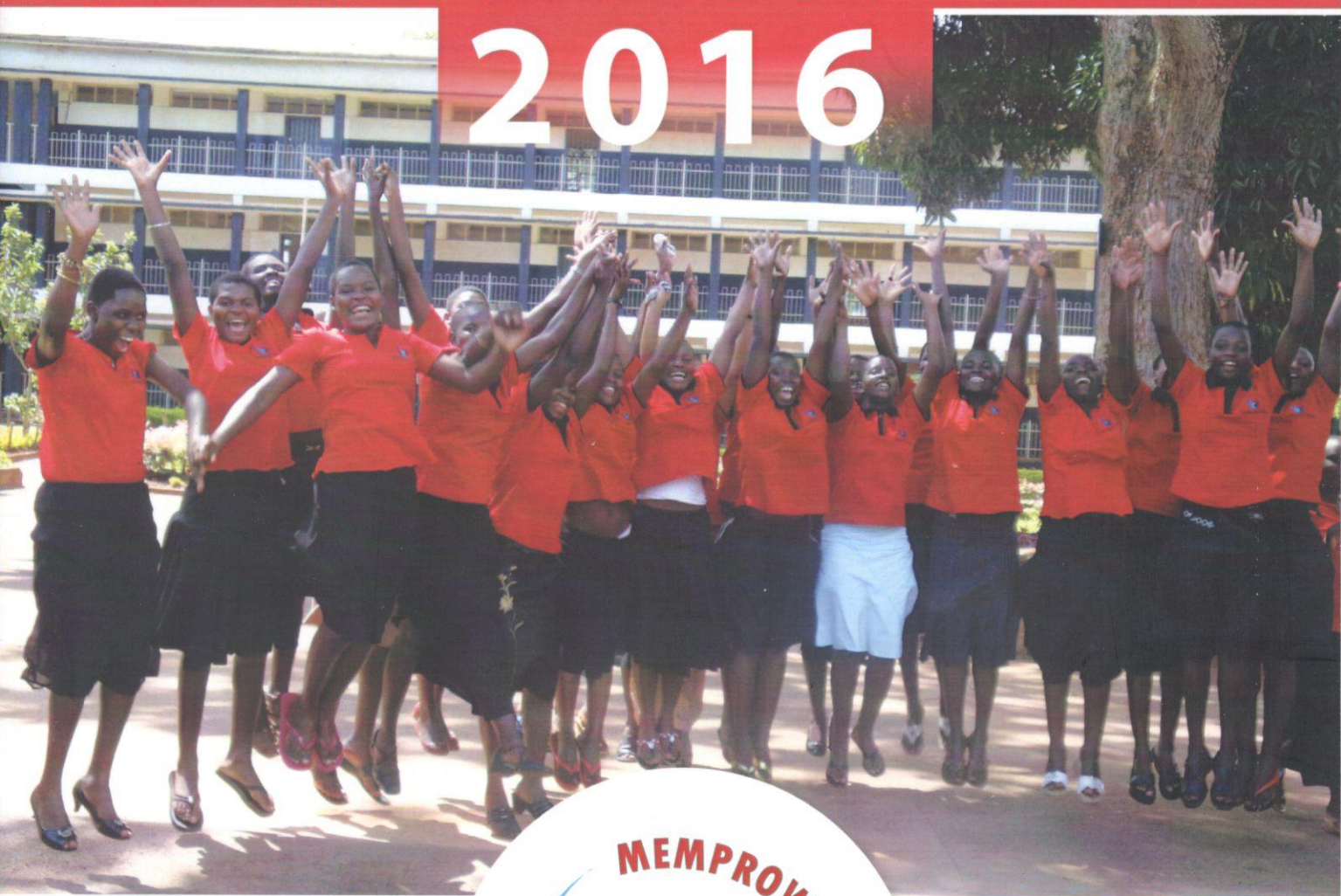


ANNUAL REPORT

2016



Mentoring and Empowerment Programme for Young Women

Sustaining **Women's** leadership





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## Executive Director's message

2016 stands out as a year we lost a MEMROW Co-Founder, Board member, Cheer Leader and strong advocate for girl child education. Mr. Constantine A.D Tadria passed away in June 2016. In this report, we pay tribute to him as a Co-Founder of MEMPROW together with Dr. Hilda Tadria. He was our first major Donor who gave us free office space for three years and acted as our administration adviser. He brought broad experience from working with government, private sector and strong social movements such as Rotary. He brought wisdom and consistency into our work and truthfulness. He never hesitated to tell us if he thought we were not doing right. Because of that, we believe we have been able to build a strong institution with clear accountability mechanism. He was a strong mentor for the young men who come to MEMPROW and will be remembered for chairing the table of men, sharing social etiquette tips for good male behavior and challenging young men to show respect for women's rights. As the

Executive Director and MEMPROW in general, we are profoundly grateful to have had Mr. Tadria as a tireless support and champion of our organization.

In the same year, we also lost a young MEMPROW man, Ronnie Mugagga and a young woman Shariffa Kagoya, both of them members of the MEMPROW family ; and both of them with so much passion for MEMPROW's work. We thank them for the time they gave to make sure MEMPROW stays strong. We continue to be strong and our promise is that we will continue to invest in the cause for which they stood; eliminating violence and stigma, transforming negative mindsets and keeping girls in school.

