



2023

ANNUAL REPORT

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2023 AT A GLANCE

THEME ; LEADING LIKE MOSES



Youth of Lira city pose with their booster grants from GLOFORD Uganda under the Safe and inclusive Cities project

This year has been like none other. Global Forum For Development (GLOFORD) Uganda has scaled its services, reaching more people across 6 major program areas, most of which went to the youth and, particularly, girls and young mothers, local youth-led organizations. The generosity of our donors, fund holders, and partners surpassed our expectations and allowed us to give more to those in need.

The strength of our relationships with the city leadership, the business community, and other nonprofits bolstered our work this year. 2023 has been a good year; GLOFORD has enhanced its impact in the communities while undergoing considerable growth and organizational transformation.

Firstly, our reach and influence have increased considerably, which is evident in our position and presence in policy processes, public engagement, global and national networks, coalitions, and consortia. Secondly, we have firmly established our niche as a youth-serving organization, working across civic engagement, health, livelihood development, and peace nexus.

This year, we have seen our services expand to new geographical coverage in the Pader district in Uganda and on the international stage in Zimbabwe.

Thirdly, across our COSPAs, we have increasingly focused on fragile contexts working with excluded and marginalized groups, including street-connected children, youth in gang groups, commercial sex workers, and teenage mothers, among others. Still, even in these challenging contexts, we have continued to strengthen collaboration with the city governance and increase funding for government initiatives, thereby standing firm with the commitment to local leadership and social corporate responsibility as GLOFORD.

Fourthly, we have achieved considerable progress toward the greening of our city as an integrated part of our programs under the Safe and Inclusive Cities funding.

This leads us to conclude that we have made considerable and satisfactory progress across the six Core strategic program areas (COSPAs) and towards our overall mission to inspire and educate young people and community through value-based leadership, talent development, entrepreneurship, sustainable farming, community health to promote good governance, reduce poverty, and achieve a better quality of life for all.

Finally, we have restructured our departments to better fit with our 2023-2028 strategy and align with the COSPAs to enable effective delivery on several larger programs and partnerships. First and foremost, we have brought all related projects together under one COSPA with program managers as Heads of Programmes. Furthermore, we have established a new Design Monitoring And Evaluation department tasked with systematizing and digitalizing within monitoring, evaluation, research, and learning across all programs.

WHO WE ARE

Global Forum For Development (GLOFORD) Uganda www.gloford.org is registered with URSB as a company limited by guarantee and also an indigenous organization championing and leading on community organizing and transformational development through mentorship, collaborations and partnerships, advocacy, entrepreneurship, skills exchange and learning while using Human Rights Based Approach, Value Based leadership development models alongside many other models for community and nation building

GLOFORD was born in Lira in 2008 and first registered as Community Based Organization (CBO) with Lira District Local government on 7th April 2010. In 2015, GLOFORD was registered as a national NGO with Registration Number S.5914/10939 and has been operating as a national NGO since 2015. As required by NGO law of March 2016, GLOFORD Uganda was again registered after the expiry of the old registration with a registration number INDR109395079NB.

Currently, GLOFORD is engaged with local governments and communities on community transformational development work with young people, leaders, and communities across the Lango sub-region especially in Lira City, Lira, Kole, Oyam, Dokolo and Alebtong districts and in Acholi region in Pader district.

GLOFORD's core work is based on working with communities to shape the destiny of their society by investing in young people and communities by strengthening governance systems, and building capacities of individuals and institutions so that people can take active and collaborative roles in defining their destiny. We work alongside our target participants while ensuring all key actors play their respective roles.

2023 FOCUS

For the year 2023, GLOFORD facilitated and supported development work for the youth and vulnerable groups in Uganda with programs in Lira City, Lira district, and Kole districts in the Lango Sub-region and Pader district in Acholi subregion, all in Northern Uganda.

GLOFORD's influence spans across Northern Uganda and the country through engagements in several sub-national and national development policy analyses and debates, engagements/advocacy, lobbying as well as civil society dialogues for the national, continental, and global development

Our Vision

A community where young people have the opportunities to realize their full potential

Our mission

Our mission is To inspire and educate young people and community through value-based leadership, talent development, entrepreneurship, sustainable farming, community health to promote good governance, reduce poverty, and achieve a better quality of life for all



OUR CORE STRATEGIC PROGRAM AREAS [COSPAS]

1

Youth Development and Leadership

2

Child Protection and Development

3

Governance, Voice and Accountability

4

Community Health, Sexual and Reproductive Health & Rights (SRH&R)

5

Poverty Reduction and Livelihoods

6

Institutional Strengthening and Organizational Development

OUR PARTNERS

GLOFORD created global and local connectedness and coordination in 2023 by engaging in a series of funded partnerships, collaborations, exchange learning, and consortia engagements related to health and wellbeing, access to water and good sanitation, climate change and building resilience, agriculture and farming, gender equality, and civic engagements processes.

Plan international Denmark (SAIC PROJECT)



GLOFORD continued its partnership with plan international Uganda with funding from plan international Denmark in four quarters from January 2023 to December 2023, this partnership is expected to continue to 2025

CERHURD .The Centre for Health, Human Rights and Development

GLOFORD implemented the Joint Advocacy for sexual reproductive health (JAS) sub-granted by CEHURD with funding from the Swedish government



CEHURD
social justice in health

SNV



SNV sub granted GLOFORD the Sustainable Water Supply, Sanitation and Hygiene for All (SWaSSH4A) project, a three-year project (2022-2025) implemented by SNV in Uganda, with Austrian Development Cooperation funding. The project is being implemented by GLOFORD in two rural districts in the Lango sub-region of Northern Uganda (Lira, and Kole).

