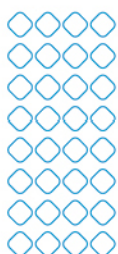




MENTORING AND EMPOWERMENT
Programme for Young Women

Sustaining Women's leadership



2021

**ANNUAL
REPORT**

2021 ANNUAL REPORT



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BOARD CHAIR'S MESSAGE

“We have learned so much and I believe we have emerged stronger - and with an increased ability to pursue ‘out of the box’ solutions.”



Ms. Anne Nkutu

The COVID-19 pandemic was unprecedented and an existential crisis that none of us could have anticipated. The devastating impact to the world economy and the loss of an estimated 3.3 million people across the world will forever remain etched in our minds. And whereas we have all suffered in one form or the other, our hearts and prayers go out to all our friends and partners who have endured illness, bereavement and untold grief over the last two years.

But while the COVID-19 pandemic continues to dominate the newsrooms, we should not lose sight of the other epidemic that emerged in its shadow. The surge in gender based violence and specifically teenage pregnancy during the lockdowns and school closures has led to a significant setback on women and girls' rights, and eroded many of the gains that had been registered. In Uganda, the number of teenage pregnancies recorded exceeded the number of cumulative COVID cases reported by five times! Over 600,000 teenage girls have taken on a role of motherhood that they were least prepared for; and that has negative implications for their ability to pursue their dreams.

As devastating as this may be, it has amplified what we at MEMPROW have been saying for a long time. Gender based violence is rife and it is unacceptable. Keep girls in school because it is a protective factor.

Equip adolescent girls with age appropriate information on sexual and reproductive health. Enhance girls' capacity to exercise agency – so that they can stand up for themselves. But as they say “bad lessons always have to be learned anew.” And it is our greatest hope that all stakeholders (duty bearers, community leaders, teachers and parents) will draw lessons from this sad chapter and accelerate efforts in making schools, homes, and communities safe for our girls.

In light of this, I would like to thank in a special way, all our partners and stakeholders who supported and enabled us to sustain our programmes as the COVID-19 pandemic raged on. Because of you, we were able to provide the much needed psycho-social support and material assistance to child mothers and other survivors of violence in our areas of operation. I would also like to thank the board, the management and staff at MEMPROW for the resilience that they have demonstrated in the last two years and the commitment to get the job done. We have learned so much and I believe we have emerged stronger – and with an increased ability to pursue ‘out of the box’ solutions. It is my hope that we will carry this spirit of innovation and resilience throughout the coming year as we work for an inclusive and violence free world.



Sustaining Women's leadership

Executive DIRECTOR'S MESSAGE

“ *The lessons, coupled with a cohesive approach enabled us to be agile in dealing with COVID-19.* **”**



**IMMACULATE
MUKASA**

In January 2021, the Mentoring and Empowerment Programme for Young Women (MEMPROW) resumed work with enthusiasm, optimism, and readiness to implement activities as were spread out in our annual plan. Little did we know that a substantial period of the calendar year will be spent at home because of ban on travels and meetings/gatherings as these posed a risk of spreading the COVID-19 virus. MEMPROW stood with her stakeholders who became ill, nursed and or lost their loved ones during this gloomy period.

While the team worked towards protection of their individual lives and their families, it was also important that the girls and young women we serve remain safe from further abuse and are able to receive basic services for survival. We therefore had some of the activities virtually implemented. These included feminist conversations, providing Psychosocial support to girls and young women, physical & mental wellness and group counselling sessions for staff. We were intentional to use the period to revise some of our internal policies including; Child Protection, the Finance and Accounting Manual, and the Risk Policy.

On the otherhand, the Teams based in Arua, Nebbi and Pakwach Districts were active members of District Task Forces in their respective locations, to ensure that gender responsive actions are

implemented during the time. This created an opportunity for close follow-up for the girls and the community leaders. We co-sponsored the broadcasting of messages for protecting girls from violence in homes and communities, and referral contacts for response in case of abuse were shared across the different radio stations in West Nile.

