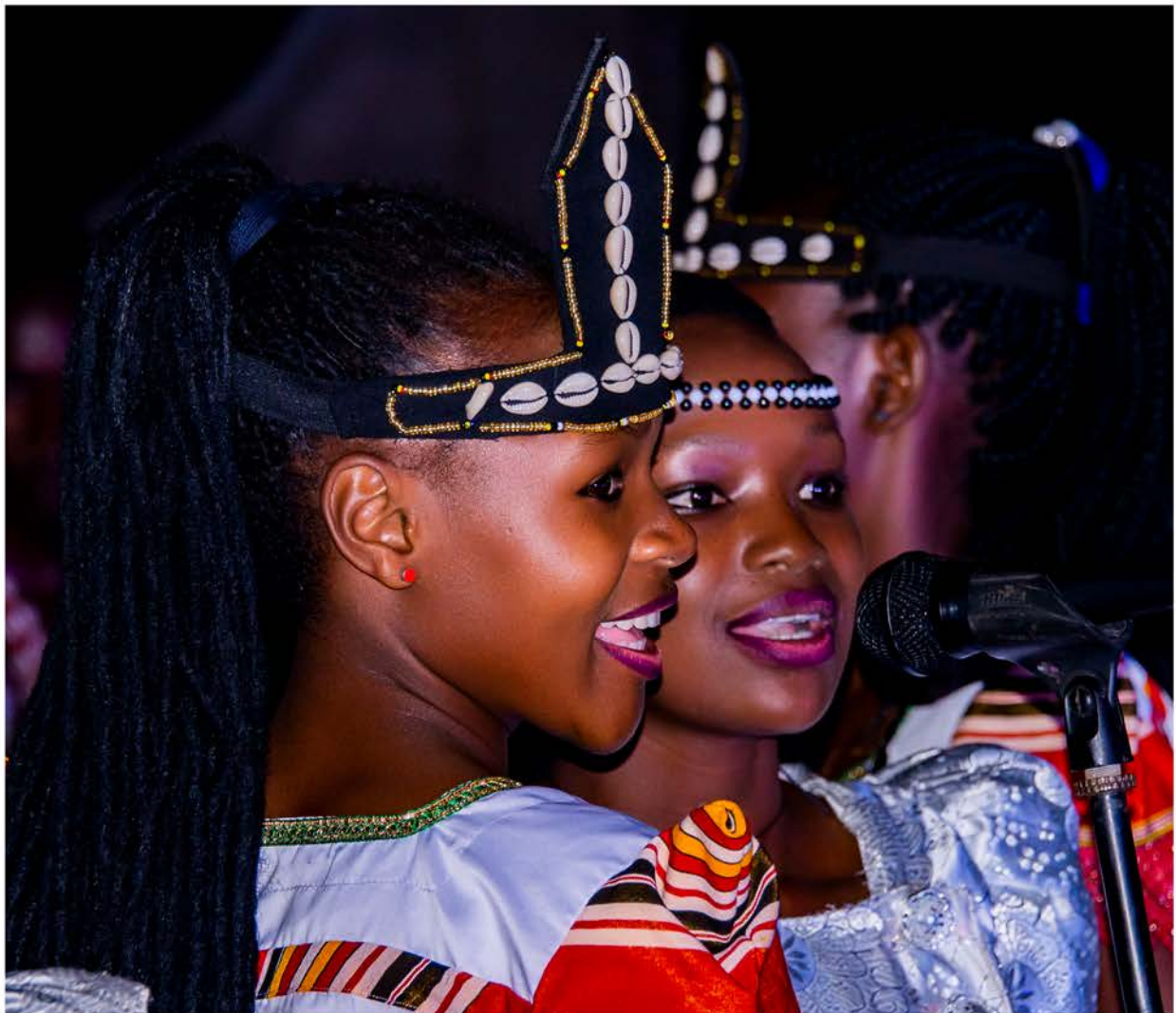


# ROCKIES ANNUAL REPORT 2019



## THE BOARD CHAIRPERSON'S MESSAGE

Dear stakeholders,  
Happy New Year and to every person who will have a chance to read this report I wish you a prosperous 2020.

