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## Mentoring by Example

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Entrepreneur Yusuf Ariyo's [Hibiscus Sabdariffa](#) crop in-field at the CPAR Uganda Ltd Loro Learning Centre in Oyam District in Northern Uganda is ready for harvest. Harvesting, in fact, is in progress from December 2018 through the first quarter of 2019. Yusuf is an employee of CPAR Uganda. He is our Learning Centre Caretaker who is responsible for overseeing our four properties - land and buildings - that are located in Oyam, Lira, Gulu and Pader.

Whereas, it is not sustainable for CPAR Uganda to pay Yusuf a huge monthly financial remuneration, he agreed to our innovative remuneration scheme in which we pay him a small financial remuneration and in the traditions of Customary Land Tenure of the regions in which our properties are located, we give our employees access to our land – including backyards and front yards - for them to farm for their own consumption and for surplus to trade.

A major condition, however, for accessing use-rights of our land to our employees is our requirement that they utilise the land in such a manner that they develop agricultural value chains that are economically viable, are of high nutrition value and are culturally acceptable. We also require that the value chains be those that can be easily replicated and adopted by the surrounding communities; and through which we can facilitate self-reliant development processes for the benefit of our host communities.

Yusuf's Hibiscus Value Chain was a massive success in 2018 and in 2019 it is hoped that he will surpass his achievements so far. Most importantly, we will make every effort to ensure that Yusuf's value chain will be widely replicated within the surrounding communities of Loro Sub-County, Oyam District, and Lango Sub-Region to begin with, and in Uganda as a whole.

Leading by example, as Yusuf is doing, shall be one of the ways in which we will mentor our student interns, giving them hands on practical knowledge and skills on how to do development within their respective communities.