

CONCERN FOR THE GIRL CHILD



Annual Report
2018

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ACRONYMS

AVSI	Association of Volunteers in International Service
CGC	Concern for the Girl Child
COGE	Coalition of Girl's Education
CSR	Corporate Social Responsibility
CRVPF	Child Rights Violence Prevention Fund
DAC	Day of the African Child
FCPU	Family and Child Protection Unit
FENU	Forum for Education NGOs in Uganda
GNB	Girls Not Brides
HIV	Human Immunodeficiency Virus
HURINET	Human Rights Network
ICT	Information Communication and Technology
KCCA	Kampala City Council Authority
LCs	Local Council
MGLSD	Ministry of Gender Labour and Social Development
MOU	Memorandum of Understanding
NIRA	National Identification and Registration Authority
NGO	Non Government Organization
OXFAM	Oxford Committee for Famine Relief
PTAs	Parents Teachers Association
SCORE	Sustainable Comprehensive Responses for Vulnerable Children and their Families
SMTs	School Management Committees
STIs	Sexually Transmitted Infections
UWONET	Uganda Women's Network
UNEB	Uganda National Examinations Board
UNESCO	United Nations Educational, Scientific, Cultural Organization

OUR WORK IN NUMBERS

33 Teenage girls

enrolled into partner secondary schools

UGX 256,997,275/=

worth of school fees paid for secondary and tertiary girls

67%

of senior 4 candidates continued to higher level (A level)

33% sent into vocational institutions

1200 pupils

reached during the international women's day

104 home visits conducted

230 (172 secondary and 48 tertiary) girls participated in the Freddie Henry Kasozi Memorial Camp held in Luwero and Kampala

31 Legal clinics to sensitize communities on legal rights for children and other related legal issues were conducted in Kampala and Nakaseke

89% of girls engaged in holiday programmes with the theme; " A Purpose Driven Life"

Sanitary towels provided for **102 girls**

UGX 12,866.675/=

acquired from a local fundraising in Kampala

2,333 children and adults

served in community resource centres



“

Dr. Ann F. Hayes and the Late Freddie Henry Kasozi set out on this journey, with the intention of engaging community, families and all duty bearers at different levels, that is; Local Governments, Local Councils at village and parish level and schools within the target communities.”

ABOUT US!

Background:

Concern for the Girl Child is a child-focused Non-Government Organization that began in 2001, with the main aim of empowering the girl child. Having realized the immense marginalization of the girl child at the time, the founders, Dr. Ann F. Hayes and the Late Freddie Henry Kasozi set out on this journey, with the intention of engaging community, families and all duty bearers at different levels, that is; Local Governments, Local Councils at village and parish level and schools within the target communities. Its 18 years now since its inception and today we are proud to mention the impact on the communities of Luwero, Nakaseke and Kampala in Nakawa Division. 900 girls and their families have been directly impacted through education access and other holistic interventions in Child Protection, Health and Economic Empowerment.

Vision:

We envision a world where all people are contributing to the social, economic and political development of their communities.

Mission:

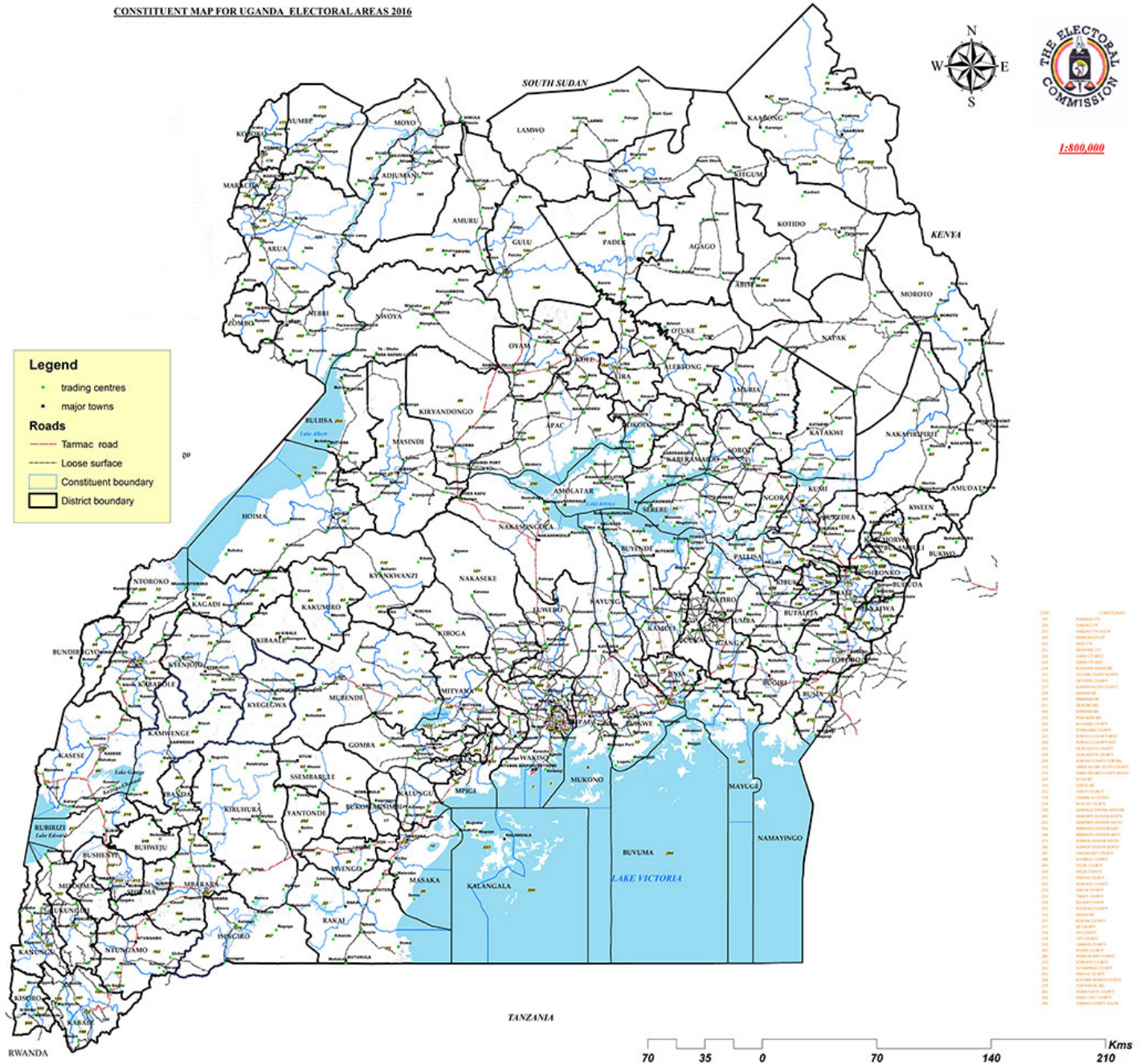
We are a national Non-Government Organization (NGO) committed to protecting, respecting and fulfilling the rights of vulnerable children and young people, through the provision of education and skills development, health, child protection, economic empowerment and psychosocial support in partnership with communities, government and civil society organizations.

