the compound, working in the garden, fetching water and preparing meals.

My father sales shoes in Mbale district in Eastern Uganda, to provide us with basic requirements such as school fees, during holidays I support my mother also in the garden and also fetch water.

"I am a member and secretary of Dangala children's club in our school club which is supported by SAO Uganda, I participate in singing, dancing, making crafts using locally available materials which we collect from our community, am always happy to stay at our school because SAO Uganda has encouraged a learning environment for us children by providing water at school and games that keep me busy and knowledgeable."

"I was very shy; I lacked skills of interaction and feared to talk amidst my peers and elders. At school during our club time, I used to hide from the meeting because I feared to be requested to pray before the

meetings starts. Parents in our community could send their children to the market to sell 'gonja' banana and roasted chicken alongside the road to get their scholastic material."

"I feel confident when am talking to people at home, in my club and fellow children at schools, I now freely talk to my grandmother and my parents whenever I need something. I have acquired more skills about my rights and responsibilities as a child. Many of my fellow children who used to sell things in the market are now schooling and I participate and attend to my club meetings both at school and in the community and as a leader I make sure I perform my roles and duties. In our club, I also do art and crafts from local materials."

"I want to see more water wells being constructed in our community to ease access to safe drinking water and I want to see every child go to school, I want our club to grow and have income to sustain our crafts."

"I feel grateful because SAO Uganda has done a lot at our school by supporting guidance and counseling, life skills to my fellow children and organizing platforms where my views and other children's issues have been heard by the caregivers. During the children's club meeting am respected and given opportunity to speak before others and they listen to me."

GRANDMOTHER: "I am a member of Bamalakwavura Self Help Group where we meet and do savings every Friday at 4pm. The group and its members have now grown; it is now four years. We got the idea of establishing a group from SAO Uganda. I and my grandchildren actively participate in SAO Uganda activities such as participating in sensitizations drives and children review meetings."

"I used to move from one family to another begging for salt and paraffin because I had no knowledge about saving and borrowing, I used not to have enough food at my home."

"I am empowered economically and socially because have gained knowledge and skills of saving and improved modern farming which enable me to have food in my family the whole year round. I thank SAO Uganda for the knowledge of savings where I get money to do micro business and get money to buy the basic needs of my family like salt and paraffin; I used to beg from the neighbours. My life has really changed and I see the life of my grandchildren changing too."

"I am happy for SAO Uganda and would like to take this opportunity to thank SAO and the staff for the good work of empowering children and women in our communities.



Eunice participating in the classroom with her fellow children.



Eunice participating in the house work by supporting the grandmother to wash her clothes.



Eunice supporting the grandmother to dig in their backyard garden which provides vegetables to their family.



Eunice supporting the grandmother to feed their pig which provides income to the family. It has piglets which they sale off and get basic needs.



Eunice at the right side seated with peace the sister and left is the grandmother having lunch after school.

EMMANUEL:

Emanuel is a Primary Seven pupil in one of the schools in the community which is around 4kms from their home. I live with my father, mother, my two brothers and three sisters. Most of the time my mother stays at home doing farming work where she mainly grows ground nuts, maize and millet for home consumption and selling. Some times over the weekends, my mother makes mandazi (pan cakes) and she sends me to town to sell them. Every Tuesday she goes for meetings in her SHG.

My father is a casual labourer in the nearby trading centre where he gets money to buy for us books, pens and other things that we use at home. At home we have 3 cows 4 pigs and many chicken. When I am at home, I help my father to take the cows for grazing.

I am a member of the community child rights club where I am the chairperson. I also participate in review meetings, debating sessions, music dance and drama at school.

I used to play a lot with my friends at the swamp and this involved fighting, playing cards, running and then coming back home very late.

Today I am the chairperson of the child rights club in my community, I help my mother to sell pan cakes, I help my father to graze the animals and I am very happy. I can even speak some English and people look for me to give them information at school.

I want to see more children's clubs formed. I also want to see more parents loving their children and supporting their clubs.

