

RURAL FOCUS INITIATIVE - UGANDA

“Amplifying Rural Voices”



Mobile: +256 (0)754875521, +256(0)704118553, +256 (0)776144451

E-mail: rfiuganda@gmail.com

Website: www.rfi-uganda.org

ORGANIZATION PROFILE

Head office: Opposite Rwenzori College of commerce, Nyamwamba Division
Kasese Municipality - Uganda.

Tel: +256(0)754 875 521, +256(0)704 118 553, +256(0)776 144 451

PROFILE OF RUFU – (U)

Background

Rural Focus Initiative - Uganda (RUFU - U) a community based organization located in Nyamwamba division, Kasese municipality, Kasese District, western Uganda is a non-profit, non-denominational, political and non-sectarian organization that was formed in 2016.

Rural focus initiative-Uganda was founded by community welfare minded people with an aim of empowering the community in the fight against poverty, address human rights related abuses and revive positive cultural/traditional norms or values in society, unemployment, Teenage marriages and pregnancies, diseases spread through information and training. The Organization is run by competent staff members under the stewardship of a board of trustees.

VISION:

A health, empowered and self sustaining community aware of its rights and defend those of children for immediate and long term development.

MISSION:

Empowering rural communities in fighting poverty, disease and defending the rights of young people through information accessibility and training services provision

Core values

RUFU – (U) seeks to be a competent, accountable, reliable, result-oriented, confidentiality, and committed organization to its vision and mission, with clear and transparent systems, and practices fairness and justice and respect for human dignity while maintaining equality, integrity and good relations.

Strategic Focus Areas (SFAs):

RUFU – (U) seeks to strategically implement activities under the following thematic areas in line with policies of the Republic of Uganda. We are involved in both emergency and development programs. In emergency we focus on human rights abuse and child protection for vulnerable communities while our long term strategic priorities (5SFAs)that supports emergencies and Development programs in Uganda are below;

SFA1 Vocational Skills & Entrepreneurship training;

Result 1: Improved community livelihoods and reduced poverty levels among the youth, young mothers & fathers and other vulnerable populations through provision of vocational &

Entrepreneurship trainings, establishment of a well equipped and reliable vocational skills training centre for sustained and strengthened economic transformation and development.

SFA2 Promoting Education;

Result 2: Improved and provide information to teachers, parents and children on the benefits of educating children and its general role in community development through career guidance in schools, radio talk shows and in community meetings and gatherings.

SFA 3: Children Protection & Human Rights;

Result 3: Increasing community participation and involvement to promoting human rights awareness and defend children rights such as rights to education services, health, food, and increase access to quality welfare of both children and adolescents, particularly those affected by domestic violence, early child marriage, HIV/AIDs and other community conflicts.

RUFI – (U) provides a platform for engagement of government law enforcement departments such as Police, local judiciary courts through community sensitization, reporting children abuse cases such as; defilement, child labour, rape in rural communities for investigation and action.

SFA 4 Livelihood and community empowerment;

Result 4: Improved community livelihoods and reduced poverty levels among rural, under served and vulnerable to disaster communities through provision of basic agricultural information, inputs and tools, geared towards a sustained and strengthened economic transformation and development.

SFA5 Health;

RUFI – (U) is actively involved in enhancing health programs in the Communities by Creating awareness and advocacy in the communities to take lead in accessing health services during the, HIV/AIDs training and awareness creation in the communities through community meetings and radio talk shows.

Aims and Objectives

- i. To promote formal education, vocational training and life skills to underserved communities to help them cope up with life challenges.
- ii. To support and contribute to rural communities' social welfare through mobilization, sensitizations and spread of information that is geared towards reduction of poverty.
- iii. To strengthen the voices of young people at risk of early child marriage and pregnancies and their rights.

iv. To improve the health of underserved communities by addressing issues that undermine their good health and creating awareness of disease and poor sanitation.

