



*For Every child with a disability, we believe they can reach their maximum potential to achieve their dreams*

ANNUAL YEAR REPORT 2022/2023

Tunaweza Foundation

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## **Message from our Executive Director**

Greetings to all those who share in our mission and vision,

It is my distinct privilege to welcome you to the pages of this report, which serves not only as a reflection of our past endeavors but also as a roadmap for the future we strive to shape. As the Executive Director of Tunaweza Foundation, I am both honored and humbled by the opportunity to address you through these words.

In a world that often presents us with complex challenges, the heart of our organization beats with unwavering resolve. We are united by a common purpose—an unyielding commitment to catalyze positive change, empower communities, and bring hope to those who need it most. As you delve into this report's narratives and accomplishments, you will witness the transformative power that arises when empathy, dedication, and collaboration converge.

Our journey, one marked by milestones and marked by shared learnings, is a testament to the collective strength of our team, partners, and supporters. From the inception of our humble efforts to the impactful initiatives that now define us, we have grown in scope and our understanding of the world's intricacies and the potential we hold to drive meaningful progress.

As we contemplate the path that lies ahead, we recognize that our work is not confined to a single moment or a single place. It extends beyond borders, languages, and barriers. It takes root in the hearts of the individuals and communities we serve, and it flourishes through the collaborations we forge with like-minded individuals, organizations, and stakeholders.

This report is more than a chronicle of achievements; it is a testament to the resilience of the human spirit and the unwavering belief that positive change is not only possible but within our grasp. It is a tribute to the countless individuals who have supported us—those who have volunteered their time, shared their expertise, and contributed their resources to the betterment of our shared inclusive world.

As you engage with the stories, the data, and the insights presented here, I encourage you to see beyond the words on these pages. Recognize the faces behind the statistics, the stories behind the figures, and the lives that have been touched, uplifted, and transformed through our collective efforts. Let us draw inspiration from our achievements, and let them fuel our determination to reach even greater heights in the pursuit of our mission.

I extend my sincerest gratitude to each and every individual who has been a part of this journey. Your dedication, enthusiasm, and steadfast support have been instrumental in bringing us to where we stand today. Let us continue to walk hand in hand, fortified by our shared purpose, as we venture into a future brimming with potential and promise.

In solidarity and optimism,

**Victo Nalule**  
**Executive Director**  
**Tunaweza Foundation**

## EXECUTIVE SUMMARY

This Half-Year Tunaweza Foundation Report provides an overview of the activities, achievements, challenges, and financial status of Tunaweza Foundation during the period from January to June 2023. We are pleased to present our progress in fulfilling our mission and making a positive impact in the lives of Persons living with Disabilities in Uganda and as well as driving the Advocacy of leaving no one behind.

### Mission Recap:

Our mission at Tunaweza Foundation is to enable Persons living with disabilities to realize their abilities and aspirations to fully and actively participate in all development initiatives in society. We are dedicated to achieving and contributing to the realization of Sustainable Development Goals (SDGs) that guide our programming which focuses on inclusion and diversity of Persons living with disabilities.

### Vision:

*“An inclusive world where persons living with disabilities achieve their maximum potential and contribute to society”*

### Our thematic areas of operation:

#### 1. Inclusive Health

At the heart of Tunaweza Foundation's mission lies the vision of a world where every individual, regardless of their background or circumstances, enjoys the right to quality healthcare and holistic well-being. Our mission is to bridge gaps, eliminate disparities, and create an environment where inclusive health becomes a reality for all.

#### 2. Inclusive Education

At the core of Tunaweza Foundation's mission lies the vision of an inclusive society where education is a universal right. Our mission is to break down barriers, eliminate discrimination, and foster an environment where learners with disabilities thrive and contribute to a more equitable world.

#### 3. Inclusive Governance

Central to Tunaweza Foundation's mission is the vision of a governance framework that reflects the needs and aspirations of all citizens. Our mission is to advocate for inclusive policies, strengthen democratic processes, and foster an environment where participation and representation are universal and equal to all.

#### 4. Inclusive Entrepreneurship

Embedded within Tunaweza Foundation's mission is the vision of a thriving society where entrepreneurship knows no boundaries. Our mission is to create an ecosystem that empowers underrepresented entrepreneurs, fuels innovation, and drives sustainable economic impact.