The year 2019, has been an incredible year having achieved most of the targets we set out to achieve. Our continued commitment to skilling and empowerment of underprivileged yet talented young people across the country has been maintained with your endless support. Just like we shared the good news of completing the balance on the land for which the Academy will be constructed, I take the honor once again to inform you that our biggest goal for this year is to have the construction kick start and this will be commissioned with laying a foundation stone between the first and second quarter of 2020. Again we have to report to you that our leadership and mentorship program is fully ongoing, alongside fashion and design as we continuously enroll more talents. This year also has seen us fully endorse our policies and trainings have been ongoing to ensure the young people fully understand and appreciate them well and also each staff was able to sign a commitment form to fully acknowledge they have fully read and understood them.



These include; Talent Identification, Development and Management; Peer to Peer; Child Protection; Sexual Harassment; Anti-Bullying, Discrimination and Harassment.

Finally, I would like to again send in a vote of thanks to our Management team that is highly committed to a young person's cause, doing as much to ensuring their lives are transformed in a more purposeful way to the benefit of not only themselves but the whole country at large.

We look forward to sharing more exciting times with you into the New Year with many more amazing programs we hope to spread out to you for both support and guidance.

Dr. Sylvia Tumuhairwe Alinaitwe

## TEAM LEADER



Dear Family and Friends, 2019 has been a year of Great things happening, both to me as an individual and also to the organization as a whole. However our highlight was the Government a l l o w i n g Performing Arts to be taught in lower

secondary schools as a subject. This alone makes our work more than relevant and our impact will surely increase tremendously. We are very happy to share with many young people our tools of training, for them to be independent and critical thinkers, who are confident and capable of using their God given talents to be self-reliant and contribute to the socio-economic transformation of their communities. This has made us design a program called Performing Arts for self-reliance (PAS), that we are going to roll out to secondary schools, with a well-developed curriculum that will help students not only pass exams, but to practically use performing arts as a platform to help them be successful and self-reliant in life. We are very excited about our new program and we welcome all possible partners to work with us.

As I graduated from a wonderful and impactful program of the African Visionary Fellowship, I had a chance to go through the Perennial Fellowship program, another amazing program that helped me become deep rooted to better lead Rockies Organization. Thanks to Segal Family Foundation for the support, thanks to Perennial team for sharing with us these memorable experiences. I was also able to share part of our skills in performing arts with several attendees during the Segal AGM,

which was very enriching and empowering. I later attended the Opportunity collaboration in Mexico. This did not only open up doors for us as Rockies, but an experience of learning and unlearning, connecting with likeminded people and possible partners who are passionate about creating a positive change in the communities we serve. Issroff, WorldConect, Elevate Desitinations, among others, thanks for the warm reception. The climax was purchasing our own sound system to help us deliver quality productions to our clients. Thanks to Papa Pius and Family, & Uncle Titus Byaruhanga and Family. Gunther Family much Love forever.

In a special way, I want to thank you our esteemed clients who were able to hire our services for your functions during this whole year. These include individuals, companies, organizations, the church, government among others. We can never take your support for granted because it is from these contributions you give us that make your children stay in school and also live a descent life. In the same spirit, I want to congratulate the Team that represented us fully in Cairo-Egypt, for the Afro-china-folklore Festival, you indeed made us proud. The candidates who sat your exams, we are so proud of you and also special thanks go to the Board and management of Rockies, for the tireless efforts put in, to see Rockies grow. Our staff has since grown and the number of beneficiaries increased.

As we plan to start the construction of our own facility for the Academy in 2020, allow me re-echo our voice to each and every one out there, to stand with us in this development so that your children have enough space to grow and exercise their full potential.

Thank you once again for your kindness and all the contributions towards our development. Thank you Segal Family Foundation for all the support you have given us, and believing in our idea, and thank you to the rest of our development partners.

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Ssozi Brian

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## PROGRAMS DIRECTOR



Greetings from Rockies Organisation, our fundamental mandate of skilling young people is never ending. Uganda today is hit by a working age group which lacks the basic skills required to get quality jobs, leaving them unable to achieve their full productive potential and limiting economic investment and growth. The challenge is further exacerbated by a rapidly changing global economy that increasingly requires workers to be innovative, flexible and adaptive. According to World Bank calculations, more than two billion working-age adults are not equipped with the most essential literacy skills required by employers. Among young adults under the age of 25, the number is about 420 million worldwide.

