

# PROFILE CHAWOA

## Who we are:

- CHAWOA
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- CBO Registration No: S/N017/2012
- NGO registration No. 9760
- Year of established: 2003
- Contact: Peter Simon Okello [sokello@chawoa.org](mailto:sokello@chawoa.org)

Founded by a group of women, we are a local NGO based in Soroti District, in Eastern Uganda, working with women and their families to promote longer, healthier, lives through building confidence, improving relationships, enhancing rights to access of services, micro-enterprise development, reducing stigma and discrimination around HIV and delivering HIV prevention interventions. In addition, we advocate for the rights of women and children affected by domestic violence and abuse, as well as strengthening referral networks of cases of bride price violations and issues of child marriages.

## Vision

- A society with sustainable health and wealth for people affected by HIV/AIDS and equal access to better and affordable services.

## Mission

- Promoting longer healthier lives and economic freedom
- Support those affected by HIV/AIDS live in peace whilst sustaining their lives, supporting Health improvement and education, through confidence building programs & provision of resource management skills to enable improvement in household incomes for people living with HIV and Orphans and Vulnerable Children and their carers.
- Our aim is to support the prevention of HIV/AIDS, empowering those living with HIV to cope and self-manage.

## Core Values

- Accountability and Transparency
- Compassion and Empathy
- Confidentially
- Dedicated service and being a safe space

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## Our Guiding Principles

- Continuous empowerment
- Our actions shall be guided by our core values
- We shall continue to offer service above self
- Esteem financial discipline
- We shall put in place checks and balances for quality control
- Respect for autonomy and dignity

## What we do

- OVC education and well-being
- HIV/AIDS prevention and support
- Economic empowerment and livelihoods
- Advocacy on rights

## Support Groups

CHAWOA has since 2003 successfully developed PHA support groups into learning hubs in the Sub Counties of Gweri, Arapai, Kamuda and the three division of Soroti municipality. These groups with the leadership of trained community champions (expert clients) form community support mechanism for ART adherence, HIV/AIDS advocacy and referral.

This work has created an impact on the level of response to HIV among the community especially women and girls (more than 4000 PLWHA have been directly reached with confidence building programs to counter stigma and discrimination) and level of responsiveness of key institutions and broader societal participation has increased.

## Advice and Support

We provide advice, support and referral to the local community on a range of issues on rights with specific reference to HIV and sexual health and domestic violence.

## Positive Self Management Programme (PSMP)

Our PSMP programme serves to empower those living with HIV to improve their ability to self-manage.

## Outreach programme

Couples outreach program has provided a platform for relationship building and promotes sustained discordancy among couples with one partner living positively. In addition we support the development of community champions as part of the involving users in our outreach activities including home based care.

Also, through our outreach programme, we provide school packs to OVCs to support their retention in schools and improve their individual class performance.

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## Enterprise Training

Training OVC in life skills (craft and beads making) and developing client support groups into empowered autonomous Village Savings and Loan Association to promoting money management intervention for savings, access to consumer credit and encouraging improved family financial management as a way to provide working capital for micro-enterprise growth and enhancing clients ability to support ART adherence.

## Counselling support

We provide counselling support and referral for victims of domestic violence to appropriate institutions and follow up to ensure their safety.

## Governance and Board

We are governed by a constitution and led by a board of trustees with a wide range of experience:

### **Chair Person      Alice Kego**

Mrs Kego has organizational skills: she has high insight and managerial skills in corporate functioning developed from 20 years' experience working as an administrator in Electoral and constitutional commissions and constituent assembly and the office of the president. She has a vast experience in golf and has been a president of Uganda ladies golf association for 4 times and won prestigious accolades and tournaments both nationally and internationally where she has accumulated a souvenir of over 50 trophies.

She has ability to Capitalize on opportunities and Emotional intelligence acquired from over the years 15 years in civil service and drawing from this experience and competence to provide for the future-vision(long term focus, time span perspective) and initiate policy and directive

Developing and enhancing work relationships. She has good understanding of organizational functioning and corporate structure. Over 8 years in working in the office of the president has given me cross-cultural savvy- shape the culture-value –based organization, leverage diversity, understanding and accepting different and multiple cultures. She can manage National-Level relationships; manage joint/combined and inter agency relationships

### **Treasurer:      Patrick Ndira**

Experience of third sector leadership: Solid track record of working in the third sector since 1997. Sound understanding of Governance processes: Familiar with best practice in management and financial governance

Research and analysis skills: Experienced in conducting surveys, situation analyses and organizational capacity analysis. Excellent Strategy formulation skills, participatory planning,

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monitoring and evaluation: He has worked with various tools and techniques including Logical Framework analysis, PLA tools and techniques, causal pathway analysis, surveys and acted as focal point person leading in-house teams through two strategic review rounds (1999 and 2005).

He is also familiar with Rights Based Programming and organizational change management skills: He is an external mentor to 5 organisations in the United Kingdom supporting them through their growth path.

