



## UGANDA REACH THE AGED ASSOCIATION (URAA)



ANNUAL REPORT (JANUARY TO DECEMBER 2018)

*Together we serve the Elderly and Children under their care*

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## **List of Acronyms**

ADA	: Age Demands Action
CDD	: Community-Driven Development
CEO	: Chief Executive Officer
GA	: General Assembly
IGAs	: Income Generating Activities
NCDs	: Non Communicable Diseases
NCOP	: National Council for Older Persons
NED	: National Endowment for Democracy
OCMGs	: Older Citizen Monitoring Groups
OPs	: Older Persons
OPA	: Older Persons' Association
OVC	: Orphans and other Vulnerable Children
OWC	: Operation Wealth Creation
PLHA	: People Living with HIV and AIDS
SAGE	: Social Assistance Grant for Empowerment
SCG	: Senior Citizen Grants
UPE	: Universal Primary Education
URAA	: Uganda Reach the Aged Association
USE	: Universal Secondary Education
WEAAD	: World Elderly Abuse Awareness Day

## CHAIRMAN'S MESSAGE



I am pleased to present to you this Annual Report of Uganda Reach Aged Association (URAA) for the year 2018.

This is an important turning point for us at URAA. Having gone through two years after a leadership transition at the end of 2016, we are happy with the progress we have made during this year. I am also pleased to note that team that joined in 2018 to serve at the Secretariat on new projects, has demonstrated immense commitment and ensured that URAA continued to bear fruits in 2018 and build on the good work done by our predecessors.

One of our greatest milestones this year is to document achievements of one year of our strategic plan. For us at URAA, this has given us a direction to follow and I would like to pay tribute to the Board of Directors and the entire membership for working with the team at the Secretariat to implement the five years (2017-2021) strategy.

We are sure of the destination and the vehicle to take us there and I am excited about the prospects this strategy holds for URAA's growth.

We pay tribute to the Government of Uganda specifically the Ministry of Gender Labour and Social Development (MGLSD) which is our line Ministry, which has always been there for the collaboration, technical support, and guidance.

Correspondingly our members, other age care organizations, National Council for Older Persons, other councillors and leaders different levels for participation and support this year.

I would like to acknowledge the fact that URAA has been there and doing what it does because of the unwavering support provided by National Endowment for Democracy, European Union EIDHR, Oxfarm Voice and Help Age International we are grateful for this support provided over the year.

We are also grateful to the support by District Local Governments. Therefore, it is my sincere hope that in the coming year, we will attract new development partners and supporters to work with us in achieving our vision and mission.

During this period the Association started realizing fruits of what was developed to increase the membership both in terms of size and scope of our support to them

I am encouraged by the support that the Board of Directors provided to me and the Secretariat in 2018.

Lastly, I would also like to thank the staff for their support, commitment and hard work which enabled URAA to grow from strength to strength.

Tobias Onweng  
**Chairperson Board of Directors – URAA**

## CHIEF EXECUTIVE OFFICER'S MESSAGE.



Uganda Reach Aged Association's (URAA) progress for the year 2018 is presented with a lot of excitement.

This is the second year of operationalizing

the five years Strategic Plan (2017 – 2021), a strategy that communicates our objectives. I would like to thank the Board of Directors for supporting the process.

We are grateful that in the year 2018, the organisation also received more resources to implement the Strategic Plan. I call upon development partners and supporters to continue supporting URAA in making this new strategy a reality.

As we progress on the Strategic Plan, we will continue to promote our work on economically empowering older persons, addressing the social welfare of older persons and their families, strengthening networking, information provision, communication and integration between URAA, Older Persons, their representatives and other stakeholders also carrying out research, policy lobby and advocacy for older persons, and strengthening URAA's institutional capacity and effectiveness as well as increasing efforts on resource mobilization and building strategic

partnerships during strategy implementation.