Foundational skills, such as literacy, provide critical scaffolding for young people and are a prerequisite for numeracy, problem solving, and socio-emotional skills. Helping young people develop these skills makes economic sense. Unskilled workers are forced into unemployment or are stuck in unstable low-wage jobs that offer little career mobility or

growth. As they age, they become increasingly vulnerable to job losses and labor market shocks. The results are devastating on a national level as well. Low skills reduce labor force productivity and make investment less attractive, decreasing the transfer of technology and “know-how” from high-income countries. Low skills also perpetuate poverty and inequality because the private sector can’t flourish in a country that doesn’t have a skilled workforce to sustain it.

At Rockies we have put focus on ensuring we provide at least three (3) basic skills to our young people;

1. Technical skills referring to the acquired knowledge, expertise and interactions needed to perform a specific job, including the mastery of the materials, tools, or technologies this is with bias to Performing and Creative Arts.
2. Cognitive skills which include literacy and numeracy. Here the focus is on the ability to understand complex ideas, adapt effectively to the environment, learn from experience, and reason.
3. Socio-emotional skills because we deal with young people of diverse backgrounds with different life challenges, here is to ensure they have the ability to navigate interpersonal and social situations effectively and include leadership, teamwork, self-control, and grit.

**Masesa Demiano**

## MANAGER ROCKIES TROUPE



I bring you greetings from Rockies troupe. 2019 has been a very demanding and busy year with quite a number of performances both locally and internationally this therefore, meant that the team needed to be expanded in order for us to satisfy our current demand. We deliberately increased on the numbers in the troupe to 60 members 33 girls from the ages of 11 to 25 and 27 boys from the ages of 9 to 26 years. Although 30 members from this team actively perform at professional level, others are still under training and skills development. As the New Year begins, we have plans of starting off our cultural family shows every Sunday at Pope Paul hotel to help us increase market awareness which later will result into increased incomes, skills development and professionalism of the team because of constant showcase.

I would also like to report that we have so far re-enforced our production department, in this we aim at increasing our quality of productions, and also explore into new regions for new dances which we hadn't performed before. The costumes department is another area we have invested heavily in order to improve our quality of display of productions. The instruments department as well has been beefed up to support productions and skills development on a personal level and for the entire troupe. I would like to commend the team for the hard work and improvement exhibited on stage during performances so far although we are looking forward to having an exceptionally quality troupe by the end of 2020 with improved levels of professionalism amongst members.

————— Seremba Eddy —————





# ABOUT ROCKIES

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Rockies is a grassroots organization running a Talent, Leadership and Skills Development program for children and young people in Uganda. The organization provides a safe and supportive environment for growth and development for bright and talented but needy children and youth through educational sponsorship, health support, nurturing and developing talents in soft and life skills, performing arts, as well as, grooming them for Leadership. The organization runs Rockies Troupe as a social enterprise that provides experiential learning and transitional employment to our beneficiaries in Performing and Creative Arts and helps to generate resources for other programs.

## VISION

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A GENERATION OF SELF-DRIVEN,  
SKILLED AND TALENTED YOUNG  
PEOPLE TRANSFORMING  
SOCIETY.

## MISSION

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NURTURING TALENTS AND  
DEVELOPING SKILLS OF YOUNG  
PEOPLE THROUGH PERFORMING  
AND CREATIVE ARTS IN AFRICA.

