



ANNUAL REPORT

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INTRODUCTION

BOARD CHAIRPERSON'S MESSAGE



The Board of Feasible Initiatives for Development (FID) is pleased to present our 2024 Annual Report, showcasing our advancements toward realizing our vision: Empowering communities to unlock their full social, economic, and civic potential.

Throughout 2024, FID broadened its impact and delivered tremendous results across our core programs: Education & Learning, health promotion, economic empowerment and effective governance. Notably, we significantly increased our engagement with children, youths and women through these initiatives.

We deeply appreciate the unwavering support of our funding partners, collaborators, senior management leadership team, and dedicated staff, whose combined efforts have driven our success. Their steadfast commitment to our shared aspirations has been indispensable.

The FID Board remains dedicated to providing robust strategic guidance, ensuring transparency, and upholding the highest standards of governance. We encourage you to delve into this report and share your insights through our website, social media channels.

A stylized, handwritten signature in black ink, featuring a circular loop and a long horizontal stroke.

Ms. Ahimbisibwe Moreen
Board Chairperson
Feasible Initiatives for Development
(FID Uganda)

A WORD FROM OUR EXECUTIVE DIRECTOR

We are delighted to present our 2024 Annual Report, showcasing our dedication to transforming the lives of individuals, families, and communities. We extend our heartfelt gratitude to our beneficiaries, donors, local leaders, and essential partners, whose unwavering commitment has been pivotal to our success.

With the generous support of our partners, we've delivered impactful programs reaching over 12,000 beneficiaries including children, youths and women. These initiatives have focused on enhancing access to; quality and affordable education opportunities for children, youths and their communities, enhancing access to quality health care, strengthening household livelihood through economic empowerment, nutrition and food security, expanding access to financial services, empowering families to launch sustainable income-generating activities.

Furthermore, we have equipped women and youth with critical skills, including vocational skills, business development, financial literacy, and rights awareness. We've also prioritized community health and



well-being through comprehensive health and medical camps, Maternal Child Health programs, and tailored mental health and emotional support for child mothers, young women, vulnerable youth and victims of gender-based violence.

While significant challenges remain, we are proud of the tangible progress achieved. Our integrated approach has ensured a holistic impact, effectively addressing the multifaceted needs of our beneficiaries. We invite you to explore our 2024 Annual Report and join us in our continued commitment to positive change in Uganda.

Mr. Kawanguzi Willy

Executive Director

Feasible Initiatives for Development
(FID Uganda)

FEASIBLE INITIATIVES FOR DEVELOPMENT PROFILE

Introduction and Mission:

Feasible Initiatives for Development (FID), established in 2019, is a Not-for-Profit organization driven by the vision of a world where communities realize their full social, economic, and civic potential. Its mission is to deliver feasible and sustainable solutions to marginalized and impoverished communities in Uganda through service delivery, capacity building, advocacy, and research.

Addressing Challenges:

FID addresses the critical challenges, which perpetuate extreme poverty and socioeconomic distress among Uganda's rural and urban poor. In pursuit of its vision, FID collaborates with target communities, partners, and supporters to initiate and implement impactful projects and charitable activities that directly address community needs. This is specifically done through promoting education, good and quality health and economic empowerment interventions for its beneficiaries.

Operational Focus:

Currently operating in the central and eastern regions of Uganda, FID leverages technical expertise, financial resources, collaborative partnerships, and advocacy to empower disadvantaged children, youths and women.

Strategic Goal

To be a leading organization in enhancing and delivering sustainable socio-economic services for children, youths and women in the urban and rural poor communities in Uganda.

Specific Objectives:

- To develop & implement educational programs, vocational training, and mentorship initiatives to equip vulnerable children, youth, and women with essential skills for self-reliance.
- To establish and support income-generating projects, microfinance initiatives, and entrepreneurship training to enhance the financial independence of marginalized communities.
- To strengthen advocacy efforts to eliminate human rights abuses by conducting awareness campaigns, providing legal support, and collaborating with stakeholders to promote social justice.
- To improve access to quality and affordable healthcare services by supporting community health programs and promoting public health awareness.

- To strengthen transparency and accountability in service delivery by working with local leaders, supporting policy reforms, and advocating for inclusive governance in poverty alleviation programs.

FID Core Values

- **Human Respect:** We hold humanity with high esteem (Every human being deserves a better way of living).