The year ended with many activities ranging from training of Girls, having reconciliation meetings with their parents, to enhancing capacity of duty bearers to fulfill their due diligence. More information about our work in 2021 is presented in this annual report. The year indeed provided an opportunity to adaptability, flexibility, investment into emotional wellness, all of which enabled delivery in fulfillment of our mission of “building young women’s agency and a feminist movement for an inclusive and violence-free society”

I appreciate our Board of Directors, Staff, Donors, Survivors, partners and stakeholders who contributed to resources for our work and to our learning during the year. The lessons, coupled with a cohesive approach enabled us to be agile in dealing with COVID-19. We have to maintain this social cohesion for COVID-19, as well as for fighting against Violence against Girls and Women. We must be consistent with our holistic approach that is rooted in the Feminist Ecological Model.

MEMPROW

Mentoring and Empowerment Programme for Young Women

CORE VALUES:

● **Equality and non-discrimination**

We believe in ensuring that every individual has an equal opportunity to make the most of their lives, and is entitled to all rights and freedoms without distinctions of any kind.

● **Solidarity and networking**

We believe in building a young feminist movement, and in promoting cross-generational and peer learning to strengthen women's voice, power and influence.

● **Diversity and Inclusion**

We respect diversity and work with girls and young women across intersecting inequalities such as disability, class, ethnicity, income, religion, and location.

● **Audacity**

We are bold and courageous and unapologetic about empowering girls and young women to challenge inequalities and oppressions that limit their voice, choice, and safety.

● **Accountability and integrity**

We embrace honesty and accountability and utilize the female advantage in leadership for transparent stewardship of Organisational resources.

HEAD OFFICE



SCAN ME

What is MEMPROW?

We are a human rights feminist organization for girls and young women between the ages of 14-29 from across the African Region. MEMPROW's overarching strategic approach is combining empowerment of girls and young women with voice, agency, knowledge, and skills for the prevention of violence through transforming negative cultural norms and worldviews. Further, our work focuses on transforming patriarchal behaviour basing on human rights and feminist principles. MEMPROW's end product is a MEMPROW Girl with voice, confidence, and agency to challenge and transform patriarchy as the structural cause of violence, exclusion, and discrimination against women.

GOLDEN THREAD

Empowering adolescent girls and young women: Choice, voice, and power.



VISION

A dynamic feminist-driven organisation on the frontline of powering societal transformation.



MISSION

To build young women's agency and a feminist movement for an inclusive and violence-free society.



Highlights Of MEMPROW 2021

MAJOR OBJECTIVES

Eliminating gender stereotypes, violence and stigma

1st
Objective

Strengthening girls young women's agency, voice and participation

2nd
Objective

Building a feminist movement of young women

3rd
Objective



Like many people and institutions, the year 2021 was a challenging one given the disruptions that came with the COVID-19 pandemic lock downs and disruptions. None the less, MEMPROW reached her mark and many cases exceeded expectations with our target programme implementation and operation. We celebrate the disruption because we ventured into new and exciting ways of delivering programmes, including online platforms, increased social media presence and documentation.

Note that our work is carried out in Kampala and West Nile region. We reached a total of 1029 direct stakeholders through engagements on the following issues; Sexual Reproductive and Health Right (SRHR), entrepreneurship, human rights and gender, psychosocial support, feminist analysis and advocacy for ensuring no girl is left behind. The programmes reflect how MEMPROW aimed at achieving her 3 major objectives.