# MAJOR HIGHLIGHTS

## ROCKIES TROUPE PERFORM AT THE 64TH COMMONWEALTH PARLIAMENTARY CONFERENCE



Rockies Troupe entertained at the Opening of the annual meeting of the Commonwealth Parliamentary Association at Munyonyo Common Wealth Resort and the Speaker's dinner hosted at Parliament of Uganda later in the evening. The Commonwealth Parliamentary Conference is one of the largest gatherings of Commonwealth parliamentarians bringing together over 500 dignitaries from across the common wealth states and is a unique and valuable opportunity to network with legislators for shared-learning and to build diplomatic relations. The 2019 CPC included the landmark 30th Anniversary Conference of the Commonwealth Women Parliamentarians (CWP) as well as the election of the new Chairperson of CWP. The theme of this year's conference is: Adaption, engagement and evolution of parliaments in a rapidly changing Commonwealth



## AFRO-CHINESE FESTIVAL



30 countries including China,



**The event aims to boost the cultural relations between China and African countries**

ASWAN, Egypt, Oct. 27 2019-- The fourth edition of the Afro-Chinese Arts and Folklore Festival kicked off on Sunday inside ancient Philae Temple in Upper Egypt's Province of Aswan. Gathering troupes from 30 countries, the event that lasts until Oct. 31 is held under the auspices of the Egyptian Ministry of Culture, in cooperation with other ministries including those of tourism, antiquities, youth and sports, immigration, and social solidarity. Egypt's Minister of Culture Inas Abdel-Dayem said during the opening ceremony that the festival is continuation of "the extended and deep-rooted relations between China and Egypt in particular and China and Africa in general."

The event was attended by several Egyptian ministers, officials, parliamentarians, artists and movie stars. China's Xiamen Little Egert Folk Dance Group started the opening shows and was followed by troupes from Uganda, Sudan, Namibia, Algeria, Tunisia, South Africa and others.

[http://www.xinhuanet.com/english/2019-10/28/c\\_138507922.htm](http://www.xinhuanet.com/english/2019-10/28/c_138507922.htm)



## NATIONAL LEVEL EXAMINATIONS



Rockies Sponsored Students are now sitting and finishing their Primary leaving examinations as well as the Uganda Advanced Certificate of Education and Uganda Certificate of Education examinations. Wish them luck as they study hard and succeed!

Our Education program is constantly registering amazing success. Our beneficiaries are constantly progressing from one level to the other with flying colors even with a tight schedule that involves training professionally into developing their skills in Performing and creative arts program as well as performing with the Rockies Troupe.

This year alone we are pleased to tell you that we had candidates from all levels of National Examinations, we had 2 that sat for Primary Leaving Examination, 4 sat for Uganda Certificate of Education and 3 for Uganda Advanced Certificate of Education. On addition 7 of the candidates were girls and 2 boys.

# INTRODUCTION

The skills that youths will need to succeed in the 21st century

What do youths, especially those from poor families, need to thrive in Uganda today?

**T**wenty-seven years ago, that question had an answer. Near-universal literacy acted as the fundamental driver of lifting an unprecedented number of people out of poverty, according to the World Bank 1993 report

**“The Asian Economic Miracle.”  
But now basic literacy is not enough to  
assure success in fast-moving, creative and  
information-rich economies.**

This is an especially pertinent challenge in Uganda, where youth unemployment and underemployment are serious problems. Throughout Uganda, according to the World Bank and the International Labor Organization, youth unemployment is three to four times higher than the overall rate.

Government knows it needs to act to create jobs for young people, but clear and coordinated strategies are lacking. Government policies around skills for youths are spread across ministries and agencies and have little to do with one another. In fact, there are important disconnects between government agencies on what the problem is and how to address it. In a 2013 McKinsey & Co. global survey, 72 percent of education providers believed their graduates were workforce ready. Unfortunately, in the same survey only 42 percent of private sector respondents agreed with them



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# WHAT NEEDS TO BE DONE?

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Not surprisingly, there is no longer one answer. What is clear is that traditional teaching methods are not sufficient to imbue young people with the technical and problem-solving skills, the necessary understanding and resilience, to cope with and thrive in a rapidly changing system. Youths now need not just technical know-how, but cognitive ability and life skills such as interpersonal communication, financial literacy, teamwork and creativity.

They need broader sets of technological/STEM (science, technology, engineering and math) skills and often need creative and entrepreneurial strength. Traditional school curricula struggle to provide it all.

Government is advancing new schemes to provide young people with the skills they need, beyond literacy and traditional academic training. In 2017 for example, China announced the Reform Plan for the Development of

Industrial Workers and its focus on five sets of educational reforms, including ideological study, skills development, internet application, innovation and funding for workers' personal development.

