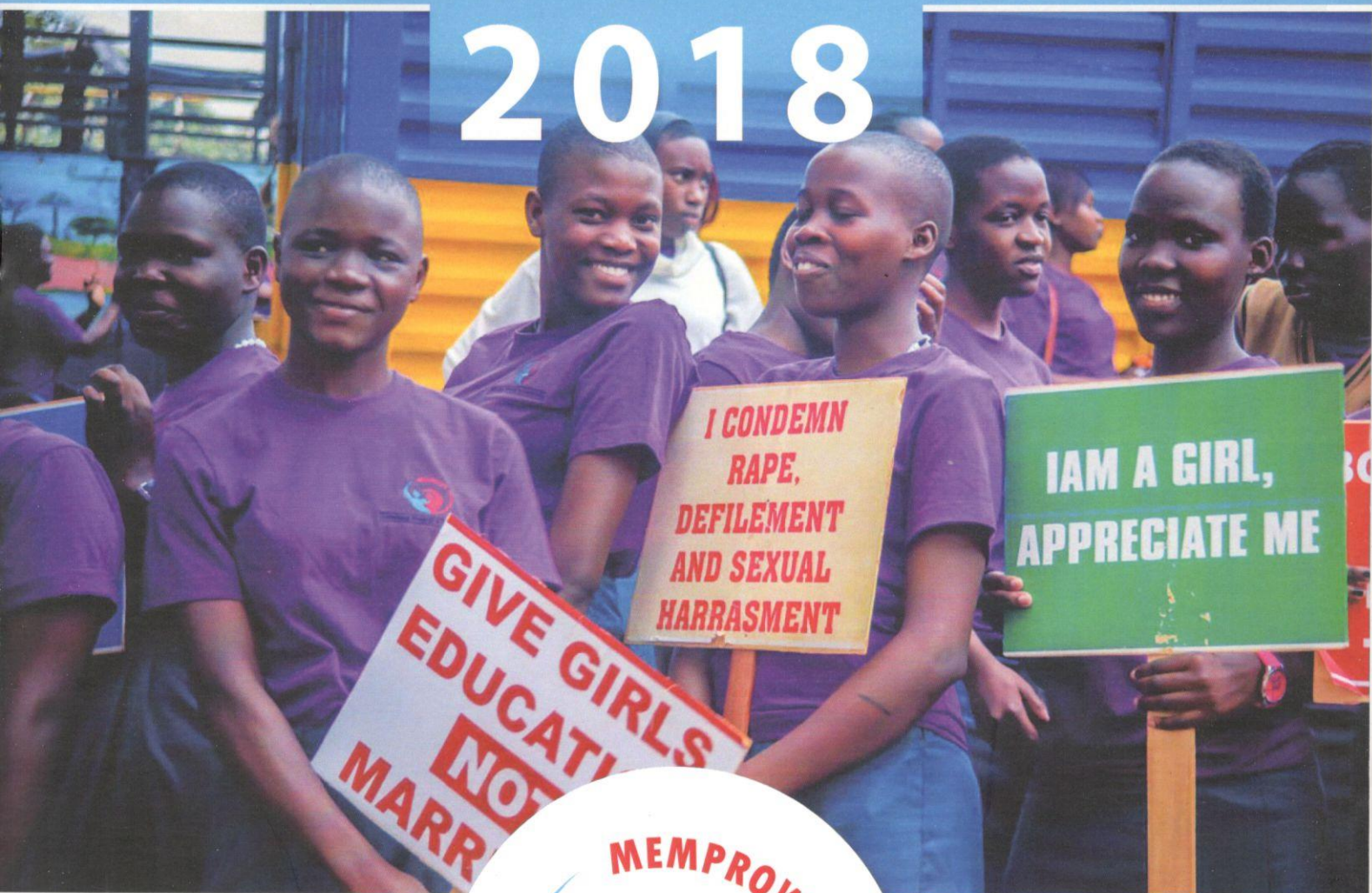



ANNUAL REPORT 2018



Mentoring and Empowerment Programme for Young Women

Sustaining **Women's** leadership



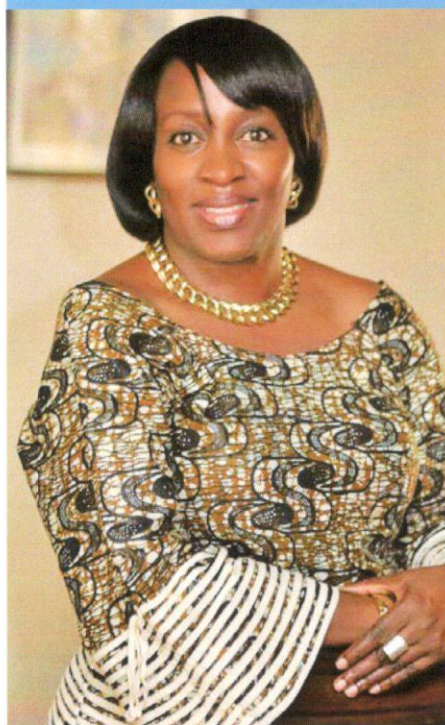


The 2018 report features MEMPROW's contribution and approach to keeping girls in school, through enhancing their participation in leadership, excellence in academics, her contribution to reducing violence against girls and women in communities and reducing teenage pregnancy in Nebii and Packwah

CONTENTS

1.	Foreword by the Board Chair	4
2.	Executive Director's message	5
3.	What is MEMPROW?	6
4.	Highlights of MEMPROW 2018	7
5.	Programme Implementation 2018	8
6.	Feedback from MEMPROW Trainee	16
7.	Financial Report	18

1. Foreword by the Board Chair



Join me in congratulating the management and staff at MEMPROW on yet another year of excellence. 2018 will go down in MEMPROW's history as the year during which the organization realized many achievements and also celebrated a major milestone - 10 years of existence!