Mwater.co



GLOFORD Partnered with a US-based digital solutions platform that specializes in using digital solutions to solve WASH problems; through this partnership, GLOFORD was able to map water points in the Pader district and Lira City district, making a significant contribution towards WASH sector interventions in the region

CRS



CRS, through the farmer-to-farmer project, was able to offer strategic guidance on refining the GLOFORDS strategy, mission, and development of a communications strategy. Through the F2F project, they supported smallholder farmers in the Lira district in the reporting period.

other partners

AGiamondo, TCP Global projects, GWED-G Gulu Women's Economic Development and Globalisation (GWED-G), USAID- PEPFER, IRC, Compassion international Uganda, PPDA, Lira city Authority.

PROGRESS TOWARDS COSPAS 1. YOUTH DEVELOPMENT AND LEADERSHIP AND 3, GOVERNANCE, VOICE AND ACCOUNTABILITY



GLOFORD Uganda's support has empowered young people to actively participate in governance and accountability processes actively, instilling in them the knowledge and confidence to assert their rights in social service delivery. We have stretched the advocacy agenda to attract stakeholders at the city and division levels to bring about policy changes that better respond to the needs of young people.

This active participation and youth governance initiative has yielded positive outcomes. Through numerous safety audits and scorecards conducted, key advocacy issues were identified and advocacy asks presented to leaders at ward and city-level forums. Specific actions were taken in response to key advocacy asks from the previous quarter. For instance, addressing the issue of refugee representation, a refugee representative position was enacted into the Lira city development forum and is currently occupied by Rsouth Sudanese refugee, **Ding Andrew**.



GLOFORD supported The young people across Lira city to participate in Youth Day celebrations, and 16 days of activism. In Lira city the youth presented an issue paper highlighting some of the consortium advocacy issues; such as tax holidays for business start-ups, increased participation of youth in government programs, strengthening health service delivery and information access in a youth and adolescent friendly manner at health facilities

The creation of Parish Development Committees in the 5 wards of Bazar, baronger, Barogole, kagooge, and junior quarters/teso wards have enhanced the information flow about available services and programs for young people.

Local leaders have become more responsive to the needs of the youth, due to advocacy actions, it has become easier to access LC1 introduction letters and recommendations to services such as job application letters, medical assistance, and financial services free of charge unlike before which sometimes involved payments. Increased leader participation in youth-organized community meetings further strengthened this connection. The youth- leaders' conversations have improved and are less confrontational.

frame 2. "I went to give birth at Lira Main Hospital. I was told to buy gloves, jik and also paid for the Hospital toilet facility", a teenage mum narrates during a dialogue at Teso-Junior ward, Lira city organized to support youth in addressing challenges that requires...

frame 2. a police officer addresses youth concerns during a community dialogue

Through Champion of Change(COC) sessions, youth have demonstrated resilience to overcome local challenges young people identified local needs and took immediate actions. For example, Bedigen COC group identified, water contamination and pollution issue, in addressing this , they mobilized leaders and communities and created a positive change, the leaders provided cleaning materials and participated in the cleanup of water points. Youth groups like Rising Star and Nen Anyim actively led initiatives like filling feeder road potholes that lead to their meeting points .

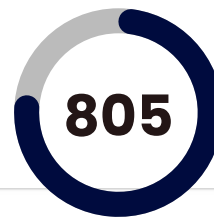
The Ward-level dialogue engagements resulted in the youth receiving guidance on accessing government services, with groups like Nen Anyim applying for the Parish Development Model. Advocacy for increased security and public lighting led to the establishment of community led night patrol systems in Baroogole and Baronger, enhancing security and instilling a sense of safety among young people. Additionally, the lira city council efforts to ensure factories in Baronger installed security lights contributed to improved security lighting and increased feelings of safety among the youth as the streets are now fully lit.

STATISTICS

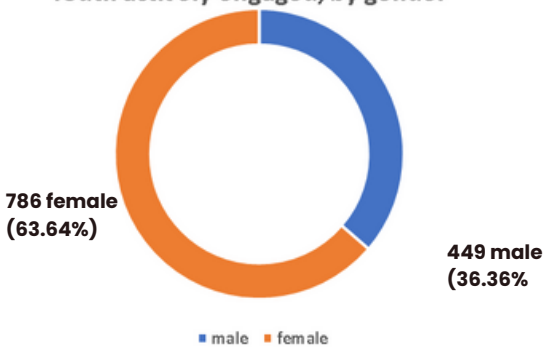
young people engage and actively participate in City governance



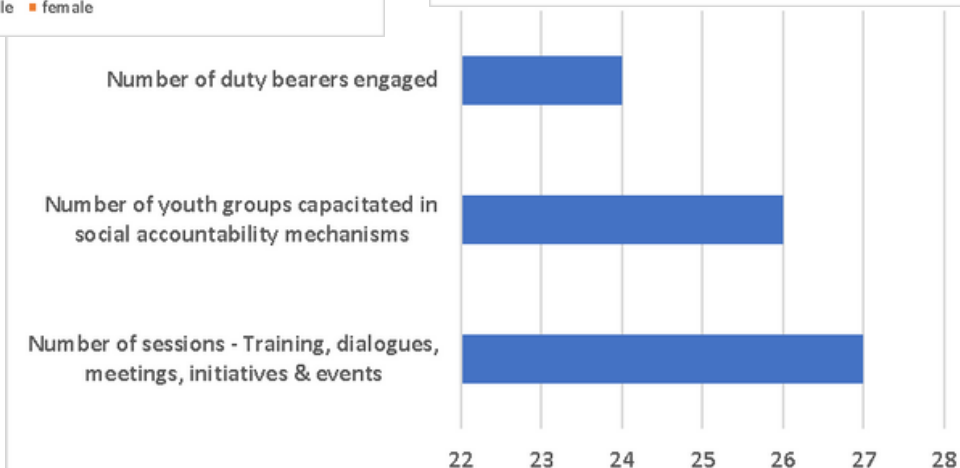
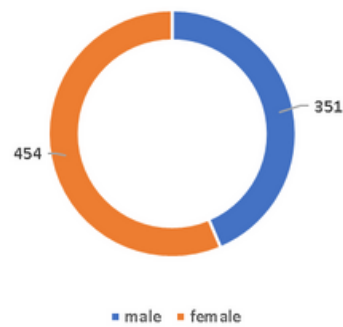
young people in lira city who are empowered to engage and actively participate in social accountability mechanisms



Youth actively engaged, by gender



Youth actively engaged, by gender



PROGRESS TOWARDS COSPA 2: CHILD PROTECTION AND DEVELOPMENT

GLOFORD's observations on child protection highlight the impact of household poverty, cultural influences, institutional weaknesses, and negative effects of ICT on child development. These factors contribute to issues such as child neglect, labor, various abuses, and denial of education, particularly for girls.