Uganda today is focusing on new skills development focused on entrepreneurship and life skills with the highest youth unemployment in the region at 88 percent (in 2015). But given the variation of these skills, many of these efforts have been piecemeal. Skills programs are just as likely to be championed by government ministries involved with job creation and innovation as education. In Malaysia, participation in performing and team sports is considered integral to developing 21st century skills.

Corporate and private foundations are playing tremendous roles in demonstrating innovative ways to fill the gaps. The private sector also places a high value on skill development, for pragmatic as well as virtuous reasons, to advance a pool of potential employees

equipped for a variety of challenges. Both individual and corporate philanthropists are providing vocational, technical and life skills throughout Uganda. In fact, there are a number of different ways in which companies and private foundations are getting involved.

Over the past three years for example, we have provided training directly and through partner schools to more than 1000 young people, building the skills of in performing arts and life skills and with the government plan to introduce performing and creative arts in the curriculum of lower level education, Rockies shall tap into this opportunity to further integrate its performing arts program hand in

hand with the national curriculum. Societies now need young people who learn and master the skills for a dynamic, creative and globalized world. That skill set is more diverse than basic literacy, requiring new personal and professional abilities requiring specialized opportunities for learning. Increasingly, the private sector on its own or in collaboration with nonprofit organizations is stepping up to create programs to train today's youths with the skills necessary for growth in the 21st century. It's time for governments to catch up and work with these efforts to maximize their adaptation and deployment.

## ADMINISTRATIVE

The first board meeting, that ushered in the year made quite a number of recommendations that have seen a lot of improvements in the welfare of the entire organization and also in the administrative restructuring. We are also pleased to announce new members that have since joined our family on both the board and the administration .

### JOHNSON LWONDO

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#### BOARD MEMBER

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Co-founder, Executive Director, RODI. Johnson holds a Bachelor's degree in Arts, Organizational Studies and a Master's degree in Public Administration and Management. He became orphaned due to HIV/AIDS at 11 years old and had the burden of raising 5 young siblings. He managed to study as well as support his other siblings who all possess degrees in different disciplines now. The lessons learned during those hard times challenged him to start RODI. He is currently an accomplished social worker, social entrepreneurs a father and lover for growth of young people.



## SANDRA NANTEZA

### FINANCE AND ADMIN

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Sandra became committed to social change programs right from her University times restoring hope to young girls who are victims of rape and defilement from the disadvantaged communities. She comes on with a diverse background, including a Degree in Information

Technology major in Software and Systems Development from Mbarara University of Science and Technology (MUST), Certificate from MIT designing Health Information Systems to Improve the quality of care in resource poor settings, Worked with ACMW-East Africa Chapter visiting rural settings to teach basic computer skills to women and young people so as to improve their small scale businesses but as well track their Menstrual Cycles to avoid unnecessary pregnancies. 3 years working experience as a patient care associate and administrator and later the Human resources assistant with Dr. Agarwal's Eye Hospital. Currently pursuing her Post Graduate Diploma in Human Resources Management at Uganda Management Institute (UMI).

## GLORIA FLODA ADOCH

### ACCOUNTANT

Gloria holds a degree in Finance and Accounting from Kyambogo University. A hardworking and highly motivated accountant, who has acquired an extensive knowledge in this field for 4 years now, she is good with the most preferred accounting software and as well quick at developing precise financial reports with good communication and interpersonal skills.

She is also very much talented in designing and craft making, which skills she passes on to the beneficiaries when she through with her accounting work.



# SOCIAL IMPACT

Our social enterprise Rockies Troupe that provides experiential learning to our academy students was able to perform at 70 National and International events with an audience of over 500 each in this year 2019. This was a huge platform for practical experience to our young talents from the academy and we expect these numbers to double in 2020.

1. Our Team Leader and Donor relations Manager joined the rest of Segal Family Foundation Partners in New Jersey for the AGM.

Our Team Leader and Founder Brian Ssozi had the honor of participating as a Perennial Fellow and attending fellowship trainings and sessions in Seattle, Washington.

The Perennial Fellowship participants from across the globe return home with a deep sense of purpose, a global community of support, and a renewed vision and ability to catalyze positive social change.



