

2018

ANNUAL REPORT

CHILD CARE AND YOUTH
EMPOWERMENT FOUNDATION



FY 2018 Annual Performance Report;
FY 2019 Annual Performance Plan

OUR VISION ▶ IS A WORLD OF
WELL NURTURED CHILDREN,
EMPOWERED YOUTHS, AND
COMMUNITIES COMMITTED TO
SOCIAL JUSTICE AND PEACE.

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About CCAYEF

Child Care and Youth Empowerment Foundation (CCAYEF) is a registered Non- government, non-political, non-religious and not for profit Organization that was founded in January 2008 as a Community Based Organization (CBO).

As a charitable Organization, CCAYEF was inspired by the large incidences of child marriages and early pregnancies leading to early parenthood; and large numbers of children who were not well catered for by any adult figure.

Furthermore, CCAYEF's motivation is premised on the over-growing survival needs of youth, children and their families brought about by chronic low production levels among the youth who not only lack production assets like life skills, but are also psychologically and physically immature to respond to economic challenges of the time. These are also the same groups that are prone to child abuse and neglect; child labor, sexual abuse, dropping out from school, sexual violence and many other forms of violation. On the other hand, majority of them are out of school, they are engaged in small subsistence activities or dependent on equally non-responsive adults for survival.

Our mandate covers the four districts of Mukono, Kayunga, Buvuma, and Buikwe and delivery of our service packages is guided by our mission, vision, values and strategic objectives.

Vision:

CCAYEF envisions a world of well nurtured children, empowered youths, and communities committed to social justice and peace.

Mission:

Improving the well-being of vulnerable children and youth through education, socio-economic interventions, nutrition and health care.

Values:

Social Justice, Empowerment, Love, Integrity and Professionalism

Where we work



OUR WORK
IN THE FOUR DISTRICTS
OF MUKONO, KAYUNGA,
BUVUMA, AND BUIKWE IS
GUIDED BY OUR MISSION,
VISION AND VALUES

About This Report

Purpose:

This report is designed to give our key stakeholders an insight into the scope of services provided by Child Care and Youth Empowerment Foundation. It provides clear measures and examples of performance for the 2018 financial year as well as financial year 2019 Annual Performance Plan , and also contains an overview of the audited financial report. A full copy of the 2018 audited financial report will be made available upon request.

Photographs:

Photographs used throughout this report allow a brief insight into some of the activities and programs offered by CCAYEF. They also display an example of the relationships built between participants, staff members and the community at large. Several images that appear in this report are out of consent from the faces that appear, and therefore not granted to be used, by any other party apart from CCAYEF following the consent form guidelines.



Foreword from the Executive Director



I am proud to present this 2018 Annual Report, reporting on activities that were undertaken throughout the year with a great impact well into the future.

Most notable, after a great deal of shared thinking, consultation and refinement, CCAYEF drew a new strategic plan 2019-2023, and published it. It will guide all of our work for the next five years. This Plan is CCAYEF's second Strategic Plan. It was drawn under very active consultation and participation of all stakeholders.

With active citizenship and gender equality at its heart, the Plan sets ambitious development goals and defines how CCAYEF can best contribute to the greatest need for children, youth and communities reaching social justice and peace.

In 2018, we focused on riding on a new sustainable development agenda for both children and youth in areas of ASRH/R, Child Protection, WASH and Empowerment with gender equality. Over years, CCAYEF has been rising beyond all challenges and building upon a history of achievement, including major results among Adolescent girls and Young women since 2014 to date.

Our only secret is that in everything we do, we recognize that success is founded on partnership. We have taken every opportunity to encourage all stakeholders to get involved into interventions right from conception and planning levels and hence encourage them to live up to their

commitments towards those interventions. This strategy has given significant results through supporting intense programs in terms of mobilization and re-commitment of communities, LLGs, HLGs, parents and schools into adolescent support and empowerment; and Child health, education and empowerment. A growing share of our strategic partnerships are now starting to take root in the corporate sector as we work together on fostering adolescent girls and young women's economic empowerment - keeping the negatives negative and linking the positives to care; and calling on men to take responsibility and be accountable for change.

In the year to come, we intend to drive for better educational opportunities for girls and young women, including through the increased use of technology, as well as measures to continue to increase and consolidate women's political leadership and ensure they are included in peace building and recovery efforts during times of crisis. All of this requires increased and renewed investments, a strong commitment to improve data collection and analysis, accountability frameworks for leaders, and established responsibilities for all stakeholders, including the private sector.

We cannot just forget all the most significant others that have seen us through this successful performance year. Our precious donors, civil society, Grant makers, LLGs, and HLGs officials from both Kayunga and Mukono districts, communities,

our beloved youth, children and families. You all remain a bedrock partner for all our endeavors, both as the everyday voice of conscience and the invaluable “feet on the ground”; but also as people who sustain our work through provision of funding and donations. To mention but a few, CCAYEF extends her gratitude to Makerere University Walter Reed Project, University of Wisconsin Village Health Team for all the financial support rendered to us in this year.

The aspirations and actions set in motion to be realized in 2019 will influence generations to come. We know this well and strive to achieve the maximum impact with the resources entrusted to us. We invest in evaluating our work so that we can continue to learn from what we do and to improve further. Independent evaluations by key partners in 2018 confirmed our relevance and efficacy.

Family Planning promotion and provision, and Gender equality remain underfunded yet it is still a very key sector in girls’ lives. More funding is still also needed in areas of girls’ economic empowerment and boys’ inclusion. The WASH sect especially in schools is another area that needs emergency support! We will continue to work on aligning all sources of development funding for cost effectiveness; promote multi-stakeholder partnerships as key to ensuring adequate and robust financing for gender equality and the empowerment.

In conclusion, CCAYEF strongly commits delivering well-targeted programs, and enlisting game-changing partners both within and outside Uganda to accelerate the pace of change.

Together we can!

Proscovia Nalwadda Kkonde



Foreword from the Chairman Board Of Governors



CCAYEF is national, charitable, development organization that mobilizes the youth, children and their families towards achieving peace and social justice. We were founded in 2008-starting as a CBO, and later in 2011, we were registered as NGO. Since then, we have never moved any steps back. Several development partners have entrusted us with funds to implement developmental projects that we have always put to good use with measurable striking results.

The challenges we have always faced have been solved through formation of strategic relationships and putting up enabling environment guided by our core values; integrity, social justice, professionalism, and love. In all we do, CCAYEF works with partner organizations and alongside vulnerable women and men, youth and children to end injustices that render communities from achieving social justice and peace. All of CCAYEF's work is framed by our commitment to five broad rights based aims, including the right to health, the right to education, the right to basic needs like clean water, the right to be heard, and the right to belonging.

Within this framework we have been working on narrower goals – the specific areas in which we aim to achieve positive change; keep the HIV negative girls negative, support access to health care for vulnerable children, youth and their caretakers, and empowering them to demand for their rights. In all situations, CCAYEF works to find practical, innovative ways for youth, children and their families, to lift themselves back to their toes and thrive. Many more adolescent girls and young women are supported to regain power over their lives and live free from violence through changes in attitudes, ideas and beliefs about gender relations, and through increased levels of engagement with men. CCAYE's new Strategic Plan 2019 – 2023, was adopted by the Board in March 2019, and our 2019 Annual Report will report against the priorities set in this strategic plan.

Thank you!

Dr. Simon Peter Kayondo

Chairman Board

Acknowledgements

CCAYEF acknowledges persons, organizations, groups, and individuals that provided moral, intellectual and financial support to the organization during the year 2018. On a special note, CCAYEF specifically extends her sincere gratitude to the following groups:

CCAYEF's Donors during the year 2018:

These provided the funds, technical and material support that formed the basis of CCAYEF's operations in 2018. These donors are: Makerere Walter Reed Project (MUWRP), Mobile Mama, Madison University, Mukono Municipal Council and Mukono District Local Government, Kayunga District Local Government, Girls Not Brides Global Network, Girls Not Brides Uganda Net-work, and our Director Dr. Anthony Kkonde.

CCAYEFF's Partner Organizations:

CCAYEF conducted joint projects and activities and worked with various organizations during the year 2018. These include: Uganda National NGO Forum (UNNGOF), Mukono NGO Forum, Kayunga NGO Forum (KANGO), Health and Wellness, Girls Not Brides Global Network (GNB), Uganda Network of HIV/AIDS Organizations ((UNASO).

HIV Prevention Project Implementing Partners:

On a special note, CCAYEF wishes to extend appreciation to all implementing partners of the HIV Prevention Project in Mukono District, Mukono Municipality in particular, where this project operates. Your guidance and support in the implementation of this project is remarkable. We greatly cherish the relationship that we have with you. These include Mukono HCIV, Mukono CoU Hospital, Mukono Municipality, Mukono District, and Initiative for Sustainable Development (ISORE), Chain Foundation Uganda, Child Link, Sikyomu, Probation Office Mukono, Uganda Police-Mukono and all LLCs.

The CCAYEF Community:

On behalf of the Board of Directors, I wish to extend sincere appreciation to the entire staff of CCAYEF, the Youth and children, parents and teachers from schools and areas of implementation, and all the people who have had a helping hand in the implementation of projects and programs in CCAYEF in the year 2018. You are all cherished and valued!