We believe that empowering communities adds value to society and supports people to work their way out of poverty, demand their rights, access quality healthcare, live in a violence free environment and contribute their perspectives to the peace and development table.

- **Professionalism:**

FID exhibits professionalism in conduct and quality of its work.

- **Team work:** FID promotes togetherness, joint problem solving and accountability for every stakeholder in both our internal and external collaboration as an institution.

- **Excellency:** FID is obliged and desires to provide excellent services to the people it serves.

- **Transparency and Integrity:** At all times FID practices transparency and integrity in order to build trust amongst beneficiaries, partners, employees, government institutions and other stakeholders

Partnership Strategy

Partnership Philosophy:

FID actively cultivated strategic partnerships with international and local organizations, individuals, and institutions aligned with our vision and mission. We prioritized building collaborative relationships with government agencies, community leaders, private sector stakeholders, donors, other civil society organizations, volunteers, fellows, and consultants.

Partnership Impact:

These partnerships were instrumental in strengthening FID's organizational sustainability through diversified fundraising and resource mobilization, fostering mutual learning and knowledge exchange, and providing essential technical assistance in program development and governance.



FID staff attending an International Collaboration Meeting in India.



FID staff attending the Education sector review meeting at Imperial Resort Beach Hotel

FID CORE PROGRAMS

To maximize impact, FID's organizational activities are organized under four distinct thematic program areas. Good Governance and Research acts as a foundational cross-cutting element, supporting and enriching the remaining three programs, as outlined below:

1 Educational and Learning

women. Firmly believing that every child deserves a safe and enriching educational experience, we are committed to enhancing access and equity, particularly for rural and urban impoverished communities, with a strong emphasis on boosting literacy levels and vocational skilling. Recognizing the profound impact of girls' education on empowerment, health, and economic opportunity, we prioritize girls access to quality education at all level; primary, secondary, vocational, and early childhood and we strive to significantly increase enrollment and retention rates, especially for girls and young women.

FID's education program is dedicated to driving transformative change by championing quality education for children, youth, and young

Under the FID educational program, FID has reached



Learners playing during their lunch break



Learners during an ongoing lesson in class



Pupils competing on sports Day



*Blood testing during a medical camp
in Mpigi District*

2 Health Promotion Program

This program strengthens health services and fosters positive health behaviors among underserved rural and urban populations. By focusing on improving access to essential healthcare, particularly for marginalized groups, the program delivers impactful community health outreaches, nutrition support, and awareness campaigns. These initiatives emphasize preventive healthcare, disease prevention, reproductive health, and hygiene. Furthermore, the program addresses Gender-Based Violence through targeted awareness and support services, promotes improved Water, Sanitation, and Hygiene (WASH) initiatives, and empowers citizens to engage effectively with health service providers, ultimately enhancing healthcare accessibility and quality.



FID conducting medical camps in under served communities



Healthcare outreach campaigns in urban marginalized communities



3 Economic Empowerment Program

This program cultivates sustainable, community-driven income-generating initiatives, fostering financial independence and self-reliance among vulnerable children, youth, and women. Utilizing a holistic approach, it provides essential resources, including start-up capital, vocational training, and mentorship, to build robust entrepreneurial skills. The program facilitates community mobilization and strategic networking, connecting beneficiaries with key stakeholders to identify and support viable economic opportunities. It also promotes agricultural innovation, financial literacy, and business management training, ensuring access to markets and providing crucial seed capital and start-up support. Furthermore, the program encourages cooperative formation, market linkages, and value chain development, coupled with training in modern farming techniques and agribusiness management, to maximize income generation and enhance economic empowerment.





A woman leader speaking during a community Dialogue in Wakiso District

4

Good Governance and Research Program

This program empowers urban and rural communities to advocate for their rights and influence policies that shape their lives. It aims to foster good governance, accountability, and inclusive decision-making. Through strategic capacity building for local leaders and service providers, proactive stakeholder engagement, and advocacy for policy reforms, the program drives positive. It also delivers leadership and human rights education, promotes robust community participation, and supports evidence-based advocacy and research. Furthermore, the program integrates gender mainstreaming principles, strengthens stakeholder networks, and enhances transparency and accountability through civic education, ultimately fostering active citizen participation and good governance.



FID executive Director speaking to community leaders in a community Dialogue meeting.



FID staff attending the education working group coalition meeting in Kampala with other CSOs.

