# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Contents</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director’s Statement</td>
<td>3</td>
</tr>
<tr>
<td>1.0. RUFI-Uganda OVERVIEW</td>
<td>4</td>
</tr>
<tr>
<td>1.1. Organization Information:</td>
<td>4</td>
</tr>
<tr>
<td>1.1.1. Core values</td>
<td>4</td>
</tr>
<tr>
<td>1.1.2. Strategic Focus Areas (SFAs):</td>
<td>4</td>
</tr>
<tr>
<td>1.1.3. Aims and Objectives</td>
<td>6</td>
</tr>
<tr>
<td>1.1.4. Our Target Group:</td>
<td>6</td>
</tr>
<tr>
<td>1.1.5. Our approach to Project Management and Implementation</td>
<td>6</td>
</tr>
<tr>
<td>1.1.6. Human Resource capacity –</td>
<td>6</td>
</tr>
<tr>
<td>2.0. Programmes Overview of the 2019 and Achievements</td>
<td>7</td>
</tr>
<tr>
<td>2.1. Skills Training</td>
<td>7</td>
</tr>
<tr>
<td>2.2. Infrastructure</td>
<td>8</td>
</tr>
<tr>
<td>2.3. Future priorities</td>
<td>8</td>
</tr>
<tr>
<td>2.4. Achievements made in 2019</td>
<td>9</td>
</tr>
<tr>
<td>2.5. Projects implemented in 2019 and their current stand.</td>
<td>10</td>
</tr>
<tr>
<td>2.5.1. Tree Planting</td>
<td>10</td>
</tr>
<tr>
<td>2.5.2. Plastic Recycling</td>
<td>10</td>
</tr>
<tr>
<td>Making use of Plastic bottles was launched in the year 2019 and results were realized as 2platic seats prototypes were made. This campaign looks further to put plastic waste to better use.</td>
<td>10</td>
</tr>
<tr>
<td>2.6. Challenges faced during Programmes implementation in 2019</td>
<td>10</td>
</tr>
<tr>
<td>2.7. Plans to mitigate the above challenges in 2020</td>
<td>11</td>
</tr>
<tr>
<td>3.0. Appreciations:</td>
<td>11</td>
</tr>
<tr>
<td>4.0. Financial perspective for 2019</td>
<td>12</td>
</tr>
<tr>
<td>5.0. Proposed Goals for 2020</td>
<td>12</td>
</tr>
<tr>
<td>6.0. Conclusion,</td>
<td>12</td>
</tr>
</tbody>
</table>
Executive Director’s Statement

Dear All,

It gives me pleasure to publish this 2019 Annual Report. I am extremely pleased to look back at a year of great progress, achievements and advancement of the organisational within the commitment to serve the community. This report demonstrates the achievements and outputs for 2019 as mandated under Rural Focus Initiative Uganda (RuFI Uganda) terms of work.

The Director’s role is to provide strategic leadership and strengthen systems and policies for the successful management of the organisation and to foster collaborations with the national and global community. Our partnership and cordial relationship with the SES Germany, The Kasese District Local Government, the Division community development office and community as well as our other stakeholders has contributed significantly to an open, transparent and learning culture within the organisation set up for all the staff.

Unlike the previous 2 years, our trainees this year demonstrated good skills in terms of performance, resilience and discipline through hard work, embracing change and developed vocational capacity to meet the current and future service needs of the people we serve in a changing landscape and economy though there is more to do. Our priorities in the coming years include a permanent training center/workshop for women and young mothers, a means of transport to reach hard to reach communities and a stable source of income generated using our income generating projects. For this to be achieved, we are focusing on improving our resource mobilization, marketing, and a more intelligent approach to engage and collaborate effectively with partners.

I wish to acknowledge the contribution and engagement of all Directors, Claus Oellerking, SES Germany, staff and all the organisations and stakeholders who worked with us enabling us to register the successes in the year 2019.

Sincerely,

Mr Baluku James
Executive Director, RuFI Uganda
1.0. RUFI-Uganda OVERVIEW

Rural Focus Initiative - Uganda (RUFI - 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 2011. 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 healthy, empowered and self-sustaining community aware of its rights for development.