2. Our Director of Programs was selected as the Country Liaison for Young African Leaders Summit and the Young Leaders and Politicians Network in Accra-Ghana. The Young Politicians and Leaders Network (YPLN), managed by a team of experienced, vibrant, dynamic and committed young professionals and leaders, is a global



movement of young change makers dedicated to training its cohort to take up leadership roles to influence the future of Africa and the world in general



3. In July, Rockies had the privilege of welcoming over 400 Prelates at the Golden Jubilee of the Symposium of Episcopal Conference of Africa and Madagascar (SECAM) at Rubaga Cathedral in Kampala. The celebrations attracted over 400 Bishops! SECAM President, Archbishop Gabriel Mbilingi of Lugando in Angola said that Africa is a continent that is mostly populated by young people who constituted the present and future of African countries. He stressed that today is the time for stocktaking and re-launching the journey with hope. Rockies is proud to contribute to that future of hope by continuing to invest in talented young people.



4. Holiday Training Program! Holidays at Rockies, is that time when the whole community is excited with new innovations coming up and or meeting with different professional trainers and facilitators for personal development. But also it is this time of the programming cycle that we get our troupe so busy into doing extensive research into new Music and Dance motifs.

Our beneficiaries have also turned out professional trainers. Different institutions are coming through to hire their services to train at their different institutions. Currently our team is out to train at Isamu Foundation Nursery and Primary School, Divine Primary School, Kawempe Junior Primary School and Uplands High School. Follow link to watch the trainings on our Youtube channel: <https://www.youtube.com/watch?v=IR2NDpNK66c&feature=youtu.be>

5. Rockies Organisation was invited by Stanbic Bank Uganda to be part of their National Schools Championship with Rockies Troupe giving the Theme Dance for the Championship. The aim of this Championship project is to promote access to better rounded education and enhance skills development through equipping students with entrepreneurship; critical thinking and life skills that we believe will better prepare them to be job creators in the future. The annual NSC is a flagship Corporate Social Responsibility project of Stanbic Bank that runs countrywide and has been taking place since 2016. It seeks to equip students with business and enterprise skills in a bid to nurture entrepreneurship, creativity and long term business thinking. Stanbic Bank Head of Corporate Social Responsibility (CSR) Barbara Kasekende congratulated the winning school saying they won because they followed the business plan which full filled all the required sustainability tests.





6. Rockies Troupe's creative dancing was featured in a premier event and sound bite for the TV series 'Kyaddala'! Kyaddala' is a Ugandan word for "It's Real." The Pan African TV series centers itself on many pressing contemporary issues in Africa and will be showing on NBS in Uganda starting this month! Read more Here:  
<https://makemeslay.com/kyadala-tv-series-created-by-emmanuel-ikubese/> .
7. December was a busy season, the team joined Atii and Kati Limited for a Kids Christmas party at Hillside Primary School, Naalya parking lot. We later entertained a team from International Justice Mission at Jinja Nile Resort, Jinja at their end of year. Then the 21st December Rockies troupe were the main entertainers as Cardinal Emmanuel Wamala was celebrating his Silver Jubilee. The year was officially climaxed with a Family Christmas Lunch buffet and Entertainment a partnership between Pope Paul Memorial Hotel Ndeeba and Rockies Troupe for all our esteemed clients.



# 1.0 STRATEGIC PARTNERSHIPS AND COLLABORATIONS

The organization took more strategic approaches by seeking to engage with and develop long term strategic partnerships with key organizations and institutions to advance its mission. The aim was not necessarily to seek funding but to collaborate with a few but strategic partners through joint projects, technical and management support and other related approaches. This year alone, we are happy about the increased number of partnerships that have come our way. These partnerships are both from the Segal Family Foundation network and other collaborative networks.



## THE MICRO FINANCE SUPPORT CENTER

As an organization, we would like to appreciate the endless support from The Microfinance Support Center towards activities and the commitment they have since shown us by opening up doors and stretching their mandate to support young people in the field of Creative and Performing Arts. The Microfinance Support Centre (MSC) is a Government Agency that manages micro credit funds on behalf of Government of Uganda; it facilitates access to affordable finance with a bias to the agricultural sector.