GLOFORD's response in 2023 involved intentionally promoting social and gender norms supportive of a child's right to protection. Community engagement played a pivotal role, in fostering a mindset change among parents and caregivers.

In collaboration with the GLOFORD Institute of Innovation (GII), the organization addressed these challenges by enrolling young holiday students in ICT classes. This initiative aimed to empower them with essential ICT skills crucial for success in the contemporary economy.

Additionally, GLOFORD allocated funds to support the Destiny Soccer Academy, focusing on nurturing and developing talents among vulnerable youth, especially those out of school. The project aims to enhance their skills, providing better life chances for survival.

Looking ahead, GLOFORD launched the Child Family Partnership Program in 2023, which is set to commence in 2024 in collaboration with USA-based volunteers officially. This program exemplifies GLOFORD's holistic approach, concentrating on vulnerable families and empowering women-led households to overcome challenges and create a conducive environment for child development.



PROGRESS TOWARDS COSPA 4 COMMUNITY HEALTH, SEXUAL AND REPRODUCTIVE HEALTH & RIGHTS (SRH&R)

1 Sexual and Reproductive Health & Rights /GBV

The peer-to-peer education modules have significantly increased awareness and understanding of sexual rights among girls and boys, equipping them with strategies to overcome sexual abuse.

SGBV training has empowered young individuals to recognize and report various forms of violence. Akello Beatrice, the GoForward Girls Group chairperson, exemplifies this knowledge by guiding group members in reporting GBV cases.

Through established referral pathways.

Group activities have fostered solid social bonds, evident in the cultural practice of collecting condolences for those who have lost relatives and visiting individuals facing illness or trauma.

Teenage mother sessions have ignited aspirations among young mothers to pursue education. For instance, Gloria, aged 17, secured a scholarship to start school in January through SAIC Linkages.

The group secretary for Bedigen, also a teenage mother, has proactively saved money to resume schooling, with aspirations to become the Woman MP of Otuke District.

Medical outreach services have brought SRHR services closer to the community, increasing access and positively impacting teenage pregnancies. There has been observable behavior change among girls, emphasizing the program's success in promoting healthier lifestyles.

Throughout the year, health workers successfully conducted community outreaches, equipped with all necessary resources for testing and treatment. The collaboration between health facilities, district health teams, peer educators, and project staff has significantly deepened.

During the SRHR sessions, one of the participants appreciated the trainings and testified that "I lacked knowledge and guidance which led me to have start having sex at the age of 15, however from the SRHR sessions I have learnt the dangers of having sex at a young age especially when its not protected and I am also now aware of my rights" another participant says "I have learnt that HIV/AIDS can also be spread through open wounds and accidents" therefore, i will avoid touching fresh wounds with out protective gear but help the casualties by refering them to the qualified persons to treat them", Another participant noted that "I used to feel out of place when I was with my fellow girls because they have big breasts yet mine are small. the session have helped to learn that people have different body sizes"

This has facilitated the smooth execution of outreaches and fostered a more comprehensive and targeted approach to community health.

A noteworthy outcome of the outreaches is the identification of 21 young people who tested HIV positive during these outreach efforts. Following the positive test results, a comprehensive support system has been implemented. All 21 individuals have been diligently followed up, receiving ongoing counselling and medical intervention at both Ober Health Centre and Lira Regional Referral Hospital.

The four health facilities—Ayago, Adyel, Ober, and Ongica—have successfully implemented measures to enhance adolescent-friendly health services. Skilled outreach workers, including peer educators and VHTs, actively engage parents and teachers, fostering community support for youth health. Health care providers, trained in AYFHS principles, now prioritize respectful and non-discriminatory service delivery, Advocacy efforts have led to the establishment of confidential youth corners, ensuring both audio and visual privacy during consultations. In Ayago, a tent has been put in place, adyel have designated days for the youth



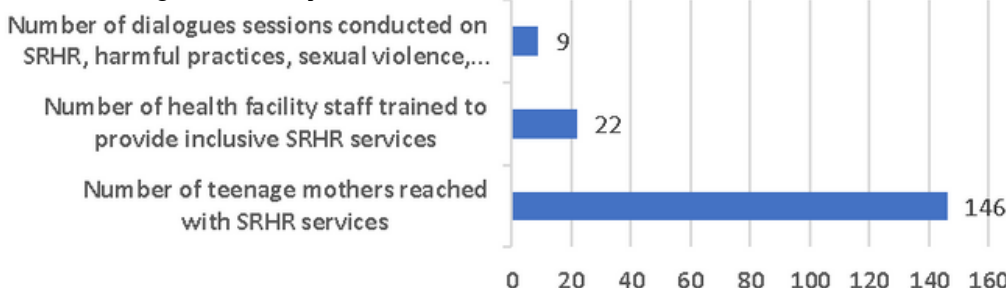
frame 1;SRHR community health advocates pose for a picture after JAS training. Frame 2. a young participant shares experience during an SRHR session for teenage mothers

The project has witnessed a substantial knowledge gain among peer facilitators, exemplified by the transformative journeys of individuals like DEO, the former street gang leader turned peer educator in Baronger ward. DEO's remarkable knowledge acquisition led to his employment as a youth focal person at Ayago Health Center. Similarly, Akidi Miriam, a former peer educator, leveraged her acquired knowledge and experience to secure a position as a lecturer in the Department of Public Health at a major University, in the Rising Star group, a member's facilitatory skills gained from SRHR lessons resulted in her recruitment as a Village Health Team (VHT) member. The organic evolution of former gang members, commercial sex workers and teenage mothers into peer educators and change champions is remarkable.

