



Resilient
Women's
ORGANIZATION

A group of approximately ten women and one child are shown in a candid, joyful moment. They are dressed in casual, everyday clothing. The image is overlaid with a semi-transparent red filter. The women are of various ethnicities and ages, and some are holding children. The overall mood is one of community and support.

Annual Report **2018**



RESILIENT WOMEN'S ORGANIZATION

CBO Activity Report.

2018

Resilient Women's Organization started as CHEL Child Mothers' Development Organization in August 2016, a Community Based Organization with the major goal to empower young women, teen mothers and society's vulnerable women out of poverty and into self-sustainability.

The founder members' goal was to break the poverty cycle in the lives of our community's young women and since the Organization's official registration in December 2016, up to date, we have managed to open up two temporary shelters for teen mothers and young women, started a Farming Project which is in its initial stages and a budget for a saloon is on the table to boost the hairdressing classes and also act as an income generating and employment source.

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INTRODUCTION

Resilient Women's Organization's activities are part of the organization's efforts geared towards women empowerment and breaking the poverty cycle in the lives of the affected young women. RWO has been active in reaching out to the very vulnerable especially displaced teen mothers and young women and bringing them together under a shelter sisterhood, teaching them the love of God, counseling them and giving them a place to call home as they reform and are prepared to stand up for themselves as women and responsible members of society.

With a home and a clear mindset, our organization's activities then embark on simple and easy hands-on skills training to equip our young ladies with a skill.

MISSION STATEMENT.

Historical Background.

For the two founding sisters who grew up around poverty, having noticed the country's high unemployment rates and the harder it was/is getting to break the poverty cycle since it takes money to make money and the realization that the cliché "the rich get richer while the poor get poorer" is indeed a fact, Clare Nantaba and Ndagire Hope Lydia found themselves very lucky to be in a position of some education and a lot of ideas. With poverty comes exposure to a lifestyle lacking in morale, family values and all sorts of STI's since individuals find themselves at the mercy of need; young women are even more vulnerable as men with some money will take advantage of their situation and seduce them with promises of a better life only to abandon them later with children, further widening the poverty cycle. These young women are not just at a risk for a life of poverty but also HIV/AIDS of which infection rates are high in low income areas. The question on the sisters' minds was, how do we give hope to these vulnerable young women?

Answers and solutions came through the birth of CHEL Child Mothers' Development Organization (CCMDO), renamed Resilient Women's Organization (RWO).

Resilient Women's Organization's Mission is to create lasting solutions to poverty and unemployment in the lives of teen mothers, young women, vulnerable women infected and affected by HIV/AIDS and their children through women education empowerment programs.

Vision;

RWO envisions a society where teen mothers, women, their children and other vulnerable people in the society are living healthy and fruitful lives.

RWO's activities are based on the following values;

- We are a faith based organization and therefore put God first in all we do.
- Belief in dignity of life drives us. We believe that all people inherently possess a life-state of ultimate dignity and in this sense are fundamentally equal and have limitless potential.
- Transparency is another value we adopt throughout all our activities as a Community Based Organization. We believe all our doings and records should be reliable and open, and this too is taught to the women we work with.
- Our final core value is love, care and compassion, for when we work in love; we change the hearts and minds hence changing lives even more deeply.

Aims & Approach;

Our Organization's activities are based on the belief that transforming our own lives holds the key to creating a society that lives up to its potential.

We believe that one can make a difference in their own life given a little nudge, and with hope restored, young women realize they indeed have the power and will to change their own lives. All our organization does is giving them the grounds and a little bit of skills to realize that all hope is not lost.

The message that "It's in your power to change your life" is central to our women empowerment & education initiatives which are geared towards self-employment and breaking the poverty cycle.

Our approach involves four steps; Outreach, Shelter, Counseling and Skilling. These steps are utilized in our women empowerment educational tools.

COMMUNITY OUTREACH

Continuing on the work done in 2017, 2018 has seen us in communities mainly to conduct family tree research in order to carry out family reconciliations and resettle the girls at our shelters. Our team works with community leaders, families and the local police to identify and reach lost guardians and even advise present guardians on the way forward to being more responsible adults.