Core Values:

1. **Compassion:** We share a heart of compassion with vulnerable children
2. **Mutual Respect:** We believe in mutual respect and trust
3. **Integrity:** We uphold principles of integrity
4. **Excellence:** Achieving excellence will be upheld as key principles
5. **Commitment:** We are committed to the protection, promotion, respect and fulfillment of rights of children
6. **Stewardship:** We are good stewards who are accountable to children and communities

AREAS OF OPERATION

CONSTITUENT MAP FOR UGANDA ELECTORAL AREAS 2016



Areas of Operation

1. Kampala District - Nakawa Division
2. Luwero District - Luwero Town Council, Luwero Sub County and Kamira Sub County
3. Nakaseke District - Kikamulo Sub County



Dr. Frances Ann Hayes

Joining the world to echoe the importance of empowering Girls has never been as exciting as it is today.

Having began the journey of collaborations and strategy in 2001 to see Girls in Uganda become part of an exponential growth seemed like a day dream. I recount the tough days not quiet knowing if the first set of 40 girls would really complete school; and now it is more than 800! What a day for us and for Uganda. I am excited that several voices sing the song we started and can now dance to the tunes we have as many girls and young women can now proudly make choices about their future. This journey on empowerment could not have been made possible if our donors, friends and committed partners held back; they gave tirelessly and I commend them.

Once we commissioned the Mazzi Resource Center in Luwero, we have seen Girls take on Science Subjects at A Levels and I have been told they were inspired by the Computer Center at Mazzi. I look forward to seeing the kind of dreams these young women will accomplish.

We have been privileged to Host the Todaro family who through their DROP Foundation enable us to meet the Water, Sanitation and Hygiene Needs of thousands of Children in Luwero and Nakaseke. Seeing the smiles and joy on children's faces in Lusenke Primary School, Lumpewe Primary School and the community gave me a wonderful sense of satisfaction. I was so proud to see P.5, P.6 and P.7 Children receive donations of Academic Books from Max Todaro.

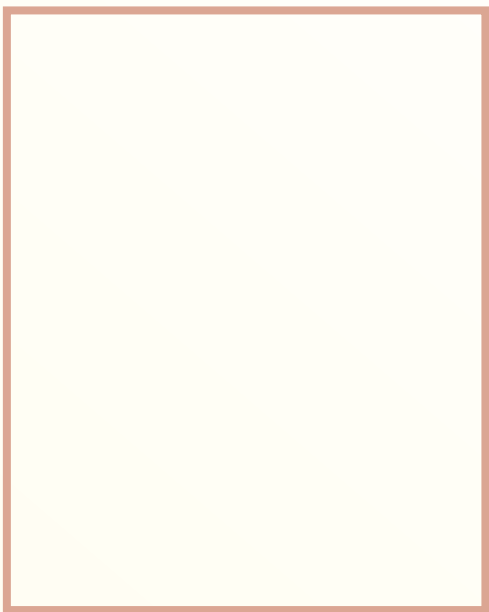
We have also seen our young women and girls begin new empowerment opportunities through the mentorship partnerships with the HOBY CEMM, 7 Habits of Highly Effective Leaders; Creative Action Institute, Project Girls for Girls that started in Harvard University and the Interns whom I have met ocassionally at Concern for the Girl Child. I am convinced that more than ever we shall realize an end to all forms of discrimination against girls and young women and I am so certain many of our graduates will begin to take up places of responsibility and transform their families and communities.

I take this opportunity to recognize the Ann Hoerler Nursing Scholarship Fund USA for chosing to empower more girls in Uganda, the Natural Evolution Studio CA for choosing to empower girls in Uganda this year.

There is more work to be done! The average Ugandan is 14 years old meaning many are girls; we cannot sit back, let's fold our sleeves and work till we see a new day when the tide turns.

"We cannot all succeed when half of us are held back. We call upon our Sisters around the world to be brave - to embrace the strength within themselves and realize their full potential" Malala Yousafzai.

CHAIRPERSON'S FOREWORD



I welcome you to our 2018 Annual Report where we have seen progress and encouraging reports.

This is the year we have harnessed the dreams that shaped our strategic plan 2017-2021 and together with the Stakeholders we begun the year by asking ourselves if we are still on track. You and I see the value that empowering girls does to our community, how through the basic unit of a family an educated mother adds value, to the health and well-being of children and everyone, how economies of scale will shape and breed wealth in the home and how progressive the community will become.

This year 's theme was to Empower Rural Women and Girls under Government wide efforts with varipus stakeholders. We have indeed seen this attention given dully to our Girls in rural schools and communities through infrastructural strategies, Educational and Health interventions. The Minister of Gender highlighted Government's commitment to skilling girls and ensuring capital support for start-up ventures. This is what we have been doing for more than 13 years at CGC and we are proud that Government is scaling it up. We still have a gap to fill as the majority of the girls and young women under 18 are being married off due to poverty and teenage pregnancy led by cultural demands. Now not only are the rural girls at risk, but also the urban girls continued to face risks related to trafficking and exploitation.

Our work has provided a platform for us to address the issues in various spaces. I am proud of the Board Members I lead who have been instrumental in raising the profile of our work. Raising money locally and promoting our agenda to the relevant key stakeholders.

Despite the success thus far, we still have looming matters in our backyard; according to the UNICEF, 2015 the 40% girls need to be rescued and rehabilitated back into a form of education; the 25% drop out rate for girls needs to drop to at least 2%; the rates of girls taking on Science Classes which is very personal to me needs to increase country wide. We cannot sit back, and we cannot go at it alone; We need more voices, more hands, more families more communities more committed no-excuse leaders and champions to join us, speak for us, run with us, push us till we see these giants fall. The Cost of not educating girls and young women now will manifest in our economy, at a loss of \$275 billion annually in Health, Food and Nutrition. We would lose a formidable workforce that would take our country forward.

Grab your cup of Coffe and let's take you through our journey during 2018.

EXECUTIVE DIRECTOR'S REVIEW 2018



Mrs. Catherine Kasozi Opondo

I am beaming with so much joy and energy because of the accomplishments girls at Concern for the Girl Child have gained during the year 2018. Anthony Lake, said that out of the more than 500 million adolescent girls living in the world, each can potentially help break the cycle of intergenerational poverty with ripple effects multiplying across her society. I attest to this as I was a first in my family (I am not the first born), first to learn to use a Computer after my Parents, First to learn to drive and first to Graduate from the University... it is these firsts that contributed to a built confidence that anything is possible even when I was an average student!