As MEMPROW, we continue to build a strong network of young women who are informed; self-confident and independent thinkers.

**Dr. Hilda Mary Tadria,**  
Executive Director and Co-Founder of MEMPROW

The year 2016 was eventful with both good and bad news. The good news is that from the programmatic perspective we are proud to have closed our community based projects successfully and implemented all the planned activities. The Advocacy for gender justice within communities and among cultural leaders, which is one of the projects we closed, was reported to have transformed negative mindset about women's rights. The impact assessments carried out show that there can be change in gender power relations; that it is possible for women to have voice and agency, girls can achieve their aspirations; and that families can live in violence-free environments. It was reported that "there is positive attitude and valuation of women and girls as more community members are slowly changing their negative thinking and realising the importance of educating girls. The assessment noted that some community members (particularly men) have started providing necessary support to girls, unlike before (three years ago). This is a positive move in the right direction towards eliminating discriminative practices against girls. We continued to work with our key stakeholders; the girls and young women. The impacts of our mentoring and training programmes are shared in this report.

# 1. What is

## 2. MEMPROW?

The Mentoring and Empowerment Programme for Young Women (MEMPROW) was set up to create space for building capacity of young women, (14 - 29 years) to engage more actively in leadership for transformation, and creating an environment based on respect for social justice and for women's worth, women's rights, and gender equality . MEMPROW is a feminist organisation that brings together girls and young women from across Uganda and works to provide the skills and knowledge they need to become successful, confident and self-reliant individuals. We hold skills workshops, trainings and counselling sessions for girls and young women in addition to our advocacy and research work. Our organisation provides spaces for young girls to learn not only from each other but to also learn from women of older generations. MEMPROW believes that building a generation of women who are informed, self-assured, independent and healthy is important in transforming our communities.

### THE VISION:

A Transformed, violence free society where young women and girls can claim their rights and achieve their aspirations.

### The Mission

To develop girls and young women's leadership capacities and self-reliance through training and intergenerational mentoring; feminist movement building, advocacy network building, social analysis and research as well as peer learning within institutions of learning and local communities

MEMPROW's overall objective is to contribute to girls' and young women's rights as well as promotion of their full participation in all sectors of development, especially the education and economic sectors



# 1. HIGH LIGHTS OF THE YEAR 2016:

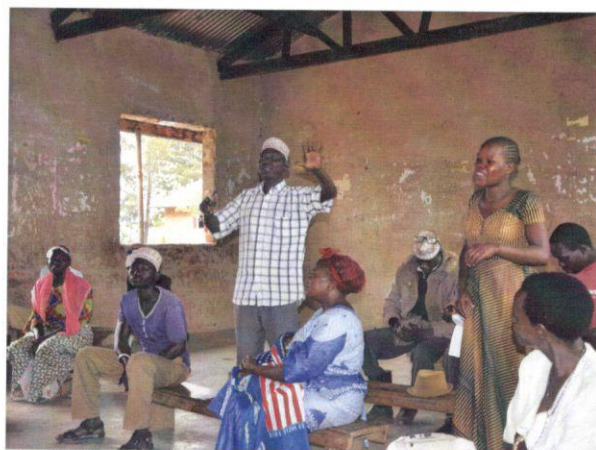
## MEMPROW's impact



Gender awareness training for 79 teachers from 10 schools in Zombo district: MEMPROW organised training for teachers in gender, violence, power and human rights issues. As a result teachers committed to being champions and role models for safer environments for girls and their increased participation in class.

I have learned that as a teacher, I have a lot of power and time to teach boys to respect girls, treat them as sisters, friends and equals.

b) Successful completion of the Human Rights Education and Advocacy in local communities for



Some of the religious leaders who attended the different sessions on human rights



the promotion of girls' and women's rights project in Nebbi and Zombo district. The project contributed to: increased peace in homes; access to justice for women; abolition of cultural taboo that hinder women from eating some foods. In addition there was increased awareness of human rights, protection of girls' rights especially right to education within communities of Zombo and Nebbi district. This testimonial highlights some of the changes as a result of the project.

*Okello shared that he had not been engaging his wife in planning and managing family resources. He also valued boys and often concentrated on them than the girls. When he became involved in the MEMPROW programs, he started realizing the value of girls in the community. As a transformed man, he started engaging his wife in managing family resources and begun appreciating his girls and giving them equal attention.*

Some of the religious leaders who attended the different sessions on human rights

c) Launching of the MEMPROW Chapter in Botswana; Following South Africa, Zimbabwe and Zambia, this is the fourth chapter to be launched in Africa for enhancing the MEMPROW approach to mentoring and sustaining women's leadership. MEMPROW Uganda Executive Director witnessed signing the Memorandum of Understanding as MEMPROW Botswana was launched.