2021 ANNUAL REPORT STATISTICS

83 Young women with received SRHR Information

320 Girls participated in different sports including football, netball, and volley ball

38 School girls from 4 schools equipped with leadership skills

100 Girls involved in inter-school debates for boosting their soft skills for communication and assertiveness

320 Community members equipped to become champions for ending sexual and gender based violence

100 Women empowered with self-care and wellbeing information

300 First year female students engaged on keeping the goal of attaining their education objective at the university

1st Objective



Sexual Reproductive Health and Rights Training

A total of 167 girls and young women were reached to deepen their understanding of sexual and reproductive health and rights for women. Topics including SRHR, body image and integrity, movement building were taught. Participants were equipped with information and skills to enable them advocate for youth friendly SRHR services in the university, health centers and communities. As a result of these, the young women committed to re-creating safe spaces for their peers in their communities. For example trainees from Makerere University donated sanitary towels to girls in Isingiro and Ntungamo, Western Uganda and held sensitisation sessions on improving menstrual hygiene. More girls and young women were enabled to receive information through such initiatives for their protection.

Authorities from the local community in Arua were trained on identifying and handling cases of Sexual and Based Violence. The engagement strengthened duty bearers' ability to prevent violence in communities, improved their knowledge on effective case management and prosecution processes. In relation, legal awareness and Human Rights were conducted and more stakeholders committed to preventing and reporting violence and Human Rights violation in society.



Capacity Building training of Duty bearers on legal frameworks



Psycho-social training for women advisors in Nyaravur and Paidha Sub-Counties

women advisors are MEMPROW's pool of women leaders in communities that we train in basic counseling skills. The training enables women advisors to effectively give psycho-social support to child mothers and other vulnerable groups in their communities. This year we trained 38 of these and more young women and girls in West Nile have a wider pool of trained older women who give them relevant information

Feminist training on Legal and Human Rights responses to exclusion and gender based violence in Pakwach

Societal patriarchal norms and behavior continue to discriminate against women and girls. To address these, MEMPROW engaged 20 Participants who gained knowledge on feminist ideological and conceptual clarity on violence against women and girls. They were trained on the applicable legal norms and standards within domestic law which contributed to building vocal women activists and a women's movement in West Nile.



Reconciliation meetings between Child mothers, their parents and duty bearers in Arua

MEMPROW reached out to 80 parents and child mothers to bridge broken relationships between the girls and their parents and to address stigma experienced by the girls. This resulted into improved self-esteem among the child mothers and led to better relationships with their parents.



Radio Talk shows

MEMPROW continued to use media platforms including radio stations in West Nile region to spread the message on promoting safe communities for girls and young women and their rights. Through different shows we communicated widely and promoted girls rights to education and leadership and encouraged communities to ensure these rights are promoted and protected.



Community dialogues

MEMPROW reached out to a total of 180 participants in an open and solution oriented conversations. Dialogue participants discussed the violence that women and girls face in the districts of Zombo, Pakwach and Nebbi. A sum of 166 members dialogue (75 females 91 males). Participants agreed to be the champions for creating safer communities for key populations.





Staff internal learning Days; MEMPROW



Fundraising and network building training

As a result of this, the team is now well positioned to tap into different networks for sustainability and proudly boasts of overcoming the risks associated with the early stages of leadership transition.



A

Building emotional resilience

MEMPROW staff acquired information on how to cultivate positive mental attitude in strenuous seasons. The team is strong and focused to MEMPROW's vision and mission and there is improved staff adaptability to shocks and emergencies.



B

Visibility and Social media Engagement

Through our website, Facebook, Twitter, LinkedIn and Instagram spaces, we promoted online debates and engagements on the different issues that our stakeholders face. We will continue to engage our stakeholders and increase critical engagement on the different issues as a way of adapting to the normal.



C

Assessing Child mothers' ability to stand up for their rights

we carried out an Impact assessment for 49 child mothers on their ability to defend their rights. They depicted confidence, changed priorities and desire to re-join school or take up businesses. In order to reduce their dependence on men and SGBV perpetrators, MEMPROW provided the girls with seed capital that will enable them make meaningful sustenance and contribution to their lives, children and their families.