Transforming patriarchal mindsets is a long and arduous undertaking, but to which MEMPROW is committed. Because of the deeply embedded social norms and societal resistance, change is slow and those mobilizing for change

have to continuously endure cynicism and backlash. This is the slippery path that the team at MEMPROW has walked over the last ten years, sometimes falling a few steps back, but resolute in their pursuit of the higher goal. Ten years later, we are beginning to see the fruits of that resolve. Some of the 'gatekeepers' of patriarchy are slowly becoming allies and working to dismantle archaic traditions that promote violence against women and girls in the communities where MEMPROW works. We are beginning to see more MEMPROW girls take charge through leadership positions in partner secondary schools. We are beginning to see more young women daring to dare and speaking to power on issues of sexual violence in tertiary institutions. Our MEMPROW girls have embraced and are continuously working towards economic independence. These and other incremental changes are lending credence to MEMPROW's methodology and attracting more allies and partners for the organization.

However it is important to give credit where it is due. And so in a special way, I would like to commend the Founder and current Executive Director of MEMPROW – Dr. Hilda Tadria for her tenacity, visionary and exemplary leadership over the last 10 years. Dr Tadria has played an instrumental role in building a strong organization with a feminist soul and culture. And as she prepares to step down from this position, I am convinced that the foundation that she has helped establish is enduring.

But as they say – “behind every successful woman is a tribe of other women (and men) who have her back.” And so, I would like to express my gratitude to the staff, resource persons, MEMPROW girls, donors, partners and board members (past and present) for your collective efforts in MEMPROW's success. I would also like to pay special tribute to a dear member of our Board – Stella Mukasa who departed from us in September 2018. Stella was a gem who will forever be missed by MEMPROW, the Women's Movement in Africa and all of us - her sisters. MEMPROW successes notwithstanding, we must always remember that famous quote from Charles Darwin: *“It is not the strongest of the species that survives, nor the most intelligent. It is the one that is most adaptable to change.”* The operating environment in the next 10 years is likely to be different and perhaps even more challenging than what we have experienced before. To survive, we too must adjust and adapt. I therefore challenge the staff, partners and board to embrace innovation and welcome new approaches to achieving our organizational mission and vision.

2. Executive Director's message



Remembering Stella Nansinkombi Mukasa Makubuya:
Board Member 2017-2018 4th from the left

cheerleader, Stella Nansinkombi Mukasa. Ms Mukasa joined our Board in 2017, bringing a breath of fresh air and passion. It is indeed difficult to put words on Stella's commitment to building the movement and MEMPROW. In the early days of MEMPROW, Stella was one of the feminists who turned up at MEMPROW inter-generational dialogues just so she could have a moment with the young women we were mentoring. When she returned to Uganda, I quickly grabbed her to be a member of the MEMPROW Board, she had no hesitation in accepting; even with the new challenges of setting up a Regional Office, and such was her passion about MEMPROW.

In December, 2017 she made time to step out of a wedding where she was a Key Guest and she with Anne Nkutu, our Board Chair, sat with us and our stakeholders during the Annual performance review as if she had no other business to attend to. She mentioned, as she was leaving, that she was going for a brief visit to the USA and would be back for the next Board meeting in April. That December celebration meeting was her last engagement with MEMPROW. A lot has been said about Stella. I am proud to say that on the day I received my medal as a national recognition of my work in mentoring girls as well as young women and fighting for girls and women's rights as a feminist; Nansinkombi (as she liked to be called) received hers posthumously. What we know at MEMPROW is that Stella will rest in peace because she has gone without debt to the world.

The 10 year celebrations lasted a week of self-evaluation. We were joined by our sister chapters from Botswana, Zambia and Zimbabwe. Our partners from different parts of the world participated in the celebrations, some in person and others with financial support. We all agreed we had something to celebrate; mentoring girls for leadership, many of whom have now joined the workforce; transforming negative cultural mindsets among community members we work with which was affirmed by our key guest, His Majesty Ubimu Philip Olarker Rauni III of Ker Alur. In his speech, he noted the contributions of MEMPROW in training chiefs in the Kingdom to advocate for girls and women's rights and pledged to be the major champion for this agenda.

As we close the year I want to proudly share the news that 20018 also marked the peak of the transitional planning process that focused on mentoring the MEMPROW team on how to manage transition as the Founder Executive Director steps down after leading MEMPROW 10 years. This is a

2018 stands out as a year of contradictions for MEMPROW. It started as a celebration year of our 10 years of existence, and ended in mourning when we lost our Board member Board member and long term

decision that has been taken together as the MEMPROW Team and Board. The champion of the change is the Executive Director who strongly believes in that old adage that 'there is no success without succession'. Having established the organization and led it for 11 years now, it is time to move.

As a result, for the last three years, supported by a capacity building and governance grant from AWDF and change management training by Medica Mondiale, MEMPROW invested in a process for effective change management; to move from a Founder

led organization to a new leadership. At MEMPROW, we have been conscious of the fact that transition from a Founder Executive Director comes with mindset challenges on all sides, including fears of failure. We have therefore approached the process of Transition management as a people as well as structure change process. The change is about what employees experience personally within themselves. We invested in continuous mentoring for change management with regular monitoring of staff and evaluations of the shift in acceptance. Therefore, the mentoring and training that were undertaken was concerned with helping employees 'let go of how things used to be and adapt to the way things are going to be'. Both the staff and Founder ED have gone through training which has seen them make significant shifts in the mind set, and we are all moving from the unfreeze stage. We are now working through to the refreeze stage when change will be institutionalised. We know it can be done, we know it is the right thing to do; we believe that there is no success without succession. MEMPROW Board, as well as all staff are committed to this change, therefore we know it will happen.