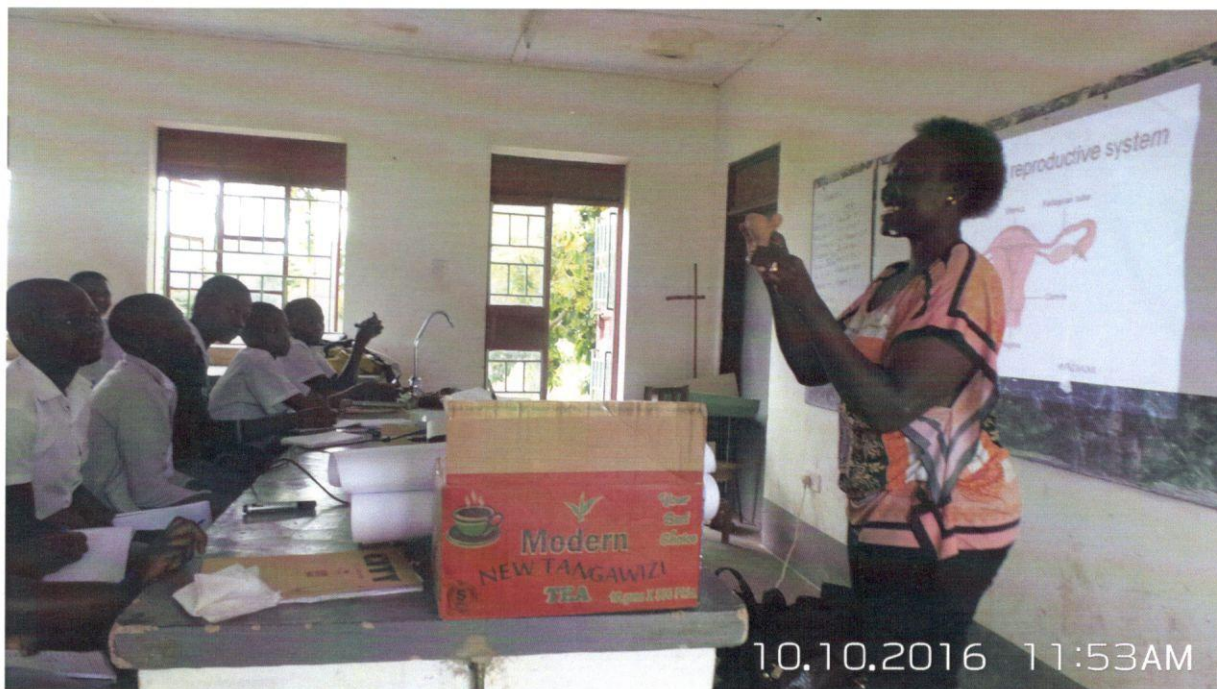
MEMPROW's participation in regional and international conferences; a MEMPROW Girl Brenda Irachan from Nebbi and Sarah Nakame ( MEMPROW Staff) participated in the 13th Association for Women's rights in Development ( AWID) Forum in Bahia Brazil in September. They contributed to discussions on building feminist future which was the theme of the forum. Brenda participated in a panel discussion where she talked about the positive changes in her life and school as a result of her engagement in MEMPROW's social survival skills training





## 2. Programme Implementation

Capacity building programmes:



### 1. Social survival skills training

Three social survival skills trainings were carried out for one hundred sixteen girls (116) from Oturgang Girls Primary School, Paidha Senior Secondary School and Makindye Secondary School. The trainings led to improved aspirations among the girls; increased their knowledge on sexual reproductive health; increased confidence and self-awareness and awareness on violence and the influence of bad peer groups. Almost all the girls in Paidha Senior Secondary School and Oturgang Primary School reported to have 'dumped' bad peer groups and boyfriends as a result of the trainings.

#### IN 2016 WE REACHED

**79 TEACHERS IN PAIDHA DISTRICT**

**116 PRIMARY & SECONDARY SCHOOL GIRLS**

**1,051 COMMUNITY MEMBERS THROUGH DIALOGUES**

**148 UNIVERSITY GIRLS**

**94 CHAMPIONS IN NEBBI AND PAIDHA**





*Girls at Paidha secondary school in a group discussion*



*Makindye secondary school girls in a session on gender and patriarchy*

## 2. Intergenerational mentoring and gender dialogues

In 2016 we organised 6 community based dialogues in Zombo district. They led to improved awareness on girls' education and rights, violence against Women and women's rights. Nine Dialogues were organised in Universities: Kampala International, Makerere and Kyambogo universities and at MEMPROW Office. They focused on building confidence, feminist leadership skills, managing stress for better performance, social etiquette for self-reliance and having marketable skills in a changing economy.

*"This dialogue has prepared me for my next job interview. I know how I should dress and pitch my CV to win the Job"*

*(Student at KIU)*



*Intergenerational Dialogue session on women in leadership Led by Dr. Maria Nassali*



*Students of Makerere University during a group discussion*



This table highlights the different topics discussed throughout the year and the outcomes achieved.