I shared a bit of my story because it resonates with many young girls and women in Uganda only with varying circumstances. This year is when we recognize firsts of mentorship for girls through the HOBY CEMM; Habits of Highly Effective Teenagers or the Leader in Me; Project Girls for Girls, Interns in STEM, and at the Creative Action Institute in Kenya and with staff members at CGC, Girls got a chance to have someone listen to their stories, listen deeply to their dreams. It is when I got to hear a Girl say to me, "I want to be an Actress" or how thrilling!

With 33 girls having joined us this year at S.1, 67% of continuing students' transitioned to A Levels and 33% to vocational and tertiary institutes. We were able to serve a total 4,333 students through resource centers in the communities, WASH Projects on 2 New Boreholes and Commemorating International days in the community. A total of 230 girls attended the Freddie Henry Kasozi Memorial Camp with 172 secondary attending in Luwero and 48 tertiary and big sisters attending in Kampala under the Graduates into Employment Scheme. A total of 31 Psychosocial and Legal Clinics were conducted to empower the community with skills on child protection, 104 home visits carried out and 89% of our girls participated in the Holiday programmes. We raised over 12 million through local fundraising and realized an Education expenditure of 256,997,275/= for tuition fees as a highlight on Finances. Through our Networking and Advocacy we worked with UCRNN and the Joint Forces Coalition to understudy the Child Rights Situation Now. We participated in the National Girls Summit as a Girls Not Brides Alliance Member, presenting a case of how to reach religious Leaders in the fight against Child Marriage. CGC was recognized as having completed the SCORE Project with AVSI Foundation funded by USAID. These and many more stories give us reason to put our best foot forward. I am thankful for the tireless efforts of staff, volunteers and interns (Uganda USA, Canada) who ensured that service at Concern for the Girl Child wears the face of family, but moves with the strength of an army.

I now welcome you to read more and learn about our progress in the year 2018.



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CGC not only enrolls, ensure retention and completion but has taken it a notch higher by initiating graduates into employment/ self- employment mentorship programmes to the university and tertiary girls to help empower the girls into making significant contributions to their communities.”

EDUCATION

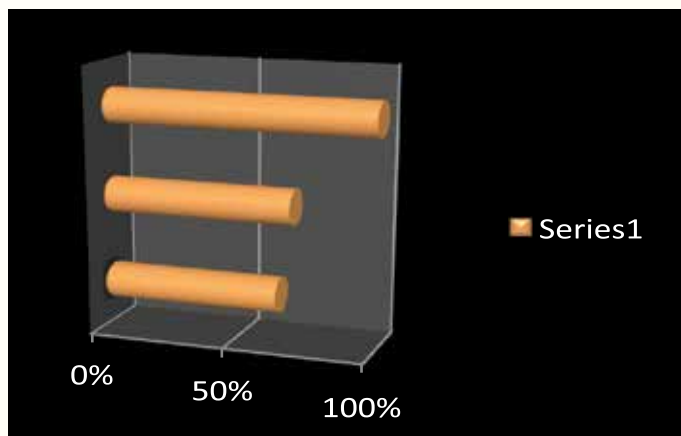
Education is considered a basic human right and one of the major contributors to reduction of poverty, thus our major intervention into the beneficiary communities is Education support. CGC's initial and current strategy is leveraging on empowering the girl child through providing access to education, an approach that has since 2001 directly and indirectly impacted the lives of so many beneficiaries, their families and communities at large. As a contributor to the government efforts and further to the world Global Goals for Sustainable Development to end extreme poverty, the organization has enrolled girls into secondary school. CGC not only enrolls, ensure retention and completion but has taken it a notch higher by initiating graduates into employment/self-employment mentorship programmes to the university and tertiary girls to help empower the girls into making significant contributions to their communities. According to the UNESCO Institute for statistics 2016, the population of Uganda is estimated at 45.71 million with its illiteracy population constituting 1,196,456 youth between 15 - 24 years and of these 85.76% male and 81.65 Female. Our mandate as an organization therefore is supporting the government efforts to reduce these percentages significantly while harnessing the communities to rally behind the promotion of girl child education. In 2018 we were able to register the following achievements as a result of our interventions as recorded here below;

CGC contributed to the increased enrollment of girls in secondary school through the sponsorship programme. 33 new beneficiaries were selected after a transparent process with the help of a consultant into partner schools including Kalinabiri, Luwero, Mazzi and Kiwoko Secondary Schools. As the girls enroll, their guardians and the beneficiaries are commissioned and oriented on CGC's purpose and terms. Parents/ guardians were cautioned to treat the sponsorship as a partnership where both parties are actively involved. CGC provides financial and psychosocial support while the parents/ guardians play their parenting role - guiding and nurturing the girls to finish strong.

We are excited to report a noted percentage increase in the retention of our students in school

with no drop outs registered in the year 2018. Over the years we have continuously supported the beneficiaries and children in the partner schools through different initiatives and these have yielded results. See illustration below; Bar Graph

A graph showing the rate of retention 2016 - 2018

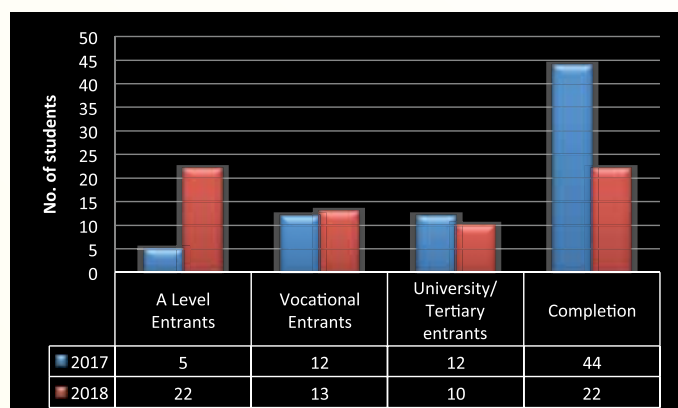


The graph above shows the increased rate of retention of students over the past 3 years, that is; 2016 - 2018. In 2016 there was a 65% retention rate, 2017, a 70% while in 2018 it was 100%. The reasons for drop outs before include unwanted pregnancies, family neglect among others.

Further to this, was the promotion of girls into higher level education; Advanced Level, Tertiary and university and vocational institutions. We also registered a notable number (22) of students successfully completing their studies in different academic disciplines - including; Nursery teaching, Nursing and midwifery, Bachelors in Education, Bachelors in Microfinance, Bachelors in ICT and Diploma in plumbing and fitting and some of these have graduated and others will be graduating this year. The programme staff also followed up candidate performance results for the year. During the year 2017 candidates that sat for their Uganda National Examinations Board Exams (UNEB) were 33 students in senior 4 and 12 in senior 6. Programme staff ensured that whilst the candidates after their exams, go on for vacation, they are followed-up through to their next level of promotion by offering career guidance counseling depending on their performance. Compared to last year, 2017 senior results, the 2018 results were as follows; 33 students

sat for senior 4 UNEB exams and 12 for senior 6 UNEB exams. The table below shows a comparison of their placement.