2024 HIGHLIGHTS

IMPROVING ACCESS TO QUALITY LEARNING OPPORTUNITIES FOR NEEDY CHILDREN AND YOUTHS IN LWENGO DISTRICT PROJECT.

FID through this project successfully identified and enrolled [Number] vulnerable children and youths into educational programs. FID provided direct support by covering school fees and tuition for [Number] learners, ensuring they remained in school despite financial hardship. Furthermore, FID distributed essential school materials, including books, uniforms, pens, and bags, to [Number] students, equipping them with the tools necessary for effective learning. This direct assistance by FID significantly alleviated the financial burden on families and enabled students to focus on their education.

Learning Centers and Teacher Training:

To enhance the learning environment, FID established and fully equipped 5 community learning centers with vital resources, including books, computers, and educational software. FID also prioritized the development of educators by training 30 teachers and facilitators on modern and inclusive teaching methods. These training sessions, conducted by FID, focused on interactive learning, differentiated instruction, and creating supportive classroom environments, ultimately improving the quality of education delivered to students.

Mentorship, Vocational Training, and Community Engagement:

FID organized impactful mentorship and career guidance programs, reaching 1015 learners and providing them with valuable insights and motivation for their educational journeys. Recognizing the needs of out-of-school youth, FID conducted life skills and vocational training sessions, equipping them with practical skills for future employment. In parallel, FID engaged communities through comprehensive awareness campaigns on the importance of education, reaching 200 community members and fostering a culture of educational support. These campaigns, led by FID, emphasized the long-term benefits of education for individuals and the community as a whole.



*FID Gender officer speaking to
in school secondary school*



*Young Women learning
Tailoring.*



*Young Women learning
hair dressing*



*Young women during
computer training.*

Monitoring and Evaluation:

To ensure project's effectiveness, FID implemented a robust monitoring and evaluation system. Regular assessments of learning progress were conducted by FID, allowing us to track student performance and identify areas for improvement. Data collected through these evaluations were used by FID to refine our strategies and ensure the project consistently delivered quality outcomes and achieved its intended impact. This commitment to data-driven decision-making ensured the project's sustainability and maximized its positive impact on the lives of children and youths in Lwengo District.

ENHANCING RURAL WOMEN FINANCIAL INDEPENDENCE THROUGH VILLAGE SAVINGS AND LOANS ASSOCIATIONS (VSLAs) AND GROUP DYNAMICS IN LWENGO AND MPIGI DISTRICTS PROJECT.

FID staff implemented the project with the aim of addressing the critical need for financial inclusion and economic empowerment among rural women, who often face significant barriers to formal financial services. Recognizing the transformative potential of VSLAs in fostering financial literacy and community-based support systems, the project aimed to empower rural women in Lwengo and Mpigi Districts by establishing and strengthening VSLAs, fostering group dynamics, and enhancing their financial literacy. Ultimately, the project sought to create sustainable pathways for women to achieve increased financial independence and improved livelihoods, representing a key component of FID's commitment to gender equality and economic development in underserved rural communities.

Awareness and Foundation Building:

In 2023, FID staff initiated the 'Enhancing Rural Women Financial Independence through Village Savings and Loans Associations (VSLAs) and Group Dynamics in Lwengo and Mpigi Districts Project' by conducting extensive sensitization campaigns. The project reached 10 community groups targeting 300 Rural women who were educated on the importance of financial independence and the transformative role of VSLAs. To broaden outreach, FID staff utilized radio programs, distributed informative flyers, and facilitated engaging community dialogues, significantly increasing awareness of the project's objectives reaching another estimate of 5000 women. Furthermore, FID staff assisted in the development of robust group constitutions and operational guidelines, laying a solid foundation for the establishment of sustainable VSLAs.

Financial Literacy and Entrepreneurial Training:

FID staff delivered comprehensive financial literacy training, equipping women with essential skills in savings, record-keeping, and loan management. Building on this, FID staff provided in-depth training on financial management, entrepreneurship, the effective management of pooled funds, interest rate calculations, the establishment of clear loan terms, and the development of income-generating activities. These training sessions were designed to empower women to manage their finances effectively and launch successful micro-enterprises. These interventions reached 250 out of 300 targeted women in the districts of Lwengo and Mpigi.



