

TEAM UGANDA



Empowering OVC Households Through VSLA

Introducing our Strategy for 2020 – 2022

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TEAMcommunitydevelopment

Helping rural communities help themselves

The children of today will create the Uganda of tomorrow, and the more that children are supported now, the greater our country's future will be. Everything TEAM Uganda does is focused on uplifting orphaned and vulnerable children. However, a good childhood starts with a strong family. Therefore, we focus our interventions on empowering households through village savings and loan associations so they may provide a better life for their children – the future of Uganda.







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ACRONYMS

CBO	Community-Based Organization
CDO	Community Development Officer
GBV	Gender-Based Violence
IGA	Income-Generating Activity
MoGLSD	Ministry of Gender, Labour, and Social Development
NGO	Non-governmental Organization
OVC	Orphan and Vulnerable Children
PSWO	Probation and Social Welfare Officer
TEAM	Together Each Achieves More
UPE	Universal Primary Education
USE	Universal Secondary Education
VAC	Violence against children
VHT	Village Health Trainer
VSLA	Village Savings and Loan Association
WASH	Water and Sanitation Hygiene

VISION

For a non-discriminative and vibrant organization working with integrated self help groups to lessen poverty.

MISSION

To cultivate economically sustainable families and communities for a better world to live in.

VALUES

Culture and Recreation

Accountability

Transparency

Love and Charity

Who We Are

Organization History:

TEAM (Together Each Achieves More) Community Development Organization was established in 2012 with a goal to continue the work previously done by PLAN International, before phasing out of Luwero. The organization is a registered non-governmental organization under the registration number 164348. TEAM Uganda's headquarters is found in Luweero Town Council, about 100 meters off the Gulu-Kampala Highway Road and next to Luweero Sub-County Offices.

Community-Building Approach:

TEAM Uganda utilizes VSLA's as an entry point to support the households of orphans and vulnerable children (OVC). By monitoring, training, and referring these groups and households, TEAM Uganda hopes to lead them out of poverty. TEAM Uganda works with approximately 200 VSLA groups, as well as 581 registered OVC households. The organization works throughout Luweero and Nakaseke Districts with the motto of, "helping rural communities help themselves."



On-going Projects and Activities

- **VSLA Mobilization & Supervision** – Mobilizing community members to start VSLA groups, coaching them through the process, and then providing continued support to audit their financial ledgers and overcome challenges that emerge.
- **VSLA Skills Trainings** – Training our current groups in topics such as permagardening, business skills, IGAs, and modern agriculture.
- **Maize Milling Co-operative** – Starting a maize milling cooperative with our VSLA groups to create access better markets for community members, while creating a revenue stream to support TEAM Uganda community programs.
- **Adolescent Girl Power Program** – Working in a consortium with other local organizations to first listen to the voice of adolescent girls in the community on what gives them power, and then develop interventions that will empower these girls to overcome their challenges.
- **Education Support** – Providing scholastic materials for a limited number of OVC and conducting school visits to monitor their progress.
- **OVC Case Management & Reporting** – Maintaining OVC case management records for our 580+ OVC's and completing quarterly and annual reporting to record the services rendered.
- **Referral Provision** – Serving as a trusted community figure that our beneficiaries can come to with their needs. We then can refer them to partner organizations for HIV testing, health issues, free rehabilitation surgery, gender-based violence case support, and education fee waiving.