RUFI – (U) Operation areas:

RUFI – (U) operates in the District of Kasese, Western Uganda, in particularly Eight (8) sub counties, that is, Buhuhira, Kyondo, Nyakiyumbu, Kyarumba, Lake-Katwe, Kyabarungira, Nyamwamba Davison and Ihandiro. However, RUFI – (U) is not limited to only one district and 8sub counties; it intends to extend its activities to other districts soon in the future.

RUFI – (U) has its headquarters in Kasese Municipality, Kasese District, in western Uganda.

Our approach to Project Management and Implementation

- Participatory Learning and Action (PLA)
- Appreciative Inquiry (AI)
- Focus Group Discussion (FGDs)

Registration status

RUFI – (U) was established in 2016 as a voice to rural communities with several cases of unwanted pregnancies, early child marriage, poor health, poverty, child abuse, human rights abuse, and unemployment, lack of career guidance, inadequate information and poor livelihood.

RUFI – (U) started its operations soon after it was established as a community based organization and got registered in May 2016. **RUFI – (U)** is operating under the laws of the Republic of Uganda and is legally registered by the Nyamwamba Division Community Development Office (CDO) under registration Number NY/CBS/1981/2016/2017.

Organization structure

Descriptions of Governance and Management Structures

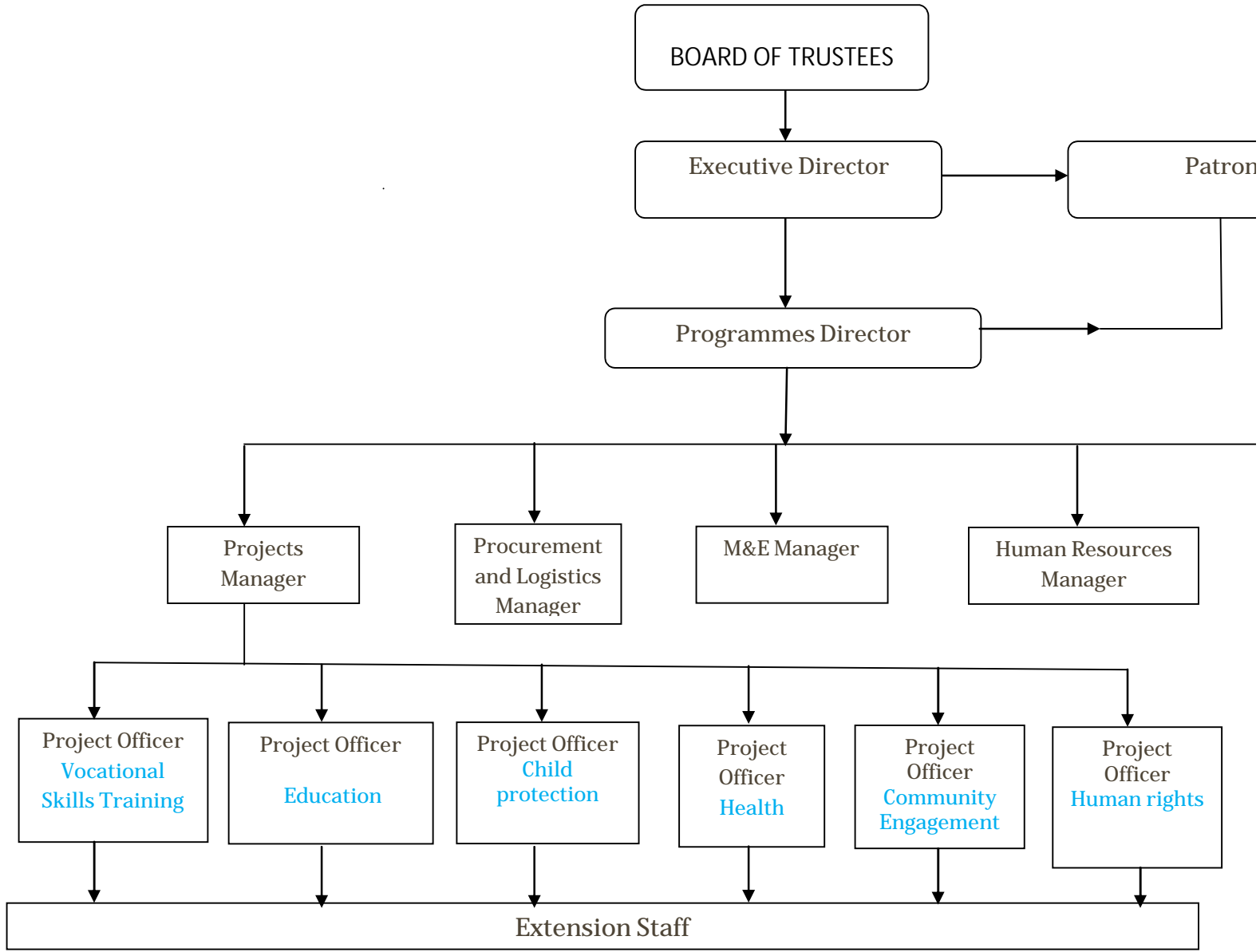
RUFI - U has a strong governance structure with the board of trustees as the policy approving body to which the Director(s) reports. The Board members are selected and appointed by the director(s). The Board is composed of the; Chairperson, Vice Chairperson, Secretary, Treasurer and 3members of which 2 are members of the organization staff. The board is solely responsible for approving organization capacity and development plans. In