May the good Lord bless you!

OUR MISSION ► IS TO IMPROVE
THE WELL-BEING OF VULNERABLE
CHILDREN AND YOUTH THROUGH
EDUCATION, SOCIO-ECONOMIC
INTERVENTIONS, NUTRITION AND
HEALTH CARE.

Report Overview

The Fiscal Year 2018 Annual Performance Report (APR) and (FY) 2019 Annual Performance Plan (APP) for Child Care and Youth Empowerment Foundation (CCAYEF), presents a description of how various Departments worked, assessed progress and results based on our Strategic Objectives, organizational Priority Goals (APG), and Performance Goals (PGs) as articulated in the FY 2014 – FY 2018 CCAYEF Strategic Plan. The annual performance plan provides insight of how CCAYEF shall operate in 2019 under its new 2019-2023 strategic plan. For further information on the CCAYEFs new strategic thematic areas 2019-2023, organizational structure, approach to strategic planning and performance management, please visit www.ccayef.org.

2018 was the 5th and last year of implementation of our strategic plan, all CCAYEF works rotated around three thematic areas, Adolescent Health and Empowerment (AHE), Early Childhood development and Prevention of child Pregnancies and Marriages; and Organizational Strengthening and Capacity Building. Significant progress was made in all the three core program areas in realization of the Strategic plan that is yet to end, forming a basis at which to design a new one.

It is worth noting that all the three thematic areas have been executively implemented through different projects in the last performance year. In all our interventions, we have employed a better monitoring and evaluation system where all our implemented projects were monitored and results well measured for effectiveness and efficiency.

CCAYEF is consistently supporting and empowering its staff for efficiency and effectiveness through seminars, trainings, conferences, staff retreats, and support supervision. Our staff is presently very competent in areas of governance, programming and execution of the overall Organizational mandate. The office out-look was enhanced through procurement of new furniture. Furthermore, new permanent CCAYEF office premises are under construction, giving more working space to employees and a conducive work environment. It is therefore the details of all the above summarized highlights that are clearly and elaborately documented in this report.

An overview of the departmental performance progress in 2018

PROGRAM AREA 1:

Adolescent Health and Empowerment

The Adolescent Health and Empowerment –AHE is a youth-focused program focusing on adolescents 10-19 years - both boys and girls-in and out of school.

The program intends to build the capacity of the youth on life skills, leadership development, socio-economic empowerment and Sexual and Reproductive Health (SRH). Since adolescence is a critical time period in which people undergo extensive biological, psychological and social changes, SRH plays an integral role during adolescence.

Therefore, this program is intended to address challenges like STIs, Early pregnancies, early marriages and GBV. It intends to improve on ASRH and overall health of adolescents and ability to reach their full growth potential and keep girls in schools.

This programming ranges from clinical interventions, like STI screening and treatment, health systems strengthening,

community engagement approaches aimed at changing the norms around gender, early marriages and sexual health. All this is realized through a series of projects and activities including Vocational skills training; The Schools in Charge (SiC) program; The DREAMS Project, ASRH service provision, education and training; Advocacy for VMMC; Community GBV prevention campaigns; and HCT among others.

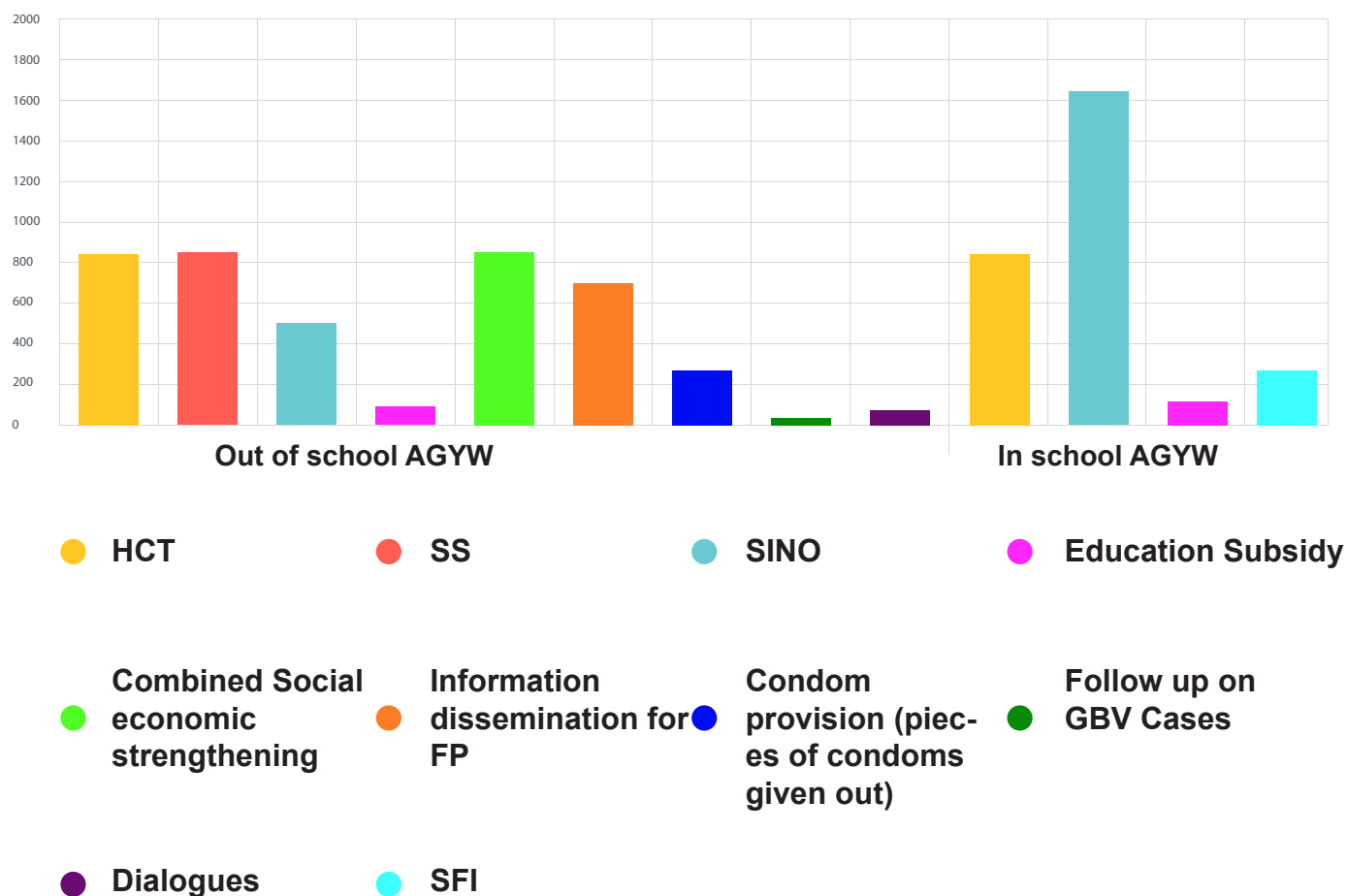
Focus area 1.1: Dreams Project:

This is a multi-sector HIV Prevention Project implemented in this performance year; it employs several interventions in addressing all structural drivers of HIV among Adolescent girls and young women here referred to as AGYW. The DREAMS project aims at psychologically, socially and economically empowering AGYW (15-24years) and focusing on reduction of the incidence of new HIV infections 40%.

Through extensive HIV Counseling and Testing (HCT), behavioral change classes referred to as 'Stepping Stones' (SS), Parenting and care giver programs called SINOVUYO, OVC empowerment and GBV care, Economic strengthening programs including Vocational Skills (VS), Financial Literacy (FL) training, Village Savings and Loan Associations (VSLA), Contraception Mix, Peer-to-peer Psycho-social support PrEP promotion among AGYW, Condom Promotion & Provision and School Based HIV Prevention Packages.

Table 1: Number of in and out of school AGYW reached by DREAMS Activities

No	Category	Target Reached
01	Out of school AGYW (15-24 years)	815
02	Girls in school (10-19 years)	1620

Fig. 1: Number of in and out of school AGYW reached by Service

Focus area 1.2: The Schools in Charge - A Health Future for Youth (SIC-HFY)

This is an on-going program, mainly school-based, implemented since 2012 with a sole aim of keeping girls in school - avoid dropping out which may lead to early marriages, and pregnancies. Since inception, it has been with tremendous positive results among young people in secondary schools of Mukono district. It used to target four secondary schools each year, however due to financial constraints; we only managed to reach two schools this year; St. Francis Borgia and Namanve High schools with services.

The program works through empowering school administrators, teachers and Peers to support young people in the course of their development. Peer Health Clubs are established and its members empowered with life skills and Sexual Reproductive Health (SRH) information; and supported by the teachers and administrators to pass on that correct information to their peers.



Pic. 1: Club activities during training sessions



Pic. 2: TOT for Teachers at Namanve High school

Focus area 1.3: Community-based HTS:

In a bid to take services nearer to the people, HIV screening and testing services were taken to the communities so as to reach Priority Populations (PP). We intended to curb the service gap where populations unaware of their sero-status, continue to infect others, late testing, and late start of antiretroviral therapy (ART) due to poor linkages that greatly compromise their immunity.