We visited Missori, Mayanzi and Kigungu. And also went as far as Mbale in eastern Uganda as we traced one of our young women's relatives to that side.

Mpala, Kitala, Kisubi, Kawuku, Buzzi and Sakabusolo were the other areas where we did our outreach activities.

The other part of outreach is to sensitize communities about HIV/AIDS, women empowerment and the importance of learning hands on skills and educating them about being healthy self-sustaining members of society through health workshops, small business management lessons and general health classes.

Our Kigungu outreach branch have grown and we just secured an office space where our women can meet to learn and exchange ideas. From this office, we plan to cover the extended Kigungu area and give more focus to Misoli, which came on our radar due to the high numbers of vulnerable young women under 18 years of age roaming around without much adult supervision!

WOMEN'S SHELTER.

Through our 2017 outreach activities, it came to our notice that a number of young women and teen mothers are without support from family and thus left stranded. Our outreach educational packages did little in regards to giving these young women the hope they needed and we realized that they needed structure and stability in their lives. After thorough study, the board came up with the idea of a temporary women's reform shelter.

While at the shelter, the women get counseling, led through the word of God by our in-house professional councilor, all in the name of getting them to stabilize emotionally and spiritually. When they realize that they have a family and a place to call home, we now concentrate on giving them hands-on skills, Small scale business management classes, health and reproductive lessons plus beginner English lessons so that they can prepare to be self-sustaining individuals.

Our Kitala Shelter has given 14 young women a chance to reform their lives without worrying about where their next meal is to come from or where they will sleep. Three of these young women are teen mothers and their children (aged between 1 & a half and 2) stay with them.

Our Farm house in Nakawuka also sheltered 9 young women between the months of February and May.

WOMEN EDUCATION & EMPOWERMENT PROGRAMS

While at the shelter and during community outreach, our women education & empowerment program activities make up part of our organization's core activities. Our women empowerment/education package involves activities like;

- Hairdressing and salon management; Here our young women are trained in the lucrative hands-on hairdressing business which gives them a skill they can use to get employment or work on their own to earn a living.
- Crafts Lessons; with crafts, our women are trained in the art of making jewelry, handbags, purses, sandals and decorative artifacts.
- Tailoring; here, sewing and making clothes and bags is taught.
- Housekeeping. This is very important knowledge in the life of women and should be taught to every young woman. While at the shelter, the young women learn to properly keep and maintain plus plan for home. The basics of how to clean, wash, dust and cook is all taught.
- Business Management is another component of our women empowerment/education package. While the girls are trained in making crafts, hairdressing, and tailoring, business management comes in handy as they embark on the journey to sell and make items for sell and to handle customers from our walks of life.
- Beginner English Lessons are also important especially to a young woman who didn't finish early education but aspires to broaden her knowledge. And as we know it, English is Uganda's official language.

- Health & Reproduction classes. These are taught as a vital component in the life of a growing young woman.

These skills trainings and lessons are compulsory to all the women under RWO.

BIBLE STUDY AND COUNSELLING

As a faith based organization, we encourage our members to fully learn the word of God and we do this through Bible study and counseling through scripture. This helps us with morale and character as we hope to change our women into God-fearing young women.

Our young women also undergo counseling and therapy to help them prepare their minds for changes as they get ready to learn to take control of their lives. Psychosocial support is very important as some of the girls are from really hard backgrounds and find coping with new life, let alone getting their mindset ready for change very hard.

Thanks to visiting social workers, counsellors and the entire RWO family, psychosocial support is provided. Our bible study lessons and learning that we can find hope in God's grace also go a long way in preparing our young women for their life ahead.

FARMING

Another activity of our organization is farming which we took on not only to help with food security but to also teach our young women about farming. Uganda is an agriculturally gifted country and it is a shame in this day and age to find young people who cannot farm. We managed to lease a piece of land in Sakabusolo, Nakawuka, and even went further to build.

This year saw our organization enjoying a bountiful harvest of cassava and sweet potatoes which the girls planted themselves.