The MEMPROW stakeholders, from schools to communities to cultural leaders and child mothers; we believe that without relevance to you, there can be no MEMPROW.

MEMPROW's journey is supported by amazing partners who believe in the vision we have, of "A transformed, violence free society where young women and girls can claim their rights And achieve their aspirations." We thank you and hope you will continue journeying with us as we enter into the next phase of change and institutionalising succession.

Dr. Hilda M. Tadria

Co-founder and Current Executive Director, MEMPROW





3. What is MEMPROW?

Who We Are

Mentoring and Empowerment Program for Young-Women (MEMPROW) was established in January 2008 in Uganda and its feminist agenda is to shift negative patriarchal mindsets, empower and give young women's voice and agency to challenge and transform patriarchy as the structural cause for violence, exclusion and discrimination against women. MEMPROW's approach empowers girls and young women to recognize their potential, self-worth, social capital and build the agency and life skills to challenge all forms of abuse. It provides the space for young women to build capacity and engage more actively in leadership transformation, social justice, gender equality, women's worth and rights through workshops, trainings and counseling sessions besides advocacy and research on the aforementioned subjects. MEMPROW believes that mentoring a generation of women who are informed, self-assured, independent and healthy is important in promoting change and transformation in the community-level.

Our Vision

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

Our Mission

To develop girls and young women's leadership capacities and self-reliance through training and intergenerational mentoring, feminist movement building, advocacy, networking, social analysis and research as well as peer learning with related institutions and local communities. MEMPROW's overall objective is to contribute to girls' and young women's rights as well as the promotion of their full participation in all sectors of development, especially in education and economy.

4. Highlights of MEMPROW 2018



a. Empowering girls and communities to end child marriage and teenage pregnancies

MEMPROW with support from Terre des Hommes is implementing a project titled 'My Right, My future: Empowering girls and communities to end child marriage and teenage pregnancies' in Pakwach and Panyango Sub Counties of Pakwach District. This project feeds into MEMPROW's objectives of; a) strengthening girls and young women's agency, voice and participation, and b) eliminating gender stereotypes, violence and stigma. In 2018, we conducted a Social survival, gender and entrepreneurship awareness training for 98 child mothers. The trainees formed 12 groups which were supported with seed capital to invest in enterprises of their choice. Achievements under this project were: 1) since the training, 80 out of 98 child mothers got engaged in some kind of business enterprise at a personal level. 2) Both parents and mentors testified that there is total improvement in hygiene, general health 3) Two girls opted to go back to school (formal education), whereas four more are waiting for next year. 4) Three girls have enrolled for tailoring and about 45% of the trained child mothers would like to enroll for vocational training next year

The year 2018 marked MEMPROW's 10 YEARS of work in keeping girls in school, fighting violence against women and girls in communities and changing patriarchal mindsets in cultural and local leadership institutions. These achievements were made possible through MEMPROW'S flagship programmes which are; social survival skills training in school, 2) sexual and reproductive health and rights for university young women, 3) Inter generational mentoring and gender dialogues for communities in Nebbi, Zombo, Pakwach and Kampala.



120 Girls reached through the social survival skills Programme in schools

147 young women trained in sexual reproductive health and rights in 3 universities

326 Male and female champions committed to keeping girls in schools and preventing violence in Nebbi, Zombo and Pacwkach

80 teachers trained on gender to promote violence free learning environments from 23 schools in Nebbi

20 duty bearers (police men and women, health workers, district local council leaders) trained in identifying, reporting and handling referral of violence cases

123 Child mothers in Nebbi and Packwach supported with startup capital to start income generating activities that will support them to go back to school.

5. Programme Implementation 2018

MEMPROW's work contributes to three objectives. This report highlights what was done under those objectives.

Objective 1: Strengthening girls and young women's agency, voice and participation

a. Social Survival Skills' Training:



Participants of the social survival skills training

The social survival skills' training contributed to building girls' voice and agency. The trainings strengthened girls' capacities to speak out collectively in school and for peer mentorship. In 2018, we trained 120 girls from 3 schools: Luzira Secondary, Paidha Seed Secondary and Oturgang Girls' Primary School. We are proud of the work with the girls and the schools because they espouse MEMPROW's vision of a transformed, violence-free society where young women and girls can claim their rights and achieve their aspirations. Luzira Secondary School had the biggest number of mentees resulting from peer to peer mentoring. Pupils of Oturgang Girls' Primary School and Paidha Secondary School have contributed to a general improved self-esteem of girls in the two schools. When we interviewed some of the mentees, we found that they were equally confident as our direct trainees. As Belinda shares: "I am Kacwinyrwoth Belinda. I am a friend to one of the girls who attended your training. She taught me many things like how to know, control and present myself. Now I see changes in my life like speaking with confidence and I promise to maintain this spirit by advising fellow girls to join the MEMPROW clubs."

b. Sexual Reproductive Health and Rights (SRHR) Programme for University Students



Through this programme, MEMPROW advocated for young women's increased access and utilization of SRHR information and services. In 2018 we conducted three SRHR trainings at; Kampala International, Makerere and Kyambogo Universities for 147 students. These trainings were aimed at equipping the young women with information and skills to manage their decisions and actions in regards to SRHR behavior, an objective that was clearly achieved.

c. Personal and Organizational Management Training



This five-days' personal and organizational management is carried out for young women who are new in the world of work. The training sessions included: personal empowerment, human and labor rights, social etiquette, employability skills, personal growth and leadership as well as patriarchy and sexuality. Participants reported improved self-awareness and heightened critical thinking and knowledge.