CHRISTINE AMEJA - 41 YEARS - MOTHER:

I am a member of a Self Help Group in my community and through this group we do saving, mobilizing children to go to school, reach to other households for hygiene and sanitation promotion and following up youths under TVET.

I must accept that my life had missed many things for example I did not have a group to go to do saving and borrowing some money, I could not attend community meetings, I had no business to do since I was just at home most of my time. If I wanted money, I had to wait for my husband to give me or go and work in some ones garden.

My life is good because I am in a group where I do saving. I borrow some money to do my baking business, buy school requirements for my children and then pay back the loan.

There is nothing better than being happy. I just want to see all the women in my community leading a happy life just as it has started for me. The project has made me what I am and I am going to continue being active.



Emmanuel, his sister and mother at home



Emmanuel feeding their family chicken with maize



Emmanuel grazing cows after school



Emmanuel (standing up) during one of the lessons

Tree Planting Project

SAO (U) in partnership with Mbale Coalition Against Poverty have implemented the Tree Planting Project in selected sub counties of Mbale and Manafwa districts

During the financial year 2015/16, SAO had a target of 350,000 tree seedlings planted with the main focus on mitigating effects of Climate Change in the region. Main Objective of the Project (Project Goal) is favourable environment for community livelihood realized within the selected communities of Mbale and Manafwa Districts by end of March 2019.

ACHIEVEMENTS:

The project registered the following achievements:

- 328,045 seedlings (representing 94%) have already been distributed and planted by the beneficiaries while 51,220 are ready for distribution with next bout of rain in 2016. The tree species planted during the reporting period include: Grevelia, Musizi, Albizia, African Mahogany, Biscovia, Neem, Jacaranda, Cordia, Agrocapus, Avocados, Jack fruits, Lemons Guavas and Mangoes.
- For sustainable tree seedling production all year round, stable and proximate water supply is a requirement. To address this, the project has constructed 2 shallow wells that are expected to boost our production especially during the prolonged dry spell when water is usually scarce
- 10 new Self Help Groups have been formed during the period. These have actively engaged in tree planting and other agro forestry related farming practices like goats keeping, bee keeping and saving. There are so far 23 farmers' groups involved in the tree planting project which exceeds our annual target of 15.
- 146 fuel efficient stoves (97% Achievement) have been constructed during the period under review. This is an improvement compared to the 127 stoves that we constructed last financial year. The adoption rate has increased as well with 90% of the households that have fuel saving stoves consistently using them. This has greatly reduced on the volume of fuel wood being used in cooking thus reducing the rate of cutting down the existing trees. Health wise, the cooking environment is improving in these households since these stoves minimize the amount of smoke produced.
- Another remarkable achievement for the period is promotion of local seed collection by most of the community members. This has enabled nursery operators to raise tree seedlings from locally collected seeds especially seeds of tree species not being promoted by the project such as kiapples for live fences, coffee seeds, eucalyptus seeds etc.
- Inclusion of fodder trees in Agro-forestry by the farmers has helped in enterprise diversification since most of these farmers now practice zero grazing of dairy cattle. This has promoted good nutrition, food security and improved household income when the animal products are sold. The woody parts that are left after the animals have eaten the leaves can be used as fuel, hence saving on cutting of trees.
- Over 1,300 individual farm households are practicing improved agro forestry and environmental protection technologies within our project area. They have tried to plant well-spaced trees in their gardens and are also practicing boundary planting of trees. Most of these households are practicing ideal farming practices; soil and water conservation practices, use of organic materials on their farms like mulching and cow and planting of fodder shrubs with their crops for feeding their animals and fuel.
- A Farmers' training/exchange visit was successfully made to BugiZARD; a regional Agricultural Research Centre in Eastern Uganda. 30 farmers were exposed to best farming practices where crops are integrated with livestock for maximum production, improved incomes and nutrition. Home and farm visits have indicated that all the 9 nursery attendants and 7 of the farmers who went for this learning visit have started carrying out some of these good practices
- There is improved land utilization especially among members with limited land holdings through incorporating tree planting with incoming generating practices like bee farming (Apiary). Currently 75 farmers are practicing bee farming with tree planting. 250 bee hives have been colonized and 4 training sessions have been conducted to provide enough knowledge to farmers. This has been possible through the trainings organized by friends of nature under Mbale CAP