### **Member: Dr. Catherine Ann Kabenge**

She is medical Officer with over 23 years of medical experience professionally. She is currently a senior consultant special grade dentist in Mulago hospital, department of oral surgery. She has also won the prestigious first prize of the international association of dentomaxillofacial radiology imaging research award 2009

Besides being a member of the medical professional counsel where she has led as the president for 5 times and as vice president 3 times her greater talents have been exhibited in sports for over 30 years and majoring in golf, she has won 15 major national tournaments. She Develops and maintains successful relationships and partnerships

She has strong ability to work in a group, Influences others through facilitation, collaboration, consensus building and modeling to achieve results, manages difficult and complex relationships attributes drawn from her experience in sports and national professional bodies for over 30 years

### **Member Dorothy Ruth Aino**

Professional teacher with over 18 years of experience and a girl child activist, who has supported, facilitated and advocated for the rights of women especially the girl child. She is familiar with women rights and promoted girl child education and development. She draws from her experience of 10 years working with rape and defilement victims in schools and has become an ardent mouth piece to raise community wide advocacy against child abuse and neglect.

### **Secretary: Peter Simon Okello**

He is a health service manager with a background in public health. With a 9 year experience working with local government and NGO sector, he exhibits organizational, communication, writing, analytical and strong participatory skills. His rich experience in the implementation of home based voluntary counseling and testing of HIV has built his strong people, leadership and management skills

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He demonstrates the use of sound judgment, proactive problem solving and skills in solving issues using a sound decision making approach whilst having ability to focus resources to achieve mandate and goals and demonstrates capability to priorities and promotes calculated risk taking to achieve goals

He exhibits understanding of factors that can impact success and experience in understanding results using performance measures in his current position as the CEO of CHAWOA and the secretary to the board.

### Financial management

The organisation has robust financial management systems and an effective system of internal control over the use of its financial resources. There is a finance committee of 5 persons with a board representative who reviews monthly budget performance. Management shares quarterly finance reports with the board and annual donor monitoring reports are shared with donors. A finance manual/policy is in place to guide CHAWOA's financial ethics, maintenance of proper accounting records and systems. The system also provides for independent and effective internal and external audit with measures in place to prevent and detect fraud and a properly kept asset inventory/register to safe guard assets

### Community involvement and engagement

CHAWOA recognizes her role in promoting effective community engagement and over the past five years we have;

- Worked in partnership with other organisations
- Undertaken effective and inclusive engagement in our own work
- Built community capacity on HIV/AIDS prevention through training of community expert clients (Community champions) that form the communities support mechanism.
- Good practice and good relations with the community, developing change and promoting access to services and resources for community's utilization have been influenced by community's participation in CHAWOA programs.
- Community outreach programs that are tailored to provide a forum for active community participation enhanced by the expert clients who form part of the community support mechanism.
- Participatory monitoring and evaluation approach using the community score card empowers community members to identify service gaps and local intervention links (map local key players and existing mechanisms) during focus group discussion a process which enhances proper knowledge of their own community, ownership and sustainability of the programs.

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Regular feedback from volunteers who form part of the community support mechanism is given during monthly review meetings in support groups and this also acts as a forum for disseminating information and promoting services delivery to the wider community. The quarterly focus group discussions have guided CHAWOA to identify instances of good practice and areas for improvement.

### **Relationship with stakeholders**

CHAWOA works with a range of stakeholders. Consultations and meetings for active partnerships are routine. The comprehensive management of clients calls for regularly link up with our stake holders especially during referrals, trainings, stake holders meeting and consultative visits.

### **Workforce**

CHAWOA has at present 5 full time staff and 10 providing voluntary services to the organisation of which 60% are women who exhibit a mix of skills and expertise in community social and health service delivery. With diverse professional backgrounds in public health, health service management, social science, development studies and business administrations the staff exhibit strong community, participatory, communication, adaptability, and leadership and advocacy skills. Volunteers and staff have demonstrated the spirit of voluntarisms to build a working relationship with the community

### **Challenges and Opportunities**

CHAWOA faces a risk in funding as a result of donor dependency a situation that will affect staff capacity development and organizational sustainability. High demand for services and the increasing dependency syndrome among beneficiaries as a result of growing poverty levels. High commodity prices and inflation that has increased beneficiary needs. The rising HIV prevalence and stigma especially among the young population and the growing complacency towards HIV. Government policies like the mandatory HIV testing are expected to hinder disclosure and increase discrimination of persons living with HIV.

### **Evaluation and learning**

CHAWOA has M&E tools that are tailored to capture and communicate learning and indicators towards the desired results. M&E manual and eMES that help to guide the learning process and ensure that there is value for money in service delivery

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Learning from the implementation is shared with management staff and the board in review meetings. The partners and donors in stakeholders meeting and action plans developed to implement key learning issues

Sharing plan for the staff and board to understand learning from every stage of implementation is in place and recommendations help align key learning outcomes to program goals and strategies, a process that has strengthened organisation's identity and work.

There is formal induction process that clarifies roles for new staffs that join the work and enhance active participation during learning implementation and future development work.