Double Bar graph comparing performance in 2017 and 2018



The graph above shows a significant increase in the number of Advanced level entrants that is senior 5 in 2018 compared to the previous year. University/ tertiary entrants reduced while the vocational entrants increased slightly.

Initiatives taken to achieve these results during the year include;

Strengthened partnerships with partner school administrations and parents/ guardians through recommitment and commissioning exercises where each party that is; the beneficiaries, partner schools, guardians/ parents' responsibilities were clearly spelt out. M.O.U.s were signed in agreement and recognition of terms.

Timely and consistent payment of schools fees amounting to UGX 256,997,275/= cumulatively, inclusive of tuition, accommodation and functional fees for all 230 beneficiaries on the programme in Secondary schools, vocational and tertiary/ universities. This eradicated the chances of having girls sent away as a result of not paying school fees.

A table below shows the percentage distribution of fees paid for the different levels of education

Education Level	Percentage of Fees Paid	Percentage
Secondary School	130,235,200	52%
Universities/Tertiary Institutes	120,064,075	48%

Scholastic materials including quire books, calculators, pens, pencils, mathematical sets, rulers and art books worth of UGX 6,698,000/= procured

and distributed to 70 girls in Kiwoko Secondary School. This was mainly to aid their study process and ensure that they have minimal distractions from their primary goal of attending and enjoying school.

A total of 70 school visits were conducted during the year to monitor school attendance, performance and conduct of the students. During the visits, the school administrations were engaged in academic discussions on possible solutions to the different challenges the children face academically. These included; forming academic discussion groups, putting in extra time of revision and encouraging the girls to always ask questions where they don't understand in class. Further to this an audit was carried out during which visits to partner schools by the auditors to verify and confirm the number of girls in particular schools.

Computer lessons especially for the girls in the rural areas that is; Mazzi in Kamira Sub County, Luwero District, were done to help them use the resource centre for research and revision. We believe this is one unique way our girls especially in Mazzi have been able to carry out their own revision using internet based knowledge, thus the notable improvement in their studies.

Through the Fred Kasozi Memorial Camp, so much knowledge and skills were imparted to 172 beneficiaries from all CGC partner schools, allowing them to think ingeniously about different ways of making income as well as improving their well-being. Life skills and 15 hand skills such as batik making, bar soap and candle making among others and the stop light approach were practiced. The girls were separated into two groups, one of the secondary students and the other of the big sisters and university and tertiary students to best meet their unique needs and challenges. The theme this year was; **"Living an accountable life."** CGC appreciates so much Bishop Jane Nsubuga, a team from gifted hands Uganda, the Stop Light team who took off their time to train and talk to the girls on different topics.

Career guidance is one of the major contributors to the girl's choices and enabler to retention and eventual completion. Over the years career guidance in CGC has become a routine practice as opposed to a programme - based practice. Even with the career guidance sessions planned for the year for all partner schools, the girls during the home and school visits were continuously guided on career choices, building resilience through difficult school and home conditions.

CHILD PROTECTION

Child protection is defined as measures and structures to prevent and respond to abuse, neglect, exploitation and violence affecting children. According to a survey report on violence against children in Uganda, 09 August 2018 by the Ministry of Gender, Labour and Social Development (MGLSD), 3 in 4 young adults experience violence during childhood. Among the 18-24 year olds, 1 in 3 females (35%) experience sexual abuse during childhood and 1 in 6 males (17%). These acts of child abuse occur at all levels of Ugandan society, that is; communities, schools and homes. Our strategy is to ensure children and young people in our targeted communities who are at risk of abuse; violence; neglect and exploitation live in a peaceful and more protective environment. We do this through the involvement and engagement of child protection partners in Schools, communities and homes like, SMTs, PTAs and Probation Officers. Family and Child Protection Unit, the police, parents, teachers, guardians, local councils at the village and parish levels to mention but a few. Through advocacy, psychosocial support and counseling and strategic partnerships that have allowed for referrals we were able to achieve the following results in 2018.

Psychosocial Support and Counseling

We were able to enhance the wellbeing of beneficiaries through psychosocial support and counseling. A total of 104 home visits were conducted during the year in Kampala, Luwero and Nakaseke. It is during these home visits that a number of underlying issues and problems like; family neglect, exploitation especially by step parents were identified and addressed. We were also able to have one on one interaction with the guardians to give advice where necessary depending on their challenges like hygiene and sanitation, food security, Income Generating Activities.

Over 218 people in our target communities that is; Kampala - Nakawa division and Nakaseke Districts were reached in three legal clinics, among these, 133 were female and 85 were male. It should be noted that there were more women in attendance compared to men, a clear indication that women



■ Program manager Mrs Robinah Tumweba during a career guidance session with Mazzi S.S Students



■ Josephine Aniku one of the CGC's project officer during a home visit.



■ The Programme Manager speaks to community members during a legal clinic exercise in Kulambiro in Nakawa Division - Kampala District.

are more engaged in home and community affairs. There is need to encourage men to engage in these informative activities to reduce the occurrences of legal issues in the family.

The legal clinics engaged a team from the Bare Foot Law who helped us to sensitize communities on legal rights for children and other legal issues that affect communities such as land issues in communities.

Commemoration of International and National Days

During the commemoration of International and National days, CGC uses forums and platforms like these to advocate for protection of children's rights. The organization further also uses this as an opportunity to strengthen their networks with like-minded partners in promoting the rights of children.

The table below highlights the children and communities impacted.

Commemorations	Interventions	Nos. reached	Community
International Women's Day	General awareness of the importance and rights of women - girls to children. Boys encouraged to treat girls with dignity and girls taught to value themselves	1,600 pupils	Kampala district - Nakawa Division - St. Mbagi Primary School, St. Francis Primary School, Peak Schools and Luwero District - St. Jude Primary School and Eden Centre Mazzi
The Day of the African Child (DAC)	Sensitizations on different forms of child abuse and children empowered to report the different cases of child abuse		Kampala District - Nakawa Division - Kalinabiri Primary School, St. Kizito Primary School and Luwero District - SNAM Junior School Mazzi
The International Day of the Girl Child	Explaining the origin of the day and sensitizing the girls on their different capabilities		Kampala District-Nakawa division- Ntinda Primary School, Favour Parents school,
16 days of Activism	Sensitizing the community in Mazzi about the different forms of gender based violence and how to eliminate the issue in the community		Luwero District-Mazzi Community

The above commemorations enabled CGC to show case their contribution to the above causes through sharing their reports, organizational profiles and other materials with the public.