Pictorial



The National Director SAO (U) Florence Soobi, Stephen Kerunga (SAO PM), Disan Kasozi (SAO RPC) with Jon Townley from Wales at one of the nursery sites



The ND planting a tree



The ND during a monitoring visit



(SAO M&E Coordinator) during a monitoring visit - On left while community members demonstrate how to make a fuel saving stove and on the right at one of the nursery sites



The above photographs shows Disan Kasozi - RPC Eastern visiting different Nursery bed sites in Busiu

Teso Vulnerable Children Life Improvement Project



Kedi Morris (in pink) SAO TVET Graduate Instructing his trainees in his workshop a Kabong District

Local government support to programmes continued through joint monitoring of intervention, co facilitation on technical aspects of the programme, enforcement of regulations and accountability to communities.

Project interventions have continued to contribute to improved quality of education in six (6) partner schools (5 primary schools and 1 secondary school) and two(2) ECDCs in Kolir focusing mainly on conducive teaching and learning environment, inclusion of life skills on schools' timetables, strong leadership and governance structures and equipping learners with life skills for improved performance.

All the 5 primary schools scored average on school environment teaching and learning and school governance parent meetings. This reasonable score was manifested through regular teacher-parents meetings, regular pupil and teacher attendance, regular use of schemes of work and lesson plans, hygiene and sanitation facilities in schools, monitoring of school activities and regular and well organised school committee meetings characterised by guidance of the chairpersons, active participation of all members , recording of minutes, consensus on decisions as well as formulation and implementation of school development action plans in a timely manner. Other manifestations were positive interaction and mutual respect between children and adults and enhanced adult support to child education.

It was established during monitoring that all partner primary schools had included life skills on their timetables which has enabled majority 728 (91%) of school children reached through life skills programme have basic life skills as one of the means to achieving education. They exhibited skills on how to care for their bodies, dealing with peer pressures at school and at home and avoiding adoption of negative behaviours. They can make informed decisions about their lives and their future, adherence to Godly principles such as respect for parents and elders and prayer and regular engagement in experience sharing relating to discipline and academic performance.

Increased productivity of agriculture and farm yields for market and home consumption continued to focus on markets, access to quality agricultural inputs and adoption of environmental friendly practices. End of 2015 evaluation indicated that 300 target farmers in Kolir Sub County, Bukedea were becoming more market oriented for example 227 farmers (75.4%) reported producing farm yields mainly for sale. Most of these farmers had accessed quality

SAO Uganda consistently pursued the goal of improving the lives of vulnerable children in Kolir Sub County Bukedea district; focusing on increased engagement of community structures and lower government in management of the socio-economic projects, improving quality of education in pre- primary, primary and secondary schools, increased productivity of agriculture and farm yield for market and home consumption , increased employment opportunities for out of school youths and incorporation of children views and opinions in decision making at family and community level.

Community structures (Community Owned Resource Persons (CORPS), Family Ambassadors (FAM), Self Help Groups (SHGs), Cluster Level Associations (CLAs), Farmer Groups Child Protection Committees (CPCs), Children Clubs and lower government staff have continued to actively participate in management of the socio-economic projects for life improvement.

4 CLAs were strong on aspects of SHG diagnosis Involvement; Participatory selection of representatives; follow up of SHGs; Capacity building of SHGs; Formation of new SHGs and average on Lobby & Advocacy Planning, linkages for resource mobilization. This ensured economic viability of the 45 SHGs with indicators of sound group management, reduced conflicts in groups, consistent savings, proper and sustainable IGA management, directing resources to health, education and nutritional needs. **"Our children have taken some strides towards enjoyment of full rights and exploiting their potentials."** Commented the Community Development Officer (CDO) meanwhile, the CLAs continued to support community on identifying, reporting and follow up of child abuse cases with local authorities as well as monitoring child welfare in communities.

agricultural inputs from the farm-inputs and practices skills acquired through trainings in extensive farming practices, collective storage, postharvest handling, marketing, records management and exposure visits.

