



Sustaining Women's leadership

# 2024 ANNUAL REPORT



[www.memprow.org](http://www.memprow.org)





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Sustaining Women's leadership



*Our work is driven by love, anchored in the commitment to a violence-free society, and powered by the firm belief that systemic change is not only possible but inevitable through feminist movements.*



# Message

from the EXECUTIVE DIRECTOR

*Ms. Immaculate Mukasa*

Reflecting on 2024, we are filled with immense pride and firm resolve as we witness our firm commitment to building feminist movements for transformative change and violence-free society. This year has had a profound impact and collaborations. We directly engaged 4,775 women, girls, and diverse stakeholders to strengthen communities, strengthen movements, and advocate for a just and equitable world.

Our work is driven by love, anchored in the commitment to a violence-free society, and powered by the firm belief that systemic change is not only possible but inevitable through feminist movements. Guided by our Strategic Plan 2020/2025, we emphasized feminist, participatory actions against violence while ensuring the sustainability of women's leadership and amplifying the voices of those often marginalized. These actions are merged into the core of MEMPROW's programs, including The Women in Leadership program, Sexual and Reproductive Health Program, Economic Justice Program, Climate Justice Advocacy, Wellness and Psychosocial Support, and Community Advocacy Initiatives. Through these programmes, we have seen adolescent girls and young women rise as leaders, advocates, and change agents, fostering resilience and driving impactful community initiatives.

MEMPROW Board members' continuous guidance catalyzed our feminist-centered mobilizing and engagement. They have affirmed that the resources we cultivate are essential to building feminist power, particularly in local communities. With their leadership, we continue challenging inequalities, pushing boundaries, and implementing innovative solutions to address systemic injustices.

Furthermore, we celebrated significant milestones, including young women and girls taking center stage in decision-making, innovating and winning awards for their initiatives, and sharing best practices at community/grassroots, national, and international events.

We witnessed the emergence of dynamic feminist leaders engaging in climate justice, SRHR, Women's rights, advocacy against gender-based violence, and participatory policy discussions, including dialogues and collaborations on key Policies, Strategies, and programmes that speak to Gender Justice.





However, we also remained deeply aware of the challenges that persist. The rise in femicide and new forms of violence against women in Uganda underscores the urgency of feminist action. Despite these setbacks, feminist movements remain a critical force for change. That is why we saw remarkable resilience from our MEMPROW communities—young women initiating grassroots initiatives, SASA Together communities facilitating difficult conversations, and collaborative campaigns with sister organizations advancing justice and equity.

As we look ahead to 2025, we are energized by the strength and determination of the women, girls, and communities we serve. Together, we will continue to dismantle systems of oppression, build resilient feminist movements, and advocate relentlessly for a violence-free society while addressing Gender, social and environmental injustices.

As we begin another year of the journey, we invite you to embrace the feminist call to action, celebrate the change, share the love, and champion the cause of justice everywhere.

In solidarity,

Ms. Immaculate Mukasa





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## Our Big Picture **VISION...**

A dynamic Feminist- driven,  
organization on the frontline of  
powering Societal Transformation

## We Are On a **MISSION...**

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

## **Golden Thread...**

Empowering Adolescent Girls  
and Young Women: Choice,  
Voice and Power

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MEMPROW'S 2024 Annual Report

## About **MEMPROW** MENTORING AND EMPOWERMENT PROGRAM FOR YOUNG WOMEN

## Our Values *Lead the Way*

**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.

**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 organizational resources.



# TRACKING IMPACT:

## *Reflections On*

### MEMPROW'S 2020–2025 STRATEGIC PLAN

As MEMPROW progresses through the final stages of its 2020–2025 Strategic Plan, it is evident that the organization has made bold, strategic strides in translating vision into tangible, community-rooted impact. What emerges most powerfully from this phase of implementation is a story of resilience, movement-building, and institutional maturity anchored in feminist values and a clear-eyed commitment to justice.

A central success of this period has been the establishment of a comprehensive Monitoring, Evaluation, and Learning (MEL) system. Designed for both mobile and desktop platforms and led by a dedicated M&E team, this system reflects a deliberate shift toward data-informed programming, accountability, and organizational learning. It is a vital tool not just for tracking progress but for translating evidence into more responsive and transformative interventions.

MEMPROW has also reaffirmed its core mission, the revitalization of the MEMPROW Girls' Network, has created dynamic opportunities for leadership development, especially in both Central and West Nile. Through targeted initiatives like the Inter-Schools Climate Debate and mentorship programs, young women are not only participating in community dialogue, they are shaping it. Recognition of MEMPROW girls at national leadership award platforms signals the growing visibility and legitimacy of these empowered voices.

Addressing **Sexual and Gender-Based Violence (SGBV)** remains a cornerstone of MEMPROW's strategic agenda. In 2024, the organization expanded its community outreach, psychosocial support, and advocacy campaigns to combat all forms of SGBV. By engaging schools, civil society actors, and media platforms, MEMPROW worked to shift attitudes, raise awareness, and promote survivor-centered responses. These efforts align with the broader feminist principle that safety and dignity are prerequisites for leadership and agency.