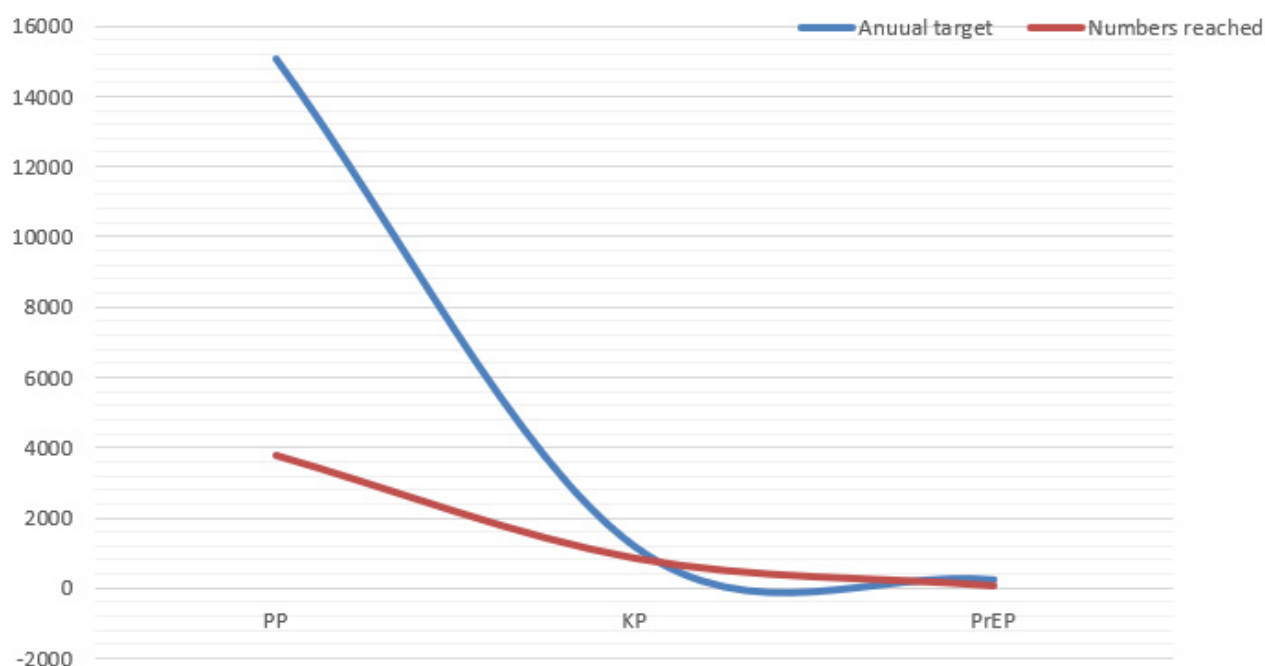
This project is directly funded by PEPFAR through MUWRP to pursue the 90-90-90 Ministry of Health target. It adopts strategies like Index Testing for discordant couples, PrEP, VMMC, HTS, PEP among others.



90-90-90

There are 38 million people living with HIV. 81% know they are HIV-positive, the rest do not. Two out of three people living with HIV are on Antiretroviral Therapy. only 59% of people living with HIV have undetectable levels of the virus.

Source: **UNAIDS 2020 estimates**

Fig. 2: Number of Clients reached with HTS

Success stories as a result of HCT Community Testing

Story One

John Opoda (pseudo) a father of 4 children and a wife (in a discordant relationship) was diagnosed with HIV 2 years ago and initiated on ART but after some time, he lost hope and left the treatment.

His condition worsened and eventually developed AIDs. However during the follow ups for lost clients, John was identified, given support and adherence counseling and encouraged to get reinitiated on ART for a better health.

The client was taken through the benefits of adherence both to the self (client) and the family and eventually accepted to be re initiated. Presently, his condition changed for the better, and according to the recent viral load test, the virus has gradually suppressed. The client is still under CCAYEF's close monitoring for proper adherence.

Shiella (Pseudo name) 31 a Key Person (KP) from one of the hot spots was assaulted by the purported customer after the two failed to agree on payment modalities. The victim had requested for extra fee which the suspect declined and he started assaulting her physically and sexually. The neighbors and our KP peer leader came to her rescue and our staff was called and intervened, took the suspect to police, secured medical forms and examination, facilitated her and got the police surgeon's report which eventually clearly indicated the proof of both physical and sexual assault.

Story two

The suspect was later released on police bond and failed to report to police on the agreed dates however with the efforts from CCAYEF staff, the police was put to task to look for and produce the suspect since all the necessary documents including recorded statements from both the victim and the witnesses had all been secured.

The suspect was later arrested and under the police detention, the two (victim and the suspect) were given a chance to negotiate before forwarding the case for court hearing.

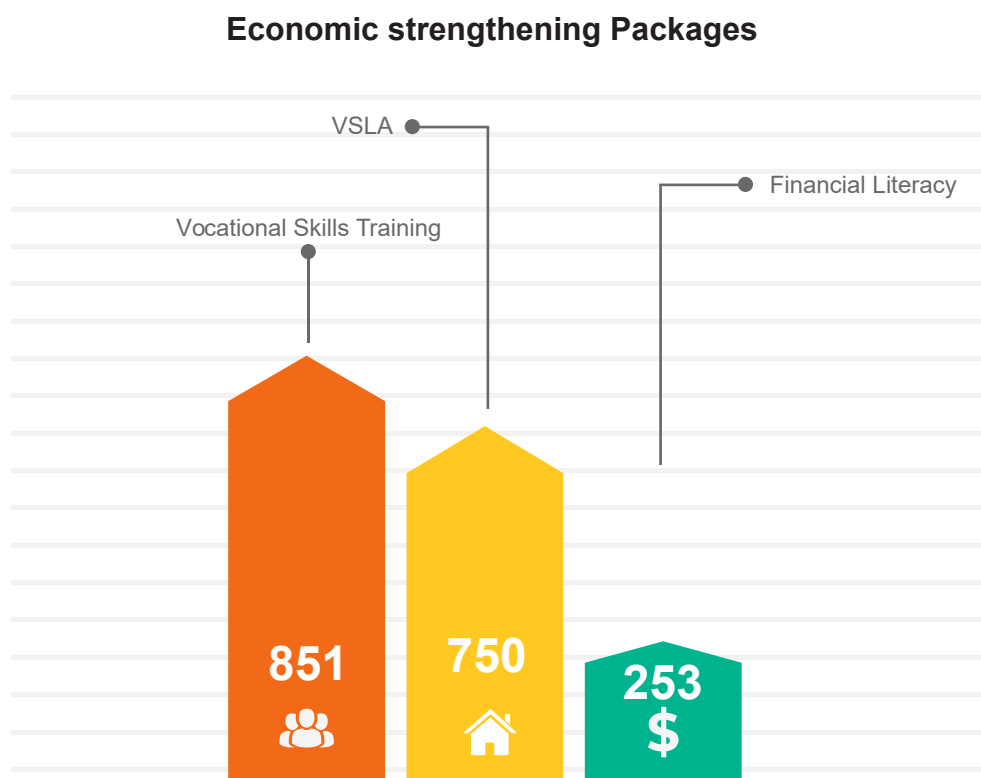
With support from our staff, the suspect admitted all the alleged charges and committed to compensate the victim by covering all the medical bills and compensating for her time wasted.

This commitment was fulfilled and the case was closed after the parties reached a point of agreement. Since then, 4 more cases of similar nature had been successfully reported and followed up by KPs themselves under the leadership of their peer leaders/ contact persons.

Focus area 1.4: Vocational Skills Training/ Social Economic Strengthening

Adolescent girls and Young Women (AGYW) 10-24 years are economically supported in order to get financial independency from men. After they are enrolled into the program, they undergo HIV screening and testing where need be and Stepping Stones sessions for 5-10 days. They are eventually given an opportunity to choose their favorite vocational course training to pursue. Our courses range from Tailoring and Fashion, Hair dressing and Salon, Jewelry making, Making of bags and Crafts, Flower arrangement and decoration.

This component has helped to keep the AGYW busy, and empowers them with skills to earn a living, hence, prevention of incidences of early/unwanted pregnancies and HIV infections. It is at this moment that they also receive other economic empowerment packages to supplement vocational including; Village Saving and Loans Association (VSLA) methodology, Financial Literacy to prepare them for saving-for business start-up capital; business book keeping and future investment.

Fig. 3: Number of AGYW who received Economic Strengthening Packages in 2018

Success stories on Vocational Skills Training/ Social Economic Strengthening

Story one

Janny (Pseudo), a mother of 6 children is a member of Basooka Kwavula VSLA group in Lweza. She started saving with 2 shares (4000) then later increased to 4 and 5 shares. She increased her saving capacity after discovering that she could as well borrow from the group to supplement on her small scale business. She later started borrowing and added on the 6 goats' project by adding 2 to make a total of 8 goats.

She later sold some and paid school fees for her child. Presently she is so happy because one of her goats had produced two kids and another one had also produced one kid.