d. Counselling

At MEMPROW, we acknowledge the need to hold some ones hand as they maneuver difficult situations. MEMPROW's counselling psychologist is open for consultations for all our trainees from schools and universities and walk in clients. In 2018 the counsellor carried out group counselling in three schools in Nebbi and two schools in Zombo districts. The issues tackled included sexual relationships and the manifestations of sexual abuse, peer pressure, academic performance, hygiene, effective decision making, among others.

e. Social survival skills training for child mothers

A total of 99 child mothers were trained in Social Survival Skills and Entrepreneurship. These formed 12 groups which were given seed capital. They were also encouraged to save and use resources for individual business enterprises. This has resulted into economic empowerment and improved self-worth among child mothers. As a follow up to this training MEMPROW further conducted Joint Family Training families in understanding child mothers' needs, ensuring that the family stops stigmatizing them. A total of 50 parents were trained.

f. Psychosocial Support Meetings

The community members of Panyango and Pakwach sub-counties identified 50 individuals who were committed to offer psychosocial support to child mothers in these sub counties. A total of 12 psychosocial support meetings were held to ensure emotional well-being of child mothers under this project. Child mothers freely express their physical and emotional challenges to this team and many of them have been resolved.

Objective 2: Eliminating gender stereotypes, violence and stigma

a. Teachers' Gender Awareness Training

This five day's training for 80 teachers raised awareness on the need to proactively adopt child friendly and non violent methods of teaching students. Whilst corporal punishments were abolished in schools by the Ministry of Education and Sports, teachers in the West Nile region still heavily rely on beating, abusing and punishing students in a way that keep them out of school. This inturn affects girls and learners' attitude to schooling and negatively affects their performance. Based on previous experiences, one of the measures we took to amend this practice was to introduce counselling and guidance sessions in our gender awareness training for teachers. This opened teachers' minds to diverse ways of disciplining and managing large numbers of students, as this is their common excuse for abusive punishments. As teachers's testimonies demonstrate: "This training has opened my mind to the different ways of administering discipline in students." - Ovethwengu Dickson. "I have learnt that beating is not a solution to problems." - *Otiba David*.

b. Intergenerational Mentoring and Gender Dialogues in Universities & Communities



MEMPROW's intergenerational dialogues for university communities were carried out in: Makerere, Kyambogo and Kampala International University. Students requested for session topics to be carried out on intimate partner violence, health living, enterprise development and violence against girls. All dialogues were highly participated by students with each dialogue attracting a minimum of 100 students.

Community dialogues on the other hand were carried out in Packwach, Zombo and Nebbi districts. These focused on strengthening community's response, policing and demanding for accountability from duty bearers on

issues of violence against women and girls. Through these dialogues, community members shared their experiences and asked duty bearers to renew their duty of protecting women and girls from violence. One female participant shared the following experience: "My Name is Hellen, my husband cut off my arm one day when I was talking to somebody on my phone. He did this because he was jealous and thought I was talking to another man. So, he came with a panga and cut off my hand. He was sentenced to 11 years of imprisonment but now I am worried of what he might do to me after his term expires. So, I am requesting the police to help me and my children. The other outcome from this activity was that the Chairman LCV of Packwach District Mr Omito Robert Steen integrated this community engagement approach in the district outreach communities. He invited MEMPROW to facilitate and lead dialogues on similar issues they are tackling with as a district.. We engaged 400 people in those dialogues.



c. Training of Police, Health Workers and duty bearers



In Nebbi and Pakwach training was carried out for different groups of duty bearers. Emphasis was placed on different issues including child rights, gender and human rights, effective reporting and tracking and referral of cases of violence against children, girls and women. A total of 30 police and sub-county court members, and a total of 75 health workers (including Village Health Teams) were trained. As a result, the police have responded to more cases of child abuse and police stations in both sub-counties have conducted outreach activities to engage communities in ways to minimize child marriages and teenage pregnancies. The Health Centers have allocated time and space for youth-friendly services and have incorporated messages on dangers of teenage pregnancy and child marriage in their outreach activities

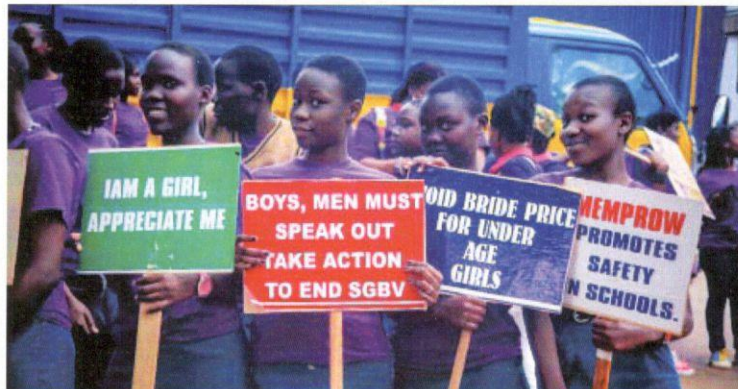
Objective 3: Building a feminist movement of young women

a. Uganda MEMPROW Girls' Network

The activities conducted in 2018 for this Programme included: a sports gala, charity visits, an advocacy walk and the end of year impact assessment dialogue. 250 MEMPROW girls and boys participated in the advocacy walk which drew the attention of the community to the many ways GBV affects lives of all people and the society. The sports gala created awareness on the importance of inclusion of girls in co-curricular activities. This is a fresh advocacy campaign that MEMPROW adopted in order to contribute to improving girls' confidence to engage in sports. 60 members of the MEMPROW Girls' Network and MEMPROW 'Staff visited two homes for street children and sex workers, namely UYDEL and MLISADA.

Various items that included scholastic materials, toiletries, and consumables were donated, most of which, collected by the MEMPROW Girls. MEMPROW Girls always look forward to this activity as it is one way they practice one on one peer mentorship.

b. Feminist Conversations.