Venue Topic Discussed Outcomes

VENUE	TOPIC DISCUSSED	OUTCOME
1. Zombo& Nebbi District	Keeping girls in school and Violence against women/girls.	Increased understanding of violence and the major causes of violence in their homes. 25 participants volunteered to act as champions in ensuring that girls keep in school and that there is a reduction of violence in their respective communities.
2. Makerere University	Managing stress at Campus and optimizing Health	An understanding of the causes of stress and how it can be managed for positive results.
3. Kampala international University	Social etiquette	An understanding of socially accepted behavior amidst an ever changing technological environment.
4. Kyambogo University	Causes, symptoms and prevention of cancer	Increased awareness on the different types and possible causes of the cancers.

### 3. Sexual Reproductive Health and Rights Programme for universities

This was aimed at building a cadre of counsellors who embrace diversity and can give objective and unbiased therapy to our stake holders.



Kyambogo university students during a session with Gynaecologists and there after a session with Prof Sylvia Tamale

This programme reached 148 young women from three universities namely; Kampala International, Makerere and Kyambogo University. The training focused on building girls' power within with topics such as, peer pressure, body and health. Trainings further enhanced girls' knowledge and power to take informed decisions. "Before this training, I thought it was husbands to decide on the contraceptives that their wives should use but during this training, I realized it is not actually them. Both partners should discuss and agree on this with the help of a health worker. They should also agree on the number of children to have. I will be able to take a stand especially in the areas where I thought men should take the lead. I will teach and sensitize women to have always take a stand".....

Arineitwe Alison. Makerere University

### 4. The Counselling Programme

Counselling remains an integral part of all MEMPROW's trainings. MEMPROW organised feminist conversations with some counsellors.



A feminist conversation with counsellors, they embrace feminist principles in their counselling.

### 5. The MEMPROW Girls' Network

To date the MEMPROW Girls' network comprises of approximately 4,681 members including Primary and Secondary School girls, Young women at Universities and those in informal and formal employment. During the year they conducted follow



up activities to MEMPROW Girls Clubs of Bishop Cipriano Kihangire, Luzira Secondary School and Nabisunsa Secondary School.

The aim of these activities was to motivate the clubs and to learn about the difference they are making in their schools.

One of the Network's core activities is to plan and implement activities of the 16 days of activism against gender based violence. MEMPROW Boys and Girls amplified their voices with messages advancing the theme "from peace in the home to peace in world: make education safe for all". As a result they contributed to raising awareness on girls' education to people in shops, pedestrians, commuters and all standers by throughout their match in the capital city of Uganda. They visited homes; Wakisa teenage pregnancy centre, M-Lisada (an ex home for vulnerable and street children) and YDEL. They donated basic care items to the children and held peer talk sessions for experience sharing.

### MEMPROW End of Year Impact Assessment Dialogue.

This is a historical and learning day for MEMPROW. Organised by members of the Network, MEMPROW Boys and Girls shared feedback on the transformation that resulted from their participation in MEMPROW programmes. Participants show cased leadership and talent through fashion show, songs and poems written and recited by MEMPROW Girls and boys.

The MEMPROW Executive Director recognized Nabisunsa Girls School, Makindye S.S.S, Bishop Cypriano Kizito, Luzira S.S.S and St Kizito for sustaining MEMPROW Girls Clubs in their schools. Through the clubs MEMPROW girls and boys reach out and train their peers with the information they acquire from our social survival skills trainings and intergenerational dialogues.

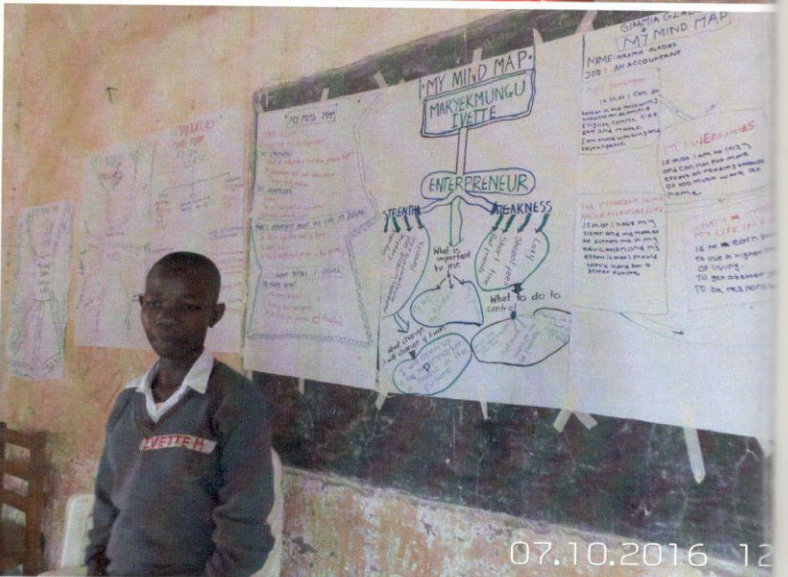


Uganda MEMPROW Girls' Network members visited two homes M-LISADA and Wakisa Crisis Pregnancy Centre where they had peer mentoring session