Learners during an ongoing lesson in class



Pupils competing on sports Day

Mentorship and Capital Access:

To inspire and guide participants, FID staff organized impactful mentorship programs featuring successful women entrepreneurs. These programs provided invaluable insights and practical advice, boosting the women's confidence and entrepreneurial spirit. To further support the VSLAs, FID staff established a revolving fund, providing crucial startup capital. Additionally, FID staff facilitated vital linkages with microfinance institutions, ensuring women had access to additional credit opportunities to expand their businesses and enhance their financial stability.

BREAKING BARRIERS TO GIRLS' EDUCATION IN KAYUNGA DISTRICT PROJECT:

In 2024, FID launched the 'Breaking Barriers to Girls' Education in Kayunga District' project, recognizing the persistent challenges girls face in accessing and completing their education in this region. Despite progress in education, girls in Kayunga District continue to encounter significant obstacles, including economic hardship, cultural norms, and limited access to sanitary facilities. This project underscores FID's commitment to gender equality and educational empowerment, aiming to dismantle these



barriers and create a supportive environment where girls can thrive academically. It represents a vital component of our broader strategy to ensure equitable access to quality education for all.

The primary goal of the 'Breaking Barriers to Girls' Education in Kayunga District' project was to significantly improve girls' access to, retention in, and completion of quality education by addressing the specific socio-economic and cultural barriers they face, ultimately empowering them to reach their full potential and contribute to their communities.

Community Engagement and Awareness:

FID implemented the project by initiating extensive community engagement. FID staff conducted 12 community meetings reaching 420 beneficiaries/stakeholder including parents, religious leaders, and local authorities, in and out of school youths emphasizing the critical importance of girls' education. To further amplify awareness, FID utilized radio talk shows and social media platforms, reaching a wider audience. Additionally, FID organized school outreach programs, educating students and teachers on gender equality and fostering a supportive school environment."



FID's community meeting with Parents emphasizing the importance of girls' education



FID engagement with local community leaders



FID's Executive Director during a Radio Talk show



A Community sensitization for youths

Direct Support and Infrastructure Improvement:

To address immediate needs, FID distributed free school supplies, including books, uniforms, and sanitary pads, to girls from disadvantaged backgrounds, ensuring they had the necessary tools for learning. Recognizing the importance of safe and hygienic facilities, FID constructed or renovated girls' latrines in 2 schools, providing privacy and improved sanitation. Furthermore, FID established safe spaces or girls' clubs in 5 schools, offering mentorship and peer support to empower girls and build their confidence.

Addressing Gender-Based Violence and Economic Empowerment:

FID conducted impactful workshops on addressing gender-based violence and harassment in schools, training students and teachers on prevention and response strategies. To alleviate financial constraints, FID supported mothers and caregivers with income-generating activities, empowering them economically and reducing the pressure on girls to drop out of school. Recognizing the need for alternative pathways, FID introduced vocational training for girls at risk of dropping out, providing them with valuable skills for future employment.



Training students on addressing Gender Based Violence, harassment and response strategies



Community Engagement with men and women on Gender Based Violence

Collaboration and Comprehensive Support:

FID worked closely with law enforcement to strengthen the protection of girls' rights, ensuring a safe and secure environment for their education. FID also provided psychosocial support for identified girl survivors of gender-based violence, helping them overcome trauma and continue their education. To address menstrual hygiene, FID distributed reusable sanitary pads and educated girls on menstrual hygiene management. Partnering with health centers, FID provided comprehensive reproductive health education, empowering girls with knowledge about their bodies. Finally, FID implemented a robust monitoring system, tracking school attendance and academic performance of supported girls to ensure the project's effectiveness and impact."

IMPACT STORIES

1 A Seed of Hope Blossoms in Lwengo

Aisha, a bright-eyed 12-year-old, was one of the many beneficiaries. Her family, like many others in Lwengo, struggled to make ends meet. The cost of school fees and basic supplies was an insurmountable hurdle, threatening to extinguish Aisha's dreams of becoming a nurse. But FID stepped in, covering her school fees and providing her with a new uniform, a backpack filled with notebooks, and a set of colorful pens. For the first time, Aisha felt like she belonged, like her education mattered.

"Before, I would watch other children go to school, and I felt like a part of me was missing," Aisha shared, her voice filled with emotion. "Now, I can learn, and be like other children. FID gave me back my future."

Beyond individual support, FID established a vibrant community learning center, a hub of knowledge and opportunity. Here, Aisha and her classmates had access to computers, text books, and educational resources that were previously unimaginable. Their teachers, empowered by FID's training on modern and inclusive teaching methods, transformed the classroom into an interactive and engaging space.