During this year we welcomed a new partner in support of our work. We are particularly excited to have entered into a partnership with Oxfam Novib Voice funding facility who are supporting a project to address Research on Understanding and Challenging Ageism in six Districts in Uganda.

We also continued to engage the government, both central and local governments and other stakeholders on service provision to older persons and people under their care. We will remain engaged with the international process like the need for the older person convention that promotes and support the struggles to enable older persons to live a dignified life.

We are cognizant of the fact that our achievements were made possible due to the dedicated service and commitment of the staff and volunteers and I would like to thank them in a very special way for the role that each one of them played.

I Lastly wish to thank the Board of Directors for the continued guidance they offered and the entire membership for the support given to the organization.

Frederick Ouma Bwire,  
**CHIEF EXECUTIVE OFFICER.**

## CHAPTER 1:

### **1.0 Introduction:**

Uganda Reach the Aged Association (URAA) is in the second year of implementation of its strategic plan 2017 – 2021. The strategic plan serves as a strategic guide providing a focus for addressing the challenges of ageing and contributes to the attainment of a dignified life for older persons and those in their care. The report focuses on achievements realized in the second year (2018) of the Strategic Plan. It also highlights lessons learned and challenges with recommendations on future actions.

URAA was established in 1991 as a national membership organization to provide a voice for older persons across the country and promote networking and collaboration among association members. To date, URAA's membership stands at 85 members and is spread across all regions of the country. URAA's Governance structure includes the General Assembly, Board of Directors and the Secretariat headed by the CEO.

### **1.1. URAA's Vision and Mission:**

Vision: **A dignified, self-fulfilled, poverty-free ageing Uganda**

Mission: **To champion the realization and preservation of a dignified quality of life for Older Persons in Uganda.**

URAA's Core Values are:

- ± Dignity and mutual respect
- ± Courage of conviction
- ± Integrity
- ± Transparency, trust, and accountability
- ± Ageing, fellowship, and selflessness

### **1.2. Core Programme Areas:**

According to the Strategic Plan, there are 5 programme areas through which URAA delivers its mandate.

- a) Programme area 1: Economic empowerment for older persons:
- b) Programme area 2: Social Justice for older persons:
- c) Programme area 3: To strengthen Networking and communication between URAA and other stakeholders:
- d) Programme area 4: To carry out research, policy lobby and advocacy for older persons
- e) Programme area 5: To strengthen the capacity of URAA and its member organizations to effectively implement older persons' programs.

### **1.3. Operating Context in 2018.**

Uganda's legal and policy framework continues to support the existence and free operation of civil society organizations. Two key instruments regulate CSOs activities: (1) the 1995 Constitution, which provides guarantees to the right of association and recognizes the existence and role of civil society organizations; and (2) the Non-Governmental Organizations Regulations, 2018, which introduced significant legal and administrative restrictions to the operations of civil society organizations.

Civil society in Uganda is largely shaped by the availability of funds and interests of funders/donors, with about 95% of all funding for CSOs in Uganda coming from external sources. Civil society and in particular non-governmental organizations in Uganda have played a watchdog role and have been essential in fostering political participation in a restricted political space since the 1980s. The political environment of authoritarianism and repression of dissident voices has however restricted their freedom and the adoption of positions that explicitly challenge the authority and accountability of the government, as well as their ability to effectively influence the legal and policy agenda.

In recent years, the political environment for civil society voices and action has become less favourable. A report published by Human Rights Watch denounces harassment, intimidation, and obstruction of civil society, particularly those that deal with controversial issues (such as democratization, governance, corruption, human rights, and accountability), by the government and the impact it is having on civil society activism and dynamism.

There are examples of research, advocacy and lobby initiatives led by different organizations in Uganda spearheaded by these organizations actively involved in the policy advocacy process some of which have culminated with the Uganda Social Protection Policy. They have also been successful campaigns for legal reforms for the benefit of the marginalized members of Uganda society.