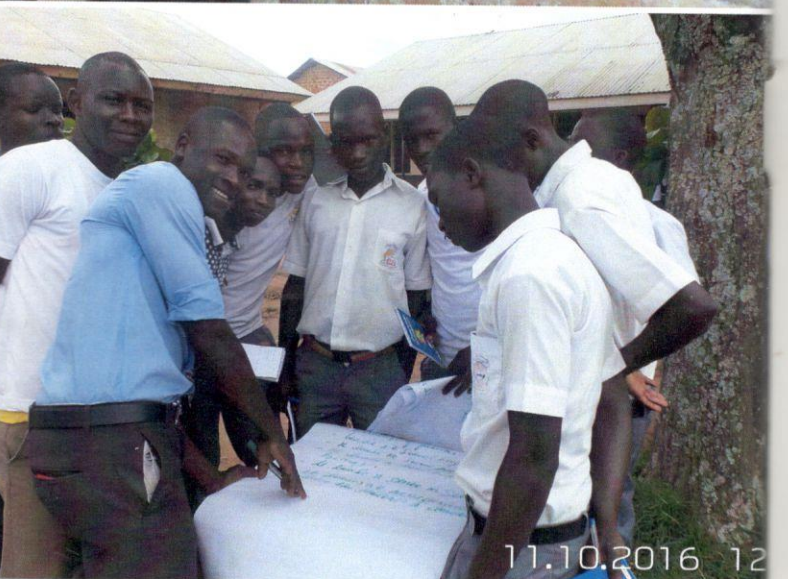
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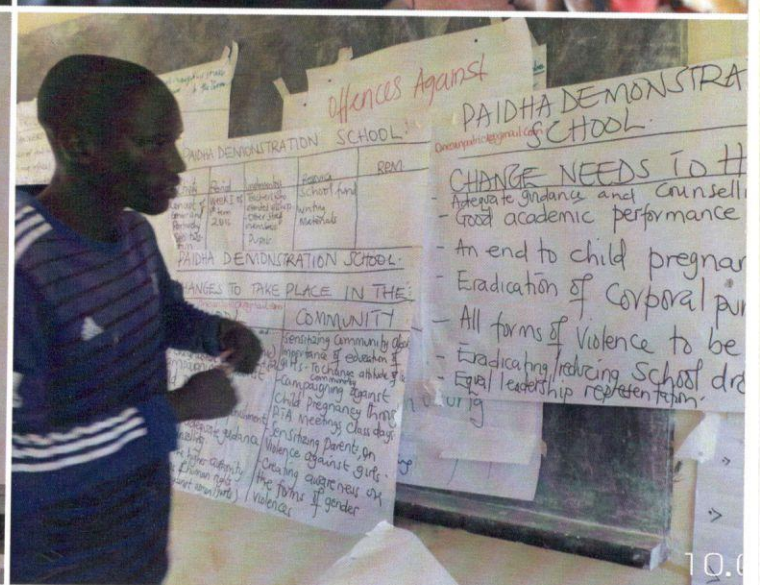
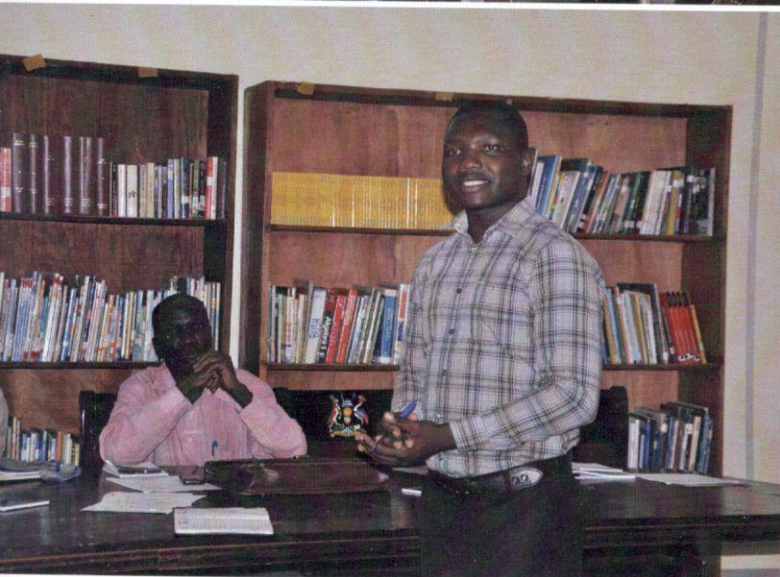


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## 6. Monitoring and Evaluation

MEMPROW's M&E programme enables continuous learning for organisational development, sustainability and relevance of programme activities. Through Focus group discussions, individual interviews, key informant interviews, Observations, assessment of school records and learning days with students, teachers, champions, School leaders and community members, we are in position to get and verify feedback from our stake holders.

MEMPROW's learning days are strategically organised to track the progress of mentees and champions in line with what they commit to do as peer mentors and advocates for keeping girls in school and fighting against violence in communities.

In one of such days our champions committed to the following;

- Continuing to encourage girls to stay in school and parents to support girls' education during annual general and PTA (Parents Teachers' Association) meetings in schools.
- Working with the chiefdoms to transform cultural practices which defy the rights of women and girls.
- Sensitizing the community about widow's rights.
- The Minister for Gender Labour and Social development of Alur kingdom committed to join hands with the chief Magistrate of Nebbi district to ensure that cultural practices such as witch craft and land grabbing, of which women are victims, are dealt with accordingly.