Holiday Program

CGC conducted a 4 day holiday program with a theme "Purpose Driven Life." The programme targeted all the CGC beneficiaries in Luwero, Kampala and Nakaseke. The main objectives of the program were to; to create self-discovery, develop self-values, set personnel goals and aspire to achieving them for the girls. The program was attended by 91 girls out of the 102 that were targeted. This is because some of the S.4 were doing exams. During the interaction, some of the girls were able to identify their strength and address their challenges. Also some girls raised some of the issues that they face and are affecting their education and these included lack of constant mentorship, lack of proper care at home among others.

HEALTH/ WASH

The Health/ WASH programme mainly focuses on providing access to health information like reproductive health to teenage girls, hygiene and sanitation to communities and providing access to clean and safe water to children in our target communities. The Multi-Sectoral Communication for Development Strategy for Adolescent Girls 2017 reported that adolescent girls in Uganda continue to be affected by high school dropout rates due to teenage pregnancy, defilement, abortion, menstrual sanitation challenges, child labour, child marriage and various forms of violence against children. It is further noted that lack of access to reproductive health information and services on social and behavior change leaves adolescent girls vulnerable to teenage pregnancy, HIV/AIDs and other STIs, while sexual and gender based violence remains widespread. As an organization, the health status of girls is paramount as it has an implication on the education of the girls. We therefore have a mandate to ensure that the status of the health of the girls in our target communities improves. Also important to us, is the general awareness of health, hygiene and sanitation in the communities. We have continued to sensitize the target communities on a clean environment and the likely results on their children. Further to this, CGC with the help of Drop foundation provides clean water to communities. In the year 2018 the following were achieved;

Adolescent Girls Well-being and Sanitation Hygiene

CGC contributed to the general wellbeing of the beneficiaries especially through improving their sanitary hygiene. A total of 60 boxes of sanitary towels were distributed to all the 160 beneficiaries in secondary schools and some girls from the School of the Deaf in Ntinda - Nakawa Division.

In addition to ensuring that Adolescent girls enjoy a their learning environment despite their reproductive health challenges, changing bathrooms were constructed after a survey conducted by CGC established that privacy of girls in schools was not an option as they shared bathrooms with boys. Changing bathrooms were constructed at Mazzi and Kiwoko Senior Schools and now the girls in the particular schools will have privacy and access clean changing bath rooms while at school.



■ Changing bathroom but still under construction.

WASH and Community Sensitizations on Hygiene and Sanitation

A total 450 pupils and an estimate of 900 community members will now have access to clean safe water, thanks to Drop Foundation that funded the construction of a bore hole at Lusenke Primary School in Butuntumula Sub/ County in Luwero/ Nakaseke District. Our approach to providing/ construction of these water sources goes beyond construction; we ensure a safe water collection environment especially for children. CGC meticulously fenced the water source and took it a notch higher by providing instructions on keeping the environment clean and water sources clean using sign post.

A clean up practical exercise was organized at the Mazzi Resource Centre for the Mazzi community in Kamira Sub County, Luwero District. The exercise brought together 154 people including 52 adults and 102 children, comprising of 25 male and 77 female. Among the activities carried out along side the exercise were; HIV testing and counseling, cervical and breast cancer screening.

It is important to note that the highest composition of the participants were children which is indicative of the level of community engagement of the duty bearers; that is the parents/ guardians and leaders. We believe as an organization that the duty bearers need to engage more in such activities to effect the desired change.



- Lusenke bore hole being launched by Isabella Todaro from Drop Foundation. Inset is the Executive Director, Catherine Kasozi, Max Todaro and the Patron, Dr. Ann F. Hayes and the children of Lusenke Primary School.



- Women of the Mazzi community during the screening and counseling session

INSTITUTIONAL DEVELOPMENT

As one of its Core Programme Areas, CGC takes Institutional Development deliberately ensuring that the backbone of our purpose truly supports organizational programmes. The concept of institutional development for CGC is largely dependent on its human resources and systems that will aid the implementation of programmes. Our strategic objective here is to consolidate CGC's institutional organs such as staffing, policy and systems for sustainable growth and accountability. Under this section we will elaborate on our governance and staffing during the year 2018, our sustainability and fundraising strategy, Policy and Monitoring System and our Funding and Financial Status.

Governance and Staffing

The board of directors offers strategic direction to the organization. Comprised of individuals with a wealth of experience and skills ranging from business, social sciences, private and public sector development and community development, the board has offered technical support and capacity to staff and management through their sub committees. The sub committees are divided into categories including; finance, fundraising and programmes. The sub committees meet as and when necessary to guide programme staff in their roles towards strategic alignment and accomplishment. The board meets quarterly to review and provide support to the secretariat in its implementation and management. Board resolutions are passed on to the secretary who is also the Executive Director to then guide the staff in implementation and execution of programmes and projects. Above the board is a CGC Patron and Founder is Dr. Ann F. Hayes based in Seattle, who is also a major donor since the organization's inception. Dr. Ann occasionally visits the programme sites to monitor use of funding to ensure it is directed to the befitting beneficiaries. The Board of Directors comprises of 6 females and 4 males with a representative of the beneficiaries included as shown below;

Name	Title
Hon. Ruth Nvumetta Kavuma	Chairperson
Mr. Edwin Kayuki	Vice Chairperson
Dr. Firminus Mugumya	Treasurer
Mr. Joshua Mutumba	Member
Dr. Justus Twesigye	Member
Dr. Beatrice Sekabembe	Member
Ms. Janat Nakigudde	Member - Representative of Beneficiaries
Ms. Jean Kemitare	Member -
Ms. Faith Nabaggala	Member
Mrs. Catherine Opondo	Board Secretary

CGC also has a Good will Ambassador, Mrs. Margaret Kasozi, who heads the board fundraising committee and helps with fundraising and visibility for CGC to as many networks as possible.

Board Activities in 2018

Board Activities	Explanation
Board Quarterly Meetings	Quarterly Reviews and alignment to Organizational Strategy
Fundraising Sub-Committee Meetings	4 meetings were held in preparation of the local fundraiser.
Training	
Monitoring Visits	Dr. Justice Tumwesigye carried out a monitoring visit in Luwero

Staff Composition

CGC comprises of 20 staff members with two branches in Kampala - Nakawa Division and Luwero Town Council. This year we are happy to announce that we were joined by;

List of New Staff Members and promotions

Name	Title
Ms. Anit Iga	Resource Mobilization and Business Development Manager
Ms. Flavia Komugabe	Accounts and Procurement
Ms. Shivan Ahumuza	Monitoring and Evaluation / Documentation Officer
Ms. Robinah Tumwebaze	Programmes Manager
Ms. Josephine Aniku	Assitant Programmes and Skilling Officer
Ms. Ritah Naluwagga	Receptionist Volunteer