Partnerships have played a crucial role in scaling impact. Collaborations with over 100 grassroots and national organizations, especially during global advocacy moments like the 16 Days of Activism, have deepened MEMPROW's reach. Anchoring its advocacy in solidarity and intersectionality, MEMPROW has championed inclusive dialogues that center the experiences of women and girls across diverse identities and geographies.

Additionally, the organization's investment in internal capacity has been forward-thinking. Social Movement Building training for all staff, coupled with a Digital Resilience Assessment, has equipped the team to navigate the digital era safely and strategically. This ensures that both the internal engine and public-facing platforms of MEMPROW remain feminist, secure, and impactful.

*"Conclusively, MEMPROW's implementation of the Strategic Plan reflects action and alignment between purpose, practice, and people. It demonstrates how a feminist organization can evolve with integrity while staying rooted in community, accountability, and transformation."*





# KEY 2024 EVENTS



IN 2024 MEMPROW FOCUSED ON BUILDING AND OR ENHANCING THE AGENCY OF GIRLS AND YOUNG WOMEN FOR COLLECTIVE ORGANIZING, STRENGTHENING OF WOMEN'S LEADERSHIP, ADVOCACY, AND CAMPAIGNS TO SHIFT PATRIARCHAL MINDSETS.

In 2024 MEMPROW focused on building and or enhancing the agency of girls and young women for collective organizing, strengthening of Women's leadership, advocacy, and campaigns to shift patriarchal mindsets.

Additionally, we enhanced our capacity to deliver the feminist agenda. The focus areas were based on the recommendations in the report of the Mid-term review of MEMPROW's Strategic Plan 2020/2025'. This report, received in November 2023, was based on the assessment through 3 major objectives: to explore the relevance, effectiveness, efficiency, sustainability, and impact of the current strategic plan; to identify challenges and lessons learned from the implementation processes 2021; and to provide recommendations to strengthen our work for adolescent girls and young women.

The evaluation involved participation from MEMPROW staff, Community women advisors, board members, teenage mothers, Community Development Officers (CDOs), members of the MEMPROW Girls' Network, and partner organizations. The mid-term review of the Strategic Plan confirmed MEMPROW's contribution to the country's health, education, and gender sector priorities as aligned with the Sustainable Development Goals (SDGs). These developments included the scope of programs, relevance, organizational sustainability, leadership and capacity, the strength of the MEMPROW Girls Network, and community engagement efforts such as feminist movement building and shifting patriarchal mindsets.

The assessment revealed areas for improvement, particularly enhancing the Monitoring Evaluation, and Learning, and strengthening the MEMPROW Girls Network for expanded reach of girl-led and girl-centered approaches to feminism. The report also highlighted expanding interventions to other regions and districts to maximize progress.

These recommendations aim to ensure that MEMPROW achieves its strategic objectives and continues to empower and support adolescent girls and young women effectively.





## STAFF TRAINING

This 2024, we established a comprehensive and well-structured Monitoring, Evaluation, and Learning (MEL) system, which is directly supported by a dedicated Monitoring and Evaluation Officer and her team. The system strengthened the organization's ability to effectively track and measure implementations, outcomes, and achievements in alignment with its goals.

To further enhance institutional capacity, we conducted staff training on results-based reporting, emphasizing the importance of integrating data into the newly developed MEL system, a system available in both mobile and computer versions. This dual-platform system ensures accessibility and efficiency in data collection, analysis, and reporting, allowing the organization to make data-driven decisions whilst reinforcing accountability, and transparency, for continuous improvement.



## INAUGURAL INTER-SCHOOLS CLIMATE DEBATE IN WEST NILE

In 2024, MEMPROW strengthened the MEMPROW Girls' Network by supporting initiatives across the West Nile and Central regions. Our efforts focused on fostering leadership and driving change at the community level by providing resources such as information, expertise, and financial support for climate and environmental justice activities.

A key achievement was the inaugural Inter-Schools Climate Debate in West Nile, with 16 schools, 48 students, 10 teachers, and 20 stakeholders' participation. This event created a platform for knowledge exchange and dialogue, raising awareness and reshaping how young people engage with climate issues. Its success highlighted the vital role of youth in addressing climate challenges and set a new standard for future initiatives.



## GIRL CHAMPION AWARD CEREMONY

A key highpoint was the recognition of MEMPROW Girls at the Girl Champion Award ceremony by the Ministry of Gender Labour and Social Development. Three girls from West Nile were honored for their outstanding contributions to critical issues, showcasing the positive impact of MEMPROW's mentorship and leadership development.

Clara Dominic won the Girl Innovation Award, Jessica Ayiorwoth was the second runner-up for the Girl Survivor Award, and Enid Letasi was the first runner-up overall.

These achievements give emphasis to the importance of investing in young women and girls as drivers of community Change. They demonstrate how MEMPROW amplifies their voices, encourages active participation in future shaping, and recognizes their contributions on various platforms, reinforcing the value of inclusive spaces where women and girls can lead and thrive.