## PRINCETON IN AFRICA FELLOWSHIP

We entered into a partnership with Princeton in Africa

a US based organization which helps future leaders develop lifelong connections to the people and nations of Africa. They offer highly selective yearlong fellowships to recent college graduates with organizations across the African continent; they enable their Fellows, through their work, to make significant contributions to Africa's well-being; and they encourage their Fellows to cultivate meaningful relationships with communities in Africa and with each another. We have had an opportunity to work with Rayan Chevez a fellow who worked as a Communications and Donor relations Manager. This fellowship



arrangement is on a rolling basis and we look forward to receiving a new fellow.



## NATIONAL WATER AND SEWERAGE COOPERATION

National Water and Sewerage Corporation has consistently been an amazing partner to Rockies through the mentorship and leadership guidance offered through our Board Chairperson. We have received enormous support from the institution since inception, being partners and offering moral and financial support from the Annual Make Them Smile Concerts to other corporate gatherings they organize. The leadership is attached to our cause as Rockies and with their Corporate Social Responsibility strategy, we have to appreciate this kindness and look forward to continuously hitting the desired targets.



## GLOBAL GIVING

We are also thankful to be part of the Global Giving Platform. An online fundraising platform that helps connect charitable organizations around the world to a large network of individual and corporate donors to raise awareness and funds to support their impact in their respective communities. It's therefore, at this point that we come out openly to thank our supporters around the Globe, who have made it a

point to support us through Global Giving.

We were able to fundraise for the purchase of the Academy land and now we have jumped to a step of construction, we are confident through your generosity, this project will be a success.



## POPE PAUL IV MEMORIAL HOTEL

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The leadership of Fr. Musooka has been an amazing one in the support and promotion of our Rockies Troupe. The hotel has time and again offered a discounted price on the venue from where we have held our Make Them Smile Concerts. The venue is spacious enough and corporate for our clients, the Administration of the Hotel has done a tremendous job into giving the venue a new facelift with improved constructions that will have both a swimming pool and a leisure center. From the discussions we held last year Rockies and Pope Paul have entered into a partnership that will see Rockies Troupe schedule weekly or monthly Cultural family show performances every Sunday evening, these shows are open to all.





HIERARCHY OF MILESTONES (RESULTS)	INDICATORS	MILESTONE	TARGET	ACHIEVED	MEANS OF VERIFICATION	RISKS OR ASSUMPTIONS
Youth						
Output 1.0						
Recruitment of students in the talent ensured	# Of students who were recruited	80% Of the talented young girls and boys recruited to the academy	42 Talented young girls and boys recruited to the academy	60talented young girls and boys recruited	Attendance reports	Willingness of parents to support the program
Output 1.1						
Providing holistic care for students at rockies academy ensured	# Of medical complaints responded to and addressed.	Monthly medical check-ups conducted	4 Quarterly medical checkups to be conducted	4 Quarterly medical check-ups conducted	Medical reports	Resources available
Output 1.2						
Reproductive health and other enrichment programs conducted	# Of people reached with the advocacy campaign	Advocacy campaigns conducted	4 Quarterly advocacy campaigns to be conducted	2 Quarterly advocacy campaigns conducted	Reports from field engagements and visual recordings of each activity	Availability of funding opportunities to run these campaigns s
Output 1.3						
Menstrual hygiene and training ensured	# Of students trained on hygiene	Quarterly trainings conducted	4 Trainings to be conducted	4 Trainings conducted	Training reports	Willingness of the young girls to learn
Output 1.4						
Rockies troupe performing at national level events ensured	# Of performances held	Quarterly national level performances conducted	8 High level performances to be conducted	70 High level performances conducted	Media briefs	More available opportunities
Output 1.5						
Introducing in-house vocational skills training ensured	# Of students trained on vocational skills	Weekly vocational skills trainings conducted	4 Items trained	5 Items trained and learnt, hair dressing, beads making, tailoring, shoe making, instruments making records	Training records Products available	Willingness of the students to learn