We are working on securing the land so that it fully belongs to Resilient Women's Organization and to further extend our women empowerment services to the greater Nakawuka area.

BACK TO SCHOOL PROGRAM

RWO mostly works with young women and teen mothers and our women's ages range between 12 and 20. These are school going ages and very often, women come forward to tell us about their desire to further their education as most of them dropped out at some point.

Our back to school program reaches out to these particular young women and together with well-wishers and visiting volunteers, we managed to take some of the women and their children back to school.

2018 saw four of our girls rejoin formal education in both the primary and secondary section with the help of visiting volunteers who became sponsors. Namyalo Harriet is in Senior One, same class as Tendo

Catherine. We also have Olivia Nakabusu and Olivia Kisakye who join Primary education in Primary 4 and Primary 6.

With this Back to school program, our girls are benefitting as they rejoin formal education. Education is still important if we want to attain the much desired change from poverty

MUSIC, DANCE & DRAMA ACTIVITIES

Music, Dance and Drama was adopted as an activity at RWO not only to lift the young women at the shelter's spirits but also to help them rediscover their dormant talents.

Here, our women participate in singing, dancing, drama or skits, poetry recitals, etc. most or all of the material used is inspirational and the organization is lucky to have one of its founder members, Miss Ndagire Hope Lydia, who has a knack for writing poetry. In 2017, three inspirational poems were written; "Stand up Woman", "Resilient Woman" and "I am AIDS". All these poems had that empowerment and educative message.

RWO now boosts a traditional dance group of energetic young women. We have big plans for the group and we believe 2019 will be a great year for the organization.

HIV /AIDS AWARENESS & SENSITIZATION PROGRAM

HIV/AIDS awareness activities became as important as the women empowerment educative activities in 2016 and the team at RWO came up with a concept paper of a written explanation of what exactly was to be done in the HIV/AIDS sector.

Sensitization activities this year have mostly been in the areas surrounding Kigungu and also Gerenge plus Nakawuka with over 200 men and women tested for the virus.

We haven't done much this year with our positive Living Group due to lack of funds to support economic activities of the women in the group.

RESETTLEMENT & FAMILY RECONCILIATION

We come across a lot of displaced young women and even offer temporary shelter to some of them. Other than skills training, counseling, it is our duty as Resilient Women's Organization (RWO) to resettle and reconcile these women with their families, relatives or guardians.

Just last year, we worked on a case of a 14 year old young lady who was stranded at Kisubi hospital after her employer wanted nothing to do

with her simply because she had tested HIV positive. The young girl shyly joined our shelter on a temporary basis as we looked for her family. Later on towards Christmas, we were able to reunite her with her father and also sensitize this particular family about HIV/AIDS.

Our Family History researcher, Mr. Mugambwa Paul travelled to Mbale to trace the family of one of our girls and arrange for resettlement. 8 young women are also back with their families as we speak and are no longer at our shelter home.

More 5 young women will join their families and guardians this December.

SWOT ANALYSIS (Strengths, Weaknesses, Opportunities & Threats)

Strengths;

As a young organization (2017 was our second operational year), we are very much still in the process of self-discovery. 2017 saw us accomplish a lot as seen during the aforementioned activities.

This 2018, specifically in November, we will officially renew our CBO certificate for our next two years.

Our greatest strength lay in our unwavering dedication towards the people we serve. It is still one of our strengths. From the founders to the staff, the RWO team has been dedicated to changing the lives of those vulnerable young women we encounter. This dedication is made stronger through our faith in God above which in the end makes accomplishing our set goals easier.

An amazing display of team work was another of the strengths depicted during the execution of the aforementioned activities. Even with all mannerisms of obstacles, the RWO team always gets together for the overall good of the organization. This always comes in handy with all organizational activities.

Continued support from visiting volunteers, local leaders and parents / or guardians of the young women we work with is another factor that helped smoothen the ground of all our activities throughout 2018. Our partnership with a local NGO, Volunteers 2 Uganda has given us a continuous supply of volunteers specialized in social work, adult education, nursing, HIV/AIDS research, and councilors. We hosted and welcomed 35 volunteers (mostly female) from the USA, Europe, North America and Asia, and our organization is still benefiting from this free

inflow of manpower and knowledge. It is from these volunteers that most of our programs' funding comes.