## GRASSROOTS, NATIONAL & INTERNATIONAL ENGAGEMENTS



In 2024, we focused on strengthening and expanding our partnerships to enhance our advocacy efforts. By December, we engaged with 57 grassroots, national, and international organizations, collaborating across various platforms for policy advocacy.

A key highlight was our collaboration during the 16 Days of Activism under the theme "UNITE to End Violence against Women." This global campaign allowed us to amplify our advocacy through various activities, including radio talk shows, advocacy walks, Twitter Spaces discussions, and webinars. We worked with seven partner organizations, engaged 20 speakers, and directly reached 100 participants, while our radio talk shows reached an audience of over 1,000 people.

These collaborations amplified feminist advocacy, promoted intersectional solidarity, and highlighted issues like gender-based violence and women's empowerment. Our partnerships helped extend our reach and include diverse perspectives in meaningful conversations.

For our feminist organization, these networking efforts are vital, demonstrating our commitment to inclusive advocacy. They strengthen our influence and create a platform for marginalized voices, reinforcing the principle of solidarity essential for dismantling oppression and advancing justice.

## AMPLIFYING MARGINALIZED VOICES

In September 2024, we expanded our support as part of our feminism Sisterhood and Solidarity to by engaging with seven schools in the West Nile region, aiming to impact young women and girls in underserved communities.

To address the alarming rise in femicide cases, we supported Women and Girls Rights Advocacy Uganda- WAGRAU in Serere District, Eastern Uganda, to profile, report, and organize a press conference on this pressing national concern. By the time of the event, at least 30 women had been killed or tortured, often with negligible public attention, highlighting the need for advocacy and action.

We partnered with various media platforms and engaged 17 journalists, providing financial support and technical guidance to amplify awareness of these issues. Our efforts contributed to elevating femicide in national conversations, prompting stakeholders and the public to respond with measures like curfews and arrests of perpetrators.

Additionally, as a feminist organization, we joined a national campaign to end femicide, collaborating with Kenyan groups to foster a cross-border approach to gender-based violence. This work aligns with our duty to amplify marginalized voices and ensure justice for victims, reinforcing our commitment to a violence-free society.



## SOCIAL MOVEMENT BUILDING TRAINING

As a feminist organization, our goal is to effectively advance a feminist agenda. In 2024, we focused on enhancing the capacity of our management and staff to achieve this objective. A key milestone was enrolling all staff in the Social Movement Building training organized by Social Movement Technologies - SMT.

This training equipped our team with essential skills for engaging in social movements and significantly strengthening the MEMPROW Girls' Network, which empowers young women to be change agents in their communities.

The knowledge gained will enable our staff to better mentor and mobilize young women in line with our feminist principles, ensuring a movement that prioritizes the voices and experiences of girls and young women.



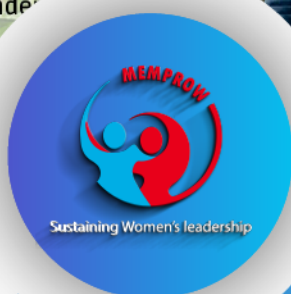


# DIGITAL

## Resilience Assessment

### ONLINE MENTORSHIP

WED 2ND OCT 2:30PM	Introduction to Climate Justice
WED 9TH OCT 2:30PM	Climate Change and Gender
WED 16TH OCT 2:30 PM	Advocacy and Action session
WED 23RD OCT 2:30PM	Sustainable Practice
WED 30TH	Policy and C



## Publications & Presentations

In July 2024, MEMPROW conducted a Digital Resilience Assessment to promote a secure and inclusive digital environment aligned with our feminist agenda. This agenda envisions a society where women lead and challenge gender inequality. The assessment showcases our dedication to addressing digital vulnerabilities, ensuring our platforms are secure spaces for empowerment and mentorship. It also led to a review of our communications strategy, enhancing our outreach and ensuring consistent, empowering messaging.

These initiatives highlight MEMPROW's commitment to creating a safe digital space that supports young women's voices while protecting them from technological risks.

Our contributions to feminist research were enhanced through multiple publications and presentations that aligned with our mission.

Notably, we presented our research on digitalization at the International Feminist Journal of Politics in Maputo, Mozambique in September, highlighting our commitment to feminist scholarship in technology.

Furthermore, we made presentations at the Sexual Violence Research Institute- (SVRI) forum, East Africa, 2nd Climate and Health Pre-COP Symposium, Reproductive Health on sexual and reproductive health and rights (SRH) and climate justice. We also submitted five Monitoring and Evaluation (M&E) reports that provided insights into our transformational feminist leadership work

These efforts have impacted the discourse on feminist research and its connections with climate justice, policy, and community development. Our participation in these forums shaped narratives on digital empowerment and climate solutions, enhancing our visibility and reinforcing evidence-based advocacy. Additionally, focused on emergency responses, including healing talks, psychosocial support, and legal assistance for young activists.