Pic.3: Janny's Goats and pigs

Story two

Juliet 24, a mother of 3 children is a hair dresser who underwent VSLA training as she was doing her course in hair dressing. She started saving with Empowered VSLA group that shared out in December and at the end of the course she had saved 130,000 which had accumulated 17,000 profits. Alongside hairdressing, she invested her money in a business of a stall where she sells tomatoes, onions, and silverfish among others. She earns 3000 as profit per day from her business which is approximately 90,000 per month and she is able to supplement on her needs. She also took her elder child to school since her husband is not working anymore! 'My husband is a fisherman who does not work in rainy seasons.' And he has been at home for three weeks, she adds. She looks forward to expanding the business by trading in other items which she does not have now.



Pic. 4. Juliet at her food stall

At CCAYEF, our motivation is premised on the ever-growing survival needs of youth, children and their families.

PROGRAM AREA 2:

Child Health, Education and Protection

This program area rotates around its strategic objective “To enhance the right to health of 10,000 children from 0-17 years through improved household nutrition, education, sanitation, hygiene, income levels, and prevention of child abuse and neglect”.

Under this program area, several activities are carried out targeting Orphans and other Vulnerable Children (OVC). These include; Psychosocial support and Family counseling outreaches; Integrated Early Childhood Development activities; Child school Sponsorship; Training in Backyard gardening methodologies; provision of medical care to severely sick babies; information on nutrition and nutritional boosters; advocating for child rights and protection; and offering positive parenting lessons and training to parents.

Accomplishments

Under this program area different accomplishments have been realized in the year 2018:

Focus Area 2.1: Psychosocial support and Family counseling outreaches:

This intervention targets children between 0-17 years both in and out of school. The entry point of such children and their families into our program is usually full participation into the parenting sessions also called SINOVUYO; and HIV testing and counseling. This procedure is followed by vulnerability status assessment in areas of Economic strength, Food and nutrition security, Health, Water and sanitation, Child protection and legal support.

The results of the assessment inform the next step carried out to address the vulnerability levels. Home visits are carried; house hold development plans are drawn; care givers and grown up girls are then trained in backyard gardening methodology; they are given routine support supervisions and follow up to check on progress. These families and all OVCs are also always linked to access services like ART, VSLA and GBV support and counseling. Older girls may also be linked to receive other DREAMS Packages.

In this year, 200 OVC received birth registration certificates, 2704 children were reached with several services from 1264 households and 555 development plans were developed. 290 from 126 households graduated from the program after realizing their household development plans.



MUWRP-OVC PROGRAM HOUSEHOLD DEVELOPMENT PLAN			
HOUSEHOLD NUMBER: 5		HOUSEHOLD HEAD: Nambongo	
CPA SCORES AT ENROLLMENT (1-20): 18		ENROLLMENT DATE: 14/01/18	
DATE OF ENROLLMENT	CPA	HH IMPROVEMENT ACTIVITIES AGREED AT ENROLLMENT	ACTION PLAN
14/01/18		The house hold agreed to look for money to purchase piglets	After the season of harvest
		Construct a hygienic latrine	Month
		Sanitation & cleaning at home & improving Hygiene at home	
			Nangret 8.5

HH DEVELOPMENT PROGRESS REPORT			
DATE OF VISIT	CPA ASSESS	ACTION TAKEN	COMMENT
11/2018			

No. 3917

FORM K. 0.3A (1)

REG. No. 379

THE REPUBLIC OF UGANDA

SHORT BIRTH CERTIFICATE

SURNAME: SSEMUKULA OTHER NAMES: SAMUEL

DATE OF BIRTH: 06-2004 SEX: MALE COUNTY: MUKONO BORN IN PARISH/WARD: MUKONO CENTRAL DIVISION

NAME OF FATHER: MUTABA JOHN UGANDA NATIONALITY OF FATHER: UGA NAME OF MOTHER: NAMBOGO SARAH NATIONALITY OF MOTHER: UGA

Issued on 27-03-2018

Shs. 10,000/-

PRINCIPAL ASSISTANT TOWN CLERK

REGISTRAR OF BIRTHS AND DEATHS

Pic.7: Birth registration certificate for one of the OVC



Pic.8: Support supervision visits

2.2: The Integrated Early Childhood Development Activities

Since CCAYEF is so mindful of child protection, we felt it wise to have the AGYW children protected emotionally, physically, socially and intellectually. An IECD Centre was therefore established to create good care for the babies of the Adolescent Girls and Young Women that come to the safe space to be trained in vocational skills.

These children attendants- AGYW who at intervals take care of their reading/ talking/ behavior and nutritional needs until their mothers are ready to leave school. This center accommodates 50 children 1month-3 years. Some of these babies who are 3 years and above are then enrolled into our on-site Kindergarten.

Currently, 20 children are able to associate with others, playing with friends and share playing materials; shading pictures, responding to questions orally, singing songs and making actions like clapping, sitting, nodding their heads, laughing among others.

Success story from the IECD establishment

Zaitun a mother of an OVC supported by the ECD centre said this, “My child did not know how to count numbers but after joining the centre she learnt to count numbers and also associating with other children and she is ready for school next year thanks to CCAYEF!”



Pic.9: Children playing in the IECD Centre



Pic.10: Children in child care Nursery school

2.3: Positive Parenting and Nutritional Classes for Parents (SINOVUYO)

Every OVC's family, teenage mothers and other vulnerable girls are trained positive parenting sessions (SINOVUYO). This is intended to support the families re-establish positive relationships with their children and decrease on the cases of domestic violence and child abuse. In turn, this helps children develop trust in their parents/families and hence, reducing cases of promiscuity/teenage pregnancies and HIV/AIDS infections, in this year under reporting, 608 vulnerable adolescent girls and teenage mothers received parenting sessions together with their care takers.



Pic.11. SINOVUYO session at Mukono Town Moslem p/s SINOVUYO sessions for AGYW

2.4: Preparation of Child-friendly Nutritional Meals training sessions

Adolescent mothers are always abandoned by their families and responsible fathers. This makes it difficult for them to fend for themselves amidst meager resources and few job opportunities thus becoming vulnerable to a variety of health hazards including malnutrition for their babies. CCAYEF decided to empower them by teaching cheap baby nutritional food preparation methods, using available resources and food stuffs on a monthly basis. During this year, 125 OVC households were trained in food preparation demonstrations.

An assessment carried out by CCAYEF using a MUAC tape and child health cards on 140 children from 6 months to 2 years from trained OVC households indicated that 75 children (53%) had achieved normal growth rate.



Pic.12. Food preparation demonstration

2.5. The Child-sponsorship Program and Conditional Cash Transfers

Children born to adolescent girls are vulnerable and most of them fail to join formal school. That's why CCAYEF strives to help those children join school as a way of enlightening their future. Meanwhile, the parents of the supported children are enrolled into empowerment programs (vocational skilling) to enable them learn skills to be able to support their children in school.

CCAYEF also works together with the parents of other vulnerable children 5-17 years who are unable to remain in schools due to school fees to enable them complete their studies. **391 pupils were supported with school fees and 70% caretakers of these children** are now able to continue providing their children with school fees and other needs and they also drew their sustainability development plans which included the following;

- *Continue saving money within their VSLA groups in order to sponsor their children's education.*
- *Starting up income generating activities to enable them earn money to support their families.*
- *Boosting their backyard gardens by planting vegetables on a larger scale in order to have enough produce for home consumption and sale.*



Pic.13: Beneficiaries for Child Care Nursery school



Pic.14: Beneficiaries for Lweza



Pic.15: Beneficiaries of Nsambwe P/s



Pic.16: Students of St. Stephens Ddandira

2.6. Other livelihoods, Treatment and Care for very sick Children:

In order to support teen mothers remain in school, CCAYEF supports improvement of primary health care and personal hygiene in their homes in order to prevent their babies' frequent sickness. But where children get seriously sick, CCAYEF comes in to support them access treatment. This opportunity is for the most vulnerable. Some of this support comes in form of money, transport facilitation, clothing-especially mama kits and clothing to helpless pregnant moms, referrals, and formation of health linkages.

In this quarter under reporting; 200 babies received clothes and other materials through their mothers. Great thanks go to Kiwaga Heath Care, for offering the treatment; Mobilemama, Mrs. Kalinda Joy and Mrs. Bwire Rosemary (our board member) for donating clothes and other materials to the babies of the pregnant adolescents and young mothers.



Pic.17. Teenage mothers that received clothes for their children

PROGRAM AREA 3:

Early Marriage and Pregnancy Prevention (EMPP)

The major goal of this Program area is to support pregnant adolescents have health pregnancies/deliveries; become better parents, postpone second pregnancies and take steps to self-sufficiency in Mukono District. It directly targets out of school pregnant adolescents and child brides; and indirectly targets their families of origin; communities, men and adolescents

support these vulnerable adolescents in Mukono District.

The intervention addresses issues of pregnant adolescents' and child brides' Sexual reproductive health rights and service demands; economic development and empowerment, HIV prevention and care, Life skills training, health and nutrition,

behavior change communication programs; psychosocial support to girls and their families; and Economic Strengthening. It also puts into account community mobilization against teenage pregnancy and early marriages.

What we set out to achieve?