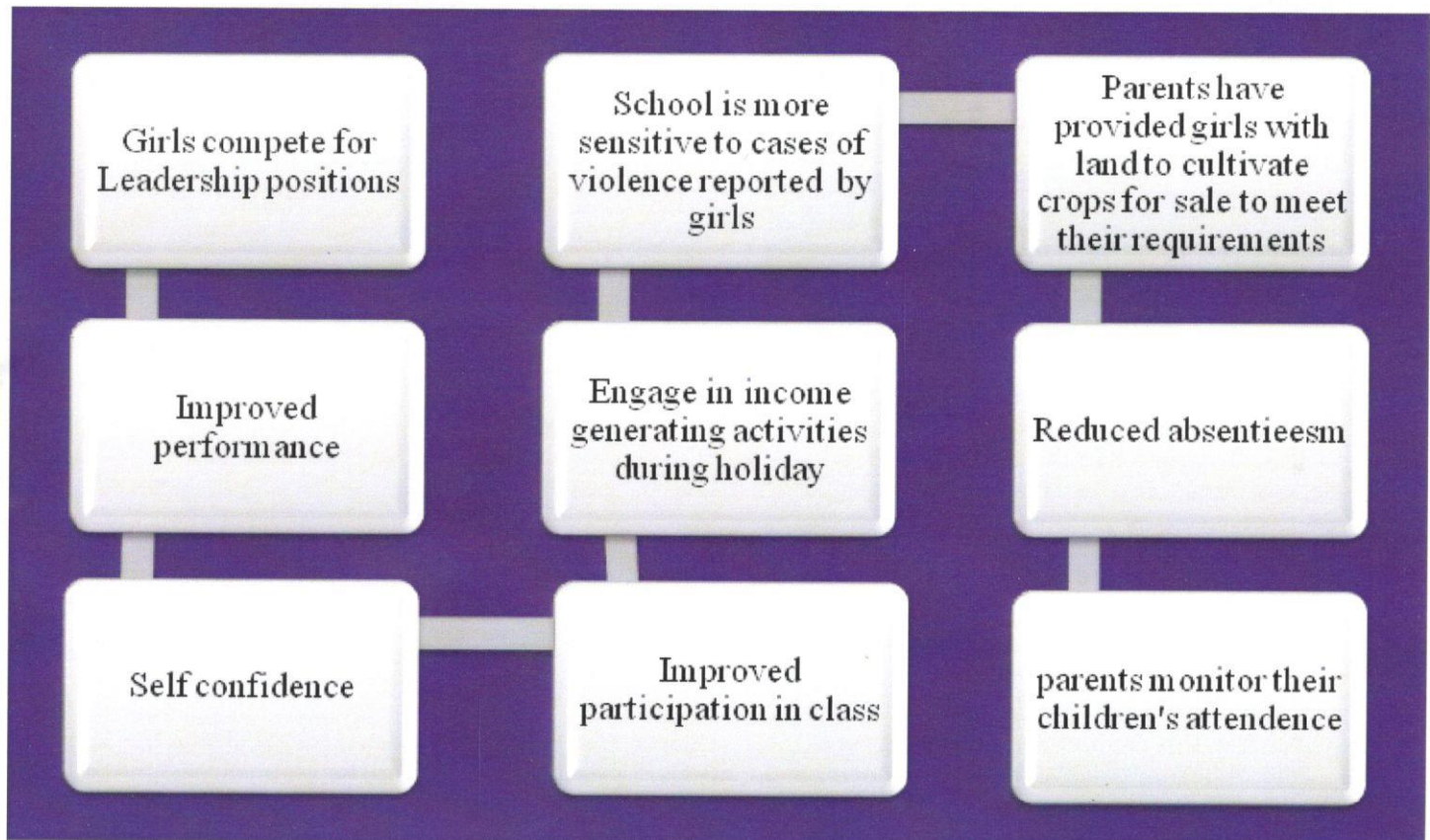
*MEMPROW staff verifying that youth took to agriculture as a result of community dialogues on economic empowerment and youth livelihood*



### 3. MEMPROW's Special partnerships

#### 1) Successful completion of "Securing girls' livelihoods, challenging Patriarchy"

MEMPROW with support from Medica Mondiale conducted a project titled "Securing girls' livelihoods, challenging Patriarchy". The objective of the project was to equip girls with social survival skills including entrepreneurial skills to enable them start income generating activities as a group of MEMPROW Girls in Italia primary school and Erussi secondary school in Nebbi district. As a result, a goat rearing club venture was launched and seedling for maize and beans were planted. This project was initiated as a sustainable rolling fund to contribute to the girls' retention in school. Captured in the table below are the changes that resulted from the project





**ii) My Right, My Future! Empowering girls and Communities to end Child Marriage and early pregnancies in Uganda.**



Supported by Terres de Homes, MEMPROW made in roads to empowering child mothers in Packwach and Katakwi district. The objective of the project was to empower girls and communities to end child Marriage and early pregnancies in Nebbi and Katakwi district. Two Entrepreneurship trainings were conducted for 197 child mothers from both districts.