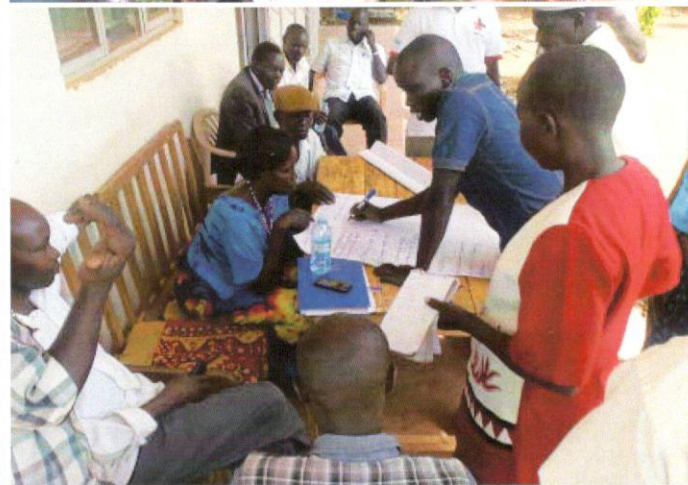


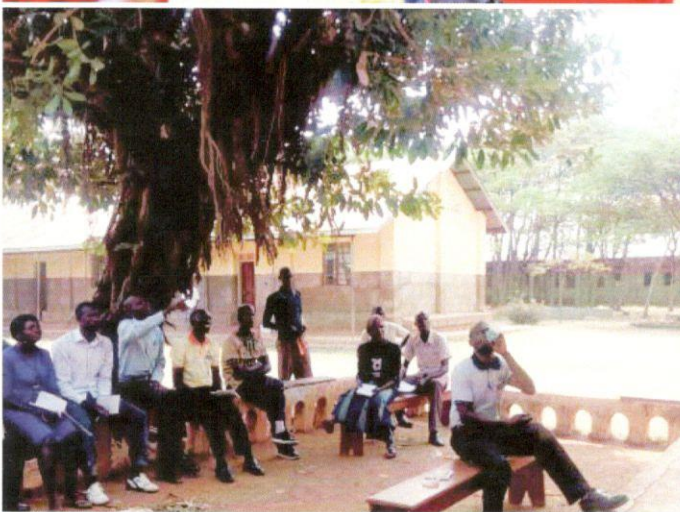
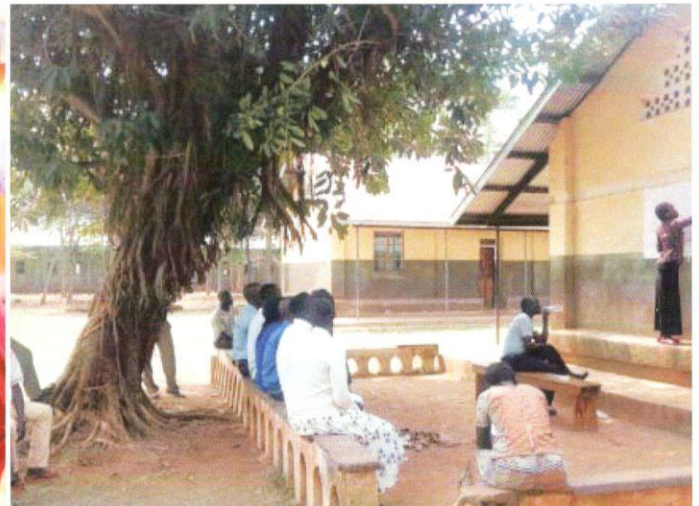
MEMPROW's feminist conversations were set up as a space where feminists of all backgrounds, age and class can sit in one space to achieve different results. 1) To foster a learning environment where we can all learn from each other; the young learning from the feminists that have walked longer journeys, 2) paving way for discussions on working with the diversities and differences towards building a stronger women's movement. 3) Building younger feminist theoretical knowledge.

c. Community dialogues on children rights

Four community dialogues were held with a total of 400 community members in Panyango and Pakwach Sub counties to ensure that children's rights are protected and promoted, and that cases of child abuse are effectively responded to.

MEMPROW Work in Pictures





MEMPROW's Special Partnerships, Projects & Activities

1. Center for Domestic Violence Prevention

i. Public Awareness Events

MEMPROW in partnership with CEDOVIP conducted a Public Awareness event at Angal Community in Nebbi district in August 2018. The Public Awareness event attracted 92 participants (62 women and 30 men) from the 5 neighboring villages. We conducted a community dialogue at Ocheo Palace in Nebbi district in June 2018. The dialogue attracted 106 participants (64 women and 42 men) from the neighboring villages. The objective of this dialogue was to create awareness on VAWG that is rampant in this area which has retarded development, agricultural production, led to school dropout of children etc.

ii. Collaboration meetings in Nebbi Sub county

MEMPROW conducted a collaboration meeting at Nebbi Business Community targeting 40 Health Workers, Police



and Opinion leaders including local council leaders and religious leaders. The training strengthened a partnership between the three categories of institutions with an aim of curbing down the Gender Based Violence (GBV) that happens in Nebbi district. While participants had been previously equipped with skills of ending GBV, the

collaboration meeting acted as a joint learning day for all stakeholders to share their milestones, challenges and develop a way forward.

iii. Training of the Referral Network

To support the West Nile region, specifically Nebbi district,



in preventing and improving access to GBV services, we conducted a training for duty bearers in August 2018. The training targeted 41 Police Officers, Health workers and Local leaders in Nebbi district. The objective of the training was to improve the capacity of duty bearers to provide better services for victims and survivors of VAWG. The training focused on understanding GBV, its causes, the forms, myths and realities, the life cycle of violence, the ecological model and the instruments and policies on GBV. In addition, the training focused on gender and patriarchy, Human Rights and lived realities of women, communication styles and benefits-based approach, due diligence, asset mapping and the 16 days of Gender Activism.