“Before SAO, I used to broadcasting while planting and used a lot of seeds, I did not spray, pests ate my crops and used to get low yields that were not enough for just feeding my family”. Narrated Kedi Abraham, 42 year aged male of Abilaep Village. **“I now plant in lines, use fertilisers and pesticides, I weed and harvest on time. I use less seeds for planting, I harvest much, I experience fewer losses after harvest, I produce better quality and I market my crops easier.”** Kedi continued as he narrated his story during end of year evaluation.

Majority 267 (93.6%) practiced at least one of the environmental and land conservation methods promoted by SAO i.e. tree planting, use of energy saving stove with tree planting most practiced (63%). 50 farmers learnt practical skills on erosion and flood management through exposure visits to other flood prone districts.

“Before the training in flood management, water would flood around my house, sometimes I would shift and lose property in the process, I would inconvenience other families where I shifted, my chicken house would be eroded and I lost chicken. When I adopted the skills I dug water diversion channels around my homestead, I put up a raised house and used polythene at the base. I no longer shift and I do not lose my property and chicks when a simple flood comes” said Apo Betty of Abilaep village during the 2015 annual evaluation story telling session.

Technical Vocational and Education Training (TVET) programs continued to focus on increasing employment opportunities for previously trained out of school youths through strengthening community owned job mediation services and engagement of 100 youths in market oriented agriculture.

Whereas tracer study conducted on graduates of SAO Uganda in Kolir Community – June 2015 indicated 66% youths were self employed mainly through self initiated ventures, end of 2015 evaluation indicated 75% engaged in some business venture majority of which (62.5%) are participating in

agriculture as a business, which is a clear indication that out of school youth in partner communities are increasingly engaging in market oriented agriculture particularly horticulture because of its low investment cost, short harvest period, high yields and market availability which makes it more suitable for the youths.

This increase in percentage of employed youths was further contributed to by intensifying entrepreneurship skills trainings, business counselling and planning and experience sharing through alumni meetings as was recommended by market survey done in September 2015.

“Through the knowledge and skills I acquired, I opened up small tailoring business in my community where I make and sell cloths. I use my income to buy myself the basic needs of life, am no longer a burden to my friends and relatives. I can also afford good clothing and feeding. There has been a great improvement in my health; clothing and I now have good friends who are proud of me in the community. The story is important to me because it has made me to become respected”-(Asekeny Betty, 25 year old Female- Abilaep village).

Most Significant Change Stories

Simon Chemeri is a young farmer in Kalengo village, Okum parish in Kolir. Simon’s path of life has not been smooth just like many young people in Kolir. From a very humble family, Simon could not continue with studies to University level so opted to go for training in crop management though he remained unemployed. **“When i started to attend SAO entrepreneurship, life skills and business counselling and planning sessions, I realised I could take off with the training I had got”** said Simon



Simon (in Red) and Group Members drawing water from the water source

Simon joined with other four youths and formed Kalengo Youth Tree Nursery Group where they gained more skills in tree nursery management, potting, grafting, budding and grafting. From their savings of Ushs 250,000/- (Equivalent to 71 Euros), they bought lemon seedlings and potting papers and established a nursery of 10,000 lemon seedlings. SAO supported construction of a water source at the site to support watering of the nurseries.

“Had it not been this water source all our seedlings would not have survived this dry spell because we would not be able to fetch water from far.” commented Wegulo Vincent one of the group members. “With this water source in place, we can upscale our target to raising between 30,000 to 50,000 seedlings in a year” Vincent continued.

The group expects to raise Ushs 10,000,000/= (Equivalent of 2,800 Euros) from sale of 10000 seedlings after budding.

“Our future plan is to identify a water source which can support rising of over 100,000 seedlings because the market seems to be readily available. Recently we received a call from a potential buyer asking if we could raise 300,000 budded seedlings.” Simon said as he concluded.



Group Members irrigating their lemon seedlings

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A Self Help Group (SHG) woman in Abilaeps howing her tree nursery and vegatble garden

Church and Community Mobilization Process (CCMP) Project.