the management structure, the Executive Director is the head of the Secretariat and reports directly to the Board of Directors and is responsible for day to day operations and functioning/survival of the organization. Below the Executive Director are experienced and qualified senior staffs in different fields as indicated below in the chart?

RUFI - U ORGAN GRAM

For effective management and implementation of programs, RUFI - U has objectively and strategically designed its organization management structure to enhance efficiency and transparency at all levels and clearly defines the role segregation of each position.

Organizational Chart of RUFU - (U)



Layers of management

- Board of Trustees
- Senior Management Team (SMT)
- Field and support programme team

Senior management positions for RUFU – (U)

1. Executive Director
2. Programmes Director
3. Project Manager
4. Logistics Manager (LoG M).
5. Finance and Admin Manager
6. Human Resource Manager
7. Monitoring and Evaluation Officer

Management levels of RUFU - U

Executive Director (ED)

The Executive Director is the overall team leader for the organization who provides strategic leadership in the management of the organization business. He is responsible for the day to day operations of RUFU – (U) in line with the goal, objectives, and mission and core values. The Executive Director also provides guidance to all departmental heads to enhance professionalism and objectivity in handling affairs of the RUFU – (U) in all field locations. The Executive Director will ensure compliance with National standards, policies, protocols and rules and regulations of the National Government, NGO forum and Donors. He steers the team and reports directly to the Board of Trustees.

Programmes Director.

The programmes director deputizes the Executive Director, is directly responsible for all strategic issues of RUFU – (U) programmes implemented and provides required technical guidance to programmes Coordinators, officers to cost-effectively and efficiently implement

activities in accordance with the standards and rules of each donor and respective line Ministries to maximum benefits. Similarly s/he will ensure the organization compliance with the National standards of operation of the country and NGO forum. He shall also lead the process of development of the donor proposals and concept notes in collaboration with the Human Resource Manager.

Project Manager

Under the direct supervision of Programmes Director, the Project Manager will be responsible for coordination, management of RUFU - U projects under the strategic focus areas mentioned above. S/he will be responsible for both strategic and operational issue of the project.

Logistics Manager (LoG M).

The Logistics Manager is in charge of logistics, supply chain management and procurement of goods and services across RUFU – U in Uganda. He is responsible for management of organization assets and ensures procurement procedures are critically adhered to.

Finance & Administrative Manager

The Finance & Administrative Manager is the budget controller and in charge of administration. He is responsible for management of organization funds and ensures financial control measures are critically followed in all field locations and adhered to by organization staff. He shall lead the process of the development of the donor budgets with support from program staff. He will at the same time ensure staffs understand financial rules and regulations and compliance with donor financial rules.

Human Resource Manager (HRM).

The HRM will lead the process of mobilizing resources financial and non-financial, material and non-material for the organization. S/he shall arrange the recruitment process and induction of new staff, assures quality welfare of staff, and prepares employment contracts and job description.