2. Forum for African Women Educationalists

Under this partnership we carried out workshops and dialogues that engaged youth in understanding the different instruments on Gender Based Violence and Economic Empowerment of Women and Girls. The goal of these were to enhance their capacity to advocate for the reduction or elimination of GBV and Economic Exclusion of women and girls within their respective vicinities. In addition, these engagements amplified youth voices in Uganda for CSO complementary reporting and to actively participate in national and sub-regional Policy dialogues.

3. Open Society Initiative for Eastern Africa



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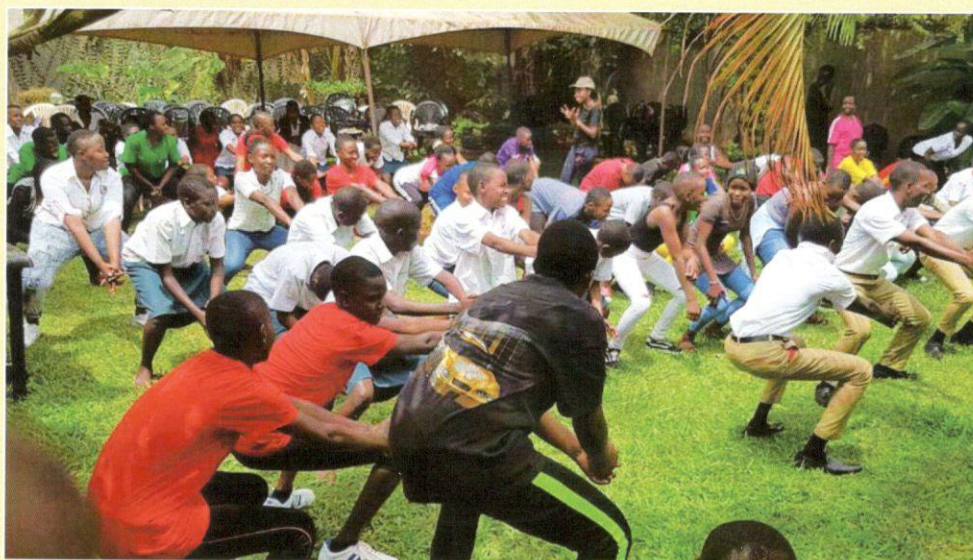
Family Planning Training: This partnership enabled us organise a session on family planning for 50 participants. This increased participants' knowledge on their sexual and reproductive health rights. The girls were able to learn how to deal with menstrual pain and understand their menstrual cycle. It also scaled up participants' family planning best practices on how and where to access family planning services so they can make informed decisions in the future.

ii) Wellness Session: A physical and emotional wellness session conducted for 75 girls built: This contributed to

enabling girls to pay more attention to their thoughts, feelings, and behaviors and know how to deal with them and (ii) reminded/ encouraged them to care for their bodies through physical activity, proper nutrition, and a strong mind.

iii) Peer Mentoring Session: This session was organised for fresh students in higher institutions of learning. MEMPROW staff and girls out of universities reached out to 150 participants in 3 universities: Kampala International University, Kyambogo University and Makerere University.

At end of the sessions girls were more confident and learned different ways to prioritise their university schedules.



MEMPROW's participation in regional and international workshops and spaces.

a. Wasichana Wa Afrika girls' summit

In 2018 we had an opportunity to participate in a Science, Technology Engineering and Mathematics symposium organised by Akili Dada in Kenya. The MEMPROW Counsellor Ms Lilian Nalwoga led a team of ten MEMPROW Girls doing sciences from Luzira Senior Secondary School, Makindye and Bishop Cypriano Kihangire to participate in that workshop. The girls were inspired by sharing of life journeys of women in science in Kenya who led the mentoring talks. The visits to the different science/ technology sites in Kenya contributed to encouraging and inspiring the girls to build on their aspirations into sciences and technology.

different approaches to tackling violence against women and girls. On their return, the young women are to build on and roll out their plans through different activities.



b. Young Women Pan African Movement building by the Masimanyane Women's support center in Eastern Cape South Africa

The Masimanyane Women's Support Center is coordinating a project with MEMPROW to prevent violence against women and girls. Through 2018 a cohort of 25 young women from South Africa, Mozambique, Ghana and Uganda were trained and equipped with knowledge and skill to form a solid Pan African movement of young women working to prevent violence. This was climaxed with a regional meeting in South Africa's Eastern Cape. Participants were taught on advocacy skills, making work plans and visited Masimanyane's work stations to experience first hand,



6. Feedback from MEMPROW Trainee

CASE STORY

Name : Grace Anirwoth

Age: 17 years Gender: Female

Date and place of birth: 08/09/2002 at Pacego Health Centre II

Where she lives: Paderu South, Pacego Parish, Panyango Subcounty, Pakwach District