Staff Development and Training



■ CGC staff during the quality assurance training

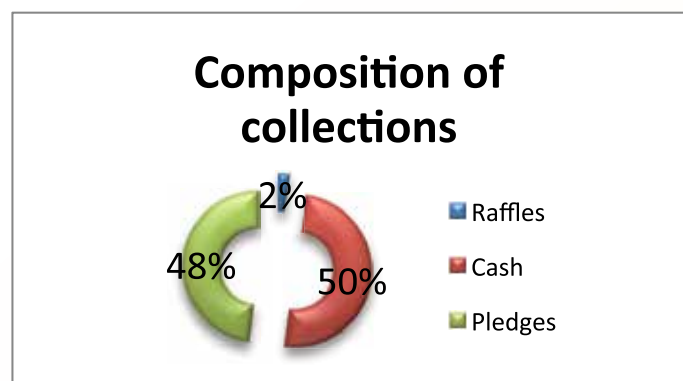
TOPIC	TRAINER	INSITUTION
Building High Performance Teams	Watoto and Solutions Africa Coaches	Watoto
Monitoring & Evaluation in an Organization	Ahumuza Shivan	Concern For the Girl C child
Mental Health (Depression)	Jubilee Insurance	Jubilee Insurance
Communication Skills	Sarah Bruce (Intern)	Student from Canada
Parenting session	RobinahTumwebaze	Concern For the Girl C child

Sustainability and Fundraising Strategy

CGC's sustainability and fundraising strategy targets both local and international support. The fundraising team uses different approaches including, local fundraisers, proposal writing, and presentation of concepts to corporate and social clubs in anticipation of CSR participation. This year CGC registered the following achievements.

- ✓ A local fundraiser held at the Skyz Hotel Naguru on 5th October 2018 gathered 49 people from different social networks including rotary, churches, partner organizations, public and private sector to mention but a few. UGX 12,864,675/= shillings was raised through ticket sales, the auctioning of items, raffles donated by; Tamales, Makindye guest house, Uni pad, among others.

Below is a pie chart showing the composition of monies collected.

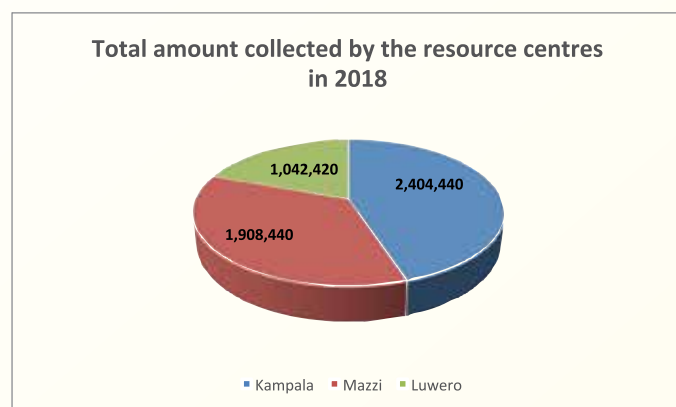


- ✓ Wrote proposals to different International funding agencies and of these received a grant to educate Nursing students amounting to \$1,600 from xxx, the New Evolution Hair Studio Grant will educate girls studying hair dressing at Luwero for \$500 and a grant worth \$4000.00 was received from CRVPF(Child Rights Violence Prevention Fund). We are still awaiting responses from Comic Relief Grant GEM Application, HIDE FOUNDATION Grant Application, GMC coLABS Application (Vocational School related), Girls First Fund Application (Girls Empowerment), Anne Heoler Nursing Foundation USA
- ✓ Approached corporate organizations and social clubs to support CGC and Rotary clubs of Kiwatule and Mengo donated trees which are going to be planted in Mazzi, the Cooking School Uganda offered two Scholarships to GCG Girls willing to take on Catering and Food Production for 2019
- ✓ Continuing Donors include; A grant from Drop Foundation for 1 borehole to be constructed in 2019, Received academic books from Max Todaro given to children in Lusenke and Lumpewe Primary Schools in ---S/C - Nakaseke Districts. DANICA Children's Foundation - xxxx, CGC North America - xxxx, e.t.c.

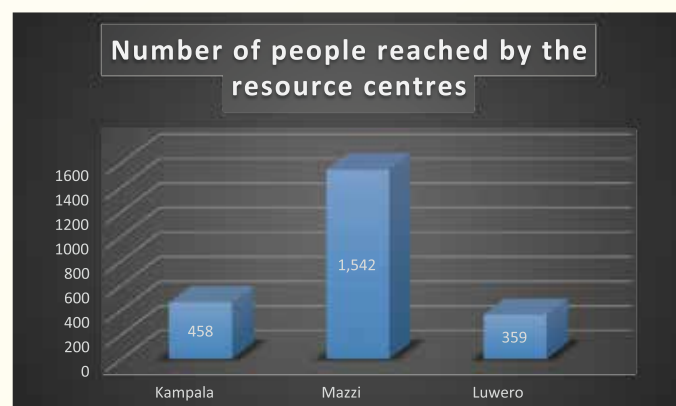
Resource Centres

Community resource centres were established in 2006 with the main aim of disseminating information on child rights and protection through education materials at the resource centres. Since then the centres have evolved into a more diverse purpose embracing concluded project activities that can be sustained by the community members for example; handskilling and apprenticeship programmes, village savings and loan association

gatherings, community sensitizations on different issues such as food security, food and nutrition and Income Generation and financial literacy. The community resource centres have continued to support the communities with different activities while generating income to generally sustain the work at the resource centres. The centres are equipped with books, reports, magazines, training manuals, and brochures, newspapers, computers where community members are free to access information. We provide a quiet and conducive environment for people to read and research especially our beneficiaries. Income generating activities include; photocopying, printing services.



It should be noted that in 2018, Kampala resource centre collected the highest amount of money due to the advantage of the NIRA office that opened just next to the CGC office. All the people that come to NIRA office do their photocopying from our office. We are thankful for the newly cultivated relationship with NIRA.



According to the graph above, Mazzi resource centre reached the highest number of people who were mostly students from Mazzi Senior Secondary School. Because most of its clients are students, they don't pay any money at the resource centre thus the reason for the amount that was collected.