At least some of the 1,400,000 older persons in Uganda are viewed as one of the targets of service delivery with access to health promotion and social protection delivery through the SCG. The Government looks at strengthening UPE and USE where the OVC under the care of older persons are major beneficiaries. With the high poverty levels among older persons, these programs need to be efficient and rolled out to benefit older persons.

The reporting period marked active and improved working relations between the Older Persons and their Regional Representatives of older persons to the NCOP. The NCOP was fully comprised and inaugurated to take up its mandate. Likewise, from January 2018, the rollout process of the SCG has been ongoing and by close of 2018, at least 57 Districts (originally supposed to be 40 but with some districts being split) were receiving the SCG. This benefits the 100 oldest persons in each sub-county. URAA together with other Age Care organizations were at the forefront of advocating for this National roll-out process, finally the government agreed to implement a National Roll-out for beneficiaries aged 80 years in specifically Districts that had not been included in the original roll-out, this will enable all districts and all older persons benefiting as a right as opposed to a segmented roll out.

Health still stands out as the second most important need for older persons. NCDs continue to greatly impact the lives of older persons reducing their ability to actively participate in the Labour force. The limiting factors to NCD management continue to be the long distances to health centres, lack of diagnostic equipment and insufficient medicines for NCDs. The expense of regularly purchasing NCD medicines by the older persons greatly reduces the household incomes for OP headed households. Ministry of Health released results of the 2015 research on NCD incidence indicated that hypertension was most predominant NCD in 80% of patients while others like diabetes and cancers were increasingly becoming common. The Government through the Ministry of health is promoting community health care where CHW will replace the existing Village Health Committees in a bid to provide better health care at home. This, when implemented, will reduce the burden of walking long distances moved by older persons to health centres to receive diagnosis and treatment for illnesses that were managed at the Health Centre II level.

HIV impacts on older persons as infected and caregivers of OVC and PLHA. The HIV strategic plan mentions older persons as a group vulnerable to HIV and its impacts and in need of social support. It is estimated that prevalence in the age group of 50+ is 5.8% as compared to 6.65 in the 15-49 year age group. With the visible ageing of the epidemic and factors that place older persons at risk of HIV, there is need to integrate older persons beyond social support provision to prevention and treatment given that in old age, treatment is more strenuous and prevention regularly overlooked. HIV prevention strategies, therefore, need to recognize the HIV messaging needs of the older persons and target them as sexually active and in need of prevention; treatment regimens will also need to take into account special dosage for older persons.

Uganda currently is still grappling with a visible gap in the provision of Palliative care with many older people saying they have no access to palliative care to dying free from pain and unnecessary suffering, for some palliative care services are limited or non-existent everywhere, even as the concept of palliative care is completely new to many older people and there is no explicit standard on the right to palliative care in international human rights law.

## **CHAPTER 2:**

### ***2.0 Progress towards achieving results under Economic Empowerment for Older Persons***

Poverty is still a major factor that contributes to loss of dignity for and by the older persons in Uganda, it affects their capacity to live decent and meaningful lives. Apart from a few notable Banks, Financial institutions including Savings and Credit Cooperative Unions (SACCOs) are reported to shun older persons and considering them as “risky borrowers” shutting them off from accessing benefits such as microfinance. URAA’s strategy considers it a noble cause to continue empowering older persons with skills and resources to effectively participate in descent work for sustained provision of household income.

#### **2.1. Savings mobilization and access to credit by older persons:**

In the period under-reporting, follow up was carried out among the phased out groups that had earlier benefited from the training in saving and credit management in Iganga district and three groups in Adjumani Refugees.

All the groups continue to respect their codes of conduct (statutes or constitutions) which they presented for registration of their groups as CBOs with the Government Community Development department and therefore eligible to benefit from Government poverty reduction funds. To-date at least 5 groups have opened bank accounts with different banks where they are keeping their savings and earning interest at the same time. 80 older persons to-date have started Income Generating Activities are contributing to their household income through profits.