# Key Highlights of the Strategic Objectives Focus Areas

## Summary of Activities by Strategic Objectives



### Strategic Objective 1: Building Girls' and Young Women's Leadership and Collective Organizing

Through this strategic objective, we built young women and girls' leadership and organizing to influence their representation and quality of participation in leadership roles to contribute to creating a violence-free society.

In 2024, MEMPROW's programs under this strategic objective yielded significant results:

- 1 Increased Representation and Participation with at least 200 women actively participating in decision-making processes at various levels and sectors.
- 2 Stronger Organizational Leadership with 50 women established and led strong organizations, effectively addressing issues impacting them.
- 3 Young women and girls assumed leadership roles, promoting increased participation in decision-making spaces that directly impact their communities.
- 4 Critical Mass Advocacy with a growing number of conscientious citizens gained a deeper understanding of and actively promoted women's rights.

MEMPROW implemented a range of targeted activities to achieve these outcomes:

- 1 Feminist Leadership Training for 180 young women (Arua, Kampala and Zombo)
- 2 Conducted Intergenerational dialogues and Training on SRHR and movement-building, responsible parenting, and SRH Awareness, reaching 410 men, women, girls, and boys.
- 3 Facilitated 104 young people in Citizen-led campaigns on natural resource management to influence policies, and practices and provide alternatives to improve the

livelihoods of the poor and marginalized communities.- Online mentorship

- 4 Organized myth burster camps on transformative leadership and 16 days of activism for 100 women and girls
- 5 Workshop on Embodying Activism to rekindle the spirit of activism and wellness and the launch of the Embody Our Activism Booklet. So far 144 young women and leaders reported utilizing this booklet.
- 6 Conflict Management Training for 30 young women
- 7 Feminist Conversations with 590 young women
- 8 Inter-Regional Stakeholder Engagements on SRH, Menstrual Hygiene 22 young women.
- 9 Peer Mentoring Sessions reaching 877 young people spearheaded by the MEMPROW Girls' Network
- 10 Value chain development, Life, and Entrepreneurship Skills Training for 115 Child Mothers in Zombo and Arua
- 11 Seed Capital Support for 80 Child Mothers in Zombo and Arua



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- 12** Biannual peer support and cross-learning visits for 80 child mothers.
- 13** Sports, drama, music, and dance events, fostering improved wellness and celebratory moments.
- 14** Hosted sessions for 60 feminist leadership trainees to network and enhance visibility as women's rights activists.
- 15** Supported 20 young feminists to engage in prominent feminist spaces and conferences to enhance visibility and networking.

Our inclusive and empowering approach to leadership development and collective organizing enhanced the representation, participation, and advocacy of girls and young women. By equipping our participants with vital skills, opportunities, and platforms, we create a stronger foundation for a just, equitable, and violence-free society that uplifts all voices in challenging systemic inequalities and championing the rights of women and girls everywhere.



# Stories of Change, Testimonials, Quotes

“After the series of trainings by MEMPROW, I went back and hired land. Today, I have expanded my farm, and the vegetables I produce are being sold within the region. Customers even come from as far as Congo for my onions and Sukumawiki (spinach). With the money I earn, I am now able to support two orphans with school fees. I am also excited to be incorporating beehives and grow more varieties of vegetables to target a wider customer base, particularly in Congo. I would like to grow egg plants and okra. None of this would have been possible without the agroecology, value addition, and leadership trainings I attended”

Gloria, MEMPROW Girl and Agroecology Practitioner

“I want to see MEMPROW all over Uganda. Thank you for the good work. I'm just wondering when you'll hit the north: a lot of teenage pregnancies here and there, women think of themselves inferior to men and a lot of gender based violence here and there. We want to see you here as well; I want to see empowered women in the north. Thank you MEMPROW for causing an impact on many young lives in Uganda; at least I know my rights because of you, many young women out there don't because they've not been educated about their rights #MEMPROWukwetaga. The North needs you”

MEMPROW Girl writes on IG

“My journey as a volunteer with MEMPROW has been transformative. It has deepened my understanding of feminism and empowered me to realize that true advocacy requires active engagement. Witnessing the remarkable strength of Ugandan activists and their commitment to improving the rights of women and girls has inspired me to carry their passion for change back to my own community. This experience has not only equipped me with new skills but has also ignited a fire within me to actively participate in the fight for justice and equality.”