Background information

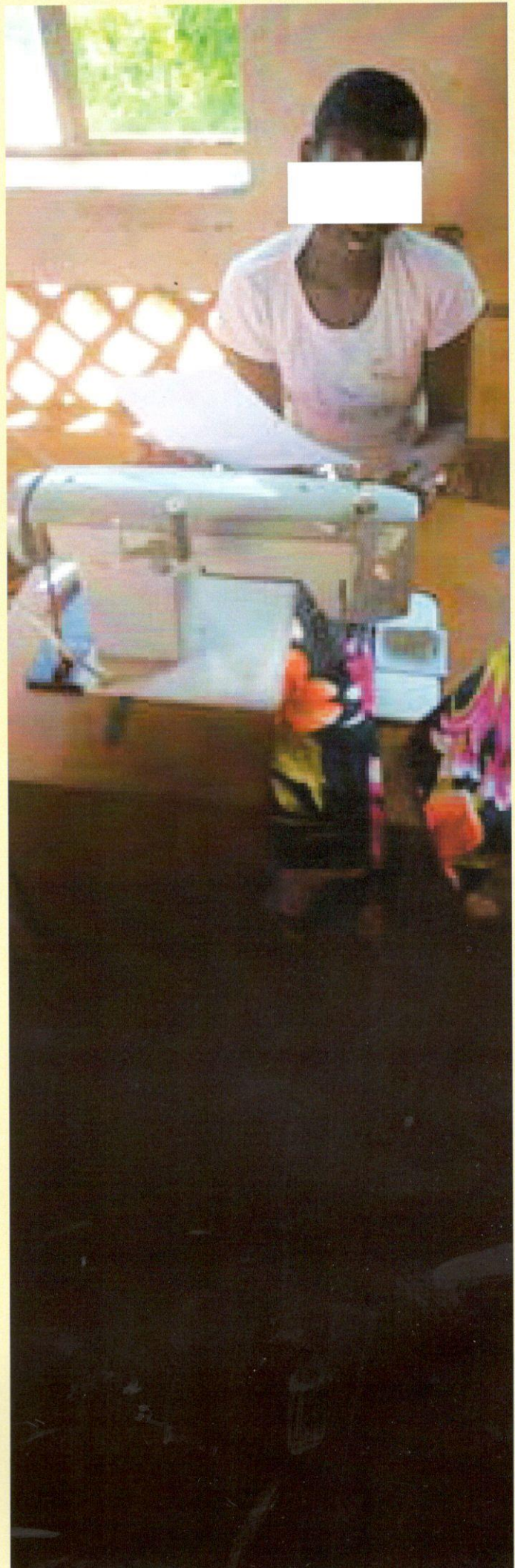
Grace Anirwoth (Anonymised name) is a 2nd born with siblings. She went to school until Primary Seven (P.7) when her mother fell ill and was taken back to her parents. Grace stayed with her father and step mother. She was able to do Primary Leaving Examination (PLE) at Kinju Primary School. However during vacation, they had misunderstandings her step mother and all the four children were chased away from home, to their helpless mother. Grace's PLE results were a 3rd grade (fair) but she wanted to join Secondary school. Her father told her that he could not afford her education as her mother's health condition worsened and needed more resources. Later, after many months without schooling, her father asked her to repeat P.7. "While repeating P.7, I got a boy who was in Secondary school and started having sexual relationship with him. I conceived and had to drop out of school. My father tried to arrest the boy but he left the village, and up to today I have not heard from him" she narrates.

Intervention

The Local Council Chairperson of our village informed me about the MEMPROW programme. I enrolled and attended the training in March at Panyango Sub county. This training enlightened me and since then I try as much as possible to seek opportunities for improving my life. During the first training, we received transport refund and at the end I had a total of Ug.Shs.50,000. I used part of this to start small businesses of selling local brew and pancakes. I also planted half an acre of cassava which is doing so well. In addition, we formed a child mothers' group where we save, and also have big gardens (funded by MEMPROW) from which we expect yield that will enhance our economic status.

Current situation:

Grace is able to meet her basic economic needs and that of her baby. She seizes opportunities. Currently she enrolled on a three months' non-formal government Tailoring Program at Pacer Poly Technique, a vocational school for vulnerable groups. "I am healthier, happier and I feel privileged. The only challenge at the tailoring school is that we are 50 students being trained with only two machines. Sometimes it breaks down and this slows our learning process as we have to learn and stitch with hand needles. However, I hope to benefit greatly from this programme".





MEMPROW Zimbabwe Testimonial

"My name is Evidence Chinengundu. I am 27 years old. I joined MEMPROW Zimbabwe club in 2017 when I was in Form 5 at Mucheke High school in Masvingo. MEMPROW opened my mind, it taught me so many things like entrepreneurship, self-defense skills and also taught me to have confidence and believe in myself. Before joining MEMPROW, I was looking down upon myself because I was an oldest person at school. This is because my mother was abandoned by my father when I was 7 years so, it was so difficult for my mother to raise school fees for me and my siblings. I dropped out of school when I was 13 years and looked for a job to support my mother.

MEMPROW changed my character. Before MEMPROW I was so rude and had no respect for my elders. It also taught me to show love to one another. We used to do charity activities where we do community services in Masvingo. After the training my life changed totally, I didn't know that I am the best netballer and also a best student at my school, now I'm able to stand for myself and play netball in some clubs in Masvingo because of MEMPROW which taught me to have confidence.

1 Evidence in class at Mucheke High and at the IWG conference in Botswana 2018

My success in my Advanced level studies is also because of MEMPROW. It built my self-esteem. When I joined MEMPROW I was looking down upon myself because my schoolmates were younger than me, so it was disturbing my ability to concentrate on my studies. Through mentorship I joined those young girls and I managed to study with them and achieved 14 points for my final exams.

Attending the International Working Group (IWG) Women in Sport conference in Botswana was a milestone for me. I was taught that sports are for all regardless of gender, age as well as race. It also taught me about gender equality that is women and men are supposed to have similar positions, to recruit, retrain and enhance woman in decision making, prevention of gender-based violence. The conference encouraged girls to participate in sports, now we have a netball club mixed with boys and girls where we play in social league in Masvingo. Now I am an entrepreneur, involved in retail and small-scale production of traditional sorghum drink. In the near future I hope to go to university to study Economics so that I become an economist or a revenue specialist."