In the year under review, 21 pregnant adolescents, teenage mothers and child brides were enrolled into the program as opposed to the 70 planned before. This is due to decrease in geographical coverage due to several implementing partners targeting the same population characteristics. Despite the low enrollment, the same girls received all the planned services, which included;

3.1. Risk Reduction and life skills training Classes:

Under this intervention, three activities are implemented to achieve the best results and these include;

3.2. SRHR/Abstinence:

This is one of our strongest components used in supporting adolescents to avoid unintended second pregnancies, HIV and sexually transmitted diseases (STDs). Pregnant adolescents are urged to abstain from sexual intercourse to avoid the above risks that come with sex until they are ready to prevent or handle them.

These teens are given information or education on benefits of postponing Sexual Involvement, life skills and sexual education. Sexuality education broadly covers a variety of sexuality-related issues, from the growth and development of the human body and reproductive physiology to the development of healthy sexual attitudes and values. Girls who undergo these classes have benefits to tell as Resty says;

“I became pregnant due to failure to listen to my parent’ counsel and I regret doing that! I went through a hard time during pregnancy amidst being abandoned by the father of my child. In April 2018, I joined CCAYEF’s teen mothers program and I was happy to learn about HIV/AIDS and especially the ways of preventing a person from getting the virus. I got the courage and chose to abstain from sex as the best way to prevent me from getting a second unwanted pregnancy and HIV/AIDS. I thank CCAYEF for enlightening my future! I hope to get married when am 25 years old.”

3.3. Contraception & Family Planning Service Provision:

As a way of ensuring behavioral change, adolescent mothers above 18 years are introduced to the use of contraceptives to prevent second unwanted pregnancies of sexually transmitted diseases. They are given information and educated on different types family planning methods and are helped to access them through on-site health clinics by health workers from Mukono HCIV.

3.4. Life skills:

This component is considered very critical to the success of our pregnancy prevention strategies. It consists of activities that help child brides and pregnant adolescents build decision-making skills, set goals for their lives, and learn how to say no to unwanted sex and negotiation within relationships. It has led to reduced incidences of GBV cases within their relationships hence reduction of new HIV infections.

3.5. Psychosocial support & Family counseling:

This component includes home visits, family counseling, one-on-one counseling sessions to the pregnant adolescents; sessions to

reconcile teenagers with their families, re-settlement and education sessions on positive parenting to the families and care-takers. This strategy is premised on the fact that 90% of girls who get pregnant before marriage are kicked out of their homes by parents or care-takers. It is to avoid homelessness for both the pregnant girl and the new born; and promotion of forced child marriages.

This component is so crucial that girls are supported to remain under their parents' care and support as other intervention empower them into self-reliance. In the year under review, 10 homes were visited, 2 teenage mothers reconciled with their families and 2 families presently support their daughters' education.

3.5 Legal Support:

Teenage mothers and child brides are educated on approaches to prevent GBV and how they could use the law to protect themselves and their babies. However, if these girls are faced with violence, they are support to access police medical reports to support their cases. In the year under review, 23 girls were supported to receive identity for their children and justice over rape cases.

PROGRAM AREA 4:

Water Sanitation and Hygiene (WASH)

In the performance year 2018, CCAYEF under its Health promotion and child protection mandate, extended WASH services (Menstrual Hygiene Management (MHM)) to Kayunga District. CCAYEF implemented a one year pilot project in the District, to assess the magnitude of the problem in question, with intention to;

“ Increased school attendance for adolescent girls through Addressing issues that prevent them from having dignified Menstrual periods.”

The project was implemented in three Sub Counties of Kayunga Town Council, Kangulumira and Busaana and four schools of Ndeeba C/U primary School, Mother Teresa Primary school, Busaana R/C primary school and Kamuli UMEA primary school.

To manage menstruation effectively and with dignity can be challenging for girls and women in low and middle-income countries. The subject of menstruation is too often taboo, and has many negative cultural attitudes associated with it, including stigma that menstruating

women and girls are ‘contaminated-dirty, and impure’. Women and girls in rural settings and in particular girls in schools suffer mostly from stigma and lack of services and facilities to help them cope with the physical and psychological pains they undergo during their menstrual periods. CCAYEF implemented this project under three components, Behavior change communication (BCC) and empowerment; Improved hygienic access, collection, disposal and reuse; and Performance monitoring, learning and dissemination.

Activities implemented

4.1. Baseline survey:

The survey was to inform CCAYEF on the magnitude of MHM situation within the target beneficiaries, the survey assessed children’s knowledge towards MHM, presence of MHM facilities, Community and culture perception towards MHM and supporting groups in the community. Survey results highlighted that there was still a knowledge gap, between different children in regard to MHM. *(A detailed MHM survey report can be accessed on www.ccayef.org)*

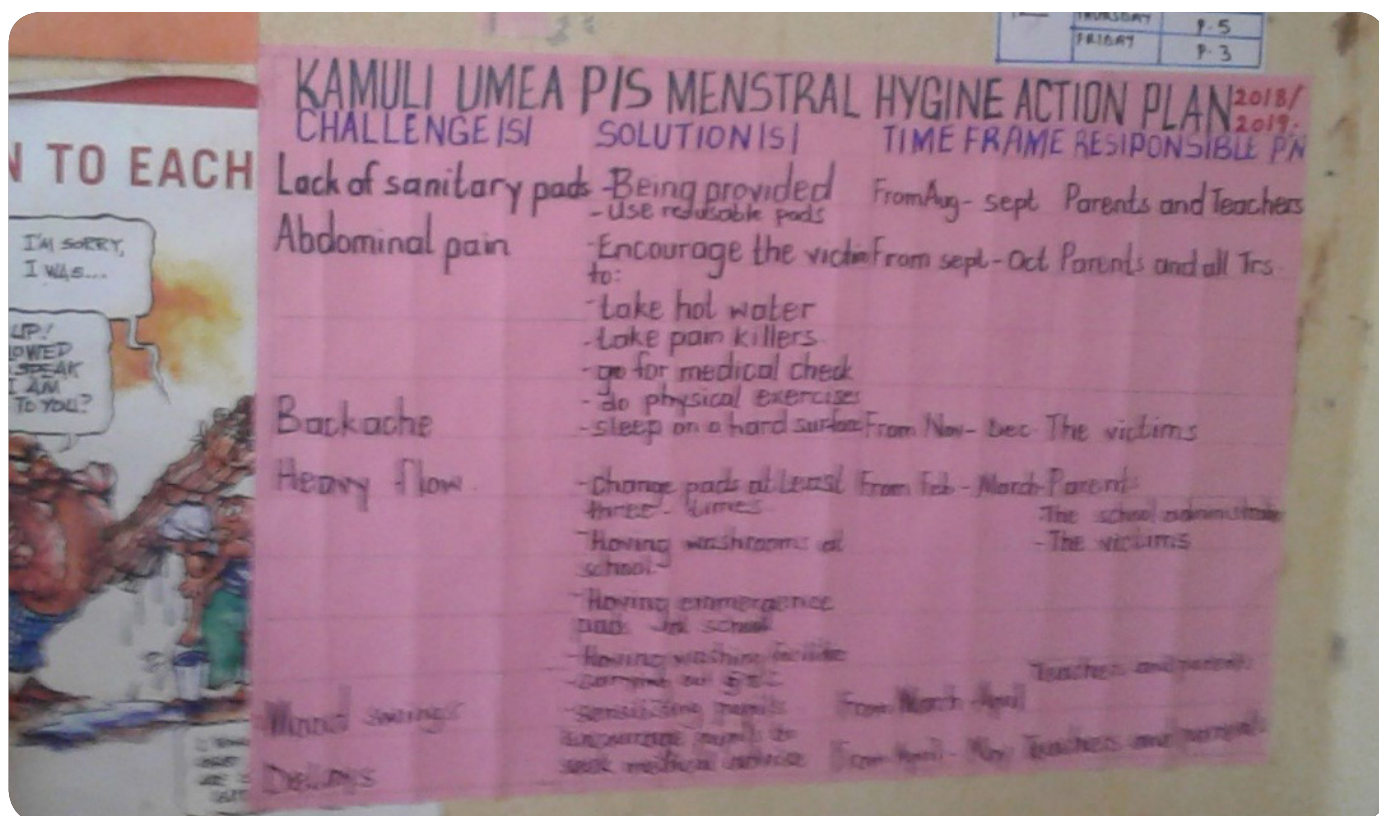
4.2. Inception meetings at school level targeting SMC, PTA, teachers and pupils in the targeted schools:

This activity was performed in the four selected schools among PTA/SMC members, pupils’ representatives teachers- including the senior woman and senior man teachers, and parents. It was intended to orient the school communities about the pilot project, mode of implementation, and their mandate and expectations.

It was also intended to let them appreciate goals and objectives of the project and create a smooth working environment with them. The same process involved creating a link between CCAYEF and the schools, schools and community, and CCAYEF and community. Schools were guided on how to make MHM action plans for and school development plans.