This project's main objective is to mobilize church members and the community to harness their resources so as to achieve sustainable development. In FY 2015/16, 398 church members in Masaka district benefited through awareness and training that enabled to improve their family wellbeing. The following change stories attest to that.

A. NAKATEETE BAPTIST CHURCH.

Nakateete Baptist church is one of the pilot churches benefiting from CCMP project and Pastor Paul is one of the disciples that are trained to train others. Before the implementation of CCMP in this church, there were only 45 church members but after participating in the training, the church members started to implement what they were taught to their immediate neighbors by preaching to them, being salt and light in their community, doing door to door evangelism which increased the number of church members from 45 to 150. The principal of working together in a group as one of the pillars of CCMP has helped this church to start making bricks for themselves and to collect money to start the construction of a bigger church building which can accommodate more members.



Church members at Nakateete Baptist church making bricks for church expansion.

The church leadership and members jointly agreed to work on the church expansion project by physically making bricks which they hope to burn and reduce the would be expenses on buying bricks. Peter Musaazi the chairman said "The CCMP project has opened our eyes to resources which we had ignored in our community and church. This expansion of our church is a clear testimony of the changes brought about by this project"

B. GORRETTY NANYONGA

Gorretty Nanyonga a church member at Nakateete Baptist church participates in CCMP training. Before attending CCMP training, Gorretty had built her house but she did not know that she had the ability of buying solar. When she attended the bible study of God's vision for mankind, she was challenged to set a vision for her family and her vision was to buy solar for her house because she was tired of using candles which were not giving her enough light in the house. She joined the savings groups at church, she started saving 5,000shillings every month and at the end of 2015, her savings had accumulated to 200,000shillings which she used to buy solar for her house and she is now very happy with her family, her grandchildren are able to do their homework without light difficulties.



The solar panel at the roof of Gorretty's house.



Gorretty standing in front of her house.

C. FLORENCE NAKIYIMBA

Florence is a Primary School teacher; she is a single mother of two children. Before attending CCMP training, Florence was struggling with paying school fees for her children and her son was walking a long distance to school on foot. This affected the performance of this child since he was also being sent back home for not paying school fees. When Florence attended CCMP training, she was able to identify the God given resources that she has and she began utilizing them to earn some income, she joined self-help groups which helped her to work hard and improved her financial status. Right now Florence bought a bicycle for her son who was travelling long distance to school and the son is now performing well in school. She is also paying school fees promptly for her children and meeting other basic needs.



Florence and her son with the bicycle that she bought for him.

Monitoring and Evaluation Status Report

SAO Uganda is implementing a series of integrated interventions in order to improve the quality of life of vulnerable children and their households.

Technical Vocational and educational training (TVET) has been promoted in the communities in to create increase employment for increased income. Initially, most parents and youths were not emulating vocational training. Few parents of TVET trainees were giving their children support during the course. To date, 90% of the parents/guardians are active in giving financial, material and moral support to trainees compared to 76% in July 2016. This therefore indicates a progressive change in the mind-set of the community towards vocational training.

A big section of the out of school youths, who were attached to vocational training, didn't have literacy and numeracy skills. Today majority (93%) of TVET in that calibre can ably read and write.

In the past a few women in communities were economically empowered which has since changed through promotion of business ventures among vulnerable women through Self Help Groups (SHG). Today, 65% of vulnerable women in SHG groups have more than one profit ventures. Although not all of them have more than one venture, those to have established more than one, testify increased income in households.

Majority of households in rural communities depend on agriculture for both domestic and commercial purpose whose productivity could be negatively affected by the poor environmental friendly practices. SAO Uganda empowered communities to practice good environmental friendly practices, which 91% of SHG member households have succumbed to it by practicing at 2 environmental friendly practices mainly energy saving stoves, recyclable charcoal briquettes to reduce

consumption rate for firewood hence less cutting of trees.