MISSION:
Empowering rural communities in fighting poverty, disease and defending people's rights through information accessibility and training.

1.1. Organization Information:

1.1.1. Core values
RUFI – (U) seeks to be a competent, accountable, reliable, result-oriented, confidentiality min, 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.

1.1.2. Strategic Focus Areas (SFAs):
RUFI – (U) seeks to strategically implement activities under the following thematic areas in line with policies of the Republic of Uganda. We focus on vocational skills training, education, child protection and health, environmental conservation.
SFA1 Vocational Skills & Entrepreneurship training

Result 1: Improved community livelihoods and reduced poverty levels among young mothers & fathers and other vulnerable populations through provision of vocational & Entrepreneurship trainings, establishment of a well-equipped and organized training center 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.

SFA 4 Environmental Conservation Result 4:

Conserving the environment and creating a self-sustaining mechanism for nature to remain alive by advocating for modern farming practices through community mobilization, preserving water sources, and reducing plastic circulation in communities.

SFA5 Health

RUFI – Uganda 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, drama and radio talk shows.

1.1.3. Aims and Objectives
i. To promote vocational skills training to the underserved communities and have help them self-sustaining.
ii. To support and contribute to rural communities’ social welfare through mobilization, self-sustaining and spread of information that is geared towards poverty reduction.
iii. To strengthen the voices of young people on the challenges of early child marriage, 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.

1.1.4. Our Target Group:
RuFI Uganda majorly work with women, and the vulnerable girls.

1.1.5. Our approach to Project Management and Implementation
- Participatory Learning and Action (PLA)
- Appreciative Inquiry (AI)
- Focus Group Discussion (FGDs)

1.1.6. Human Resource capacity –
By the end of 2019, we had a staff capacity of 7 members of whom the 3 are hired trainees providing support in our weaving and sewing department.
- These staff member were,

<table>
<thead>
<tr>
<th>Names</th>
<th>Title</th>
<th>Contact</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Baluku James</td>
<td>Executive Director</td>
<td>0776144451</td>
<td><a href="mailto:james@rufi-uganda.org">james@rufi-uganda.org</a></td>
</tr>
<tr>
<td>Mr. Matsitsi Yonah</td>
<td>Programmes Director</td>
<td>0704118553</td>
<td><a href="mailto:yonah@rufi-uganda.org">yonah@rufi-uganda.org</a></td>
</tr>
<tr>
<td>Miss. Musoki Solange</td>
<td>Accountant</td>
<td>0778665861</td>
<td><a href="mailto:solange@rufi-uganda.org">solange@rufi-uganda.org</a></td>
</tr>
<tr>
<td>Miss. Biira Asia</td>
<td>Trainer(Tailoring)</td>
<td>0782308546</td>
<td><a href="mailto:asia@rufi-uganda.org">asia@rufi-uganda.org</a></td>
</tr>
<tr>
<td>Miss. Ithungu Juliet</td>
<td>Volunteer-weaving</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
2.0. Programmes Overview of the 2019 and Achievements

RuFI Uganda is one of the Vocational training centers training of women and young mothers in attaining skills to improve their financial power and independence and is located in Nyamwamba Division, Kasese Municipality, and Western Uganda. We place special emphasis on investing in the vocational skilling of rural girls and women as a means to contribute to the sustainable development and national goals of improving services to the rural poor communities and ultimately a reduction of women dependency on men. Espoused by our organization slogan “Amplifying Rural Voices”.

With much pleasure I would like to bring to your notice the following updates in regards to RuFI Uganda progress in the year 2019 from January 2019 to December 2019.

2.1. Skills Training

2019 registered 89% completion rate of the trainees that enrolled for both weaving and tailoring. We want to thank the parents/guardians, trainers, staff, trainees and our stakeholders for this excellent performance.