A positive shift has been observed in parents and communities, where there is a growing encouragement and support for girls to assert their reproductive rights. This is evidenced by the increased participation of girls in outreaches, COC activities, and SRHR classes and celebrating the 16 days of activism.

successfully trained 15 GLOFORD staff, 20 Community health advocates and 25 district/city stakeholders in legal and policy framework in SRHR.

The initiative to engage men through male action groups has yielded notable results in advancing SRHR and SGBV advocacy. There is a discernible change in behavior and attitude among men, with a growing number actively encouraging their daughters to participate in SRHR classes and GBV dialogues. The men of Barogole ward in Barogole Wigweng village and those in Teso ward, Starch Factory B village, stand out for their enthusiastic engagement and commitment to practicing positive masculinities.



Number of youth reached/benefited from SRHR services



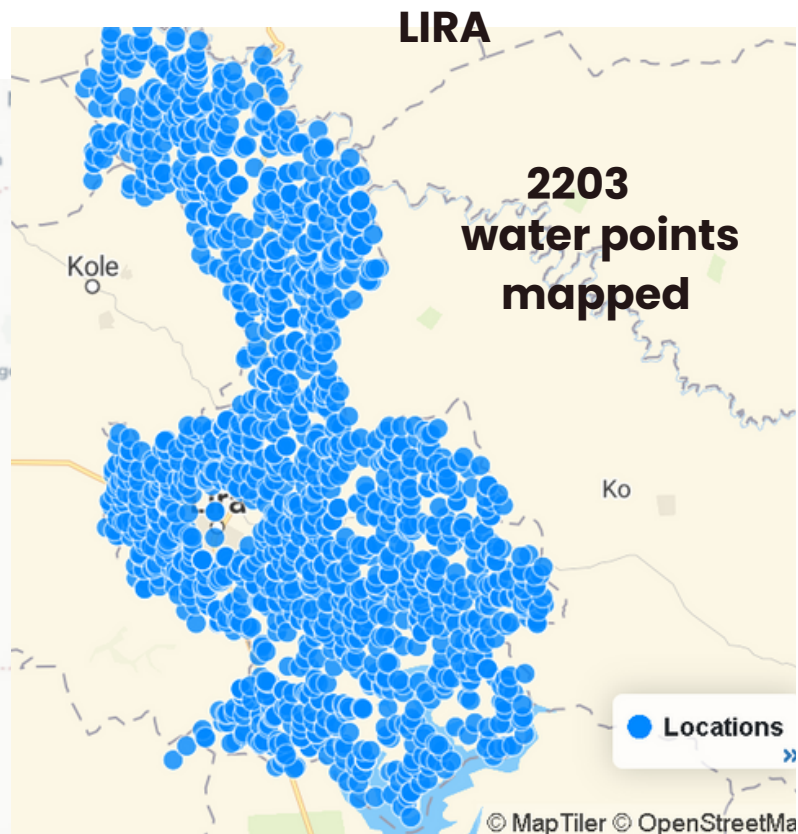
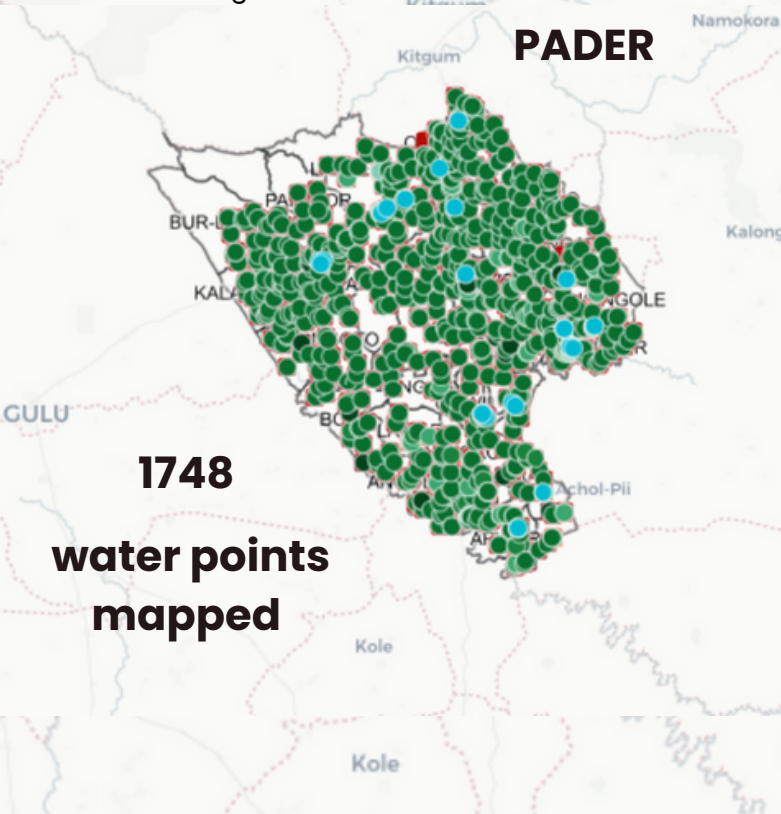
2. WASH

GLOFORD Uganda, with support from mWater, successfully conducted household surveys for over 1500 households in Lira City and District, mapping 2203 water points in the region. Additionally, asset mapping was carried out, encompassing 8 water systems in Lira City and Lira District. The project extended to Pader District, where 1748 water points and over 10 water systems were mapped.