Strategic Partnerships and Alliances

 <p>CoRSU Rehabilitation Hospital ... For people with disability</p>	<p>CORSU Rehabilitation Hospital</p>	<p>Providing free rehabilitation surgery for referred children</p>
 <p>Children's Rights and Violence Prevention Fund</p>	<p>Children's Rights and Violence Prevention Fund</p>	<p>Adolescent Girls Power Program</p>
 <p>CONCERN FOR THE GIRL CHILD</p>	<p>Concern for the Girl Child</p>	<p>Adolescent Girls Power Program</p>
 <p>GREAT</p>	<p>Gender-Responsive Researchers Equipped for Agricultural Transformation</p>	<p>Connecting VSLA farmers groups with researchers from Makerere and Cornell University</p>
 <p>JUST LIKE MY CHILD FOUNDATION</p>	<p>Just Like My Child Foundation</p>	<p>Adolescent Girls Power Program</p>
 <p>THE REPUBLIC OF UGANDA MINISTRY OF HEALTH</p>	<p>Luwero Hospital</p>	<p>Referring OVC and caregivers for HIV testing and treatment</p>
 <p>LUWERO DISTRICT LOCAL GOVERNMENT</p>	<p>Luwero District and Sub-county Governments</p>	<p>Collaborating with the production, probation, and community development officers</p>
 <p>NCC NAKASEKE COMMUNITY CHILD CARE</p>	<p>Nakaseke Community Child Care</p>	<p>Adolescent Girls Power Program</p>
 <p>NARO</p>	<p>Uganda National Agricultural Research Organization</p>	<p>Connecting to VSLA farmers groups to participate in prospective cassava breed trials</p>
 <p>Peace Corps</p>	<p>United States Peace Corps</p>	<p>Capacity building support through the attachment of an American Agribusiness and Economic Development volunteer for two years</p>

Our Context

Luweero and Nakaseke Districts Overviews

Luweero and Nakaseke Districts are in the heart of Uganda's central region, lying directly north of the capital city, Kampala. Both districts are in the Baganda Kingdom, where the main language spoken is Luganda. Luweero District has an approximate population of 511,900, while Nakaseke District has an approximate population of 227,900.¹ The major economic activity of the district is agriculture, with over 85% of the population involved in agriculture.² Major crops grown include maize, banana, cassava, sweet potatoes, rice, soybean, coffee, beans. The average acreage under crop production is about 1 acre per household. In the farming households, females do most of the subsistence agricultural work.

Education – Student Survival Rates

Education in Uganda continues to improve, however access to this education continues to be a barrier for students. The 2014 National Population and Housing Census, found that in the Central region, just 36.8% of the school-aged population were attending school, while 59.9% had left school.³ Furthermore, in 2016 the Uganda National Ministry of Education and Sports found that at the primary school level, there was a 61.6% survival rate to grade 5, and only a 32% survival rate to grade 7.⁴ At the secondary school level, the report found that only 37.8% of the secondary school students that started at the S1 level, were completing the S4 level. This represents a significant number of students that are dropping out of school and not completing their education for various reasons, including being unable to afford school fees.

Our Context - Continued

Child Status in Luweero District

There are a significant number of children facing challenges in Luweero District. In 2014, TEAM Uganda’s four subcounties saw a combined 1,380 children married, while 9,905 were involved in child labor.⁵ Counting the first half of 2019 there were 84 reported sexual abuse cases against children. To add on to this, Luweero Subcounty and Kikyusa do not have trained Parasocial Workers to assist in efforts to reduce these numbers.

	Child Married	Children Involved in Child Labor	Parasocial Worker
Luweero Town Council	381 (1 st)	1194 (10 th)	Yes
Luweero Sub-county	436 (2 nd)	2731 (7 th)	No
Butuntumula	272 (8 th)	2771 (6 th)	Yes
Kikyusa	291 (6 th)	3209 (5 th)	No

When looking at the district as a whole there are shocking numbers of children parents, child-headed households, and children that are out of school. There are clear challenges that need to be addressed in Luweero District.