Table 1: SUMMARY OF STUDENT’S COMPLETION RATE FROM 2017 TO 2019

<table>
<thead>
<tr>
<th>S/N</th>
<th>NUMBER OF ENROLLED TRAINEES</th>
<th>NUMBER OF TRAINEES COMPLETING COURSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>81</td>
<td>36</td>
</tr>
<tr>
<td>2018</td>
<td>13</td>
<td>05</td>
</tr>
<tr>
<td>2019</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>TOTAL</td>
<td>121</td>
<td>65</td>
</tr>
</tbody>
</table>

Two staff left us in the course of the year and these are; Masika Sharon who got another job in Kampala and Mbambu Miria who had a young child and decided to stay home to baby seat her. Musoki Sharon was replaced with Musoki Solange. The volunteers are former trainees and are paid for the work done as per the 2019 resolution of “train-produce and earn”
2.2. Infrastructure

In 2019 we were able to acquire an organization plot of land measuring 100*200 costing 24million Uganda shillings which will accommodate the organization offices and a training workshop in the years ahead. In a special way, we would like to thank Katrin Hill, Claus and other donors for their generous donations towards the purchase of this land. We are proud of this as it moved us lots of steps in development of RuFl Uganda as an organization.

2.3. Future priorities

Strengthening institutional capacity for effective delivery of services and training, developing our land in order to move out of rental facilities. Establishing a stable income source by setting up an income generating project. Also the means of transport to enable us serve the hard to reach mountainous areas in Kasese District will basically form our next priorities.

The year 2019 proved to have been a successful and rewarding time for RuFl Uganda, highlighted by, among others, special achievements and exceptional progress in the areas of training, Mentorship and Learning, Community involvement and general organizational growth.

Mentorship and Learning with completion rate.

Trainee's enrolment

Figure 1 reflects a steady growth in trainee's enrolment in relation to completion rate. Overall, the trainee’s enrollment from January 2019 to December 2019, was 27 in both tailoring and weaving with a completion rate of 89% compared to 36% and 45% in 2018 and 2017 respectively.

Figure 1: Number of enrolled trainees compared to number of trainees completing their course (2017-2019)
2.4. Achievements made in 2019

- As an organization, we have been able to procure land sitting on 200*100 through our donors and supporters led by Claus.

- We achieved the NGO status for the organization and right now, we are only waiting for the registration certificate after approval of our presented file to the NGO board. However, we already have the certificate for incorporation ready with us under registration No. 80020001531644.

- We are also proud of the many donors got as an organization through Claus Oellerking already closely working with us. We thank Claus Oellerking for this connection.

- We are also happy to report that the use of the VIM is getting better and we can use it without much difficulty.

- Our Facebook and web pages are all functional and updated and are being handled professionally. Regarding our visibility, we engaged the local radio station and talked about our work nearly for 4 months and our work is now known to the public especially around the municipality.

- In the entire year, we have been able to export baskets to Germany and Canada. We also sent to Kampala and Arua respectively.

- This year we were able to participate in the celebrations of the international day for peace, international day for the girl child, the
international development design summit, women up initiative Uganda’
s workshop on hate speech on and offline and private sector Uganda.
- We managed to secure a contract to sew school uniform for one of the
local secondary school. We have been able to generate income in return
that helped us push with organization work.

2.5. **Projects implemented in 2019 and their current stand.**
We strengthened the Vocational skills training programme and this
registered success with a good number of committed trainees in the first
half of the year with a completion rate of 89%.
In 2019, we received SES expert Claus Oellerking for another mentorship
programme. A lot was learnt during this Programmes ranging from capacity
building, policy strengthening, marketing strategies, fundraising and
documentations. This training took us a full month and believe this will
change our operations and internal controls in the coming year.

2.5.1. **Tree Planting**
A total of 30 shade and fruit trees were planted at the RuFI plot
of land, located 100meters off Kasese Mbarara high way in
Kirembe Cell, Kasese Municipality. This kick started our tree
planting campaign.

2.5.2. **Plastic Recycling**
Making use of Plastic bottles was launched in the year 2019
and results were realized as 2plastic seats prototypes were
made. This campaign looks further to put plastic waste to
better use.