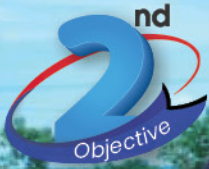


D

MEMPROW HIGHLIGHTS 2021

SPORTS GALA

FOR FOUR SCHOOLS IN NEBBI



Mentorship through sports is a component that builds girls confidence and self-esteem. In 2021, 240 girls participated in different sports including; football, netball, volley ball, sack race and basketball. The gala created a safe space where the students connected, expressed themselves and interacted. They were able to break barriers and participate regardless of societal barriers. This activity gave MEMPROW an opportunity to champion for more inclusion and breaking patriarchal ceilings in sports for girls. For example in Nebbi S.S.S, as a result of this activity we revived the girls' football team in the school.



Entrepreneurship and Business management TRAINING

A total of 30 trainees received professional training in managing, growing and scaling their businesses. Young women discussed the various challenges faced in their businesses that were escalated by COVID-19. The training contributed to creating employment opportunities for other young people and already existing businesses were improved.



EXCHANGE MEETINGS WITH PARTNERS

This enabled learning opportunity from other institutions working with MEMPROW on responding to SGBV. MEMPROW's partners are aware of the complexities in implementing activities as a result of lockdowns. This has improved our ability to be flexible and innovate new ways were possible. We celebrate the new partnerships that we joined including; Action Aid Women Economic, SRHR Alliance. The new spaces are enabling our contributions to more women and girls, expanding our reach and Impact.

ACCELERATING PROGRESS TO ENDING CHILD MARRIAGES WITH GIRLS NOT BRIDES

#MEMPROW_HIGHLIGHTS_2021

This coalition strengthened MEMPROW's capacity and utilisation of the multi-sectoral/stakeholder approach to causing change in communities. The programme equipped us with an understanding of the complexity of working with refugee hosting communities.



PEER EDUCATORS TRAINING FOR FOUR SCHOOLS IN NEBBI

MEMPROW reached out to 58 trainees with the objective of strengthening their peer leadership knowledge and skills. Likewise creating solutions for the challenges girls face at school and in the community. The training resulted into more girls taking on leadership positions and influencing change for girls' education and participation in sports. Relatedly peer mentoring dialogues with Kyambogo, KIU and Makerere University first year female students created safe sharing and learning space for 300 students.



INTERGENERATIONAL MENTORING AND GENDER DIALOGUES

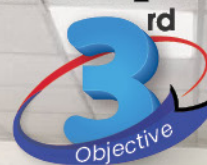
we organized community dialogues on SRHR advocacy, through those, 120 men and women unlearned the myths about family planning. They said the session enlightened them about planning for their children and how they can prepare for them a better future that they did not have. In addition, more students are aware that the health centers provide SRHR related information and services for young people and are increasingly seeking for help because of the peer to peer awareness.

FEMINIST CONVERSATIONS

MEMPROW reached 80 young women on the importance of self-care, and well-being for purposes of good mental health, productiveness and general wellbeing. Despite the fact that the impact of COVID-19 has escalated mental distress for girls and women, we received reports that participants are now taking charge of their wellness and devised effective coping strategies to deal with Stress, burn out and self-negligence.



#MEMPROW_HIGHLIGHTS_2021



MYTH-BURSTER BOOT CAMP

For 50 girls and young women we taught them feminist knowledge principles and leadership skills. This was done through sessions on; feminist leadership movement building, bodily integrity and image and understanding leadership and peer pressure. The boot camp resulted into a new cohort of young feminists with willingness to address injustices, inequality and unfairness in their communities.

YOUNG WOMEN'S TRAINING ON FEMINIST LEADERSHIP AND MOVEMENT BUILDING

For 20 participants, we addressed the lack of adequate sexual and reproductive health and rights knowledge information among girls and young women. Through this, we enabled women in West Nile Uganda to join and be part of the Uganda Feminist movement for their contribution to a just and fair world.