	Quantity (2014)	Percentage
Total Population	456,958	
Total Children (0-17)	249,270	55.7%
HH headed by children (10-17)	805	0.8%
Children (6-15) not attending school	7,598	5.6%
Children (12-17) who are married	3,424 (80% Females)	5%
Children (0-17) who are working	34,372	34.6%
Female children (12-17) who have given birth	2,616	7.3%

Our Context - Continued

Violence Against Children in Uganda

The Ministry of Gender, Labour, and Social Development conducted a survey about violence against children and found shocking statistics with high prevalence rates.⁶

	Sexual Violence	Physical Violence	Emotional Violence
Boys (13-17) experienced in 2017	11%	59%	20%
Girls (13-17) experienced in 2017	25%	44%	
Boys (18-24) experienced during childhood	18%	68%	33%
Girls (18-24) experienced during childhood	35%	59%	

Health Status in Uganda

The health status of the people of Uganda has been ever increasing, but vulnerable community members still face many challenges that pose an unnecessary burden. A striking 7.6% of people in the Central region of Uganda are thought to be living with HIV.⁷ Additionally, the top ten leading causes of premature death in Uganda include causes that are preventable, including Neonatal disorders, HIV/AIDS, Malaria, and Diarrheal diseases.⁸



Our SWOT Analysis

Strengths

- Headquarters are strategically located next to the Luweero Subcounty office, and the space is free of charge
- TEAM Uganda is well-known throughout Luweero District
- The founders are from Luweero
- Multi-skilled staff that exhibit teamwork and co-operative spirit
- Large client base of VSLA and OVCs
- Strategic relationships with the government and many organizations
- Maintain a large amount of data on OVC to aid decision making
- Own land to allow for expansion
- A committed Board of Trustees

Weaknesses

- Poor time management followed
- Poor meeting attendance
- Inadequate funding to support staff and programming
- Lack of commitment from some VSLA groups on projects and programs
- Poor publicity of the group
- High staff turnover due to lack of funding
- Resource mobilization

Opportunities

- Grants from other NGO's and donors
- Startup of the maize milling co-operative to support community programs
- Support from politicians, well-wishers, and the community
- Enhanced relationship with the government and receiving support
-

Threats

- Dependence on donor support
- Government policies
- Business registration and protocols that take a long time
- Low self-esteem
- Price fluctuations of product materials and maize
- Lack of determination from groups to contribute to project
- Competition from other partners

Our Strategic Priorities 2020-2022

- 1) Economic Strengthening:** Increasing revenue into vulnerable households
- 2) Education:** Getting drop-out pupils back into school
- 3) Health and WASH Education:** Ensuring families have the knowledge to avoid preventable diseases and manage water sources
- 4) HIV Testing:** Ensuring high-risk family members know their status
- 5) Gender Based Violence:** Ensuring community members know how to properly handle GBV cases

Target Locations:

- *Luweero T/C*
- *Luweero S/C*
- *Kikyusa S/C*
- *Buntuntumula S/C*
- *Kikamulo S/C*

Target Population:

Economically, socially, and physically vulnerable households in our VSLA groups



A. Economic Strengthening

TEAM Uganda will increase its focus on helping community members become more financially stable. By working with the households of OVC to generate more income and better manage their revenue streams, the families will be better able to provide for the children in the family. This objective will include training individuals and groups in key business management topics (business selection, recordkeeping, calculating profit, marketing, and business planning), supervising them as they implement them, and connecting them to technical support.

Key Performance Indicator: Support 63 individual or groups to start well-managed income generating projects

Intermediate results:

- The capacity of all TEAM Uganda field officers developed in business and IGA management
- Identifying VSLA groups and households that are interested in business management trainings

Key Activities

- Design tools (training modules) to be used for the business management trainings
- Train the TEAM Uganda field officers on the business management skills
- Identify VSLA groups interested in business management trainings
- Conduct business management trainings
- Supervise groups in the application of the business management skills
- Connect interested groups to technical assistance and supervise them through the startup of a group IGA



B. Education

If the future of Uganda is in the children, it's important that they get an education. There are many children out of school due to the families not having the money needed to support them or from a lack of information about government schooling programs. With our network of school partners, we hope to overcome these barriers for dropout children in the short-term and get them back in school.