*1 Pupils of Kampala School of Physically Handicapped Mengo along of the Tunaweza Foundation staff*

## Program Highlights:

During this reporting period, we implemented several impactful programs and initiatives:

### 1. WELEAD PROJECT

Tunaweza as one of the key partners under the We Lead Program that aims at strengthening the influence and position of young women with disabilities in Busia and Tororo districts in Eastern Uganda. The WELEAD Project is funded by Hivos. In the reporting period of January to June 2023, the project conducted two major activities including conducting community dialogue meetings on the inclusion of SRHR issues for persons with disabilities in four sub-counties i.e., Busime, Buhehe, Sikuda in Busia district and Osukuru in Tororo district. Sharing and documentation of life stories from people with disabilities.

In the reporting period, the project aimed at conducting community dialogue meetings and capturing of stories on SRHR issues for people with disabilities in Tororo and Busia districts. The activities provide insights on the views of the community towards persons with disabilities, find solutions on how young women with disabilities can live equally and with equity in the community, and make commitments for future support of young women with disabilities to attain their SRHR. The dialogue meetings were an open participatory engagement by all community members available regardless of the hierarchy. The major participants were community leaders Youth Disability representatives, Councilors for Disability, Religious leaders, and the whole community at large from the sub-counties of Busime, Buhehe, Sikuda and Osukuru.



From the community dialogues and story sharing with young women with disabilities; The following themes were found pertinent and recurring; Sexual violence perpetrated by either a family member or community members; high stigma towards people living with disabilities from members of the community was rampant as the community viewed people living with disabilities as not fit to be in society, regarding them as not intelligent, unable to do every day work and unable to do well in school. The family members of the women living with disabilities were also looked down on and even sometimes threatened by their family members because of their disability.

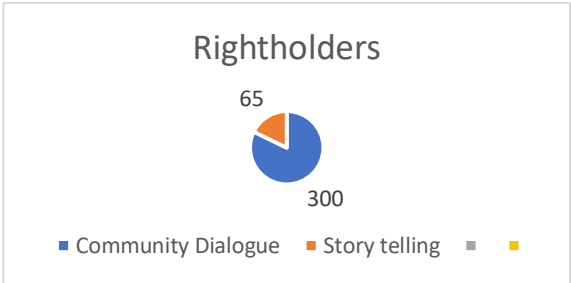
➤ **Key accomplishments**

Two dialogue meetings were conducted in Busia and Tororo districts which had attendance of the community leaders Youth Disability representatives, Councilors for Disability, Religious leaders, and the whole community of Busime, Buhehe, Sikuda and Osukuru sub-counties. From the meetings, the key challenges that were identified include; limited income-generating opportunities for Persons with Disabilities. The high poverty rate is being driven by limited opportunities, lack of movement, and hearing aids for most persons with disabilities. Menstrual hygiene management was also highlighted as a major issue among young women with disabilities with limited access to sanitary towels ending up using un-clean clothes and fiber. The negative attitude and stigma of some teachers and health workers at the service centers towards PWDs pushes them away from seeking the services.

Different action points and the way forward were proposed during the meetings including; the formation of joint savings groups for PWDs to enable them to do a joint project in the future, the creation of safe spaces where young women with disabilities can learn vocational skills like hairdressing among others, making laws and bye-laws that prohibit people from name calling people with disabilities to address stigma. involving teachers and health workers to desist from mocking, stigmatization, and discrimination of PWDs at schools and healthcare facilities.

Key issues that raised during the story telling included; Sexual violence among Young Women with Disabilities perpetuated by either family members or community members, stigma towards People living with Disabilities from members of the community was rampant in that members in the community viewed people living with disabilities as not fit to be in society, regarding them as not intelligent, unable to do every day work and unable to do well in school. In addition, estranged families were also recurring in the various stories in that a few family members of the Women living with Disabilities were looked down on and even sometimes threatened by their family members because of their disability. Worth noting is that while People with Disabilities face similar challenges, the distinction in their challenges is brought about by the different disabilities they have. Regardless of the women's disabilities, it was witnessed that the majority of young women have a strong interest in the art of styling hair.

**Beneficiaries reached**



➤ **Challenges Faced**

The councillor PWD from Busiime sub-county mentioned challenges around low income generating activities among Persons with Disabilities. Even when they get employed since they may need reasonable accommodation to work, this lowers their bargaining capability.

Society attitude and mindset towards persons with disabilities is a huge challenge.

Menstrual hygiene is still a major issue among Young Women with Disabilities where they use un-clean clothes and fibre, ONLY 5 rightsholders from interaction were using clean and safe menstrual hygiene materials.

➤ **Priorities for next Quarter**

1. Conduct/hold 4 follow-up meetings on the commitment and issues arising from the community debates held in the two Districts of Busia and Tororo
2. Videography and photography: and editing hold Tunaweza Stories of Resilience where 4 Prominent stories Video recorded
3. Designing and printing of 100 books:(typing, editing, design, etc.)
4. Hiring an information technology expert to upgrade the Website.