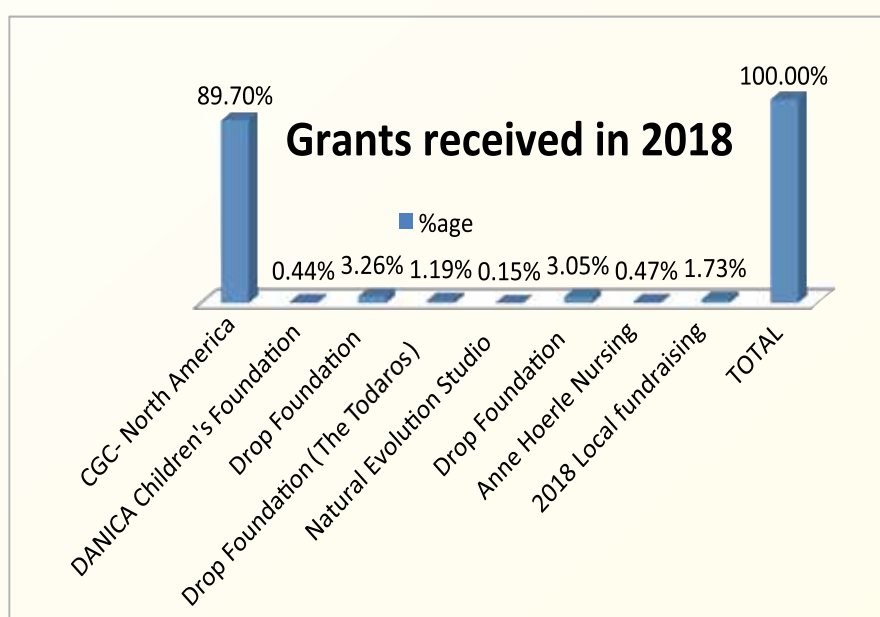
Initiatives taken this year at the resource centres included computer training and internet use especially for the research purposes for the secondary school girls at Mazzi. This is one of the initiatives we believe contributed to their improved performance.

Partnerships and Networking

Organization	Networking Approach
HURINET & GNB	Participated in the UPR Review of the UN Shadow Report
Girls Not Brides	Participated in the discussion and preparation of the girls' summit that took place at...
COGE ? COGE in full	International Day of the Girl Child planning meetings
UWONET & OXFAM	CGC Participated in the launch of the research dissemination paper on Women; unpaid care work that was carried out in Kampala, Kabale and Kabong
CEMM HOBY (Seven Habits of Effective People)	CGC Girls trained in leadership and will continue to share with CGC
FENU	CGC was the FENU Gender Parity Host on 7 March 2018 – purpose of the event and results?
Joy for Children	3 day camp and reported on the role of disseminating information on the fight against child marriage
Ministry of Education and Sports	Participated in the National Dialogue with religious leaders on prevention of teenage pregnancy and re-entry of child mothers in school settings in Uganda
KCCA Nakawa Division	CGC was invited by the Mayor along with other CSOs to share their work and profile their plans
Buganda Kingdom Ministry of Gender	CGC Participated in the Universal Children's Day Celebrations
AVSI- SCORE	A ceremony to close the project was held and during this event, CGC was awarded with a certificate of completion and materials to continue with the good work done during the project.

FINANCIAL REPORT 2018 AND DONORS 2018

Donor	Grant purpose	Grant Amount in UGX	Grant Amount in USD	%age
CGC- North America	CGC mainstream budget Financing	1,097,553,803	\$302,600	89.70%
DANICA Children's Foundation	Tree Planting at Mazzi multipurpose hall	5,440,617	\$1,500	0.44%
Drop Foundation	Construction of Lusenke borehole	39,897,861	\$11,000	3.26%
Drop Foundation(The Todaros)	Purchase of textbooks for Lusenke and Lumpewe Primary schools	12,694,774	\$4,000	1.19%
Natural Evolution Studio Cosmetology/ hairdressing	Education grant to Pasikazio Nalugo	1,813,539	\$500	0.15%
Drop Foundation	Construction of Mayirikiti Borehole	37,358,907	\$10,300	3.05%
Anne Hoerle Nursing Scholarship	Nursing scholarship for Teopista	5,803,325	\$1,600	0.47%
2018 Local fundraising	Construction of a vocation institute at Luwero, health camps, sanitary towels	21,010,775	\$5,836	1.73%
TOTAL		1,215,770,276	337,336	100.00%



2018 Local Fundraising

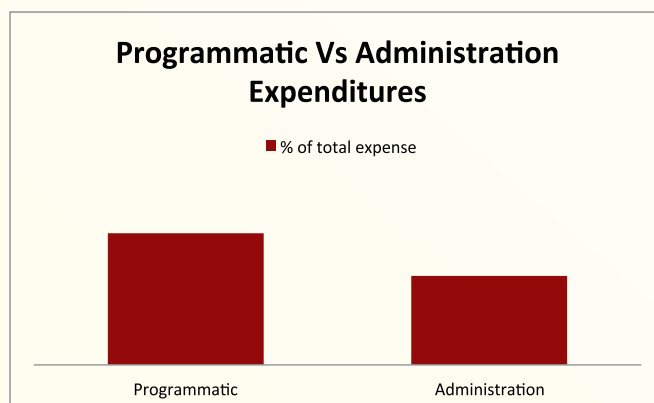
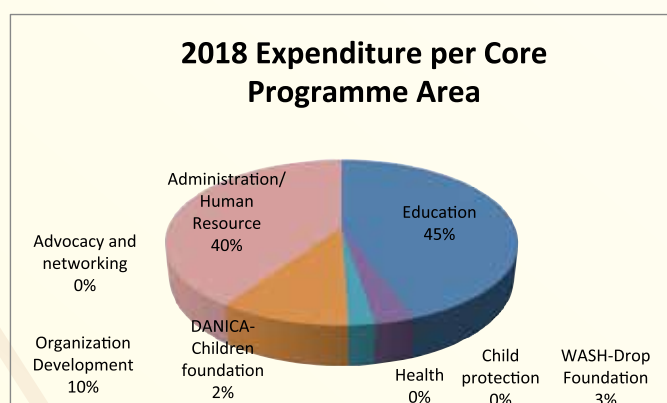
Grants	Purpose	Amount in UGX	Amount in USD	Remarks
2018 Fundraising event	Construction of a Vocational Institute at Luwero	6,587,275	1,830	Some income came in 2019, what has been recognized was the income realized in 2018
Income from Donation boxes	Purchase of sanitary towels	2,218,500	616	
Donations in kind	clothes, shoes and other basic items	1,505,000	418	
Donations in kind	Cancer Screening	2,000,000	556	
Pastor Discipleship Network	Instilling the reading culture at CGC Resource centers	8,700,000	2,417	
Total		21,010,775	5,836	

2018 Expenditures per Core Programme Area and the 2017 comparative analysis (Grant utilization):

CPA	2017	2,018	variance	%of 2018 total expenditures
Education	500,282,660	456,538,019	43,744,641	44%
Child protection	8,169,500	2,745,700	5,423,800	0%
Health	-	1,243,698	-1,243,698	0%
WASH-Drop Foundation	30,659,000	30,525,000	134,000	3%
DANICA-Children foundation	38,115,019	14,702,950	23,412,069	1%
Organization Development	61,230,100	107,078,036	-45,847,936	10%
Advocacy and networking	3,327,500	2,242,000	1,085,500	0%
Administration/Human Resource	420,684,346	427,835,336	-7,150,990	41%
Mild May Project	6,866,800	-	6,866,800	0%
Total Expenditure	1,069,334,925	1,042,910,739	26,424,186	100%

Programmatic Vs Administration Expenditures

Expenditures	Amount	% of total expense
Programmatic	631,991,177	60%
Administration	427,835,336	40%
Total	1,059,826,513	100%