Table 2: People who were engaged in the 4 Inception meetings

No	School	Number Reached	Segment	
			Female	Male
1	Kamuli UMEA Primary School	23	15	08
2	Ndeeba C/U Primary School	17	09	08
3	Mother Teresa Primary School	15	08	07
4	St.Jude R/C Primary School	09	04	05
	TOTAL	64	36	24



CHALLENGE(S)	SOLUTION(S)	TIME FRAME	RESPONSIBLE PN
Lack of sanitary pads	- Being provided - Use reusable pads	From Aug- sept	Parents and Teachers
Abdominal pain	- Encourage the victim to: - Take hot water - Take pain killers - go for medical check - do physical exercises - sleep on a hard surface	From sept- Oct	Parents and all Tcs
Backache		From Nov- Dec	The victims
Heavy flow	- Change pads at least three- times - Having washrooms at school - Having emergency pad- at school - Having washing facility - Carrying out G.C	From Feb- March	Parents The school administration The victims
Menstrual swelling	- Sensitizing pupils - Encourage pupils to seek medical advice	From March- April	Teachers and parents
Delays		From April- May	Teachers and parents

Pic.18. One of the MHM action plans developed by Kamuli UMEA primary school



Pic.19: PTA, SMC, Teachers and pupils in One of the orientation meetings



Pic.20: School teachers and pupils developing schools MHM action plan

4.3: Sensitization about MHM among school pupils:

A total of 245 pupils were sensitized and educated on MHM information as segregated by sex and age in the corresponding Figures 4 and 5 below:

Fig. 4: Number of pupils sensitized and educated on MHM information by sex

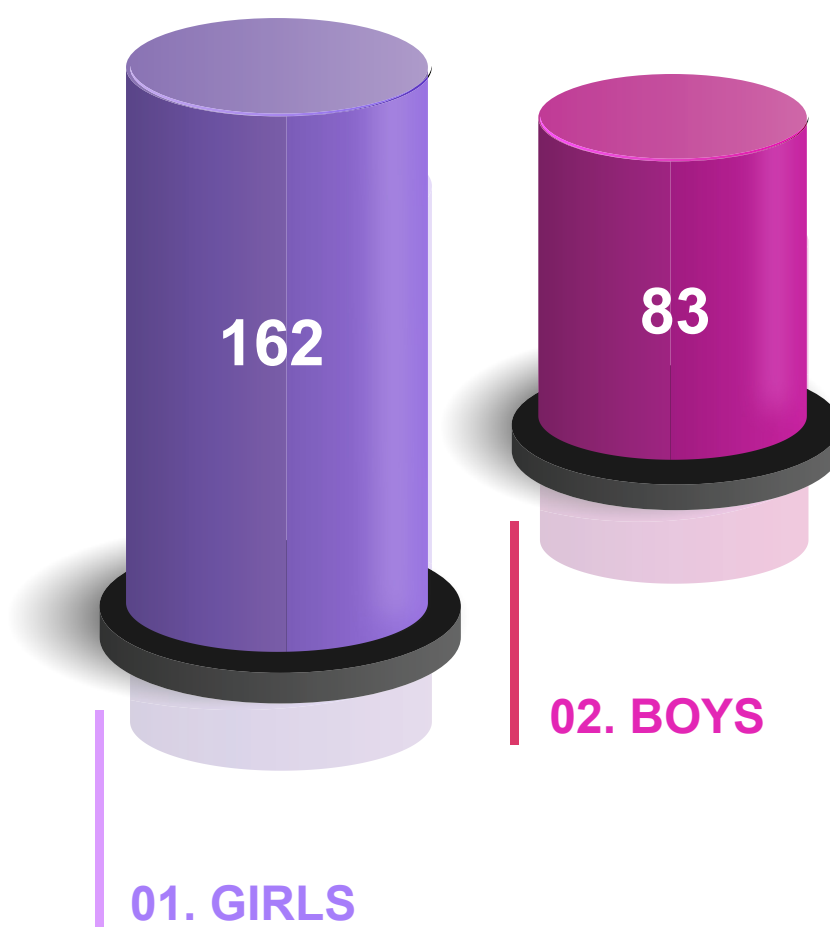
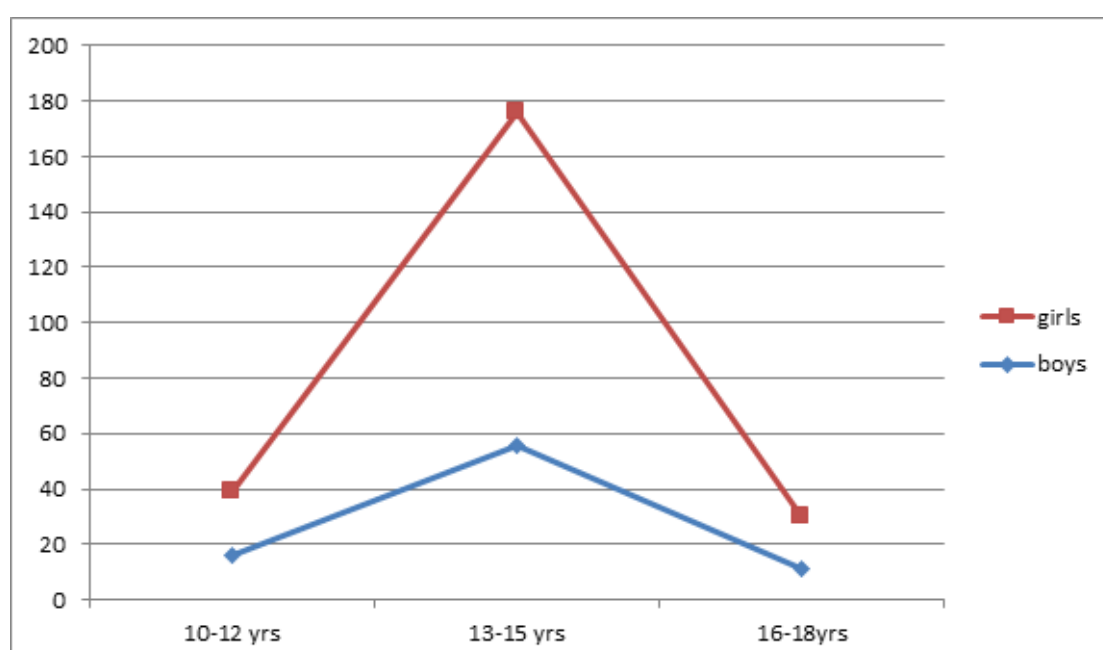


Fig. 5: Number of pupils reached during sensitization activity as segregated by age





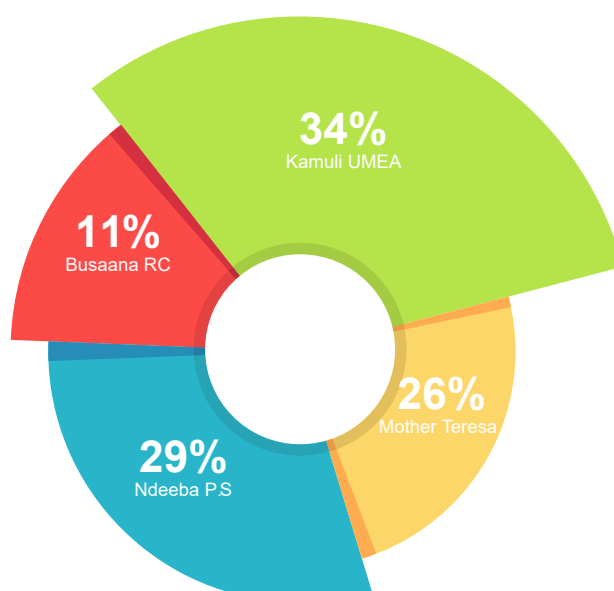
Pic.21. A sensitization session of pupils of Mother Teresa primary school on demystifying taboos surrounding MHM

4.3. Training of teachers (male and female), pupils and relevant school club members on MHM promotion in the targeted schools (making re-usable sanitary pads, MHM kits, soap making)

4.3.1. Sanitation and hygiene

Pupils and teachers were trained in sanitation and hygiene, training them on hand washing, personal hygiene, and positive waste disposal of used menstrual materials as well as giving them information on general school and home sanitation. A total of 184 pupils involved in this activity from the four schools.

Fig.6: Number of pupils sensitized and educated on Sanitation and Hygiene





Pic.22. Pupils demonstrating on how to wash hands after visiting the latrine

4.3.2. Liquid Soap making

Menstruation being an act that involves hygiene, girls and boys as well as teachers in one school were trained on how to make liquid soap with a major goal of empowering the schools to have self made soap in schools, hence, increasing access to proper, regular hand washing with soap after washrooms and toilet use, before eating food and washing re-usable sanitary pads, emergency school uniforms/knickers as an act of keeping hygiene. A total of 184 pupils were involved in this activity.



Pic.23. Pupils of Ndeeba primary school making liquid

4.3.3. Reusable sanitary pad making and menstrual kit

According to the baseline survey results, 56% of girls in menstruation use old cloth, dirty napkins and other un-hygienic materials (CCAYEF MHM survey 2018) to catch blood flow. Some schools have provided sanitary pads ranging from sophisticated imported pads to locally manufactured pads in some cases. Some parents have tried providing the pads to their girls, however, according to various senior men and women teachers engaged during baseline data collection showed

that providing imported pads (non-reusable) has not been sustainable since they are expensive and few girls, schools as well as parents can afford them.