*Story telling sessions with the young girls with disabilities*



## **2. LEADERSHIP EMPOWERMENT ACCESS AND PROTECTION (LEAP II) PROJECT:**

Tunaweza foundation is one of the key partners under the LEAP II Project that aims at strengthening Gender Equality and Women Empowerment of young women and girls with disabilities in four refugee host districts namely Adjumani, Terego, Yumbe and Kyegegwa district. The LEAP II project is a continuation of LEAP I Project and Tunaweza Foundation was put onto the implementation of the LEAP II Project with focus on the Inclusion of Women and Girls with disabilities.

During the first quarter, Tunaweza Foundation embarked on an inception mission with COACT implementing partners in refugee host districts of Terego, Yumbe, Adjumani, and Kyegegwa. Tunaweza Foundation interventions aimed to achieve two immediate outputs; an increased number of women and girls with disabilities participating in humanitarian action including in areas around PSEA, GBV prevention, WEE, gender transformative approaches, and social norm change; secondly, increased participation of women and girls with disabilities and disability inclusion advocacy during major international days.

### **➤ Key accomplishments.**

Meet and discuss our organization programs and project plans with 4 Executive Directors and 14 staff of YCONET, YUGNET, OVERCOVERS WOMENS ACTIVISTS, and RIDEAFRICA with whom we are implementing the LEAP II project in Terego, Adjumani, Yumbe, and Kyegegwa respectively. It was exciting to learn about the 4 women-led, women-focused organizations and their works and for them to also learn about us. Plans and strategies for implementation in the next quarter were discussed and agreed upon. We were for instance in agreement to conduct training on disability inclusion for duty bearers and staff of our implementing partners, support mobilization, identification, and profiling of PWDs for possible capacity-building interventions.

Forged meaning full partnerships and engagements and enlisted the support and cooperation of all the heads and staff of the above-mentioned organizations in our mission of inclusivity in leadership, empowerment, access, and protection for women and girls with disability affected by conflict in the 4 districts. Moving forward, we agreed to support each other to increase the participation of women and girls with disability in leadership, empowerment, access, and protection engagements in the 4 districts. A focal point person from each of the 4 organizations was identified to work closely with us on different engagements during the project.

Introduce disability inclusion and disability languages to 18 staff from our co-implementers under the COACT LEAP II in 4 districts. This included understanding disability and disability inclusion, awareness of disability rights and supporting laws, disability languages, challenges faced by PWDs, and needs and requirements of an inclusive environment.

Meet, discuss, and enlist the support of the key duty bearers in the 4 districts. During this inception mission, we were able to meet the DCDOs/Disability Desk officers and Camp Commandants of the refugee settlements. Those that we were able to meet were very receptive and pledged their support, cooperation, and participation in our subsequent engagements.

Participated in the International Refugee Day celebrations organized in Yumbe and Adjumani. While in Adjumani we physically participated in the matching, touring the exhibition stalls and attending to the speeches and performances, in Yumbe, with the support of YUGNET we were able to source and have a sign language interpreter available for sign language interpretation.

Successfully conducted a rapid disability audit in 4 districts. The audit was majorly done through observation and informal interactions with key informants. This covered public spaces, especially the health, education, humanitarian, and public services facilities. It was quickly observed that all of the old facilities in the above

sectors didn't have reasonable accommodation for persons with disability. New structures were seen with ramps such as at Terego, Kyegegwa, and Yumbe. However, it was noted that the latrines/toilets in the schools, office structures, and health centers visited were not accommodative to especially women and girls with disability. The Camp Commandants and Disability desk officers met had little or no information pertaining to disability, disability concerns, or efforts undertaken by their offices to ensure inclusion. In Yumbe, Terego, and Adjumani, there was the claim of information about statistics on disability and grassroots committees was available but was not accessible. There was little/no effort by the humanitarian community in the districts to engage in participation/empowerment of persons with disability on major international days let alone allocate a sign language interpreter during such functions, during the speeches by all key players, no anywhere did they mention or insinuate anything to do with disability inclusion, either in planning, budgeting or implementation. Limited resources by the disability movements in the districts visited and the lack of organizations directly targeting and dedicated to PWDs, have further marginalized and disempowered PWDs in the 4 districts.

### ➤ **Key lessons learned**

There is the unconditional willingness of implementing partners to support Tunaweza's efforts to empower and enable access to services and protection of women and girls with disability in the 4 districts of implementation.

Active and continuous engagement of key duty bearers and women and girls with disability in the 4 districts will immensely yield the desired LEAP II goals.