BOARD and STAFF **RETREAT**



17 staff and board members participated in a retreat that enabled focused learning on leadership. The engagements enriched the organisation's soul and staff reported better appreciation of the organisation's Board of Directors. In relation the Staff retreat equipped MEMPROW team with skills of handling Stress and Trauma (STA) methodology skills.



6 Days of activism against Gender Based Violence



MEMPROW participated in the international campaign of activism with the theme; *Orange the world: End violence against women now!* Activities including Inter- school debates for schools in Nebbi and Kampala were conducted for 80 girls and 20 boys. The result was increased awareness for girls and women's protection in schools, families and the communities.

In addition MEMPROW carried out Charity visits led by MEMPROW girls that have previously engaged in other programmes. The girls provided basic relief items such as pads, clothes, food and scholastic materials. They also provided peer to peer talks on identifying and dealing with violence.

FEEDBACK FROM STAKEHOLDERS

"As an entrepreneur, I have learnt and benefited a lot from MEMPROW training. I have managed to handle my business through record keeping. It makes it easy for me connect with my clients. Social media has helped me get to many people Thanks to MEMPROW". Peninah Patience

"Growing up in a family where men and boys always dominated. I always thought it was a great taboo for a woman or girl to speak up in public. But with the coming of MEMPROW, I joined the MEMPROW Girls Network. This has given me the zeal to open up a new organization with the names of women's love initiative-WOU, an organization aimed at contributing towards the end of violence against women and girls through programs like women economic empowerment (skills development), advocacy in SRHR." Cathy Nanyonjo

"A year ago, deciding on what to focus on or what to take was a difficult thing. As an organization, with the knowledge learned in sexual reproductive health and rights, we documented a booklet "queering SRHR, a health guide women" A book guide containing information that is helpful to both the health service providers and the community members. As a last remark, appreciations to MEMPROW for availing the safe space for all." Mukoya Leah

"I was given an opportunity by MEMPROW to attend an entrepreneurship training; I learnt stay in formal employment and run a business. I started by marketing shoes for my aunt and her neighbours who had children's clothes. I would sell and save all the money after paying back the items I had sold. I realised that I needed to have my own capital. I started sharing a shop since most customers were requesting for a variety to choose. My baby later got health complication and was staying in the village. The doctors requested that I needed to stay with her to monitor her. I lost my job but MEMPROW had taught us about business. I relocated and started another branch in Mbarara. I now use all the entrepreneurship skills I got during the business management training. I am now happy I sell shoes and bags and have hopes of growing since each day am growing and being better". Abenitwe Sheila

"I joined MEMPROW when I am not a good entrepreneur but I had trainings on entrepreneurship. After a given time in the training of entrepreneurship I became a good entrepreneur, I developed more baking skills and I now run my bakery from home. I began with baking party cakes as time went on, I rose to introduction cakes and now do wedding cakes. I therefore thank MEMPROW for the training and I humbly ask them to put for us more training, in order for us to get more informed and move". Mutoni Doreen



MEMPROW'S Committed team that ensures efficient and timely implementation of programs

MS. IMMACULATE MUKASA

Executive Director

MS. SARAH NAKAME

Programmes Director

MR. FREDRICK KIGOZI

Finance and Administration Manager

MS. LILLIAN NALWOGA

Programmes Manager

MS. DOREEN KYASIIMIRE

Programme Manager

MS. CAROLINE PAPARU

Programme Manager

MS. DORIS NALWANGA

Finance and Administration Officer

MS. STELLA OYUNGRWOTH

Programme Officer

MS. PATIENCE KWIOCWINY

Programme Officer

MR. MICHAEL OPOKA

Transport Officer

MS. NELLY KATHO

Office Assistant

MR. ROBERT AKENA

Transport Officer

MR. RICHARD TATI

In charge of Security

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 12 to 34, which comprise the statement of financial position as at 31 December, 2021, 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, 2021 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.