The impact extended beyond the classroom walls. FID's mentorship and career guidance programs opened the students' eyes to a world of possibilities. Out-of-school youth, who had resigned themselves to a life of limited opportunities, were given a second chance through vocational training, learning skills that would pave their way to sustainable livelihoods.

Community awareness campaigns, led by FID, sparked a collective understanding of the importance of education. Parents, once hesitant to invest in their children's schooling, now saw education as a powerful tool for breaking the cycle of poverty.

The project's success was not a matter of chance, but a result of meticulous planning and implementation. FID's robust monitoring and evaluation system ensured that every step was data-driven, allowing the project to refine strategies and maximize impact. FID tracked Aisha's progress, noting her improved grades and her growing confidence.

Today, Aisha stands tall, her dreams within reach. She is not just a student; she is a symbol of resilience, a testament to the transformative power of education. And her story is just one of many. In Lwengo District, seeds of hope have been sown, and a generation is blossoming, empowered by the unwavering commitment of FID to improve access to quality learning opportunities. The project has not just changed lives; it has changed the very fabric of the community, creating a future where every child has the chance to learn, to grow, and to thrive.

2 Weaving a Tapestry of Empowerment in Lwengo and Mpigi

In Lwengo and Mpigi districts, women traditionally faced economic marginalization. FID's economic empowerment project was not just providing financial tools; it was weaving a tapestry of empowerment, thread by thread, transforming lives and communities.

For Nakato, a mother of five in Lwengo, life was a constant struggle. She toiled in her small garden, barely scraping by, with no access to formal financial services. Like many rural women, she was trapped in a cycle of poverty, her potential stifled by lack of opportunity. But then, FID arrived, bringing with it the promise of change.

"Before, I felt like my hands were tied," Nakato shared, her eyes reflecting the resilience forged through hardship. "I had ideas, but no means to make them real. FID showed me that I could be more than just a farmer, I could be a businesswoman."

FID's journey began with awareness campaigns, reaching women like Nakato through radio broadcasts and engaging community dialogues. They learned about the power of Village Savings and Loans Associations (VSLAs), a concept that seemed almost magical – women pooling their meager savings, lending to each other, and building a collective future.

FID staff guided them in creating robust group constitutions and operational guidelines, laying a strong foundation for their VSLAs. These weren't just groups; they were support systems, lifelines in a community often overlooked.

But knowledge was key. FID delivered comprehensive financial literacy training, teaching Nakato and her peers the intricacies of savings, record-keeping, and loan management. They learned how to calculate interest, manage pooled funds, and develop viable income-generating activities. Nakato, with her newfound knowledge, began dreaming of expanding her garden, perhaps even selling her produce at the local market.

The project went beyond financial skills. FID organized mentorship programs, where successful women entrepreneurs shared their stories, inspiring Nakato and her group. These weren't just lectures; they were sparks of hope, igniting the women's entrepreneurial spirit.

To provide the essential boost, FID established a revolving fund, offering startup capital to the VSLAs. Nakato used her share to buy better seeds and tools, increasing her yield. FID also facilitated linkages with microfinance institutions, opening doors to further credit opportunities. The impact was profound. Nakato's garden flourished, and she began selling her produce at the market, earning a steady income. She was no longer just a farmer; she was a businesswoman, a provider, a leader. Her children were better nourished, their futures brighter.

But the story wasn't just about Nakato. Across Lwengo and Mpigi, women were transforming their lives. They were building businesses, educating their children, and contributing to their communities. The VSLAs became hubs of empowerment, fostering a sense of solidarity and collective strength.

FID's project had woven a tapestry of empowerment, not just providing financial tools, but cultivating a culture of self-reliance and community support. The women of Lwengo and Mpigi were no longer just recipients of aid; they were architects of their own destinies, weaving a brighter future for themselves and generations to come.

3 **Planting Seeds of Empowerment in Kayunga's Girls**

In the heart of Kayunga District, where the promise of education often collided with the harsh realities of poverty and cultural barriers, a powerful transformation was underway. FID's "Breaking Barriers to Girls' Education" project was not just a program; it was a lifeline, a beacon of hope illuminating the path towards a brighter future for countless girls.