### ➤ **Immediate Interventions for the next quarter.**

1. Identification of and mobilization of duty bearers to train on disability inclusion
2. Identification of and Mobilization of PWDs for profiling, assessment, and engagement
3. Conduct Training on Disability inclusion with a focus on PSEA, GBV prevention, and Gender Transformative approaches for PWD women and girls.
4. Participate in Radio talk shows to showcase the plight of PWDs and advocate for disability inclusion.



TF team meeting with OVERCOMERS Women Activists in Adjumani district



TF staff meeting with YUGNET in Yumbe district



*Mrs. Sylvia MTN Uganda CEO alongside Aisha Tunaweza Foundation Project Officer during the 21 days of yello care launch event*

## Partnerships and Collaborations:

Central to Tunaweza Foundation's mission is the vision of a world where organizations and stakeholders work together seamlessly to tackle global challenges. Our mission is to cultivate partnerships that amplify our impact, foster innovation, and drive sustainable change in the communities we serve.

**Key Achievements:** Over the past period, Tunaweza Foundation has achieved remarkable progress through collaborations and partnerships:

1. **Cross-Sector Collaborations:** Our partnerships with governmental bodies, private sector entities, academia, and civil society have led to comprehensive solutions that leverage each partner's strengths. For instance, Tunaweza Foundation was able to partner with MTN Uganda during the 21 Days of Yello Care.

2. **Local Engagement:** Collaborating with grassroots organizations has enabled us to bridge cultural gaps, tailor interventions, and ensure that our initiatives resonate with the communities we work in.
3. **Knowledge Exchange:** Collaborations with research institutions and experts have allowed us to stay informed about emerging trends and best practices, enriching our projects with evidence-based strategies.

**Philosophy of Collaboration:** Tunaweza Foundation's approach to collaborations and partnerships is rooted in:

1. **Shared Values:** We prioritize the alignment of values and goals to ensure that our collaborations are guided by a common vision for positive change.
2. **Mutual Learning:** We view collaborations as an opportunity for mutual learning, where each partner brings unique expertise and experiences to the table.
3. **Impact Amplification:** By pooling resources and expertise, we amplify our collective impact, achieving outcomes that would be challenging to realize individually.

**Strategic Directions:** Building upon our achievements, Tunaweza Foundation is poised to continue its commitment to collaborations and partnerships through the following strategic directions:



1. **Strategic Partner Identification:** We will identify partners who complement our strengths and contribute to the holistic success of our projects.
2. **Sustainable Relationships:** Our focus will be on nurturing long-term relationships that foster trust, transparent communication, and shared accountability.
3. **Innovative Collaborations:** We will explore innovative ways to collaborate, including joint initiatives, co-creation, and leveraging technology for greater reach.
4. **Global Networks:** Recognizing the value of a global perspective, we will seek partnerships beyond borders to address challenges that transcend geographical boundaries.

### Call to Action:

Tunaweza Foundation extends an invitation to stakeholders, partners, and supporters to join us in our journey to amplify impact through collaborations and partnerships. By harnessing our collective strengths, we can create a networked world where collaborations catalyze transformative change.



CEO Reach Hand Uganda Humprey Nabimanya, Country Director CBM Uganda Ms. Jackie, Tonny Musisi Admin & Commns Tunaweza Foundation and Country Director Light For the World Uganda Silverster at the launch event for the trailer of "When You Become Me"

## Financial Overview: As of June 2023

Name (Project)	Amount (USD)	Donor	Status
WELEAD Project	10,164	Hivos	Received
LREAP II Project	1,351	UNWomen	Received

### Donation Sources and Patterns:

Tunaweza Foundation has successfully secured donations from diverse sources, including individuals, foundations, and government grants. Donations have shown a consistent upward trend over the last year, reflecting growing support for the Tunaweza Foundation's mission and initiatives.

### Donation Allocation:

The donations received by Tunaweza Foundation are allocated to various programs and projects aligned with its mission. These programs encompass areas such as education, healthcare, poverty alleviation, environmental sustainability, and more. Donors can choose to support specific projects or contribute to the general fund, allowing for flexibility in addressing pressing social challenges.

### Transparency and Accountability:

Tunaweza Foundation places a strong emphasis on transparency and accountability in handling donations. Robust financial reporting and periodic updates are provided to donors, ensuring they are well-informed about how their contributions are utilized. This practice builds trust and encourages continued support.

### Impact and Achievements:

Through the generous donations received, Tunaweza Foundation has achieved significant impact in its target areas. The funds have enabled the implementation of impactful projects, leading to improved access to education, access to better healthcare and HIV services, enhanced environmental conservation efforts, and positive socio-economic changes in beneficiary communities.