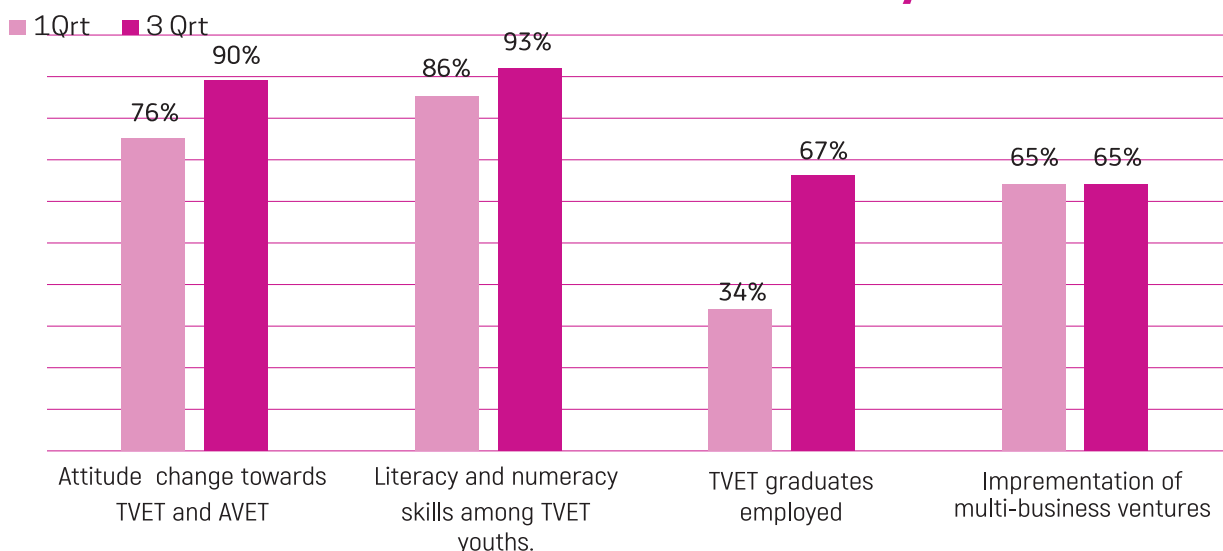
In order to ensure quality of life among the adolescents, SAO has facilitated peer learning on adolescent sexual reproductive health (ASRH) in partner communities. 76% of adolescents in ASRH clubs are testifying their determination to abandon risky behaviours. There has been a progressive increase of adolescents who are ready to give up risky behaviours from 72% in July 2015 to 76% today, May 2016.

It is very important for children to participate in a struggle against child abuse at household and community level. This could easily happen when children know the child protection system existing in their respective communities. Today, majorities (80%) of the children in clubs do understand the existing community child protection mechanism and know where to go in case of any child abuse attempt.

All partner schools (18) have put in place protective measures against child abuse. Children's issues have been given top priority and schools now allow children to share most of the sessions like review meetings with teachers.

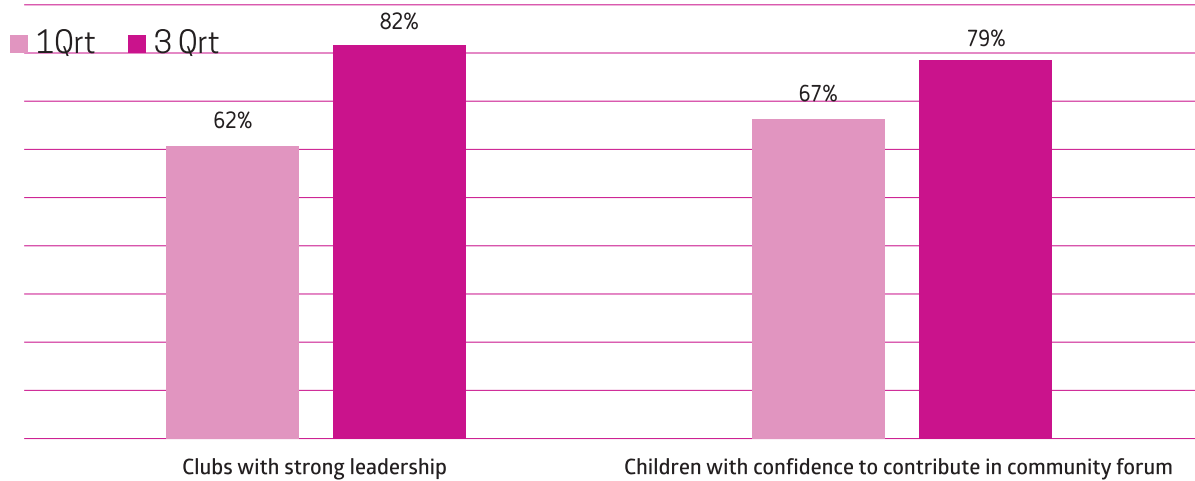
Majority (79%) of children have been able to confidently make contributions in different community forums. Forums include child-adult forums through which adults and children have come together to share their opinion and agree on action point. It has been a good communication strategy for parents and children. Children parliament sessions have been very instrumental in creating awareness on child protection issues in particular communities. Child parliaments have been an advocacy forum for child protection through which children express their concern before the adults and policy makers.