By the close of the year, another 160 Refugees in Adjumani settlements within 10 established Older Person Associations were planned to be supported to borrow and invest funds in meaningful and dignified livelihood enterprises. For at least 9 Older Persons by the close of 2018, this had greatly contributed to improving livelihood status for the Older Persons and those under their care in the Settlements but also adjacent host communities.

#### **2.2. Revolving funds and effects on Household income.**

URAA continues to encourage the development of Income Generating Activities among older persons, their associations and groups. From reports of member organizations, income-generating activities have been a strategy for increasing income in households of the older persons; the funds to finance IGAs are sourced from group savings and group member’s access as loans. The average period of the loan was noted as 3 months with an average interest of 3.3% per month.

#### **Results of the IGA s include;**

- Improved resilience by older persons’ households to home financing challenges. The individual and group IGAs have helped older persons pay for education and provide

scholastic materials for the OVC under their care and support the access to health services for themselves and their households.

### **2.3. Learning on Economic Empowerment.**

Though deliberate visits to members, it has been discovered that different members find it still relevant for older persons to engage in IGAs as individuals as well as within groups to demystify that OPs are not able to engage in meaningful but also dignified employment.

It is rife that majority of the women live longer than their male counterparts and as a result of this the majority still engage in active economic enriching interventions at household but also community level.

URAA will continue to provide information to the wider membership and partners on how to best to approach economic empowerment activities. This being the third year of the URAA Strategic Plan implementation, URAA will produce a monitoring report and will disseminate these reports to members and other partners through various forums including the Annual General Meeting so as they are able to pick and implement lessons for the development of their own groups and associations.

## **CHAPTER 3:**

### ***3.0 Progress towards achieving results under Social Justice:***

URAA has continued to engage in activities aimed at strengthening social justice activities with older persons. It is a fact that this is a right for older for which they should be aware of as well as in which they need to benefit from the government. These services are in the area of social protection and health service delivery, poverty alleviation and property rights access. While it is the right of all citizens to benefit from these services, lack of information and limited participation has led to low benefit by OPs. The strategy used by URAA to increase benefit has been through awareness, capacity support to established community volunteer structures that promote services access and ensuring that these structures are self-sustaining.

#### **3.1. Older Citizen Monitoring Groups and Service Delivery Monitoring:**

Older Citizen Monitoring Groups structures also known as Older Person Monitoring Group in Refugees Settlements enable older persons themselves to monitor government and civil society services within local communities and thus effectively participate in Government planning process for inclusion of older persons and then monitor that the services provided by Government and other actors are adequately accessed by the older persons. URAA through its different ventures in 2018 sought to strengthen the capacity of OPMGs in Adjumani Settlement. During the period under review, continued mentoring and coaching support was provided to members of the OCMGs in Adjumani district;

In collaboration with HelpAge International Uganda, URAA organized a capacity building training for 50 Older Person Monitors (27 Men & 23 Female) in Adjumani Settlement.

The main objectives of the training were to strengthen the capacity of the older person leaders from 10 Refugee Settlements including two host communities enabling them to hold duty bearers accountable and to track and monitor access and participation of older people in service delivery and democratic processes.

Key to the discussion was;

- That OPMGs are at the lowest community level and are able to identify gaps in service delivery to carry out Advocacy and lobby yet many of them would be duty bearers are ignorant of the prevailing policies pertaining to older persons.
- That the voluntarism the spirit with which OCMGs work is well appreciated and noticed by the sub-county leaders and this is a motivation for them to continue working.
- The OPMs through their groups are expected to be at the forefront of identifying and reporting injustices against older persons.

#### **3.2. Community Dialogues:**

These were done with support from Age Demands Action a HelpAge as well as NED Capacity Building initiative, the community dialogues enabled older persons within their communities to engage in discussions with their leaders on effective and efficient service delivery. The older

persons raise concerns on the level of participation and benefit from the services in their communities and seek commitment from the leaders to increase benefits to older persons. The dialogues also provide platforms for demanding accountability from leaders and community members on processes to improve rights protection for older persons and eliminate the abuse of older persons. In the period under review, community dialogues were held in Fort portal (Kabalore), Pallisa, Tororo, Namayingo, Kampala (Kawempe). Wakiso (Entebbe) and Soroti district.