To enhance the utilization of the mWater software, more than 50 young individuals, university professors, and students underwent training at Lira University. Among them, the top 30 were employed, each earning at least 420,000 weekly, positively impacting their lives through income generation and job opportunities.

In Pader District, 50 individuals, including young people and district officials, received training, and 20 were recruited for water point mapping and asset mapping activities. Notably, GLOFORD sent a team of three staff members with mWater expertise to Zimbabwe for a 10-day assignment on dams mapping, thereby expanding our global reach and contributing to international efforts.

Okoda anenocan(enumerator in pader), “I’ve improved communication skills, using technology, knowledge on different types of water points, and experience. Organizations most definitely hire me when it's about surveys and I mention the mWater certificate. I got a survey immediately after the Pader Project with World Vision Uganda, Karenga District. Also, the money was helpful for me. I used most of the money for planting and investing in farming.”



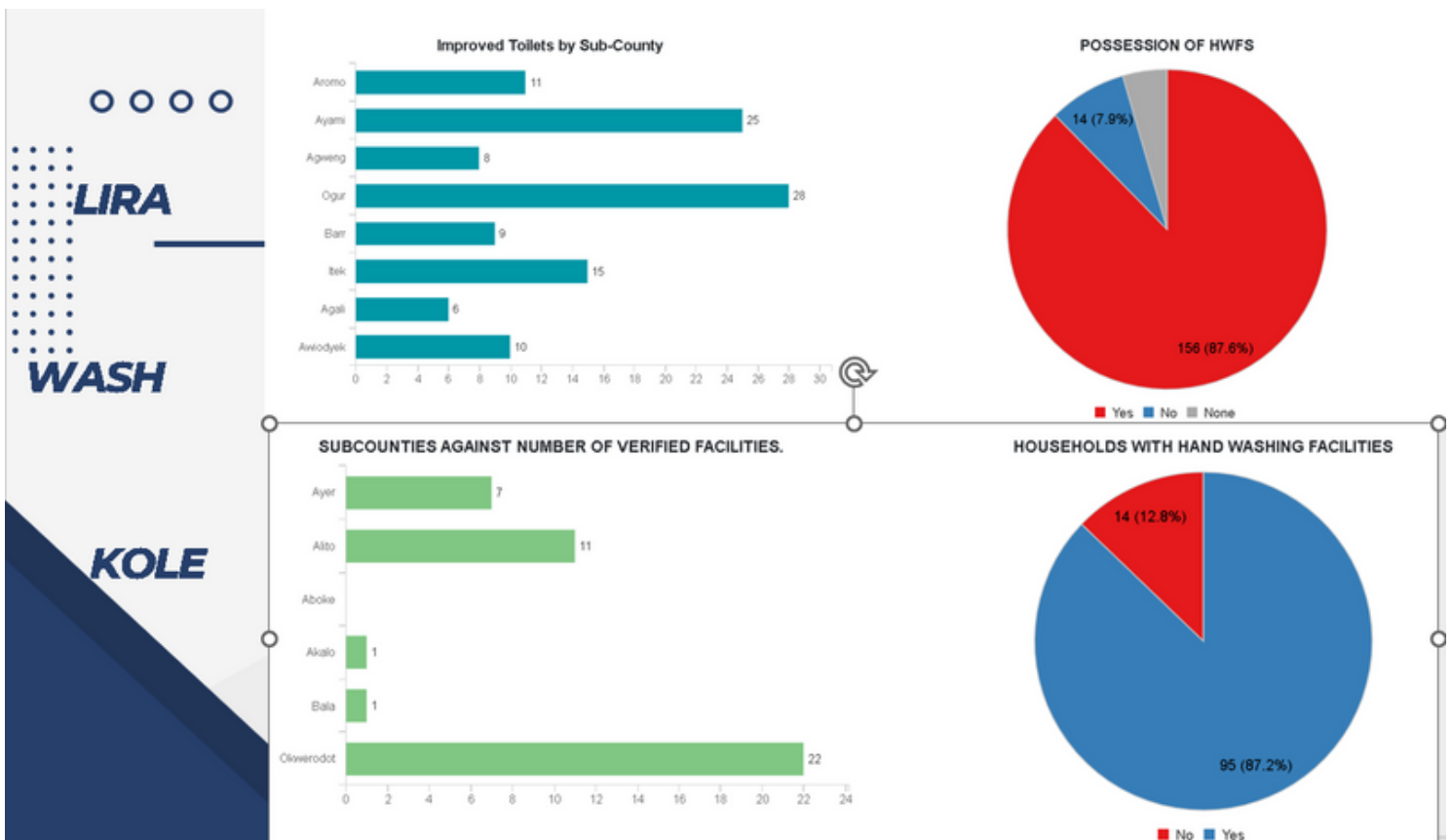
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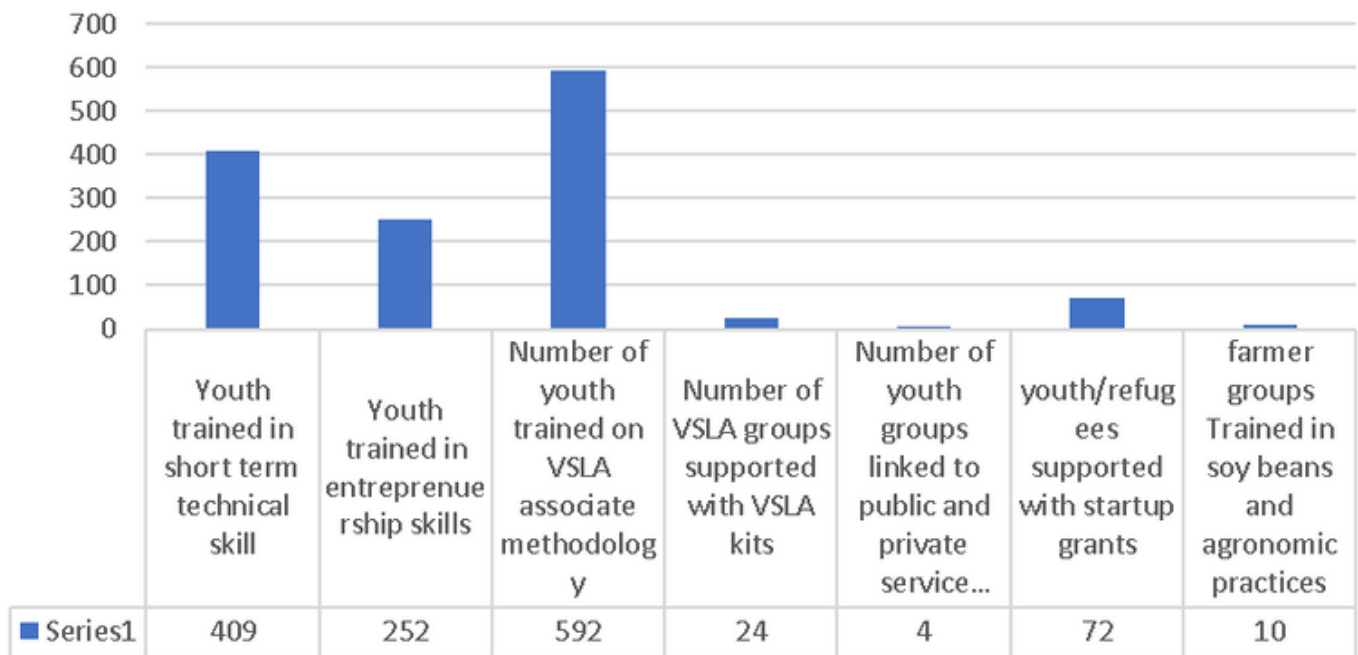
WASH