This is the basis on which CCAYEF came up with an initiative to train school girls, boys and teachers on making re-usable menstrual pads (RUMPS) together with a small bag (Menstrual Kit) to help girls keep their RUMPS and extra knickers while in menstruation. 184 pupils (boys and girls) and 25 teachers were trained in making.



Pic.24. Pupils (boys and girls) and teachers of Ndeeba C/U & St. Jude Busaana P/S respectively being trained in making Re-usable Sanitary pads

MHM Pilot project achievements

Increased access of girls to MHM materials, facilities, information in target primary schools:

There is significant increased behavioral change communication on menstrual hygiene, hand washing and school based sanitation. Schools report demystification of taboos around menstruation, stigma for girls in menstruation, with a lot of engagement and involvement of both male teachers and pupils.

Girls are also reporting having a safe environment to access MHM services while at school. All this has been achieved through sensitizing schools, administrators, teachers, boys and girls on MHM at different intervals. Schools are getting constant sensitizations on WASH through the clubs and teachers on school parades -

and class rooms. Schools have put up hand washing facilities, rest rooms, wash rooms for girls with water and soap.

Increased affordable and safe menstrual sanitary materials:

The targeted schools and communities around the schools claim to be able to make their own RUMPS. This has been reached through training the schools in RUMPS.

Increased school attendance for girls:

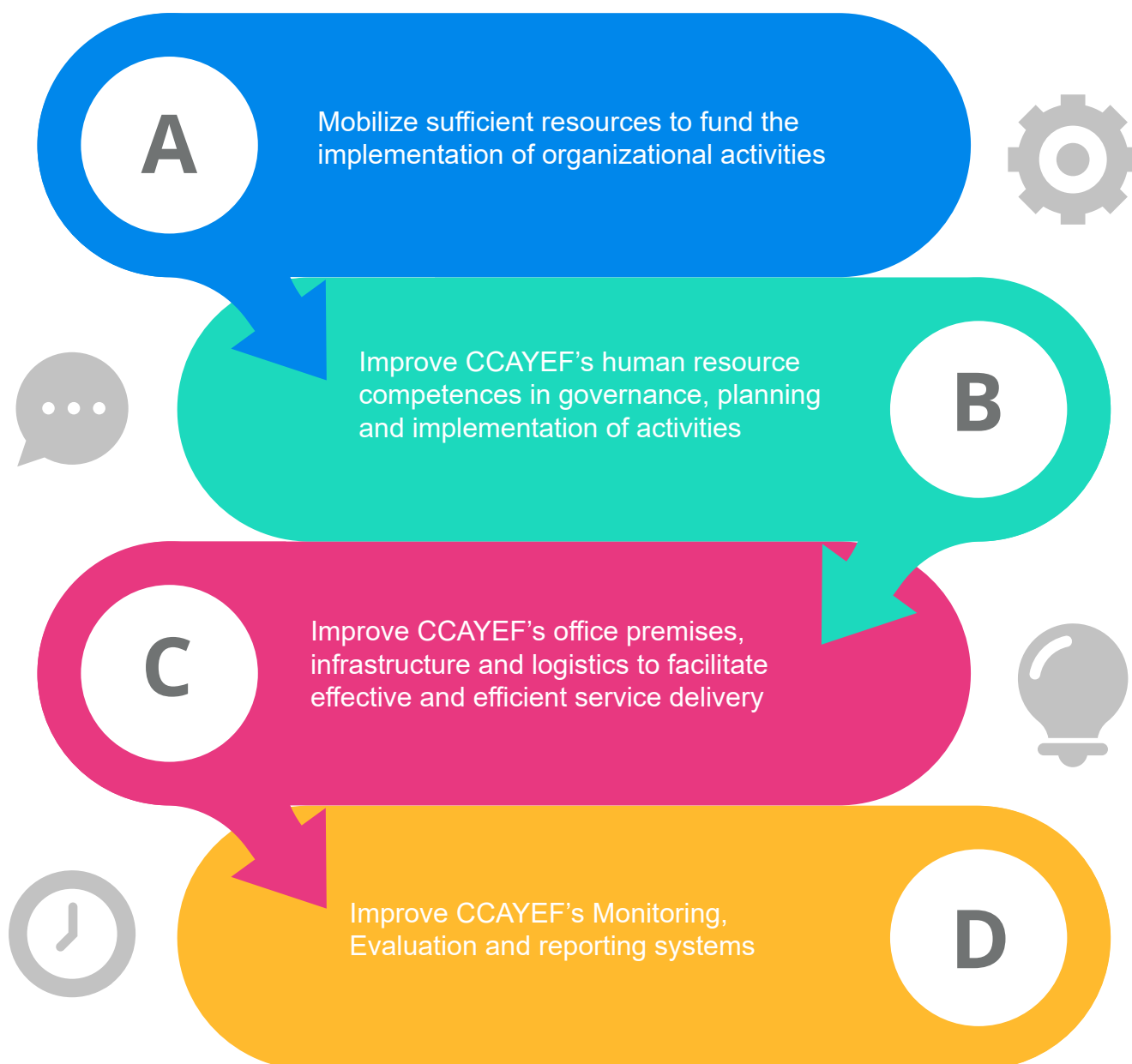
Target schools are reporting increased and consistent attendance for girls while in menstruation. Girls claim the rapport between them and their teachers is good enough to make them feel safe during menstruation while at school.

PROGRAM AREA 5:

Organisational strengthening and capacity building

This program area operates under the Strategic objective, “**Strengthening Organizational capacity and competences in governance, programming and execution of its mandate.**”

Planned program activities are;



In the year under reporting various activities have been conducted to achieve the above objective including

5.1. Improving CCAYEF's human resource competences in governance, planning and activity implementation:

5.1.1. Staff Retreat(s)

A staff retreat was organized on 1st June 2018 at Esella country Hotel Kira, Namugongo, the retreat focused on three human resource development areas, Resource mobilization, Child protection and Team building. Staffs who attended were equipped with resource mobilization strategies like proper usage of the social networks available to publicize the organization, participation in social advocacy campaigns, making good partnerships and having up-to-date information on the existing policies and laws governing the clients we serve and the work we do.



Pic.26. The programs coordinator welcoming staff



Pic.27. The staff listening to the facilitator

5.1.2. Capacity Building Workshops

5.1.2.1. GBV meeting

With support from Makerere University Walter reed Project, two staff from CCAYEF were facilitated to attend a Gender Based Violence (GBV) meeting at Mukono Resort Hotel. The purpose of the meeting was to boost staff knowledge and understanding on various GBV issues, especially on proper sensitization of communities, working together as stakeholders to address GBV. All members were empowered to work with all stakeholders to address GBV cases in their areas of project implementation, they also learnt proper ways of handling GBV cases and ensuring complete referrals.

5.1.2.2. Continuous Quality Improvement (CQI) meeting

CCAYEF also attended a Continuous Quality Improvement (CQI) meeting at Collin Hotel in Mukono still organized by Makerere University Walter reed Project. The meeting intended to improve on the implementation of the DREAMS project.

CCAYEF participants were empowered to identify gaps in different departments, data gaps analysis, developing changes according to identified gaps, testing the change and implementing the resolutions made. This was a great capacity building meeting for CCAYEF since the knowledge that gained was put to good use for proper continuous quality improvement.

5.1.2.3. Attending the Community Integrated Development Initiatives (CIDI) advocacy meeting

CCAYEF attended a workshop organized by CIDI. Its purpose was to present regional consultative meeting issues, adoption of signing of the MOU and election of leaders for the National Youth Advocacy Platform (NYAP) - a platform formed to bring on board youth concerns and issues and come up with solutions to address them. CCAYEF signed an MOU with NYAP and became a member of this platform.

5.1.2.4. Financial management and financial capacity building meeting

The organization accountant and program coordinator attended this meeting. They were able to digest the components of financial management and to revisit the organization's accounting systems and adopt the right accounting practices to ensure safety of the organization funds.

5.1.2.5. Girls Not Brides Advocacy Training meeting

This advocacy training workshop was organized by Girls Not Brides that strengthened technical and practical capacity of CCAYEF staff on formation of pathways for children's voices to be heard and their issues taken care of during planning. Our staff also learnt the tactics of effectively influencing national budget and planning process in addition to developing

standardized and coordinated approaches for child protection at national and district levels.

5.1.2.6. Girls not Brides Annual General Meeting

CCAYEF, being a member of both the GNB Global and the National Networks, had a mandate to attend a third GNB National Network Annual General Meeting. As an achievement to CCAYEF, some of its activities for 2017 such as community awareness campaigns support of 56 teenage mothers to rejoin formal and vocational studies in Mukono District were included in the Girls Not Brides Uganda Annual Report for 2017. In addition, CCAYEF activities for child brides and other youth were also included in the draft work-plan for Girls Not Brides Uganda for 2018. This in turn increased CCAYEF's visibility.

5.1.2.7. The 1st National Girls' Summit:

CCAYEF Participated in the 1st National Girls Summit organized by Girls Not Brides on 30th November 2018 at Imperial Royale Hotel with the theme, ***"Securing Uganda's Future; A time to move from commitment to implementation in the campaign to End Child Marriage."*** CCAYEF was among the organizations that supported in the organizing of the summit financially and also coming up with relevant sessions for the day. Our staff that attended the Summit learnt that in order to end violence against children in Uganda and in the whole world, all stakeholders; children, parents, legal fraternity, parliamentarians, religious & cultural leaders, teachers, health workers, media among others need to be involved.