At least 177 community members have participated in community dialogues and conversations during 2018. The dialogues' agenda is to have leaders and community members contribute towards the compilation of older person rights to be included in the UN Older Person Convention. Feedback shows that community leaders and the members agree on pertinent rights, obligations, and freedoms. The views were shared at international forums like the Open-Ended Working Group in New York USA.

### **3.3. Paralegal Advisors' Work and support to rights access by older Refugees in Adjumani:**

Paralegal Advisors (PAs) as community volunteers provided invaluable support to older persons and their households on access to Justice and claiming their rights in 10 Refugee Settlements and two host communities of Pagirinya, Nyumanzi, Agojo, Ayilo I, II, Maaji I, II, III, Mungula Refugee & Host as well as Boroli Refugee & Host communities. Paralegal advisors continue to work closer to the communities, the police, Ass. Camp Commandants, Refugee Welfare Councils and Block Leaders, in Pagirinya the Paralegal Advisors were even co-opted into the Settlement Local Courts due to their expertise. A total of 25 PAs (10M, 15F). Paralegals are still a strong force that is recognized as greatly contributing to the rights access for older persons in their communities; during the period under review, the following have been documented.

- By end of December, the Paralegal Advisors had resolved 51 GBV cases
- The paralegals sensitized at least 400 (236 F, 164M) older persons on rights violation cases.
- 87 (21M, 66F) older persons received legal advice through Pro-Borno legal clinics.

### **3.4. Radio Talk Shows and scripts airing.**

Radio talk shows remain a feasible strategy for URAA to reach a wider beneficiary group and stakeholders than those engaged through face to face interactions. In at least 4 regions East, West, North and Central Uganda 4 radio talk shows were aired. (One per region) Radio talk and Television Talk shows were hosted with panellists including URAA, HelpAge International in Uganda and Ministry of Gender Labour and Social Development (MGLSD), District Councilors, OPAs, District Executive committee members. The talk shows covered issues of ageing and rights issues including governance, land rights ensured older persons were more aware of their rights and could therefore adequately protect them. The community members listening in received information on rights issues and how to protect the rights of older persons. Through radio talk shows, we have reached those that could not be reached with the training and other

faces to face activities because in these the population was educated through listening, a number of the listeners were able to call in and directly engage the presenters. Community members engaged with have indicated that they have accessed rights information through the radio talk shows. Approximately, the radio talk shows reached 400,000 – 600,000 people in each region.

## CHAPTER 4:

### *4.0 Progress towards achieving results under Networking and Communication between URAA and Other Stakeholders*

URAA continues to improve its networking efforts over 2018. The key strategy remains to ensure visibility in National networks so that issues of older persons are well articulated by the existing networks. URAA is an active chair of the National Social Protection Platform, member of NURRU and UNASO. This has promoted issues of older persons in these networks.

In the period under review, URAA has promoted Networking through the following;

- Holding periodic Uganda Social Protection Platform meetings: these meetings were hosted by members on a rotational basis to ensure that members are abreast and in touch with issues pertaining to social protection being implemented by the various members through periodic reporting and sharing of best practices.
- National Council for Older Persons: URAA, Help Age International Uganda and other age care organizations held a meeting with the Commissioner in Charge of Elderly and Disability in the Ministry of Gender, Labour and Social Development, along with representatives of Ministry of Foreign Affairs and Uganda Human Rights Commission. The meeting narrowed on the need for Uganda to fast track signing of the AU Protocol before calling for the ratification and thereafter the Ministry of Foreign affairs to ensure the views of Uganda as shared with Uganda's delegations at the African Union and also the United Nations.
- URAA participated in government meetings including the presentation of different research undertakings and regular reports by the Expanding Social Protection department of the MGLSD. These were within social Care and Social Support, Direct Income Support, amongst other reports highlighting the progress of the roll out the Senior Citizen Grant amongst other issues. Advocacy and lobby efforts continue to be towards a national roll-out of SAGE and highlight the need for a convention on older persons.
- Participation in the International Day for Older Persons in Sheema District as a way of increasing visibility for social protection needs of older persons was a major networking event. The health camp facilitated by URAA, Help Age International and the District health personnel highlighted the eminent need for better health service delivery for older persons. Over 300 older persons accessed treatment. The guest of Honor, the Rt. Hon. Ssekandi the Vice President of Uganda who promised to support the older persons' consideration in the national budgets and also ensures better laws are in place to protect older persons against abuse and discrimination.