As a result of these trainings eight village groups were formed in Nebbi and five in Katwaki as savings and development groups for the trainees. Further to this we created awareness on the existing laws and policies that promote and protect the rights of children especially girls. We created awareness on the linkage between sexual and reproductive health and rights to the high teenage pregnancy rate and dropout rate among girls in the two districts.

**iii) Personal and organisational empowerment**



The AJWS supports MEMPROW to equip young women with feminist leadership skills. These trainings expose participants to, and gain insight on how a functional organisation operates by participating in a two weeks internship programme at the MEMPROW Office. As a result the participants developed their personal, feminist and organisational skills.

**iv) Youth led activism against child trafficking**

With funding from United Methodist Women brighter future for children and youth we implemented a project entitled Youth-Led Activism against Child Trafficking. The project created awareness on the nature and magnitude as well as negative impacts of child trafficking. A team of 20 girls in and out of university became activists with adequate information on child trafficking as a result of this partnership.

**Feedback from our Mentees:**

MEMPROW mentors girls and young women to become self-reliant, and marketable when they finally join the working field. During the mentoring they are trained and given skills that enable them to become leaders and influencers in their communities as highlighted under the different programmes.

As a result of multiple participation in MEMPROW programmes, the girls become confident and visionary and exercise their agency in the different fields of their lives. Some of such transformation is captured in these testimonials.





*Joining MEMPROW has brought a lot of impact in my life as an Individual. Attending MEMPROW dialogues on entrepreneurship empowered me economically, I am now able to support young girls in school by providing books and soon with solar torches. From the inter-generational dialogues, I was able to acquire Networking skills. I also learned about my rights as a woman and how to stand up and defend them. I have learned about my reproductive health as a woman. I have a right to safe motherhood, family planning and how to prevent reproductive diseases. One of the things that I also attribute to MEMPROW is my ability to appreciate the rights of sexual minorities. Margaret*

From MEMPROW I learned the difference between being an ordinary and an extra ordinary teacher. I became a teacher with insight into the lives of the people with whom I have been entrusted with by parents.

As a MEMPROW teacher I have the privilege of doing my personal research on the life of the students I handle; and that has made life for me as a teacher different. I ask questions where I wasn't asking, I don't assume situations on behalf of my students. This has improved the relationship between me and my students which is a big asset a teacher can have. Before joining MEMPROW, I hurt so many people mostly ladies without taking a look back. I have become conscious of myself and I evaluate every situation the way it comes. I urge every teacher to ask questions about the life of their students. At school teachers assume the role of parents.

#### **MEMPROW Secretariat**

MEMPROW maintains a lean team that ensures that programme activities are carried out efficiently and timely in order to achieve set objectives.



Hello I am Oketh wengu Wilfred a teacher at Angal Secondary school and one of the champions for MEMPROW in my community.



MEMPROW staff

1. Dr Hilda M Tadia
2. Ms Immaculate Mukasa
3. Mr Frederick Kigozi
4. Mr Edwin Muramuzi
5. Ms Lillian Nalwoga
6. Ms Sarah Nakame
7. Ms Doris Nalwanga
8. Ms Doreen Kyasiimire
9. Ms Hazra Okem
10. Mr Micheal Opoka
11. Ms Nelly Katho
12. Mr Richard Tati

Executive Director  
 Director of Programmes  
 Finance and Administration  
 Project Manager  
 Programme Manager  
 Programme Manager  
 Programme Officer  
 Programme Officer  
 Programme Officer  
 In charge of Transport  
 Office Assistant  
 In charge of Security





# Financial Report



## JASPER-SEMU & ASSOCIATES

CERTIFIED PUBLIC ACCOUNTANTS  
(7th Floor, Conrad Plaza Plot 22, Entebbe RD)

*Mentoring and Empowerment  
Programme for Young Women  
Financial Statements  
for the year ended December 31, 2016*

P.O. Box 8294 Tel: 256-414-231577/250177/256-31-2262632 Fax: 256-414-251069, Email: jasper@infocom.co.ug KAMPALA, UGANDA

### 6.0 INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MEMPROW

We have audited the financial statements of MEMPROW, which comprise; the statement of financial position, the fund accountability Statement, statement of cashflows for the year ended December 31, 2016 and the summary of significant accounting policies and other explanatory notes for the year then ended.

#### Director's responsibility for the financial statements

The Directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and the requirements of Uganda Companies Act. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstance.

#### Auditor's responsibility for the financial statements

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the entity's internal control. An audit includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

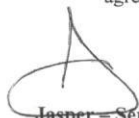
In our opinion, the Financial Statements set out on pages 9 to 22, present fairly in all material respects the financial position of MEMPROW as at December 31, 2016 and of its financial performance for the year then ended and in all material respects complies with the IFRS and Companies Act 2012



**Report on other legal requirements as required by the Companies Act 2012**

We report to you, based on our audit, that:

- i. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
- ii. In our opinion, proper books of account have been kept by the Company as far as appears from our examination of those books; and
- iii. The Company's Financial Statements (the fund accountability statement) are in agreement with the books of account.