Sustainable incomes and food security



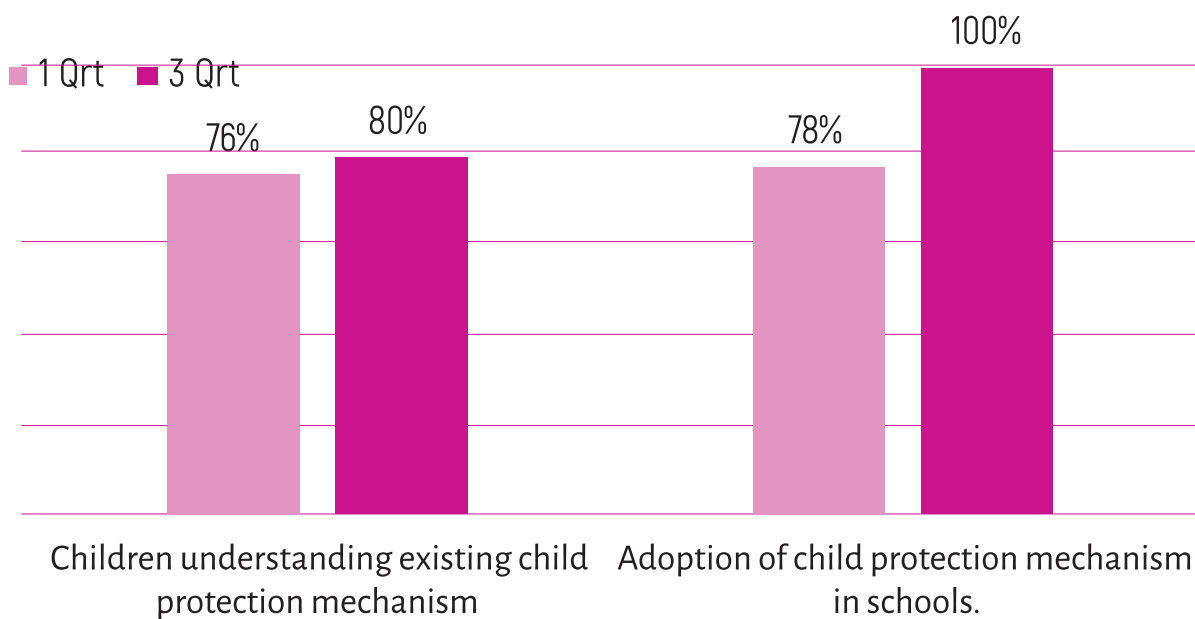
There is a progressive change in people's attitude towards technical vocational, education training and agriculture vocational educational training. More and more out of school youths are mastering their literacy and numeracy skills. The number of TVET/AVET graduates getting work after training is increasing. Majority of target vulnerable women have established at least more than one small business venture.

Children influencing positive change for their well being.



The number of children gaining confidence to air out their views before the adults is progressively increasing. One of the supporting factors was the strong club leadership that have been key in mobilizing and supporting children to develop their ability to speak in public.