GLOFORD Uganda, under contract from SNV and funded by ADA, is actively leading the implementation of the SWaSSH4A Project in Lira and Kole Districts. This collaborative effort involves close coordination with Sub-County Extension staff, including SAS, CDO, and Health Assistant. At the Parish level, the Parish WASH coordinators play a pivotal role in overseeing Water User Committees and households, working diligently to improve sanitation facilities and water points to meet the Basic level of the Joint Monitoring Programme (JMP) standard.

The SWaSSH4A Project, with specific deliverables in mind, aims to achieve diverse targets by December 2023, focusing on water supply, sanitation, and hygiene. These objectives encompass the re-establishment and training of water and sanitation committees, selection and training of water source caretakers, gender-disaggregated data collection, maintenance agreements, and the registration of water sources, among others. The collaborative efforts involve a comprehensive approach to enhance water, sanitation, and hygiene infrastructure and practices in the targeted areas.



COSPA 5. Poverty reduction and livelihood development



.Skills sets in youth and young people offer huge potential for economic empowerment and independence. GLOFORD looks beyond the traditionally limited options such as farming to other forms of livelihoods and income-generating opportunities. But farming, the most available opportunity, remains a priority that must be tapped into and improved.

In 2023 GLOFORD Uganda has successfully trained 409 young individuals in bakery, confectionery, hairdressing, greening initiatives, and liquid and bar soap making, followed by booster grants. Equipped with both technical expertise and essential soft skills, these young people have established significant income sources. Notably, among others, the Gwantana youth group, formerly engaged in washing bay activities, diversified their income after liquid soap training. Currently producing approximately 100 liters of liquid soap weekly, they have secured a robust market base, Rashid's journey (one of the project beneficiaries) from conducting night theft patrols to founding a flourishing chapati business exemplifies how the skill acquisition has lead to sustainable livelihoods among the youth.

Individual and group success stories, including entrepreneurs like Gloria, Ruth, Odongkara, Nen Anyim, Good-choice, and Good Care, to mention a few have all established thriving businesses, enhancing their income and overall well-being. Ruth, in particular, now serves as the breadwinner for her family. These young entrepreneurs were further connected with both public and private microfinance institutions and banks, facilitating the granting of credit to strengthen their businesses and improve income

Through VSLA trainings, 24 groups in Lira have been formed and the first 15 assessed have collectively amassed a total savings of **10,647,600** Ugandan Shillings from January to September. Currently being supported to open bank accounts, access formal loans, and obtain government funds, we have further facilitated these groups to maintain a strong bond with commercial officers, fostering linkages to government programs like PDM.



RUTH 17 years former Gang member

'We got training on short skills, I got training on bakery after that we received start up that included cake making materials . as I speak, we are making all kinds of bread cookies and you are all welcome to enjoy. Now if there s no money at home, I am the one who gets the money. I plan to start school next year'

GLOFORD remains directly engaged with these groups, offering capacity-building initiatives in entrepreneurship, financial literacy, business management, marketing, and product packaging. Our Group formation follows a logical sequence, evolving through COCs, strengthening group leadership and bonds, introducing a savings culture, providing training and skills, continuous mentorship, and supporting registration for self-reliance. With such the groups are stronger and more resilient to shock, A particular focus on skilling the girl child has empowered more women to embrace the business arena, challenging culturally ingrained perceptions. More parents are openly sending their daughters into the skilling programs. Young entrepreneurs have also benefited from business mentorship, career guidance, exposure visits, and networking opportunities with governments, NGOs, and the private sector.

Additionally, GLOFORD has identified and supported three youth groups promoting greening initiatives, offering skills and knowledge to embrace green jobs and adapt to climate actions. These groups focus on sustainable agricultural and farming practices, including the use of recycled materials in tree nursery beds, urban farming, plastic waste collection and recycling, and climate advocacy. The initiative extends further by providing in-kind capital to propel their greening initiatives forward

3 young men from the Lango Ghetto linked to 6 month's government skilling program at Lira University graduated in Mechanics and Welding and Metal Fabrication following a linkage by GLOFORD and the Ghetto Association leadership. According to the Ghetto President, Stephen Nono, 4 other youth have applied for admission to the same institution pursuing Mechanics for 6 months as well.