## **Chapter 5:**

### ***5.0 Progress towards achieving results under Research, Policy lobby and Advocacy for older persons:***

URAA has ensured to support research that provides evidence for advocacy is undertaken at all levels. The advocacy for affirmative action towards health and other credit facility services for older persons took a centre stage for URAA in liaison with relevant older person leaders.

#### **5.1 research on the Social Care and Social Support services in 10 sample District of Uganda:**

URAA in collaboration with different departments and NGOs engaged in qualitative research on the Social Care and Support Services in the Districts of Buvuma, Bushenyi, Adjumani, Napak, Wakiso, Mbale, Gulu and Hoima for vulnerable groups including Older Persons. Findings revealed the availability but also the gaps existing in social care and social support service providers in the different districts and recommendations were shared on how best to bridge the gaps.

#### **5.3. Information Education and Communication (IEC) Materials Production:**

IEC materials have been used to enhance awareness for older persons, community members, and their leadership. URAA provides the IEC in selected local languages for the target region. In the period under review, URAA produced IEC materials in English and Luganda Languages mainly targeted to the trained older person leaders; the English versions were shared across the country; at least 300 posters on roles and responsibilities of NCOP, DCOP, OCMGs, and OPAs were produced and disseminated. These materials have contributed to increased awareness of roles, responsibilities of older person leaders. These materials enable older person leaders to better understand their rights, obligations, and roles.

#### **5.4. Age Demands Action Campaigns:**

Age Demands Action campaigns are undertaken by URAA with support from Help Age International. These campaigns make use of calendar events to bring concerns of older persons to the notice of policymakers, implementers, and the community. In the period under review, URAA organized the Age Demands Action Campaign on World Elderly Abuse Day (WEAD) which was held in the Western Region of Uganda in Kabalore District.

In collaboration with HelpAge International and Jehovah Alive for Old Age (JAFOA), URAA supported a medical camp as well as joining Older Persons of Fort Portal Municipality to celebrated the World Elderly Abuse Awareness Day (WEAAD) in Fort Portal Boma Grounds where Older people showcased and shared some of their challenges, the occasion was graced by the LCV chairperson of Kabalore as the Guest of Honor who pledged his support towards reducing the plight of Older Persons.

## Chapter 6:

### *6.0: Capacity strengthening of URAA and its Member Organizations to effectively implement Older Persons' Programs:*

#### **6.1. Older Persons leaders' Capacity Building in Uganda:**

National and District Councilors for Older Person's in Uganda assumed Offices throughout the country in 2016. Councillors and District Older Person Executive Councils in 12 Districts (6 Old and 6 New) of Uganda have supported building on their varied skills and capacity in governance, lobby and advocacy as well as knowledge of government as well as their respective District Budget processes to inform evidence-based policy and budget advocacy. The major skill gaps identified were varied/mixed knowledge among the leaders on their respective roles and responsibilities, as well as existence or availability of relevant International/National Legal and policy frameworks pertaining to older persons. Other identified skill/knowledge gaps were in National/District planning, budgeting, and electoral processes. Development of strategies of engaging decision-makers in advocacy and policy as well as contents of an advocacy strategy guided by the Advocacy cycle and their linkage with older person needs in Uganda was another skills gap identified by the facilitators.