For 14-year-old Sarah, the dream of completing her education felt distant. Her family struggled to afford basic necessities, let alone school fees and supplies. The lack of sanitary facilities at her school made attending during her menstrual cycle a humiliating ordeal. Cultural norms whispered that a girl's place was in the home, not the classroom. But FID's project was about to change all that. "I used to think my future was already written," Sarah shared, her voice filled with a newfound confidence. "That I would get married young, have children, and never leave my village. But FID showed me that I could choose my own path."

FID's journey began with community engagement, a crucial step in dismantling deeply ingrained beliefs. They held meetings with parents, religious leaders, and local authorities, emphasizing the transformative power of girls' education. Radio talk shows and social media campaigns amplified their message, reaching every corner of Kayunga.

The project's impact was tangible. FID distributed essential school supplies – books, uniforms, and sanitary pads – ensuring that girls like Sarah had the tools they needed to learn. They constructed and renovated girls' latrines, providing privacy and dignity, transforming schools into safe and welcoming spaces.

But the project went beyond infrastructure. FID established safe spaces and girls' clubs, where Sarah and her peers found mentorship and peer support. They learned about their rights, built their confidence, and discovered their voices.

Recognizing the pervasive issue of gender-based violence, FID conducted workshops, training students and teachers on prevention and response strategies. They supported mothers and caregivers with income-generating activities, alleviating financial pressures and reducing the risk of girls dropping out of school.

For girls at risk of dropping out, FID introduced vocational training, providing them with valuable skills for future employment. They worked closely with law enforcement to strengthen the protection of girls' rights and provided psychosocial support to survivors of gender-based violence, helping them heal and continue their education.

Addressing the critical issue of menstrual hygiene, FID distributed reusable sanitary pads and provided comprehensive education on menstrual hygiene management. 1 They partnered with health centers to offer reproductive health education, empowering girls with knowledge about their bodies.

The project's success was meticulously tracked through a robust monitoring system, ensuring that every girl received the support she needed to thrive.

Sarah's story is a testament to the project's transformative power. She is now a confident student, actively participating in her education. She dreams of becoming a teacher, inspiring other girls to pursue their dreams.

In Kayunga District, FID's "Breaking Barriers to Girls' Education" project has planted seeds of empowerment, nurturing a generation of girls who are breaking free from societal constraints and embracing their full potential. They are not just students; they are agents of change, shaping a brighter future for themselves and their communities.

MONITORING AND EVALUATION

To ensure the effectiveness of our interventions, FID established a robust tracking system to monitor progress throughout the program period. This system enabled staff to regularly collect and analyze data on pupil attendance, academic performance, and other key indicators. By tracking pupil progress, we were able to identify areas of improvement, adjust our strategies, and make data-driven decisions to optimize project impact.

We conducted comprehensive midline and endline evaluations to assess the project's impact and progress towards its objectives. These evaluations involved surveys, focus group discussions, and interviews with pupils, teachers, parents, and other stakeholders. The findings from these evaluations provided valuable insights into the project's strengths and weaknesses, informing our strategies for future improvement and scale-up.

Through stakeholder reflection meetings, we brought together key stakeholders, including teachers, parents, and community leaders, to reflect on the project's impact and share lessons learned. These meetings provided a platform for stakeholders to discuss challenges, successes, and best practices, and to identify areas for future collaboration and support. By fostering a culture of reflection and learning, we ensured that the project's benefits were sustained and replicated, ultimately contributing to improved education outcomes for disadvantaged pupils. A total of 5 meetings were conducted reaching 125 stakeholders from all targeted districts.



Stakeholders quarterly meeting in Mpigi District



FID Uganda conducting a stakeholders feed back meeting in Kampala



Lessons Learned & Challenges:

Feasible Initiatives for Development (FID) has gleaned several critical lessons from its 2024 projects, highlighting the paramount importance of community-centric approaches. Consistent and targeted engagement, deeply rooted in understanding local cultural nuances, fosters trust and ownership, crucial for long-term project sustainability. Moreover, FID's success underscores the efficacy of multifaceted interventions. Addressing financial, educational, health, and social needs concurrently yields holistic results, strengthening overall community resilience. Empowerment through skill-building and knowledge transfer also emerged as a vital strategy. Equipping individuals with financial literacy and vocational skills, coupled with mentorship programs, cultivates self-reliance and ambition. Furthermore, robust monitoring and evaluation systems are indispensable. Regular data collection, comprehensive evaluations, and stakeholder reflection meetings facilitate continuous improvement and accountability. Finally, strategic partnerships amplify impact, enabling FID to expand its reach and resources through collaboration with diverse stakeholders.