GLOFORD has provided substantial support to refugees by providing a fully furnished public address system tailored for outdoor events and hiring activities. The fixed asset nature of this support, coupled with its adaptable management system, has allowed refugees to oversee the equipment efficiently. This flexibility enables its use for various purposes, including benefitting those in school, and individuals on travel, and ensuring that a small team can effectively manage the system on behalf of others solving many refugee dynamic challenges.

Additionally, regarding linkages, 10 teen mothers whom GLOFORD linked received training from Dependable Foundation in Kampala, from this training, the group has received a heads-up to submit a proposal for possible funding in weaving and knitting (sweaters, shoes, socks). To this effect, GLOFORD has thus supported the group in developing a constitution and has started the registration process at the division in the name of Dependable Foundation, Lira Youth Group. A proposal has also been developed and presented to the same organization for possible funding in line with the skills set training received



Dr Joseph and Rachel, USA volunteers interact with farmers

TCP GLOBAL AND FARMER TO FARMER PROGRAM

TCP Global has been instrumental in GLOFORD 's, contribution to the Poverty Reduction Program under the GLOFORD Institute of Innovation (GII) . TCP Global's support is in the form of a micro loan scheme tailored to smallholder farmers organized in groups, emphasizing the cultivation of micro-business activities and fostering a robust savings culture.

The impact of TCP Global's initiatives is tangible with success stories emerging from communities where GLOFORD operates. Through TCP funding and support, GLOFORD has played a pivotal role in the establishment and diversification of farmers income through establishment of small businesses, such as second-hand clothes trading and agricultural ventures, bringing about positive economic transformations.

In 2023 alone GLOFORD has given out more than 40 million Ugandan shillings in loans to farmer groups

Through the grant received from TCP Global, GLOFORD has disbursed funds to groups such as Nenkiti farmer and VSLA group in Ogur Sub-County, Olole women's group in Barr Sub-County, and Oribcing farmer and VSLA group in Barr sub-county.

The financial injection has led to tangible outcomes, with beneficiaries establishing and expanding small businesses, ranging from second-hand clothes trading to agricultural ventures

40+ million ugsh Money given out as loans to farmer groups

The financial injection has led to tangible outcomes, with beneficiaries establishing and expanding small businesses, ranging from second-hand clothes trading to agricultural ventures.

Farmer to Farmer Project: Empowering Communities for Sustainable Development:

GLOFORD's Farmer to Farmer (F2F) project, executed in collaboration with CRS, was part of the organization's dedication to sustainable community development in 2023. In conjunction with F2F-CRS volunteers Dr. Joseph and Racheal, the project extended support to smallholder farmers in the Lango Region.

The F2F initiative addressed multifaceted challenges faced by farmers, such as low productivity, market access issues, and inadequate knowledge of agronomic practices. Noteworthy achievements include the targeted visits to 21 farmer groups in Ogur Sub County, engaging with 220 smallholder farmers.

Through training sessions and interactive programs, GLOFORD ensured that farmers receive essential knowledge and support.

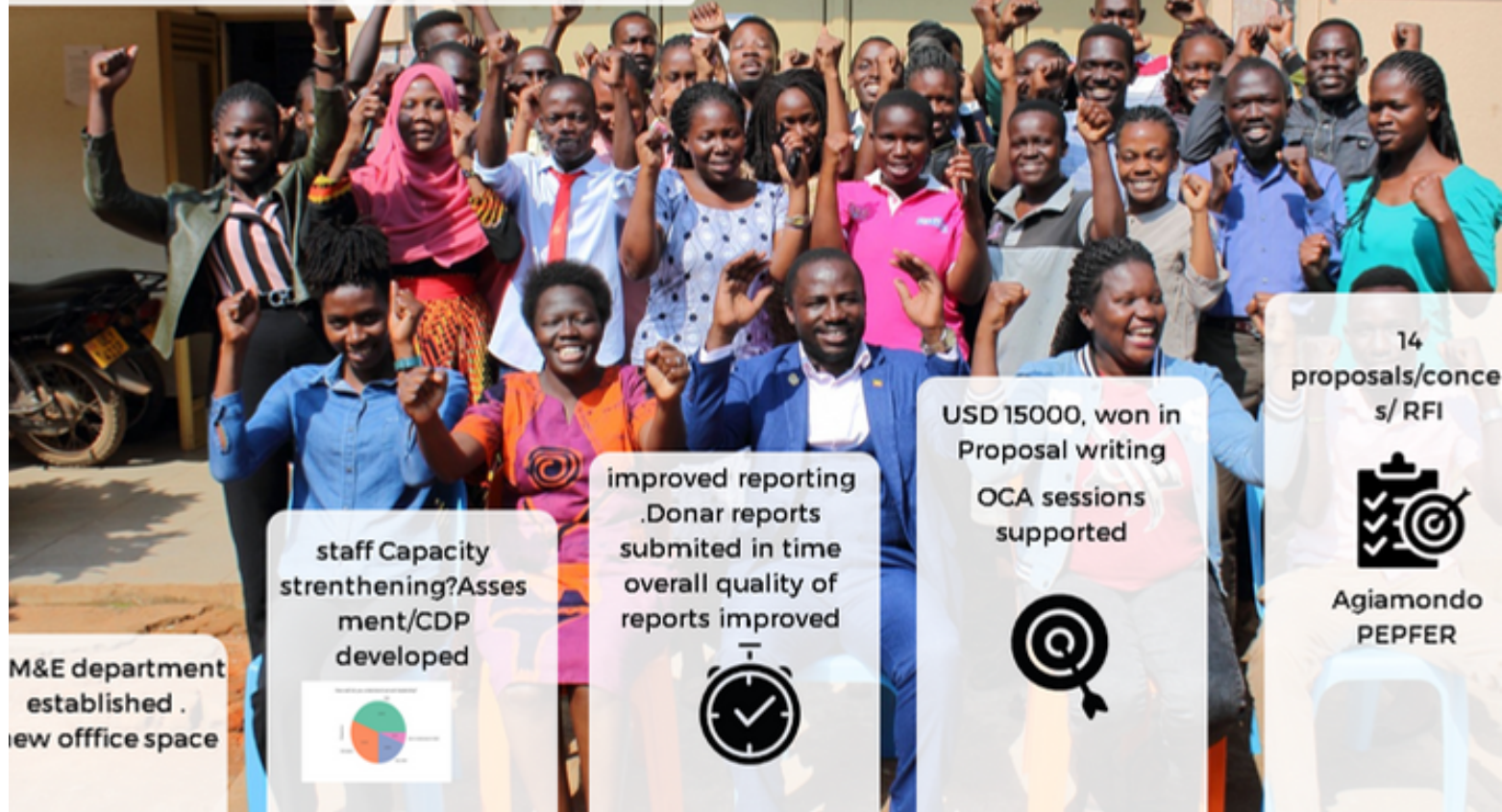
The launch of the Child Family Partnership Program further exemplifies GLOFORD's holistic approach, focusing on vulnerable families and empowering women-led households to overcome challenges. In collaboration with F2F volunteers and the local community.