7. 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, 2018*

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

6.0 INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MEMPROW

Opinion

We have audited the accompanying financial statements of MEMPROW (the company), set out on pages 16 to 31, which comprise the statement of financial position as at 31 December, 2018, the funds accountability statement, statements of and cash flows for the year then ended, and notes, including a summary of significant accounting policies. In our opinion the accompanying fund accountability statements give a true and fair view of the financial position of the company as at 31 December, 2018 and of its financial performance and cash flows for the year then ended in accordance with the Generally Accepted Accounting Principles (GAAP) and the requirements of the NGO Act, 2016.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Uganda, and we have fulfilled our ethical responsibilities in accordance with these requirements and the IESBA Code.

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

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the fund accountability statements of the current period. These matters are addressed in the context of our audit of the fund accountability statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. During the audit, we did not note key audit matters for disclosure.

Other information

The directors are responsible for the other information. Other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to communicate the matter to those charged with governance.

Directors' responsibility for the accountability statements

The directors are responsible for the preparation and fair presentation of the financial statements that give a true and fair view in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Ugandan Companies Act, 2012, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accountability statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the accountability statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other matters prescribed by the Ugandan Companies Act, 2012

We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit.

In our opinion, proper accounting records have been kept, so far as appears from our examination of those records, and the accountability statements, which are in agreement therewith, give the information required by the Ugandan Companies Act, in the manner required.

The engagement partner responsible for the audit resulting in this independent auditor's report was CPA John C. N. Kayondo (Practicing number and certificate number; P0015 and F099/19 respectively).


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

Date... 25/02/2019

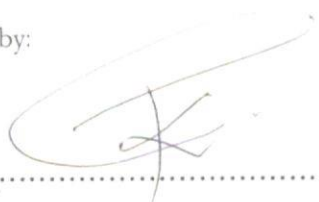
STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2018

Particulars		2018	2017
	Notes	Ushs	Ushs
Assets			
Non-Current Assets			
Property and Equipment	11.1	22,842,894	29,086,270
Current Assets			
Receivables and prepayments	11.2	18,819,147	53,818,005
Investments	11.3	100,000,000	144,500,000
Cash and bank balances	11.4	458,536,854	324,420,371
		577,356,001	522,738,376
Total assets		600,198,895	551,824,646
Reserves and liabilities			
Reserves			
Capital reserves	11.5	22,842,894	29,086,270
General reserve	11.6	160,482,275	182,826,711
		183,325,169	211,912,981
Current Liabilities			
Funds received in advance	11.7	389,327,041	307,644,663
Creditors and accruals	11.8	27,546,388	32,267,002
		416,873,429	339,911,665
Total Reserves and Liabilities		600,198,895	551,824,646

These funds accountability statements were approved by the Board of Directors

On 22nd February, 2019 and were signed on its behalf by:



.....
Director

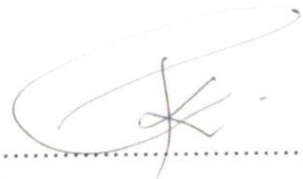

.....
Director

8.0 FUNDS ACCOUNTABILITY STATEMENT FOR THE YEAR ENDED
DECEMBER 31, 2018

Particulars	Notes	2018	2017
		Ushs	Ushs
Income			
Balance b/f	11.7	307,644,663	321,041,707
Grants	11.9	1,733,403,908	1,122,943,392
Donations	11.10	321,178,577	262,460,040
Other income	11.11	13,953,565	19,468,851
		2,376,180,713	1,725,913,990
Expenditure			
AJWS	11.12	170,932,846	120,080,575
Comic Relief	11.13	722,940,975	742,354,481
IDF Expenses		0	19,840,138
Medica Mondiale	11.14	30,624,650	34,370,500
tdh Expenses	11.18	276,605,991	18,562,428
United Methodist Women UMW		0	16,704,500
CEDOVIP	11.17	30,201,000	19,947,950
AWDF	11.19	21,943,600	39,177,590
NORAD Masamanyane	11.20	340,584,383	96,957,917
Other Donor – Expenses	11.16 a& b	373,033,377	309,787,765
OSIEA	11.21	25,050,750	0
FAWE	11.15	12,836,100	0
Total Expenditure		2,004,753,672	1,417,783,844
Surplus for the year		371,427,041	308,130,146
Less grants received in advance	11.7	(389,327,041)	(307,644,663)
Surplus/ (Deficit) to reserves		(17,900,000)	485,483

These Financial Statements were approved by the Board of Directors on 22nd February, 2019 and signed on its behalf by:


.....
Director


.....
Director



MEMPROW's dedicated staff ensure that programmes are implemented timely and efficiently within their timeline.

- | | |
|-------------------------|----------------------------|
| 1. Dr Hilda M Tadría | Executive Director |
| 2. Ms Immaculate Mukasa | Director of Programmes |
| 3. Mr Frederick Kigozi | Finance and Administration |
| 4. Mr. Edwin Muramuzi | Project Manager |
| 5. Ms Lillian Nalwoga | Programme Manager |
| 6. Ms Sarah Nakame | Programme Manager |
| 7. Ms Doris Nalwanga | Programme Officer |
| 8. Ms Doreen Kyasiimire | Programme Officer |
| 9. Ms Hazra Okem | Programme Officer |
| 10. Mr Micheal Opoka | In charge of Transport |
| 11. Ms Nelly Katho | Office Assistant |
| 12. Mr Richard Tati | In charge of Security |

Upcountry Staff

13. Stella Oyungroth
14. Patience kwiocwiny



Our partners

Comic Relief
The American Jewish World Service
Medica Mondiale
United Methodist Women
USA for Africa
Open Society Initiative for Eastern Africa
Masimanane Women's Support Centre

Individual donors
Jo Morris
May Barigye
Dr. Hilda Tadria

Contact us

P. O. Box: 11192, Kampala
Email: memprow@memprow.org / htadria@yahoo.co.uk
Website: memprow.org
Telephone: +256 756 781916/ +256-414466511