Weaknesses;

The entire RWO team agrees that our biggest weakness or shortcoming is lack of funds to push most of our activities through effectively.

Another weakness is the lack of enough staff or workers yet the scope of organizational activities at RWO is enlarging with each new month. We could definitely do with more staff.

Office equipment is mostly lacking or in a very poor state which makes it hard to properly record organizational information.

More training is also needed for our staff in order for them to execute their duties well.

Opportunities;

As RWO grows and expands, there is evidenced room for growth that has come with our organization's name becoming a household brand. This can be put down to the transparency with which we do our work and the women whose lives we are changing.

Acquiring, in the form of leasing, a farm land was the biggest opportunity that the organization got in 2017 and our farming project plus other activities are taking shape due to the availability of this farm land. We are working around the clock to raise funds so that this land becomes the property of RWO.

The continued support from Volunteers 2 Uganda and the numerous volunteers who keep coming to take part in our projects is another opportunity we thank the good Lord for. There are unimaginable resources if the organization is to properly tap into this volunteer haven. From free public relations to free labor and priceless gifts, we can't go wrong with this opportunity.

Threats;

There is a lack of adequate training amongst the CCMDO staff and this poses a huge threat to proper management and running of the Organizational activities. More output would be realized with proper or more training.

For this particular threat, the Director proposes to include a workers' training program among the organization's programs. And she called upon the staff to make better use of the Internet as a research mechanism to further educate themselves.

More partnerships and work with sister organizations was also called for as a solution to the evident ignorance of workers at RWO regarding some NGO/ CBO operational issues. We will work harder at this in this last quarter of the year and next year.

YOUNG WOMEN UNDER RWO THIS YEAR.

Kitala Shelter home

Name	Age	Brief Bio	Time Spent at RWO	Progress Report
Namyalo Harriet	15	Harriet was abandoned by her parents and she lived with her ill grandmother who struggled to garden so that there is food. Her grandmother reached out to us during an outreach in their village and expressed her desire for her granddaughter to have a chance at a better life through RWO.	She joined us on the 2nd of May 2017. She is still with us.	Harriet is back in school and started her secondary level of education. She is one of the recipients of the Back to School Program.
Kisakye Olivia	17	Olivia joined us in May 2017, after spending over 4 yrs out		Olivia is one of the scholarship recipients

		of school due to dire poverty in her family. She simply wanted to get some skills so that she doesn't get forced into marriage.		from our back to school program. She is studying hard to finish her Primary education.
Nampijja Justine	17	An orphan rescued from child labor by RWO's director. Though she has young siblings and an older brother who is also struggling to survive.	She joined the organization in 2017 and is still with us	Justine has come a long way regarding hairdressing and making crafts and shoes. She is also part of RWO's traditional dance crew and very enthusiastic about changing her life's direction.
Nakamanya Allen	16	Joined RWO through her sister Gloria who is also with us, due to her hunger to learn a skill and equip her life so as to	She joined RWO in July 2017 and is still with us.	Allen is one of the best students in the Hairdressing and Tailoring classes. She is also part of

		get out of poverty and illiteracy that surrounded her family.		our traditional dance crew...a very promising and passionate young lady.
Nakitto Daisy	17	An orphan who lives with her auntie... there were no funds for an education for Daisy as her guardian struggles to even feed her family. Daisy joined us for the chance to learn a skill.	Joined us in August 2017 and will rejoin her home community this December.	Daisy has become a skilled shoe and craft bag maker...and is also passionate about cooking. We trust she will be a value addition to her community after her stay with us.
Tendo Catherine	15	Lives with her mother...in kasanje, and joined RWO to acquire some skills. Though Cathy has a frail heart	Joined us in August 2017	A recipient of our Back to School Program... she is now a Senior one Student.
Nabayinda Elizabeth	17	A teen mother to 1 year old son, Trevor.	Joined RWO in August 2017 and	Betty is now a highly skilled hairdresser,