Children are valued and living in a safe environment.



The proportional of children who know where to report and attempt of child abuse is increasing progressively, which has brought children in the limelight of the fight against child rights violation. SAO has protected a similar mechanism in schools where children spend most of the time during the day.

Financial Overview

In the year just ended June 2015, there was increased budget expenditure compared to the year 2014 by 37%.

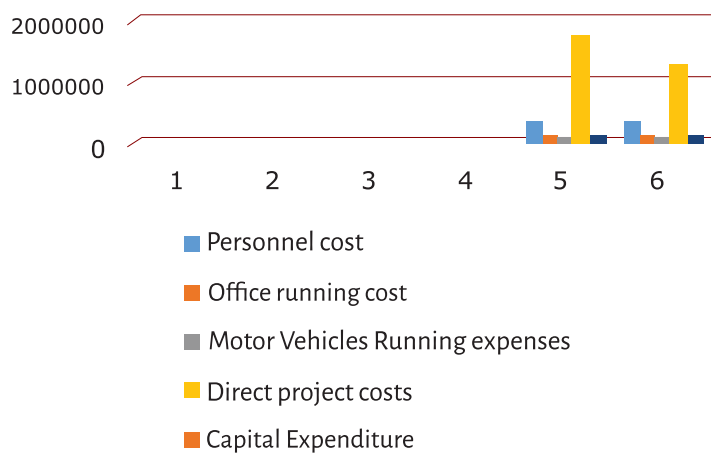
The major contributing factor to this is the increase in project activities being a high value item it increased by 43% compared to the previous year 2014.

This I reflected in all other budget line heading. It is strategically envisaged that this trend shall continue in SAO in the subsequent years.

FINANCIAL BRIEF AS AT JUNE 2015 AND 2014.

	Year ended 2015 UGX (000)	Year ended 2014 UGX (000)	Variance	%Variance
Personnel cost	290,043	264,170	25,873	10
Office running cost	93,301	84,127	9,174	11
Motor Vehicles Running expenses	40,717	28,187	12,530	44
Direct project costs	1,761,855	1,235,031	526,824	43
Capital Expenditure	65,966	27,091	38,875	143
	2,251,882	1,638,606	613,276	37

SAO Uganda Budget Comparatives 2015 & 2014



Having the right people in the right place at the right time is critical for success. The SAO workforce has clearly defined goals and objectives and plans in line with those of the organization. Informal and formal learning is encouraged within house seminars, training sessions and meetings basing on employee need to know information. Diversifying teams to help staff pursue activities that are of interest to them, even if they are not directly related to their position and skills set.

As a means of motivation, reflection and creativity, staff retreats are to be done which will be a rejuvenation moment for staff and rethinking on the way forward in all aspects of their lives as the work life balance is healthy for any successful work force.

A SNIPPET INTO OUR HUMAN RESOURCE AND ADMINISTRATION:

SAO U operates with a fully-fledged Human Resource department that is mandated to re-invent the organization's operation to achievement of SAO's strategic goals.

The spotlight is on looking at existing workforce and focusing efforts on strategic activities while clearly defining roles and responsibilities with regard to human resources management throughout the organization.

Currently SAO operates with a workforce of 29 staff on contractual basis; these have different qualifications, skills and competencies to synergize productivity in the organization. The organization is open to volunteers, interns at different levels to learn and share experiences in different areas.

Employee satisfaction is vital to the success of an organisation because of its direct impact on productivity. When employees are satisfied they are more likely to produce high quality work, optimize performance, exercise more thought and creativity.

THANK YOU TO OUR PARTNERS, SUPPORTERS AND VOLUNTEERS

SAO Uganda is thankful for having dedicated partners; supporters and volunteers on board to strengthen its efforts to reach the children, empower the youths and the communities at large.

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ABWAGNET ECD MIDDLE CLASS1



AMUSUGUT GRACE TAILOR- KAPIRIBELAI



Chairman Child Protection Sakaza Yunus hands items to Nakate



EBONG GIDEON-MALE MGT COMMITTEE MEMBER