**-GUDRUN, INTERN FROM DENMARK**



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## Our Reach in Numbers

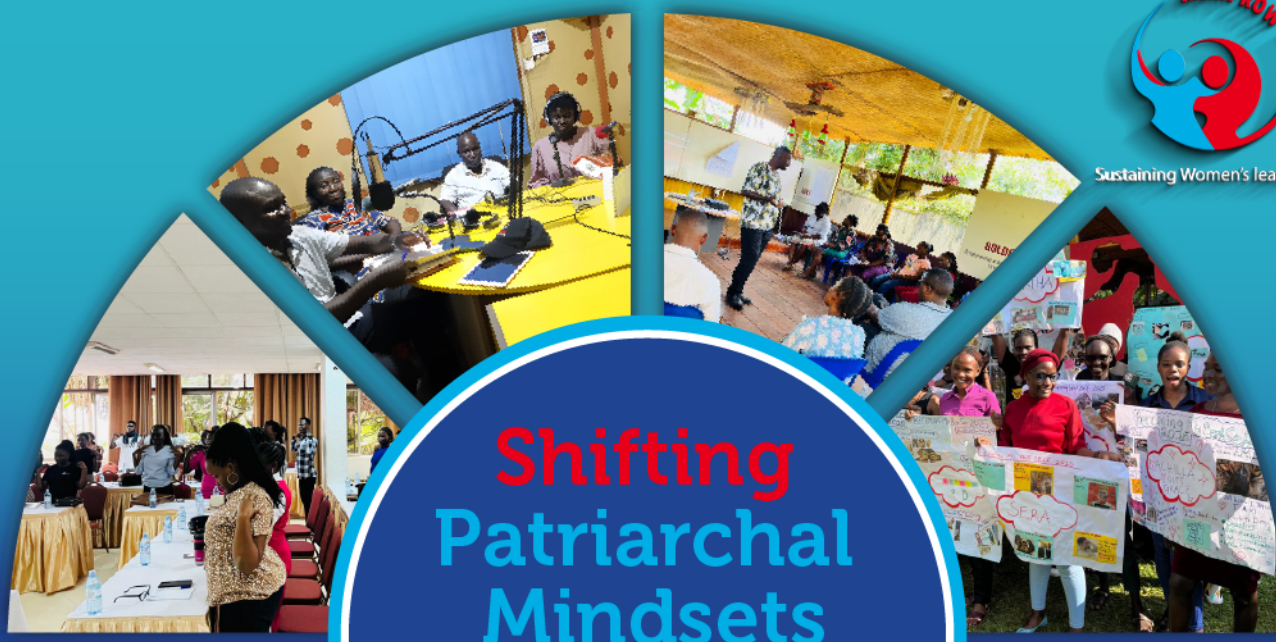
Objectives	No. of Participants / Engagements
<b>Building girls' and young women's leadership and collective organizing</b>	
Young women reached with Social survival skills	28
Entrepreneurship dev't (seed capital, trainings etc)	205
Feminist leadership trainings / conversations	590
Young women reached through SRHR trainings	29
<b>Shifting Patriarchal Mindsets</b>	
Gender and human rights awareness	285
Sports engagements	296
Debates	109
Movement building engagements	964
Advocacy walks / march	592
Parents, community members reached through positive parenting sessions/dialogues & Barrazas	709
<b>Strengthening our capacity to sustainably deliver a feminist agenda</b>	
Publications done (newsletters, papers, books, posters etc)	8
M&E (Evaluations, inclusive of follow ups)	12
Solidarity and networking events held	7
Staff development capacities and participation in feminist spaces	9
Staff Psychosocial support sessions held	7
Governance meetings (BoD & SMT)	18
Media engagements (radio, tv, webinars & Xspaces)	23

Table 1 displays the major engagements achieved numerically in 2024, according to the MEMPROW M&E Department.





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## Shifting Patriarchal Mindsets

*In 2024 MEMPROW made significant strides in shifting patriarchal mindsets, evidenced by increased awareness, strengthened advocacy efforts, and the establishment of inclusive, safe spaces for women and girls. This outcome was realized through targeted interventions in mental health and wellness, community dialogues, media advocacy, and capacity-building activities across Uganda.*

### Key Activities & Achievements

#### Mental Health and Wellness Programs

- ▶ Launched the *Embodying Our Activism* wellness booklet, to equip activists and communities with tools to manage stress and trauma effectively <https://www.mempro.org/publications-5-3.html>
- ▶ Conducted self-care, Stress, and Trauma sessions for 38 women advisors reinforcing their capacity to support child mothers and survivors of gender-based violence (GBV). <https://youtu.be/N6z8RkS3cps>

#### Promoting Inclusion and Safety in Sports

- ▶ We developed and disseminated media advocacy materials, including infomercials, jingles, and social media campaigns, to highlight the importance of safe sports for girls and women.
- ▶ Facilitated community and intergenerational dialogues with 150 boys, leaders, and parents, fostering inclusive sports teams to prevent and respond to violence.

#### Media Advocacy

- ▶ Organized a 3-day gender awareness training for news editors, enhancing accurate, stereotype-free reporting of women and GBV issues.
- ▶ Partnered with radio and TV stations to amplify messages on gender equality and the prevention of violence against women and girls.

- ▶ Community radio and conversations

#### Strengthening Support Systems for Child Mothers

- ▶ Supported district-level stakeholders in monitoring service delivery and ensuring accountability for services benefiting child mothers.
- ▶ Held dialogues to unpack the parenting manual, improving parent-child relationships and reducing teenage pregnancies.
- ▶ Conducted advocacy walks (*Advocacy for Second Chance Education for child mothers, and Climate justice match*) to secure renewed commitments to accelerate actions against violence.
- ▶ Gender and Human rights training for 53 cultural leaders in Arua and Zombo

## Building Capacity for GBV Prevention and Response

- Trained 40 health workers and 40 police officers in Zombo and Arua in trauma-sensitive care and referral pathways.
- Conducted capacity-building sessions for officials in feminist approaches to GBV case management, reaching 50 participants.
- Organized community SGBV information camps, facilitating case screening and registration and wellness activities during the 16 days of activism with 370 community members and partners.
- Followed up with duty bearers to enhance enforcement and accessibility of referral pathways.
- Conducted training for 30 Boda-Boda riders from Nebbi and Nyaravur sub-counties.