Key Performance Indicator: To directly or indirectly support 115 out-of-school children to enroll in school

Intermediate results:

- Dropout children enrolled into TEAM Uganda's OVC program
- Established partnerships with schools and organizations that provide educational support for referrals

Key Activities:

- Search for and connect with more primary and secondary schools to be referring dropout children to
- Search for and partner with organizations that provide educational support for children in Luweero
- Build an informal referral network with VHT, Parasocial workers, and VSLA chairpersons to get connected to more dropout children in our community
- Monitor school progress of dropout students
- Provide scholastic materials for the dropout students connected to schools



C. Health and WASH Education

Health expenses can be a huge burden for the households of orphans and vulnerable children that don't have resources to spare. However, this burden is senseless when the health expenses are from preventable diseases, or diseases in which the health centers treat for free. We are aiming to bridge the knowledge gap, ensuring the vulnerable households that we work with can avoid unnecessary burden from health expenses.

Key Performance Indicator: To conduct 105 group trainings on available government health programs, prevention of controllable diseases (especially through better WASH practices), and reducing stigma around health service

Intermediate results:

- The capacity of all TEAM Uganda field officers developed in health and WASH topics
- Identified VSLA groups and households that are interested in health trainings

Key Activities:

- Design tools (training modules) to be used for the health and WASH trainings
- Train the TEAM Uganda field officers on the health topics
- Identify VSLA groups interested in health and WASH trainings
- Connect with the health centers and VHT local to the VSLA groups we'll be working with
- Conduct health trainings on preventable diseases, local government health care services, and reducing stigma around health services
- Conduct WASH trainings on water user communities, proper sanitation, washing hands, consuming boiled water, and maintaining clean compounds
- Refer group members for health services, as needed



D. HIV Status

HIV is a prevalent issue in Uganda, however services and support has evolved to allow HIV positive individuals the possibility of longer lives. This requires that community members know their HIV status and comply with anti-retroviral treatment.

Key Performance Indicator: To successfully refer 180 high-risk individuals for HIV testing to know their status

Intermediate Results:

- High-risk VSLA groups identified
- HIV risk assessments conducted with high-risk VSLA groups

Key Activities:

- Connect and develop partnerships with local health centers
- Identify VSLA groups that are at a high risk of having HIV
- Conduct HIV risk assessments with the individuals of high-risk VSLA groups
- Refer high-risk individuals for HIV testing and receive results
- Connect HIV positive individuals with services
- Provide services such as nutrient-rich foods, and other trainings for HIV positive individuals



E. Gender-Based Violence

Gender inequality and gender-based violence are prevalent problems in our communities, with very negative consequences. Households in which GBV is taking place become more vulnerable and less able to support the children.

Key Performance Indicator: Conduct 105 group and school trainings on their rights and on how to handle GBV cases

Intermediate Results:

- The capacity of all TEAM Uganda field officers developed in GBV topics
- Identifying VSLA groups and households that are interested in GBV trainings

Key Activities:

- Design tools (training modules) to be used for the GBV trainings
- Connect with the district and subcounty CDO's to obtain permission for the GBV trainings
- Train the TEAM Uganda field officers on the GBV topics
- Identify VSLA groups interested in GBV trainings
- Conduct GBV trainings on everyone's rights and how to properly handle GB cases
- Refer group members for GBV and child protection services, as needed

Strategic Priorities

Economic Strengthening
Education
Health and WASH Education
HIV Status
Gender-Based Violence

Key Performance Indicators

Support 63 individual or groups to start well-managed income generating projects
To directly or indirectly support 115 out-of-school children to enroll in school
To conduct 105 group trainings on available government health programs, prevention of controllable diseases, and reducing stigma around health service
To successfully refer 180 high-risk individuals for HIV testing to know their status
Conduct 105 group and school trainings on their rights and on how to handle GBV cases

Mission

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Vision

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Values

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Accountability
Transparency
Love and Charity

Helping rural communities help themselves.

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Sources

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