		Betty joined us seeking refuge from her home after confrontations with her dad over her having a child early. She was referred to us by a friend who saw that Betty would benefit from our programs.	she will rejoin her community this December	more confident and also good at making shoes. These skills will help her as she puddles through life with her son.
Nabugwere Mariam	18	Lived with her impoverished mother in kigungu. Her mother contacted us about her fears that her young teenage girl will get spoiled by fishermen!	Joined RWO in August 2017 and still with us	A skilled hairdresser... Unfortunately, Mariam lost her mother two months back and as an organization, we are in the process of resettling her with one of her relatives.
Nabatanzi Joan	14	Referred to us by Kisubi hospital after her employer (she worked as	Joined us on 25th September till	She had a hard time coping with her sero status and feared the

		a maid) had chased her upon finding out she was HIV positive.	December 13 th 2017	girls at our shelter might make fun of her. But after some counseling and psychosocial support, she became a happy young woman and started learning hairdressing. While doing this, we were doing the research regarding her family and she shortly rejoined them
Nambooze Phoebe	16	Phoebe was found sleeping outside a bar with her 6 months old baby girl, in Kigungu by a local woman leader who alerted us. We	She joined RWO on the 12 th of January 2018 and stayed with us for 3 months.	During Phoebe's stay at RWO, we managed to track down her mother and grandmother and that's how she

		gave her a bed and recorded her details.		rejoined her family after we had extensive talks with them.
Nakabusu Olivia	15	Olivia and her two sisters lived with their sister in Kigungu, unfortunately, their sister who is a sex worker was trying her best to get them into this dangerous trade. When we conducted a women empowerment outreach in November 2017, the sisters came to us begging to be part of our organization.	Joined RWO on the 16 th of January 2018 and is still with us.	Olivia is also back to school and is in Primary 4 and has a very loving sponsor. She is also passionate about music and being part of our MDD group.
Nakato Justine	17	Justine and her two sisters lived with their sister in Kigungu, unfortunately, their sister who is a sex worker	16 th January 2018 is when she joined RWO	Justine is passionate about hairdressing and is learning her lessons well. We

		<p>was trying her best to get them into this dangerous trade. When we conducted a women empowerment outreach in November 2017, the sisters came to us begging to be part of our organization.</p>		<p>managed to reach out to the sisters' grandmother and they will be home in their village in Kiboga for the holidays.</p>
<p>Babirye Suzan</p>		<p>Suzan and her two sisters lived with their sister in Kigungu, unfortunately, their sister who is a sex worker was trying her best to get them into this dangerous trade. When we conducted a women empowerment outreach in November 2017, the sisters came to us begging to</p>	<p>Joined RWO on 16th January 2018</p>	<p>Passionate about dancing and singing and is an enthusiastic member of our MDD group. She is also eager to polish her Tailoring skills during her stay with us.</p>

		be part of our organization.		
Namaganda Gorreti	18	Gorreti contacted us asking if we could teach her any skill since the burden of taking care of her grandmother and two of her late sister's children fell on her.	Joined RWO on the 18 th January 2018	Gorreti is very hard working and a skilled member of our dance group. She has also become very skilled in hairdressing and craft shoes making and we believe she will be a great addition to any community as a more enlightened young woman. She also just started learning tailoring and her dream is to be a fashion designer.

Nakawuka Farm & Shelter

Name	Age	Brief Bio	Time Spent at RWO	Progress Report
Ainembabazi Rita	17		Joined RWO on 15 th January 2018 till	
Nakalunga Kamiat	19		Joined RWO on 15 th January 2018 till	
Nantongo Resty	18		Joined RWO on 15 th January 2018 till now	Passionate about hairdressing and doing well during the lessons. She is also part of our dance group
Namboolwa Joan	12		Joined RWO on 18 th January 2018 till the end of this year	She is now back to school after talks with her family
Namboolwa Mariam	16		Joined RWO on 18 th January 2018 till	Fully reconciled and resettled with her family