Monitoring and Evaluation Officer

The M & E Manager is the quality assurance manager who will ensure compliance with agreed objectives, indicators and processes. He will develop a monitoring and evaluation strategy and associated tools, including key performance indicators. Reviews and chart

workflow procedures for key programs and services. He will conduct gap analyses; identify critical control points and preventive measures; suggest ways in which existing procedures may be streamlined or revised to enhance quality and consistency and develop quality assurance plans and verification procedures. M & E Manager shall train employees on the M&E best practices, and ensure compliance to policies and procedures while maintaining and improving program and service quality by examining compliance with required operating procedures, by monitoring the implementation of programs and services, by investigating customer complaints and proposing solutions; and by collaborating with other members of management and staff to develop new programs and services, as well as new quality procedures, as required. He is also responsible for preparing quality documentation and reports by collecting, analyzing and summarizing information and trends.

Challenges

RUFI - U as an organization has committed itself to supporting local communities to address the needs of the underserved and vulnerable communities and improve their health status and livelihoods. RUFI - U will work together with stakeholders to identify their needs, shortfalls and develop strategies to mitigate their challenges.

- Limited funds to meet operation costs of the organization as the current operational cost are supported through initiators contributions.
- Youth unemployment, drug abuse, lack of sex health education a cause of unwanted pregnancies and early marriages that require immediate intervention.
- Increased demand for basic survival services, health, information, Livelihood, education and gender related issues etc by the people living with HIV/AIDS, orphans, women, children in hard to reach/rural areas.
- Increasing school drop outs, human rights abuse, domestic violence and sexual harassments in the rural communities that require attention.

Future plans / way forward

- **Funds/Resource mobilization:** Strengthen resource mobilization strategies to raise funds for supporting the development of rural communities and staff including hiring consultants to provide technical guidance and assistance to communities to ensure sustainability and ownership.

- **Advocacy and community mobilization:**
 - Widen coverage of the RUFU - U to reach the poor and marginalized hard to access communities in Uganda.
 - Strengthen and increase access to human rights services by the abused individuals.
 - Create wide sensitization of the general public on the importance of Vocational skills training, child protection, health and sanitation, child education, early marriages & pregnancies.
- **Vocational Skills & Rehabilitation centre:** provide vocational skills training to the youth especially the young mothers and fathers.
 - Rehabilitating persons especially youth and the children who need guidance and counseling as a results of lack of school fees, drug abuse, domestic violence, child labour and others.
 - Establish a well equipped vocational & rehabilitation centre to cater for the children lacking parental care as a result rape, negligence, mistreatment, abandonment among others.
 - Offer support to young mothers to improve their livelihood.
- **Means of transport to reach communities.** RUFU – U focus is to reach the hard to reach areas especially the mountainous communities where information regarding health, sanitation, human rights, child protection, and teenage sex education is hardly accessed. A reliable means of transport (like at least Two Motorcycles and a vehicle) would ease the work for the staff and organization at large.
- **Permanent office premises.** Have a well established organization permanent office to help reduce on the organization overhead expenses in terms of rent, equipments security and records.

The following are proposed members of Board of Trustees

S/N	Name	Gender	Designation at the organization	Principle role outside the organization as of now	Nationality
1	Nakalanzi Zham	F	Chairperson	Teacher at Kasese Secondary School 0701 104 017	Ugandan
2	Rev. Fr. Ngobi Jimmy Masereka	M	Deputy Chairperson	Priest Diocese of Kasese 0783 230 113	Ugandan
3	Matsitsi Yonah	M	Secretary	Teacher Kithoma Peas 0704 118 553	Ugandan
4	Kidima Margret	F	Treasurer	Project Officer RWECO - Kasese	Ugandan
5	Kabughho Ruth	F	Member	Secretary for social services, KDLG 0705 145 828	Ugandan
6	Masereka Jackson	M	Member	Executive Director Human Relief Action Foundation 0751 233 010	Ugandan
7	Baluku James	M	Member	Executive Director RUFU – U 0754 875 521	Ugandan