5.1.2.8. The National HIV prevention Symposium

CCAYEF Participated in the very first

National HIV Prevention Symposium organized by Uganda AIDS Commission in partnership with UNICEF and other development partners at Imperial Royale Hotel Kampala under the theme, **“Fast Track and Sustain the Multi-Sectoral HIV Prevention Agenda.”** This increased CCAYEF’s visibility as our staff together with the DREAM girls participated in the exhibition of the DREAMS project works. In addition, a staff learnt the need to design clear interventions that target Adolescent Boys and Young men in HIV prevention programs.



Pic.31. Some of the DREAM girls that participated in the symposium show casing.

5.1.2.9. Attending the Global Conference on ending child marriages

This Conference was organized and hosted in Malaysia. One of our staff attended it and also participated in the wonderful exhibition that saw CCAYEF’s visibility increased globally. Several partnerships were also formed.

5.2. CCAYEF Important Celebrations and participation

5.2.1. Women’s day celebrations

CCAYEF, together with our girls fully participated in the Women’s Day celebrations at Mukono Youth Centre organized by Mukono District Local Government where our girls made a wonderful dance presentation and were highly appreciated. The activity enabled CCAYEF to increase on its visibility to the stakeholders and other implementing partners.





Pic.28. Women's Day celebrations at Mukono Youth Centre

5.2.2. CCAYEF @ 10 celebrations/ graduation

In 2018 CCAYEF was privileged to host all important dignitaries to mark 10 year of existence, merged with the second graduation ceremony that saw 400 AGYW of 2017-2018 graduated in several vocational courses. All celebrations were run under the theme, ***“ 10 years on investing in current and future generation.”*** Several prior activities were carried out to mark the 10 years including netball competitions, conducting a Health day, and Athletics competitions.



Pic.29: Graduands at the ceremony



Pic.30: Guest of Honor awarding certificates

5.3. Improving CCAYEF's office premises, infrastructure and logistics to facilitate effective and efficient service delivery.

5.3.1. New Purchases:

In the year under review, CCAYEF purchased a boardroom table that was badly needed to facilitate different meetings and a waiting chair for CCAYEF clients.



Pic.32. Boardroom table in the boardroom



Pic.33. Waiting chair in the general office

CCAYEF also bought two permanent tents to facilitate the smooth running of the DREAMS project activities in both Namumira and Kasangalabi safe spaces.



Pic.37. Tents purchased in 2018

5.3.2. Acceleration of AGYW Products' Markets

In a bid to see our girls' products sold, we decided and managed to rent and established a display room for them where items like crafts, clothes and others that are made by the vocational students are displayed and sold.



Pic.34.CCAYEF's display shop 5.3.3.

5.3.3. Construction of CCAYEF premises

This commenced at Kasangalabi village to facilitate creation of space for easy implementation of organizational activities and it's still ongoing. Finishing works of the offices rooms is under way, and with great hope, 2019 CCAYEF will be operating in its new home in Kasangalabi.



Pic.35. Latrine is completed and CCAYEF main building under construction

6.1. Mobilizing sufficient resources to fund the implementation of organizational activities

- Submitted and received responses to proposals including Stop Child Marriages, Private Sector Foundation, Connect Proposal and PAA-Youth-Led Grants-Program. However, responses were negative.
- In addition, Child Rights and Violence Prevention Fund (CRVPF) and Adult Literacy for AGWYs proposals were written and submitted.
- MUWRP project proposal for SG was also written, submitted and CCAYEF was successful and is yet to sign another Memorandum of Understanding for the third year of the project. In addition, MUWRP vetted CCAYEF for the suitability for the SG project to be implemented in the financial year 2018-2019.
- CCAYEF was vetted by USAID for a WASH project to be implemented in schools of Kayunga district.
- We successfully completed an HIV Prevention Project for MUWRP that we had run for a year 2017/2018 and submitted its end of project report to Makerere University Walter Reed Project.
- We held a strategic planning meeting for CCAYEF strategic planning- 2019-2023 in which all staff members were involved and had chances of putting together parts of the plan. In the same view, a stakeholders' meeting was also held at Mukono Youth Centre and participants suggested ideas which were embedded into the strategic plan. Currently, a draft strategic plan is in place and a final copy would be released soon, to guide implementation of the next year 2019.
- CCAYEF mobilized over 675,828,056 against the projected income of 820,776,220=.



Pic.39. CCAYEF Staff sub-groups during the strategic planning process

6.2. Improve CCAYEF's Monitoring, Evaluation and reporting systems

We employed some M&E personnel to equip staff with Monitoring and Evaluation skills in different respective departments and received M&E frameworks for different departments that are to be used to track data for those respective departments.

6.3. Financial management and auditing

CCAYEF has a very competent Finance and Administration Officer who handles all the finance and administrative related tasks at the organization. There are separate bank accounts opened up to operate financial transactions of different projects. Our Audited Financial reports show that we are currently in an excellent financial position. Expenses increased marginally this financial year, due to planned maintenance and expansion of new CCAYEF premises. We have once again received favorable comments from our auditors and look forward to meeting the coming financial challenges in the year ahead. A copy of our audited report 2018 shall be provided upon request.

6.4. Board of Management

During the 2018 financial year the Board consisted of the following powerful men and women:

No	Name	Position	Profession	Place of work	Contact	Email Address
1	Dr. Simon Peter Kayondo	Chairman	Medical Doctor	Mukono Local Government/ Medical Officer	0701842158	Simodocts31@gmail.com
2	Ms Harriet Pulunyi	Publicity			0772456221	Harrietpulu-nyi123@gmail.com
3	Ms. Nagawa Elizabeth	Member	Teacher	Head-teacher	0772304219	
4	Mrs. Rose Mary Bwire	Treasurer	Counseling-Psychologist	Lecturer Uganda Christian University	0701518808	rosennansinda@yahoo.com
5	Dr. Anthony Kkonde	Founder Member	Medical Doctor	Mukono Local Government/ Principle Medical Officer Mukono Municipality	0772402784; 0702402784	akkigayi@yahoo.com
6	Ms. Nalwadda Proscovia	General Secretary	Counseling Psychologist	Executive Director	0772402784, 0702402784	nalwaprossy@gmail.com; pnalwadda@ccayef.org

6.5. Staffing

In 2018, CCAYEFF worked with 20 Staffs, 15 females and 5 males, including fulltime staff, part time, and volunteers.

CCAYEF staff composition as per 2018

No	Name	Sex	Position	Email address
1	Ms. Proscovia Nalwadda	f	Executive Director – Child Care And Youth Empower- ment Foundation (CCAYEF)	nalwaprossy@gmail.com; pnalwadda@ccayef.org
2	Ms. Bulega Francis	f	Ag. Program Coordinator- CCAYEF	bulega100@gmail.com
3	Mrs. Judith Katongole	f	Finance and Administration	Nsangi.j@yaho.com
4	Ms. Ruth Namusisi	f	Assistant Program Coordinator / Pro- gram Officer OVC	rufinamusisi@gmail.com
5	Mr. Osman Ganafa	m	Program Officer Adolescent Health and Empowerment	osmangana@gmail.com
6	Mr. Sebby Kadokech	m	Research, Monitor- ing and Evaluation	kadokech.sebby@gmail.com
7	Ms. Eunious Nampa	f	Field Officers, DREAMS Project	
8	Nakabanda Joyce	f		
9	Mr. Nickson Ssemulema	m		
10	Mr. Joseph Baliruno	m		
11	Salome Iyogil	f	Administrator	
12	Ms. Lydia Nalule	f	Vocational Skills Program Trainers	
13	Ms. Amina Nakaweesi	f		
14	Ms. Gloria Nalwanga	f		
15	Ms. Resty Naabulime	f		
16	Ms. Namutebi Annet	f		
17	Ms. Nakawungu Teopista	f		
18	Ms. Wilikister Akinyi	f		
19	Haboyi Emmanuel	m	Askari	
20	Ms. Nakalema Florence	f	Support Staff-Cook	

FY 2019 Annual Performance Plan

CCAYEF in the year 2019 plans to operate in order to fulfill its established mission, goal and vision as we adopt our new strategic plan 2019-2023, with new thematic areas. Since it will be our first year of implementing this strategic plan, we intend to draw strategic work plans and budgets at departmental levels and later consolidated to form a general organizational work plan and budget, which will guide implementation. CCAYEF in 2019 will operate under the theme “***God first, team work, timely task accomplishment.***”

General organizational Challenges

CCAYEF has a big challenge of funding. There are no consistent and specific donors for specific programs. CCAYEF keeps outsourcing funding from so many small donors including the Founder members who do not even commit to regular funding.

Conclusion and Thank you!

Finally, I would like to say thank you to staff members for their flexibility and readiness to make changes where, and when needed to help improve our service delivery, and to communities, donors, our clients and stakeholders who continue to support the organization, and who make it possible for us to continue working towards meeting goals and aspirations, both big and small, thank you, looking for the same positive energy in 2019. May the good Lord bless you all!

NOTES

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www.ccayef.org



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CCAYEF