## Strengthening Community Responses

- Implemented the SASA Together program to strengthen community-led efforts in preventing violence reaching (cumulative figure) 7,334 people (2,462F, 2,217 M, 1406 GIRLS, 1249 Boys) since May 2024– December.
- Held joint training sessions for parents of 40 child mothers and 40 mentors in Arua and Zombo districts, promoting awareness of the rights and needs of women and girls affected by GBV.
- Facilitated reconciliation meetings between 40 child mothers and their parents in each district, fostering supportive family environments.

## Engaging stakeholders and young women and Girls in Responsive, gender-inclusive Climate action

- Inter-school debates on climate justice and Climate advocacy walk with students from Nebbi, Zombo, Arua, and Pakwach for 407 incl. 383 participants online
- Citizen-led campaigns on natural resource management to influence policies and improve the livelihoods of marginalized communities. This included online mentorship, symposiums, and a climate march with 500 participants.
- Training of young women on Agroecology practices and Alternative energy saving stoves

## Capacity Building for Women Advisors, Parents, and Teachers

- Trained a new cohort of 20 women advisors in Arua and Zombo per district in counseling skills to support reconciliation and well-being of child mothers.
- Provided follow-up support and refresher training for the existing cohort of advisors.
- Teachers training for 20 teachers of Ayara and Wangkawa p/s
- Training of parents of 115 child mothers on positive parenting, economic wellness, and reconciliation



Looking ahead to 2025, we shall continue to challenge patriarchal norms and empower communities, to sustain and build a strong community network in contributing to ending violence so that every girl and woman can thrive with dignity and equality.

### Testimonial by Gaba Susan

One participant in our agroecology training from Imvepi Refugee settlement, embodied this change, showcasing the impact of knowledge and community support.

*"I have discovered something truly valuable through this training. Even if I return to South Sudan, I am confident I won't face the same poverty I once did. Instead of spending 500 on garlic leaves, we now grow them ourselves, significantly improving our food security and reducing costs.*

*While we always had an understanding of cultivating greens, our previous practices were limited to the wet season. Thanks to the techniques learned during this training, we are now able to grow fresh greens even during the dry period, benefiting not only ourselves but also community members who can access our produce.*

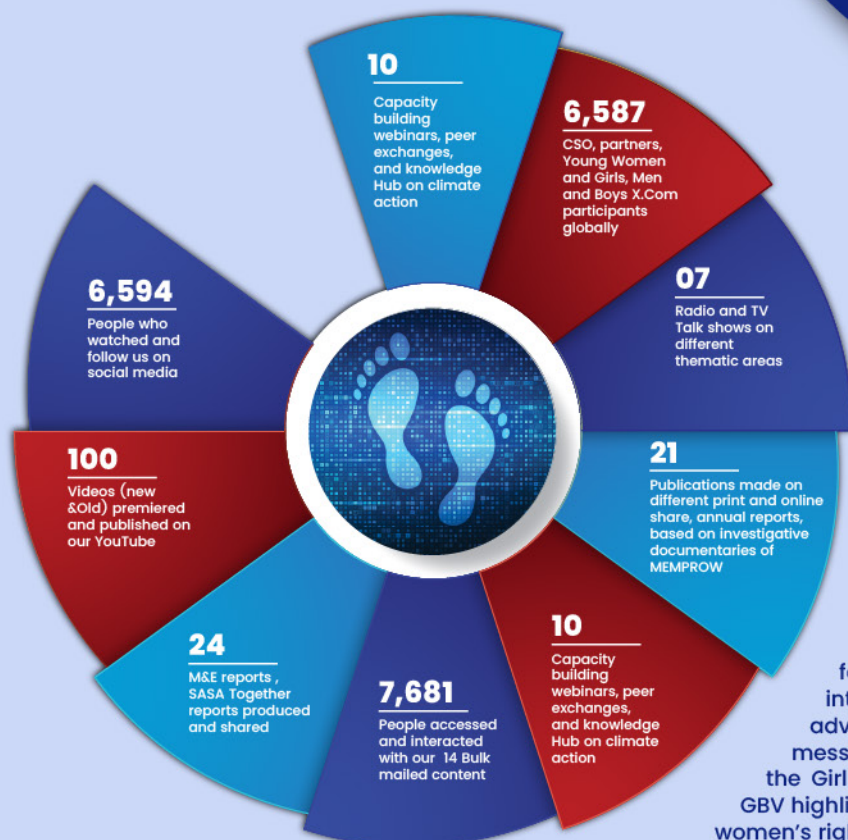
*Before the training, we lacked essential skills such as water storage and pest management. Through the program, we learned to create effective pesticides, allowing us to eliminate previous costs associated with pest control. Additionally, I struggled with seed storage in the past, but the guidance from MEMPROW has empowered me to successfully store seeds for every season, ensuring food availability throughout the year.*

*This training has not only changed my agricultural practices but has also inspired pride and confidence within my community. I am grateful for the knowledge and skills gained, which will positively impact my life and the lives of those around me."*



## Strengthening Our Capacity to Sustainably Deliver a Feminist Agenda

In alignment with MEMPROW's third strategic objective, 2024 was a year full of transformative initiatives to build resilience and ensure the long-term sustainability of our feminist agenda. This objective—rooted in our commitment to creating a robust foundation for Action, advocacy, and fostering systemic change—guided our efforts throughout the year.