Having successfully implemented a 1<sup>st</sup> and 2<sup>nd</sup> phase capacity building project, URAA managed to secure support to implement a 3<sup>rd</sup> Phase of the Project with the following objectives;

- To increase and expand the visibility of the role of older people's leaders and the contributions made through their leadership at local and national levels.
- To support previously trained older people's leaders to facilitate community-wide actions in six of Phase I and II districts
- To increase and expand the visibility of the role of older people's leaders and the contributions made through their leadership at local and national levels.

Two pieces of training for 24 (9F, 15M) Older Person Representatives (11 DCOPs, 6 DCOP Executives and 6 OPA leaders) were conducted in Iganga and Kabalore Districts with each training having an average of 12 trainees.

The training content included: Governance (roles and responsibilities of Older Persons' Representatives); legal frameworks governing Older Persons' leadership in Uganda; situations of Older Persons; inclusion of Older Persons in service delivery, policy lobbying, and advocacy. As part of the way forward, trainees developed their respective action plans for implementation which will be monitored in follow up meetings.

## PICTURE GALLERY



Media campaign through Radio Talkshows



Photo after a meeting with OCMGs from Iganga District



URAA team having a paralegal aid briefing session in Ayilo I Refugee Settlement



Namayingo District OP Executive Committee Chair sharing their Work plan at the end of the Capacity Building Training



URAA staff during a livelihood verification exercise with the OPAs in Maaji 2 settlement Adjumani District



A Legal Officer conducting a legal aid clinic in Maaji 2 settlement with support from a URAA Older Person Monitor (OPM) – Right

## CHAPTER 7:

### 7.0 Governance

#### 7.1. Board of Directors Meetings:

Three Board meetings were called with key agenda items being the approval and budgets/Financial Report of the annual report, review, and approval of the audited accounts and management letter, approval of timelines for Annual General Meeting and receiving of management reports; periodic updates on planned activities and resource mobilization.

#### 7.2. Staff meetings.

URAA held monthly staff meetings to discuss organizational running, project implementation, staff development, and fundraising.

#### 7.3. General Assembly:

URAA held Annual General Meeting (AGM) on December 9<sup>th</sup>, 2018. The AGM brought together over 50 members of URAA and discussed among others the chairman's report, CEO's report. The AGM approved the audit report 2017 and auditors for 2018.

### 8.0. Financial report.

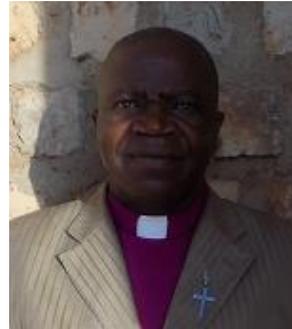
An audit report is attached

## APPENDICES

#### (i) List of BoD members 2018 (from 9<sup>th</sup> December 2016)



Tobias Onweng – Chairperson



Bishop Hannington Bahemuka - Vice-Chairperson



Frederick Ouma Bwire – Secretary Ex-official

Peninah Kagino – Treasurer



Dr. Fidelis Babugura – Member



Claudia Kanya – Member



Sarah Kakaire - Member



Nkambwe Isa – Member



Margaret Kabango - Member



William Wilberforce Magera – Member



Sam Wekesa Masaba - MGLSD Representative

*(ii) List of Staff 2018*



Frederick Ouma Bwire  
Chief Executive Officer



Were Wataga Emmanuel Fred  
Head of Programmes & Project Manager – NED



Akullo Diana  
Accounts & Administration Officer



Mukholi Robert  
Programme Officer - VOICE



Amoding Martha- Administrative Assistant



Anena Anna Project Assistant



Okajje Alfred Jude, Project Officer – EIDHR



Onzima Martin Waigo, Project Assistant –  
EIDHR – Left in October 2018



Onzeu Frank, Office Assistant – EIDHR



Tagita Lillian Grace Finance Officer –EIDHR

END