 **Jasper Semu & Associates**

**Jasper - Semu & Associates**  
Certified Public Accountants  
P.O. Box 8294  
Kampala.

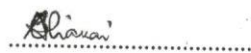
Date 24/02/2017

**7.0 STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2016**

		2016	2015
	Notes	Ushs	Ushs
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Property and Equipment	11.1	40,820,845	48,564,500
<b>Current Assets</b>			
Receivables and prepayments	11.2	8,856,029	15,643,619
Investments	11.3	130,000,000	120,000,000
Cash and bank balances	11.4	357,476,115	266,511,610
		<b>496,332,144</b>	<b>402,155,229</b>
<b>Total assets</b>		<b>537,152,989</b>	<b>450,719,729</b>
<b>RESERVES AND LIABILITIES</b>			
<b>Reserves</b>			
Capital reserves	11.5	40,820,845	48,564,500
General reserve	11.6	153,996,871	134,573,623
		<b>194,817,716</b>	<b>183,138,123</b>
<b>Current Liabilities</b>			
Funds received in advance	11.7	321,041,707	253,218,288
Creditors and accruals	11.8	21,293,566	14,363,318
		<b>342,335,273</b>	<b>267,581,606</b>
<b>Total Reserves and Liabilities</b>		<b>537,152,989</b>	<b>450,719,729</b>

These Financial Statements were approved by the Board of Directors on .....2017 and were signed on its behalf by:

  
Director

  
Director



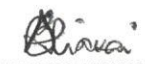
*Mentoring and Empowerment  
Programme for Young Women  
Financial Statements  
for the year ended December 31, 2016*

**8.0 FUNDS ACCOUNTABILITY STATEMENT FOR THE YEAR ENDED DECEMBER 31, 2016**

	Notes	2016	2015
		Ushs	Ushs
<b>Income</b>			
Balance b/f	11.7	253,218,288	
Grants	11.9	1,070,467,494	1,048,000,250
Donations	11.10	253,435,647	221,086,750
Other income	11.11	32,124,223	96,124,909
		<b>1,609,245,652</b>	<b>1,365,211,909</b>
<b>Expenditure</b>			
AJWS Expenses	11.12	96,800,000	
Comic Relief expenses	11.13	786,021,975	
IDF Expenses	11.14	145,644,688	
Medica Mondiole Expenses	11.15	40,876,604	
TdH Expenses	11.16	225,390,915	
United Methodist Women - Expenses	11.17	19,800,000	
Other Donor - Expenses	11.18	252,636,150	
<b>Total Expenditure</b>		<b>1,567,170,332</b>	<b>1,335,937,613</b>
<b>Fund balance for the year</b>		<b>42,075,320</b>	<b>29,274,296</b>

These Financial Statements were approved by the Board of Directors on.....2017 and signed on its behalf by:

  
.....  
Director

  
.....  
Director



*Mentoring and Empowerment  
Programme for Young Women  
Financial Statements  
for the year ended December 31, 2016*

## 9.0 STATEMENT OF CASHFLOWS FOR THE YEAR ENDED DECEMBER 31, 2016

	2016	2015
	Ushs	Ushs
<b>Cash Flows from operating Activities</b>		
Surplus/ (Deficit) for the year	42,075,320	29,274,296
Adjustments for: Capital expenditure	15,797,000	20,783,601
Adjustment for: Prior year adjustment	(22,652,072)	0
<b>Cash Flow before Working Capital Changes</b>	<b>35,220,248</b>	<b>50,057,897</b>
Decrease/ (Increase) in debtors and prepayments	6,787,590	7,407,326
Increase/(Decrease) in current liabilities	6,930,248	721,161
Increase/(Decrease) in Grants received in Advance	67,823,418.8	0
<b>Net Cash Flows from Operating Activities</b>	<b>116,761,505</b>	<b>58,186,384</b>
<b>Cash flow from Investing Activities</b>		
Property and equipment adjustment	0	69,334
Purchase of fixed assets	(15,797,000)	21,991,000
Increase in fixed deposits	(10,000,000)	15,000,000
<b>Net Cash used in Investing Activities</b>	<b>(25,797,000)</b>	<b>37,060,334</b>
<b>Cash flow from Financing Activities</b>		
Net(Decrease)/ Increase in Cash and Cash Equivalents	<b>90,964,505</b>	<b>9,890,417</b>
Cash and Cash Equivalents at 1 January	266,511,610	256,621,193
<b>Cash and Cash Equivalents at 31 December</b>	<b>357,476,115</b>	<b>266,511,610</b>





#### **Our partners**

Comic Relief  
The American Jewish World Service  
Independent Development Fund  
Medica Mondiale  
United Methodist Women

#### **Individual donors**

Jo Morris  
Dr. Hilda Tadria  
Jim & Mary Warwick  
Dr. Frank Tugwel  
PDG Elise Cadigan  
USA for Africa

#### **Contact us**

P. O. Box:11192, Kampala

**Email:** [memprow@memprow.org](mailto:memprow@memprow.org) / [htadria@yahoo.co.uk](mailto:htadria@yahoo.co.uk)

**Website:** [memprow.org](http://memprow.org)

**Telephone:** +256 756 781916/ +256-414466511