Financial Report

Mentoring and Empowerment
Programme for Young Women
Financial Statements
for the year ended December 31, 2021

7.0 STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2021

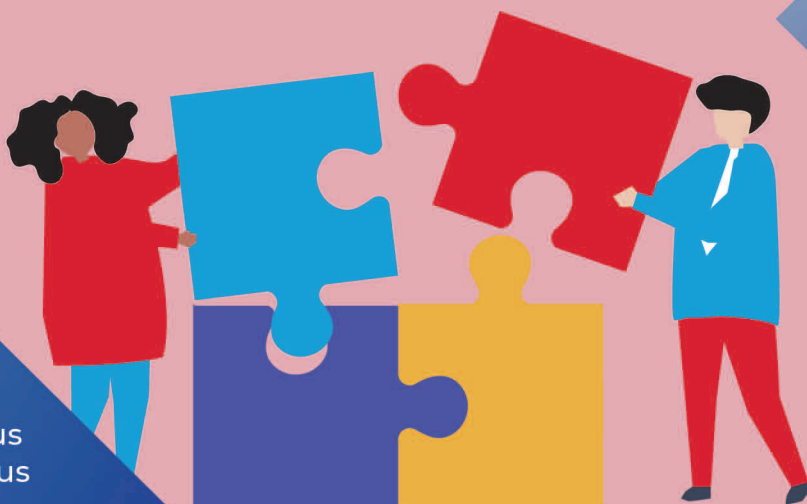
Particulars		2021	2020
	Notes	Ushs	Ushs
Assets			
Non-current assets			
Property and equipment	11.1	29,021,648	51,091,692
Current assets			
Receivables and prepayments	11.2	87,586,701	10,835,026
Investments	11.3	191,517,193	114,675,360
Cash and bank balances	11.4	1,525,338,578	815,470,640
		1,804,442,472	940,981,026
Total assets		1,833,464,120	992,072,718
Reserves and liabilities			
Reserves			
Capital reserves	11.5	29,021,649	51,091,692
General reserve	11.6	-2,521,072	-5,388,029
		26,500,577	45,703,662
Current Liabilities			
Funds received in advance	11.7	1,543,385,609	727,455,542
Creditors and accruals	11.8	263,577,934	218,913,514
		1,806,963,543	946,369,056
Total reserves and liabilities		1,833,464,120	992,072,718

These Financial Statements were approved by the Board of Directors on 25/2/2022 and were signed on its behalf by:

Director

Director

The accounting policies and notes set out on pages 15 to 34 form an integral part of the financial statements



OUR PARTNERS

MEMPROW was able to reach various stakeholders by the help of- generous funders. These include individuals, Organisations and Coalitions. We would like to extend our heartfelt gratitude to the funders that have facilitated the achievement of MEMPROW'S vision.

MEMPROW's Partners are listed below;

ENTITY DONORS

- ✓ Comic Relief
- ✓ The American Jewish World Service
- ✓ Medica Mondiale
- ✓ Girls First Fund
- ✓ UK aid/ Jo-Cox
- ✓ USA for Africa
- ✓ Open Society Initiative for Eastern Africa
- ✓ Masimanyane Women's Support Centre
- ✓ WOMANKIND
- ✓ Well Spring
- ✓ FAWE
- ✓ University of San Diego
Kroc School Institute
of Peace and Justice
- ✓ AWDF

INDIVIDUAL DONORS

- ✓ Jo Morris
- ✓ Professor Adam Kuper and Leila Kuper
- ✓ Dr. Hilda. M. Tadria



Donate to **MEMPROW** by reaching us on our contacts or visiting our website: **www.mempro.org** and click on the donation button.
<https://mempro.org/donation/>



2021 ANNUAL REPORT



Sustaining Women's leadership

Mentoring and Empowerment
Programme for Young Women
(MEMPROW)



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HEAD OFFICE



SCAN ME

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