However, FID also encountered significant challenges. Socio-cultural barriers persist, requiring sustained effort to overcome deeply entrenched norms and promote gender equality. Resource constraints limited scalability, necessitating strategic resource allocation and diversified funding sources. Logistical complexities in remote areas hindered service delivery, emphasizing the need for robust infrastructure and communication strategies. Addressing complex social issues, such as gender-based violence, demanded comprehensive and coordinated efforts, including psychosocial support and legal assistance. Ensuring long-term sustainability remained a critical challenge, requiring FID to build local capacity and develop effective exit strategies to integrate project benefits into existing community systems.

FID'S NEXT STEPS:

Building upon the valuable lessons and addressing the persisting challenges highlighted in the 2024 annual report, FID will strategically pivot its future plans towards fostering deeper community engagement and ownership. This will involve empowering local leadership through capacity-building initiatives, ensuring culturally sensitive program design, and transitioning towards community-led projects that prioritize beneficiary agency. Simultaneously, FID will enhance its holistic intervention approach by further integrating health, education, economic empowerment, and governance programs. Special emphasis will be placed on strengthening psychosocial support, integrating climate resilience strategies, and expanding nutrition and food security initiatives to address the multifaceted needs of vulnerable communities.

Furthermore, FID will focus on scaling up economic empowerment and skill development. This includes facilitating stronger market linkages and value chain development, integrating digital literacy and entrepreneurship training, expanding financial inclusion through innovative approaches, and diversifying vocational training programs to align with evolving labor market demands. To ensure continuous improvement and maximize impact, FID will strengthen its monitoring, evaluation, and learning systems. This involves enhancing data-driven decision-making, conducting rigorous impact assessments, developing knowledge-sharing platforms, and increasing the use of technology to track participant progress and provide educational support. Lastly, FID will prioritize building sustainable partnerships and diversifying resource mobilization strategies. This includes forging strategic alliances with government agencies, NGOs, and the private sector, investing in capacity building for local partners, and advocating for policy changes that address the root causes of poverty and inequality. Ultimately, FID's future plans will emphasize sustainability, scalability, and measurable impact, ensuring its programs continue to empower marginalized communities and contribute to long-term development.



G OVERNANCE AND MANAGEMENT

FID operates under a strong governance structure, led by a dedicated five-member board, and is driven by a dynamic four-member executive team. This leadership ensures strategic oversight and effective day-to-day management. To maintain operational excellence and accountability, FID employs robust financial management systems, guided by a comprehensive suite of policies. These include finance, procurement, human resources, communications, change management, strategic planning, monitoring and evaluation, HIV/AIDS, child protection, whistleblowing, advocacy, and volunteerism. The thorough understanding and consistent application of these policies by both staff and board members underscore FID's commitment to high organizational standards. Furthermore, FID's sustainability and growth are bolstered by a strategic resource mobilization framework. This framework, developed through meticulous analysis of organizational programs, resource requirements, and activities detailed in the institutional strategic plan, ensures FID can effectively secure the necessary resources to achieve its mission and expand its impact.

Board of Directors

Name	Position
Mrs. Nansubuga Sylvia	Treasurer
Mr. Hasahya Samuel	Member
Mrs. Nalugwago Agnes	Member
Mrs. Nalubega Sylvia	Member
Mrs. Ahimbisibwe Moreen	Chairperson Board

Management Team

Name	Position
Mr. Kawanguzi Willy	Executive Director
Ms. Namata Fatuma	Program Manager
Ms. Winfred Muhumuza	Resource Mobilization Manager
Ms. Namalehya Faustar	Finance Manager
Ms. Kakungulu Resty	Human Resource Manager
Mr. Luyima Muhammad	M&E Manager

APPENDICES

List of Donors
List of Partners
Financial Reports



Female youths after a sexual Reproductive health training at their tailoring skilling centre in Kayunga District.



Teenage mothers after a financial literacy training in Wakiso District.



Classroom block still under construction at Sunset primary school to improve learning environment for primary seven pupils.



An empowered young woman in her Tailoring bussiness



FID staff pose for group photograph



Engaging out of school girls to embrace Vocational skilling.



Baking class at the vocational skilling center



Community engagement meetings with vulnerable households.



Vulnerable girl that needs support in education



Amplifying girls voices in Wakiso District community engagements.



Women Leaders voicing their issues in a community dialogue



An Empowered woman in her business from Mpigi District.