### Fundraising Initiatives:

Tunaweza Foundation employs a variety of fundraising initiatives to attract donations. These include fundraising events, online campaigns, partnerships with businesses, and engagement with influencers and ambassadors who share the organization's values. These efforts have played a crucial role in expanding the donor base and raising awareness about Tunaweza Foundation's work.

### Challenges and Opportunities:

While Tunaweza Foundation has made remarkable progress, it also faces challenges such as donor fatigue, economic uncertainties, staff salaries and evolving social needs. To address these challenges, the



organization continuously seeks innovative ways to engage donors, diversify funding sources, and adapt its programs to evolving needs as well as finding solutions towards motivating the staff for better payment.

### **Sustainability and Growth:**

Tunaweza Foundation's financial stability is a result of prudent financial management and a commitment to long-term sustainability. Beyond short-term donations, the organization is planning on establishing an endowment fund and planned giving programs to secure its financial future and ensure ongoing support for its mission.

### **Future Outlook:**

Looking ahead, we are optimistic about the rest of the year and beyond. Here are our aspirations for the future;

1. **Occupancy of a new office:** Tunaweza foundation shall be taking new occupancy into a new office premises in the same location of Najjanakumbi. The essence of getting a new office was due to an increment of rent by the current land Lord. In the new location there is potential of growth for the organization due to the spacious place space
2. **Technology and Digitalization:** The use of technology will likely continue to be a significant factor in the operations and outreach of Tunaweza Foundation. Utilizing digital platforms for fundraising, communication, and program implementation can enhance efficiency and reach.
3. **Data-Driven Decision Making:** Tunaweza Foundation will increasingly use data to measure their impact, assess the effectiveness of their programs, and make informed decisions. This might involve collecting and analyzing data to demonstrate the outcomes of their work to donors, supporters, and the public.
4. **Collaboration and Partnerships:** Collaborative efforts with private sector entities, governments, and other stakeholders are expected to become more important. Partnerships can pool resources, expertise, and networks to address complex issues more effectively.
5. **Focus on Sustainability and Resilience:** Tunaweza Foundation will likely be more involved in addressing issues related to climate change, environmental sustainability, and disaster resilience. These concerns are becoming more pressing on a global scale and will require concerted efforts.
6. **Diversity, Equity, and Inclusion:** There's an increasing emphasis on diversity, equity, and inclusion in all sectors. Tunaweza Foundation shall continue realizing its vision of inclusion for Persons with disabilities.
7. **Adapting to Changing Donor Behavior:** Donor preferences and giving patterns may evolve, with more emphasis on results-oriented giving, impact assessment, and transparency. Tunaweza Foundation shall demonstrate its effectiveness and stewardship of funds to attract more funders.
8. **Regulations and Accountability:** As the Tunaweza Foundation grows, regulations and expectations for transparency and accountability shall increase and compliance.

9. **Remote Work and Virtual Engagement:** The experiences from the COVID-19 pandemic led to more flexible work arrangements and virtual engagement strategies, enabling employees to work and deliver remotely.



PEPFAR launch event

## TUNAWEZA FOUNDATION BOARD MEMBERS

NAME	TITLE
Dr. Brenda Allen Kawala	Board Chair
Thabo. G. Mongatane	Member
Gloria Hindu	Treasurer
Victo Nalule	Secretary
Emmaline Parmu	Member
Brenda Wanga	Member
Laura Isac	Member
Maureen Driwaru	Member
Luyima Ivan	Member

## TUNAWEZA FOUNDATION STAFF

NAME	TITLE
Victo Nalule	Executive Director
Naboth Nahabwe	Director Finance
Otim Charles	Programs Advisor
Tonny Musisi	Communication and administration Officer
Myleen Kyomuhendo	Counsellor & Disability Facilitator
Doreen Nakibuule	Programs Officer & SRHR Focal Person
Sharon Ainembabazi	Content writer
Aisha Namugga	Programs Officer & HIV focal person
Rachel Lwantale	M&E Officer



Tunaweza Foundation staff at a retreat with Dr.Kristina



Tunaweza Foundation staff and Ruby hospital at the Makerere University Disability Awareness Day



## Our Partners



**Acknowledgments:**

We extend our heartfelt gratitude to all our donors, partners, volunteers, and team members who have contributed to the success of Tunaweza Foundation. Their unwavering support and dedication have been instrumental in driving our mission forward.

In conclusion, this Half-Year Report reflects our commitment to transparency and accountability. We remain steadfast in our mission to create positive change and work towards a better future for the communities we serve.

Victo Nalule  
Executive Director