2.6. **Challenges faced during Programmes implementation in 2019**
- We registered delayed reporting as this was a result of staff turnover
  especially in the finance department.
- Delayed payments especially from the uniforms we sew.
- Local competition from other producers especially baskets thus low
  income.
- Low enrolment of trainees especially in the tailoring in the second half
  enrolment of the year.
- The means of transport to reach the hard to reach areas for
  marketing and mobilization.
- The staff turnover which delayed reporting to the donors.
- Our crops planted on organizational plot of land were destroyed by
  elephants from the neighboring Queen Elizabeth National Park.
2.7. **Plans to mitigate the above challenges in 2020.**

Following the executive resolution in December 2019, action steps were designed for purposes of making next year a successful one. The resolutions were as follows:

1. Change of responsibilities from staff to staff so that we can have new expertise in the different tasks. We put a staff responsible for reporting.
2. Strengthening our relationship with our clients especially schools through revising our terms of contract regarding payments. Also identifying and requesting new and able to pay schools for business.
3. Strengthening the use of VIMs (Accounting Application) so that all financial matters are tracked properly and on time.

3.0. **Appreciations:**

- On behalf of RuFI Uganda and on my own behalf, allow me thank Claus Oellerking (SES GERMANY) for his continuous annual mentorship training which he has perfectly done since 2016 to date contributing to the steady progress of the organization.
- In the same spirit, we again thank him (Mr. Claus Oellerking) for all the new connections made for us this year and publishing our work using all possible ways. We would like to commend him for the good job well done especially the connecting Rural Focus Initiative Uganda to the very many donors.
- Special thanks and recognition goes to Katrin Hill and other donors for their generous donations towards the purchase of RuFI Uganda Plot. We are proud of this and this made us as an organization move further steps in the development of RuFI Uganda and its sustainability.
- Specials appreciations goes the RuFI Uganda staff for the dedicated and selfless work done in the year of 2019.
- As an organization, we also thank our trainees for trusting us and taking RuFI Uganda their first choice training center. We do not take this trust for granted.
- In a special way, we would like to thanks friends from Brazil and Canada who are ready to help in fundraising by selling out and giving RuFI Uganda baskets to their community.
- More appreciations go to Herbert Wenk for the training in VIMs (Accounting Software Application) that will shape our financial needs in the near future.
4.0. Financial perspective for 2019
In this year 2019, there has been lots of improvement in terms of fundraising and investment resulting from the initiative of Claus Oellerking as chief fundraiser. Our income base improved through the monthly donation of Claus Oellerking and his friends. Our resolutions for 2019 pertaining fundraising improved the organization financial capacity in regard to financing the organization activities and needs.

In 2019, we receive donations, sales from weaving and tailoring, contributions from supporters and well-wishers all of which increased the organization income base.

5.0. Proposed Goals for 2020
As year ended as at 31st December 2019, the 2020 proposed goals of the organization were as follows;
- Generate more income through our projects
- Maintain our staffing and be able to enumerate/give salaries
- Maintain and improve the enrollment of trainees
- Add another project. Sanitary pads production, poultry keeping, clean energy to increase organization income locally were all approved.
- Bring in more volunteers in our work. These were to be the former trainees of the organization as a way of empowering them economically through our “Train-produce and Earn approach”
- Improving the reporting methodology, clear and proper documentation of records and numbers.
- Employ creativity and innovations in the production of our baskets to be able to add in new products especially using local natural materials

6.0. Conclusion.
The year 2019 was characterized by special achievements and exceptional progress in the areas of assets acquisition, fundraisings, mentorship trainings, marketing and staff motivation through the monthly payments. With a dedicated, well committed team and improvement in work methodologies, we expect the achievements of next year to double. WE THANK YOU ALL!
Maize (con) at the organization land before destroyed by elephants
Students of Kithoma Peas High School in uniform sewed by RuFI Uganda

Trainees in learning Session during uniform production
RuFi Uganda Staff in a training session with Senior Expert Claus Oellerking

Purchase of RuFi Uganda Plot of Land
Ovacado Tree at the RUFi Plot

Visit our Gallery at http://rufi-uganda.org/Gallery/