GLOFORD's Farmer to Farmer project contributed significantly to poverty reduction by fostering sustainable agricultural practices and empowering marginalized communities



PROGRESS TOWARDS COSPAS 6 . INSTITUTIONAL STRENGTHENING AND ORGANIZATIONAL DEVELOPMENT

MILESTONES



milestones in details



COSPA 6 is directly under DM&E

GLOFORD Uganda has undergone significant developments, including the establishment of the Design Monitoring and Evaluation (DM&E) department and the acquisition of new office space. The team successfully completed mWater training in Lira, Pader, and Zimbabwe, leading to the effective verification and mapping of water sources in different sub-counties.

The DM&E department played a crucial role in assessing and compiling capacity gaps in youth-led groups, engaging in exchange learning sessions, and actively participating in the development of weekly and monthly work plans. Utilizing tools like Kobo Collect and mWater, the team monitored field activities, updated the M&E database, and contributed to the compilation of a draft narrative quarterly report.

Moreover, the DM&E department conducted field visits for Partner Welfare Committee verification under the SWASSH4A project and actively participated in GLOFORD's monthly staff meetings and departmental work plan development. The team played a vital role in resolving issues with PMCs in Alito sub-county, developed monitoring and evaluation tools for WASH and JAS programs, and engaged in proposal development, report writing, and meetings to advance project objectives. Additionally, the department facilitated training on scorecards in Nebbi districts, completed the development of the Youth Leadership Orientation (YLO) and staff Continuous Development Program (CDP), and supported the interview and recruitment of GII and WASH staff. Notably, the department organized and supported a staff retreat, contributing significantly to organizational growth.

partnerships

In terms of partnerships, GLOFORD secured a \$15,000 partnership with USAID-PEPFER to combat HIV among young boys and men on the streets and in gang groups. The organization also received a subgrant from IRC to run the WASH Systems for Health project in Kole district. Collaborations with Compassion International Uganda, PPDA, and other entities further demonstrate GLOFORD's commitment to transparency, accountability, and efficient project implementation. The organization has also engaged in capacity-building sessions with IRC, Agiamondo, Plan, CEHERD, and participated in UCHD2023, where GLOFORD presented an abstract. Lastly, the CEO of GLOFORD, Morris Chrison, represented the organization at the Global Transatlantic Roundtable on race, religion, and politics conference in Lusaka, Zambia.

e estimated time of completion.

Organizational development

GLOFORD has fortified its computer and data management capabilities by adopting a Business Central Management System. Improved security and monitoring through the acquisition of CCTV cameras.

Furthermore, the program staff's proficiency has been elevated in the execution of young citizens' scorecards, engagement in advocacy movements, and reinforcement of general programming knowledge, including donor reporting, communication, and budgeting. The Monitoring and Evaluation (M&E) system has experienced substantial improvements through training on data collection utilizing the Kobo tool, complemented by the provision of tablets to streamline data management. Additionally, M&E staff members have received training on utilizing Power BI dashboards, enhancing the overall effectiveness of the M&E system.

These initiatives collectively position GLOFORD at the forefront of empowering youth-led organizations and fostering sustainable community development. Capacity of 8 GLOFORD SAIC staff and 7 other GLOFORD staff improved in financial management, policy compliance and reporting following a two-day training organized at Truth Evangelistic Fountain Hall. The finance and programs team have since demonstrated compliance to statutory obligations remittance, good financial management practices like procurement, requisition processes, accountability, timely reporting (using the SAIC approved tool

support to YLOs (youth led organizations)

GLOFORD has successfully identified and assessed 15 new youth-led organizations (YLOs), implementing a comprehensive capacity-building plan tailored to their needs. This has ensured the strengthening and sustained growth of YLOs through various developmental stages.

In a concerted effort to formalize previously informal groups, support has been extended to six groups, including Gwantana, Goodchoice, Mothers Alive, Poa pole, awake-initiative, and Lango ghetto youth resulting in successful registration and the acquisition of CBO status. Coordination forums have played a pivotal role, enabling groups to exchange experiences, establish networks, and engage in mutual learning, fostering rapid organizational development.

Leadership within these groups has undergone significant enhancement through targeted training sessions covering leadership skills, process management, resource mobilization, documentation, and more. The groups have cultivated essential skills in report writing, constitution development, minute recording, procedural management, and group dynamics.



...s alot of vulnerability in the
netto but desist from loosing
your values through being
recruited to be part of vices
without analysis.

2023 REPORT



CEO'S MESSAGE

GLOFORD UGANDA