### Digital Footprint at a Glance

Digital Footprint increased as we prioritized strategic social media and Mainstream media engagements to strengthen visibility, conversations, and networking among women's rights activists, and the general community on critical feminist/gender/climate/ SRH/Menstrual Hygiene/Mental Health issues.

### AI Training & Bold Investments

Our AI training of 24 staff and MEMPROW Girls' Network Executive, empowered participants with the knowledge to navigate and critically engage with technology, fostering an understanding of how artificial intelligence can be harnessed for feminist advocacy. Additionally, we Broadcasted messages during Women's Day/Month, the Day of the Girl Child, and the 16 Days of Activism against GBV highlighting women's lived realities and promoting women's rights and activism.

Bold Investments was established – a social enterprise arm of MEMPROW which is a step towards ensuring the long-term sustainability of our community engagement. The enterprise's success is proof of our dedication to creating innovative funding models that align with feminist principles and strengthen our capacity to deliver meaningful change. Every proceeds from the Wellness Kit and other Products will go directly into supporting Child mothers' empowerment.

### Feminist Research

MEMPROW made significant contributions by engaging in studies on sexual and reproductive health (SRH), the Impact of Digitalization, climate justice, and Sexual gender-based violence. These research initiatives not only informed our programmes but also contributed to global feminist knowledge as papers and posters were shared in National, Regional, and global platforms including the SVRI forum, Maputo, etc

### Partnerships & Collaborations

Our partnerships and collaborations flourished, including specialized training for staff in social media management, communications, and advocacy; Feminist leadership, climate justice, Result-based reporting, mental health, etc. These efforts ensured that our team was equipped with the skills necessary to amplify MEMPROW's message and drive impactful campaigns and advocacy. Furthermore, these collaborations ensured our representation at different forums like Washichana wa Afrika, Association of Women in Development (AWID) Conference, Climate COP29, Girls Champion Award – GCA, Elle Parle, and SASA Together Community of Practice CoP.





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Monitoring and evaluation (M&E) remained a cornerstone of our efforts. We conducted 20 follow-up activities to support our different programmes and ensure impact harvesting. These engagements highlighted stories of resilience and success, demonstrating the tangible outcomes of our programmes.

### Advocacy Campaigns

Our advocacy campaigns in 2024 made significant strides toward creating a violence-free society. Notable activities included the Climate Justice March, Agroecology Week, and the International Day of the Girl Child (IDGC) advocacy walk. These initiatives mobilized communities, raised awareness, and strengthened our collective resolve to contribute to violence-free environments. MEMPROW's engagement with national advocacy efforts, particularly with the Ministry of Education and the Ministry of Gender, Labour, and Social Development, Pakwach District Local Government –Education Ordinance dissemination played a vital role in shaping policies that impact women and girls, ensuring their empowerment remains at the forefront of national agendas.



## A Look at TOMORROW

The MEMPROW of tomorrow is one in which Young women and Girls, feminists and feminist movements from around the world, and people with marginalized and vulnerable identities, see themselves and play a leading role in demanding the full suite of Rights in all forms for all girls and women, everywhere.

Moving forward, we will continue to create spaces for collective action through coalitions, ensure that young people, particularly Young women and adolescent girls, are in the driver's seat of our advocacy, and serve conveners that bring partners together to challenge and change the norms, laws, and policies that perpetuate injustice. And we will continue to build the evidence base, in partnership with organizations from around the world, to contribute to the data and evidence as a center of excellence in promoting girls and young women's rights in all sectors.

Thank you for joining us on this journey. Your belief in and support for MEMPROW empowers us to stand against the violence that threatens us all, especially girls and women. Together, we can make a difference and change what we cannot accept.



# FINANCIAL REPORT

Mentoring & Empowerment Programme for Young Women (MEMPROW) – AN NGO – of File No: MIA/NB/2020/03/3786  
Annual Report and Financial Statements for the Year Ended 31<sup>st</sup> December, 2024

## 5.1 Report of the Independent Auditor to the Members of Mentoring and Empowerment Programme for Young Women (MEMPROW) for the Year Ended 31<sup>st</sup> December, 2024

### Report on the Audit of the Financial Statements for the year ended 31<sup>st</sup> December 2024

In our opinion, the accompanying financial statements, present fairly in all material respects the financial position of MEMPROW as at 31<sup>st</sup> December, 2024 section 4.2, Statement of Changes in Fund Balances for the year then ended section 4.3, Statement of comprehensive income section 4.4 and statement of cash flows section 4.5, and notes to the financial statements and summary of significant accounting policies section 5.0, applied in the preparation of the financial statements; in compliance with the funding agreements provisions, NGO Act cap 113, NGO Regulations 2017 and Generally Accepted Accounting Principles (GAAP).