Ahereza Rebecca	18		Joined RWO on the 18 th January 2018	
Kwalikunda Olivias	18	Mother to 1& a half year old Angel, who joined us seeking skills and shelter.	Joined RWO on 18 th January 2018 and is with us till the first week of December.	Reconciliation with her mother went well and she rejoins her family this December. Training in Hairdressing skills will be done by then
Nakazibwe Malusi	17		Joined RWO on the 10 th February 2018 till	
Namirembe Merissa	20		Joined RWO in September 2017 and left in March 2018	

Kigungu Women Empowerment Outreach Program

Name	Age	Brief Bio	Time Spent at RWO	Progress Report
Nazziwa Scovia	15		Joined our program on the 3 rd April 2018	
Kiswa Pauline	17	Joined us just to acquire skills.	3 months between 3 rd April to July	
Nabunje Harriet	21	Joined us to acquire skills	3 rd April 2018 and she will leave the program in December	
Nansamba Phiona	18	Joined us to be part of the skills training program	From 3 rd April and she leaves in December	
Namayanja Sylvia	19	Joined the program for the skills since she is illiterate	Between 3 rd April and leaves in December	
Namirembe Vivian	18	Was in her Senior 4 vacation and	Joined the program on the 12 th	Was passionate about

		needed to add on skills training	January 2018 and left on the 20 th of April	hairdressing and because of the training, she joined a salon as a shampoo girl
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Kigungu Women Empowerment Savings Group.

1. Ainamasiko Cathy
2. Nakato Namayanja Resty
3. Nabukenya Sarah
4. Nalubowa Lydia
5. Namata Josephine
6. Achipa Evelyne
7. Nabutyebi Agnes
8. Nyamawunge Perpetual
9. Kamahoro Sandra
10. Nabakooza Resty
11. Nakakyala Agnes

Kitala Women Empowerment Outreach

We have a few young women who come in from around Kitala just for the skills training package and counselling services.

Name	Age	Brief Bio	Time Spent at RWO	Progress Report
Nalugo Irene	16	Asked us for a chance to be part of our women empowerment package	Joined the program on the 14 th September 2018	Is still training and about to join the shelter due to some issues at home.

FINANCIAL STATEMENT.

Below is a summarized recap of our expenditure as compiled by our Finance & Administrative Manager, Miss Nantaba Clare.

Please note that most of our expenses have been funded by our visiting volunteers.

2018 FINANCIAL STATEMENT

	1 st QUATER	2 nd QUATER	3 rd QUATER
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MONEY COMING IN			
Donations	5,613,000	8,957,000	8,583,000
Product sales	562,000	152,000	578,200
School Fees	700,000	377,000	1,129,000
TOTAL (A)	6,875,000	9,486,000	10,290,200
MONEY GOING OUT			
Rent		700,000	1,870,000
Power	11,000	75,600	131,000
Water	89,000	101,600	205,200
Food	994,500	1,181,000	292,600
Office	1,582,200	1,601,600	456,200
Training Materials	307,000	2,663,000	3,496,600
Charcoal	336,000	476,000	270,000
Outreach	289,500	195,000	451,000
Medical care		146,000	152,000
Transport allowances	190,000	281,000	186,000
Construction	384,000	1,507,000	
Salaries	100,000	650,000	1,680,000
Loan out		1,330,000	
Loan payment		85,000	1,095,000
Garden			26,000
Poultry			263,000
School fees	869,000	846,500	285,000
Utensils	193,000	36,000	5,000
Mothers upkeep	56,700		20,000
TOTAL (B)	5,402,500	11,875,300	10,885,000

STARTING MONEY (C)	0	1,472,500	-916,800
+ TOTAL (A)	6,875,000	9,486,000	10,885,000
-TOTAL (B)			
MONEY AT END OF MONTH (C+A-B)	1,472,500	-916,800	-1,511,600

Prepared by the

Programs Manager

Mr. Mugambwa Paul

&

Director/ Co-founder,

Resilient Women's Organization.

Miss Ndagire Hope Lydia.