SUCCESS STORY

My story- out of Early Marriage by Alice Nalubega

Like most teenagers in Africa, Alice had to overcome many challenges including overcoming early marriage to achieve her dream. Alice Janet Nalubega lost her Dad in 1997, just 3 years after she was born. Her mother too run mad in the following year for a cause Alice cannot explain. In this state, her Mother was not helpful to take care of Alice and 6 other siblings. Consequently, Alice and her siblings left Kibanda Village, Ssinga subcounty Mityana district to Lumpewe Village in Nakaseke district to stay with their elderly paternal grandmother. Overwhelmed with the responsibility of taking care of the grandchildren, Alice and her siblings education hang in balance. The situation could not be helped either as two of Alice brothers also permanently run mad. Despite the desperate conditions under their elderly care giver, the grandmother struggled to sell fish to push Alice to school with support from the government (USE). While at Kiwoko SS, Alice was constantly being chased from school due to other school requirements such as uniform. In 2010, while in senior three (Third year in secondary school), A CGC contact teacher at Kiwoko SS, Ms. Pheobe Nantongo identified Alice as a needy student and recommended her for CGC scholarship. The following year, when she was in senior four, under CGC sponsorship Alice found herself pregnant. She was 16 at the time. CGC received this news with shock. However, after the engagement with the school management, Nalubega was allowed to sit for National exams which she passed. At this point, the man accepted the responsibility and took care of both Alice and her child. In 2012 CGC visited Alice at home and tried to convince her to go back to school, but Alice was now married with the 26 year old father of her child and was not willing to return for studies. Alice would later produce her second child who unfortunately died of malaria at the age of 1 year and 2 months. This devastated Alice and the situation was made worse due to biting poverty at her marital home. Alice described this period as “bad and challenging” the “couple” could hardly afford basic needs since the husband was a peasant. Alice started thinking of going back to school. “I was challenged with the situation and I thought hard and decided that I should go and apologize to CGC to give me a second chance to study” said Alice. So in May 2015, Alice approached our Kiwoko field office with a request to be taken back to school to realise her dream of being a teacher. During this time, her “husband” did not want to hear of Alice getting back to school. This forced her to run away to Kampala where she stayed with her cousin. In December 2015, CGC contacted Alice and accepted to take her back for a vocational training in Early Childhood Development. Alice graduated in 2017 with a certificate in Nursery Teaching (Early Childhood development).

Alice immediately secured a teaching job at Luwero Trust Junior School where she taught for two terms before leaving for her current job at Mother Twins Infant School in Lumpewe, Nakaseke district. Alice says at Mother Twins Infant School, she is able to save at least 100,000/-(about 26\$) monthly. She is also able to fend for her family and meet all her needs independently. “Since I went back to school, my life is now much better compared to the time when I was married. I regret getting pregnant because it led to my poor performance in school and it stagnated my progress in life”

Alice now plans to build her own house to rent out, to go for further studies and build her own school.

Alice advises all girls out there to first finish their education before they try men. They should love their studies, cooperate with and be grateful to those who are supporting them. She also advises them to avoid getting lured into early marriage because of little money boys give them.

To the boys; “They should study and leave girls alone”

Alice is grateful to CGC for giving her another chance in life and for not giving up on her.



PICTORIAL

■ Mrs. Dorothy Kisaka, the guest of honour addressing guests during the 2018



■ CGC Staff, Ms. Shivan Ahumuza and Moses Kawuma during a workshop....



■ Rotarian Peter Jemba Kaggwa from the Rotary Club of Mengo during a Mazzi Clean up Day



■ Children from the Community of Mazzi, Kamira Sub County - Luwero District at the community resource centre



■ HIV and Cervical Cancer screening during at Mazzi



■ Students of Mazzi Secondary School during a Career Guidance Session



PICTORIAL

■ CGC Alumni (Big Sisters) during the university and tertiary student's camp



■ Children of Lumpewe Primary School during the launch of the borehole donated by Drop Foundation



■ Left to Right; Leslie Todaro, Catherine Kasozi - CGC Executive Director and Tom Todaro during the launch of the Borehole

THANK YOU NOTE FROM THE GOODWILL AMBASSADOR

We would like to express our sincere gratitude to you our donors, partners and fellow child rights activists for your unending support to Concern for the Girl Child. We wouldn't have achieved all this without your support in-kind and financially. To the implementing team at CGC, we appreciate the time, effort and ingenuity you put in to ensure that the funds are put to good use and that the lives of our beneficiaries are forever impacted. Thank you to our Patron, Dr. Ann F. Hayes for your undying commitment to the wellbeing of the girl child of Uganda. The Board of the Directors, your governance and leadership are treasured.

Margaret Kasozi
Goodwill Ambassador
Concern for the Girl Child



We wouldn't have
achieved all this without
your support in-kind
and financially.”



■ "I care about your needs" a Mother models True Family habits with two girls at Mazzi SSS To advocate for parental involvement in Girl Child development.



■ Senior 1 Girls at Luwero S.S.S.



■ Concern for the Girl Child Staff and Big Sisters Alumni attend the Mentorship programme with Creative Action Institute to mark the 5th East African Girls Summit in Braekenhurst Nakuru, Kenya 2018

A background image showing a hand pouring champagne from a bottle into several glasses. The scene is dimly lit, with the light from the champagne bottle creating a bright, sparkling effect. A yellow heart icon is positioned to the left of the main text area.

CGC

Fundraising Cocktail

**EARLY MARRIAGE
SHATTERS DREAMS...**

Keep a girl In school.

Skyz Hotel Naguru

★ ★ ★

5th October 2018
5:00pm - 8:00 pm

Entrance : 100,000/=

www.concernforgirlchild.or.ug



The Annual Fundraising Call 2018 at Skyz Hotel Naguru was a Silent Auction that attracted several service providers like The Tamales, Kabira Country Club, Makindye Country Club, Grand Global Hotel and many more.



■ Kampala Resource Center Exhibits at the Bazaar in 2018



■ CGC Girls privileged to attend the HOBY CEMM Mentorship Camp 2018 at Makerere University Africa Hall.



■ Our Goodwill Ambassador and Programme Manager receive donations of Professional Development and Spiritual Books from our new Partner PDN (Pastors Discipleship Network) Material donated to Kampala and Mazzi Resource Centers 2018



■ CGC Staff join with the LUWERO Partners to form a Child Rights Prevention team in fighting discrimination against Girls and Handling a Planning Grant to access Power Analysis training and Implementation.



■ Our Interns Chloe Bender and Claire ORGANIZE an outreach to neighborhood schools on the International Day of the Girl Child.



■ Rose Namubiru a Staff attends the pre-event to mark the International Day of the Girl Child in Kasese with COGE



CGC | CONCERN FOR
THE GIRL CHILD

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