#### What we have audited

The financial statements of MEMPROW set out on the following sections and comprise of:

1. Statement of financial position as at 31<sup>st</sup> December, 2024 (section 5.2),
2. Statement of Changes in Fund Balances for the Year Ended 31<sup>st</sup> December, 2024 (section 5.3);
3. Statement of comprehensive income for the year ended 31<sup>st</sup> December, 2024 (section 5.4);
4. Statement of cash flows for the year ended 31<sup>st</sup> December, 2024 (section 5.5),
5. Notes to the financial statements, which includes a summary of significant accounting policies (section 5.0) and
6. Schedule of donor fund receipts and payments statements and Annexes (sections 7.0)

#### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and Guidelines issued by the donor partners if any; and the Institute of Certified Public Accountants of Uganda. 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Independence

We are independent of MEMPROW 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 other ethical responsibilities in accordance with these requirements and the IESBA Code.

#### Other Information

Management is responsible for the other information. The other information comprises of the "Background Information (section 2.0) and Directors Statement of Management Responsibility (section 3.0)", but does not include the financial statements and our auditors 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 report that fact.

We have nothing to report in this regard.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Directors are responsible for preparation and fair presentation of the financial statements in accordance with funding agreements, GAAPs and other applicable rules and regulations and for such internal control as Directors determines to

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be 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, Directors are responsible for assessing MEMPROW'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 Directors either intends to liquidate the organization 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 financial 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 MEMPROW's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Directors.
- Conclude on the appropriateness of Directors' 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 MEMPROW'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 our auditor's report. However, future events or conditions may cause MEMPROW to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



#### Report on Other Legal and Regulatory Requirements

As required by the 5<sup>th</sup> Schedule of the Companies Act cap 106, we consider and report to you based on our audits that in material respect:

1. 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;
2. In our opinion, proper books of accounts have been kept by MEMPROW so far as appears from our examination of those books; and
3. MEMPROW's statement of financial position and statement of comprehensive income are in agreement with the books of account.

The Engagement Partner on this audit resulting in this independent auditor's report is CPA Ben Okello Luwum – Practicing Accountant No. P0019.



Ben Okello Luwum - P0019

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Date: 29<sup>th</sup> April /2025

## 5.2 Statement of Financial Position as at 31<sup>st</sup> December 2024

Particulars	Note	2024 UGX	2023 UGX
<b>Non-Current Assets:</b>			
Property and Equipment	5.6.2	298,425,031	308,408,140
		<b>298,425,031</b>	<b>308,408,140</b>
<b>Current Assets:</b>			
Accounts Receivable and Prepayments	5.6.3	72,079,125	6,533,300
Bank and Cash Balances	5.6.5	511,305,407	598,320,038
Investments	5.6.4	10,000,000	10,000,000
		<b>593,384,532</b>	<b>614,853,338</b>
<b>Total Assets</b>		<b>891,809,563</b>	<b>923,261,478</b>
<b>Fund Balances and Liabilities</b>			
<b>Fund Balances:</b>			
Capital Fund	5.3	298,425,031	308,408,143
General Reserves	5.3	314,979,985	89,647,031
Restricted Reserves	5.3	245,862,428	480,961,213
		<b>859,267,444</b>	<b>879,016,387</b>
<b>Liabilities:</b>			
Accounts Payable and Accruals	5.6.7	32,542,119	44,245,091
		<b>32,542,119</b>	<b>44,245,091</b>
<b>Total Fund Balances and Liabilities</b>		<b>891,809,563</b>	<b>923,261,478</b>

The Financial Statements were approved by the Board of Directors on 28/04/2025 and were signed on its behalf by:

  
Executive Director -  
MEMPROW

  
Chairperson  
Board of Directors -MEMPROW





## WORK IN PICTURES



Sustaining Women's leadership





## LIST OF **ACRONYMS**

<b>MEMPROW</b>	Mentoring and Empowerment Program for Young Women
<b>SRH</b>	Sexual and Reproductive Health
<b>SVRI</b>	Sexual Violence Research Institute
<b>IFJP</b>	International Feminist Journal of Politics
<b>CDOs</b>	Community Development Officers
<b>IDGC</b>	International Day of the Girl Child





**Sustaining Women's leadership**

This is a publication by Mentoring and Empowerment Programme for Young Women (MEMPROW)



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# 2024 ANNUAL REPORT

## OUR PARTNERS / DONORS



Throughout 2024, our donors and supporters powered policy advocacy, community engagement, and programming toward advancing women's rights, Mental Health, and Climate Adaptation and Mitigation. We specially appreciate our individual donors (Adam Kuper), grassroot and national partners.



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