Financial						
Design and implement new policies ensured	Organization management policies developed	Annual reviews conducted	Design and implement policies ensured	Peer to peer, child protection, talent identification, development and sexual harassment, anti-bullying, discrimination and harassment policies designed and implemented approved by board	Board minutes	Capacity of staff and all beneficiaries to use and be guided by the said policies.
Administrative						
Output 1.0						
Board meetings and charter ensured	Board meetings held	Annual board meetings conducted	2 Board meetings conducted	4 Board meetings conducted	Board minutes	Availability of all board members
Output 1.1						
Redesigning rockies website ensured	Redesigning of website conducted	Monthly update of the website conducted	4 Updates of the website to be conducted	4 Updates were conducted	Our website www.Rockiesug.Org	Availability of resources and information to ensure monthly updates
Output 1.2						
Creating partnership with an ssf partner ensured	#Partnerships made	Quarterly networking programs conducted	5 Strategic networks created	2 Strategic networks created with wezesha impact, princeton in africa	Mou signed	Willingness to enter into a partnership
Output 1.3						
Creation of strategic plan ensured	Strategic plan developed	Strategic plan developed	4 Year strategic plan to be improved	4 Year strategic plan improved	Strategic plan document available	Capacity to implement as planned
Impact						
Output 1.0						
Develop an m&e plan ensured	M&e plan developed	Quarterly m&e plan developed	Quarterly m&e conducted	M&e plan still under development	Template still under design	Capacity of the programs department to deliver as planned
Output 1.1						
Develop m&e tools ensured	M&e tools developed	Quarterly m&e tools created	Periodical m&e to be conducted	M&e conducted	M&e reports	Capacity of the programs department to conduct m&e

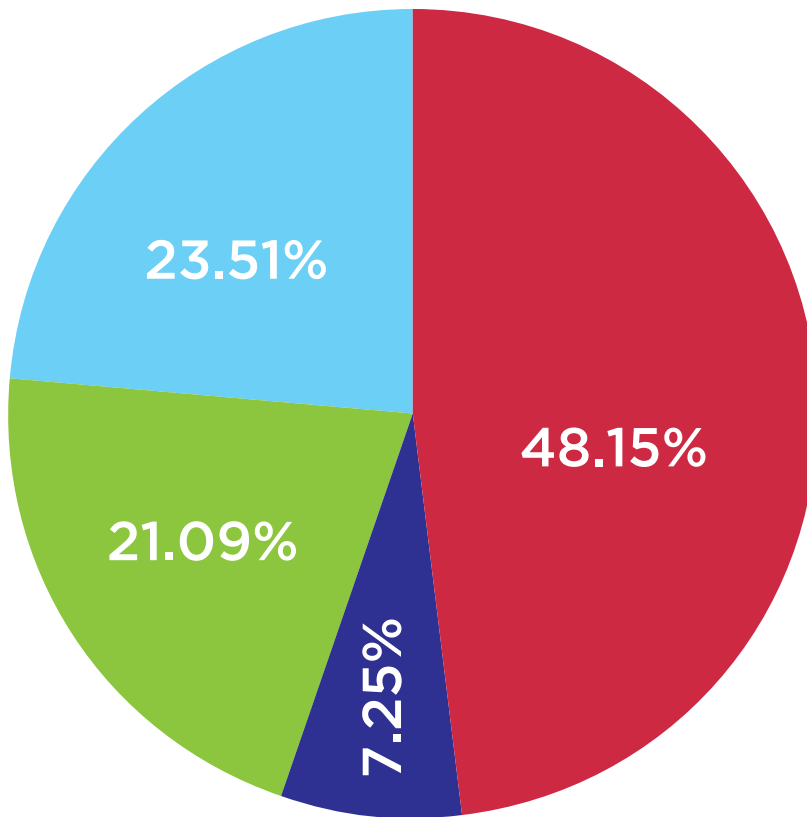
# CHALLENGES

Just as the organization has made achievements, there have also been a number of challenges and some are yet to be overcome. But these have been a huge learning opportunity for the organization.

- a) Limited space: there is a lot of talent out there but the organization still has limited capacity and therefore can only afford to bring in a few young people at a time.
- b) Transport to move performers and equipment to the various venues of performance is also a challenge.



# PROPOSED BUDGET 2020



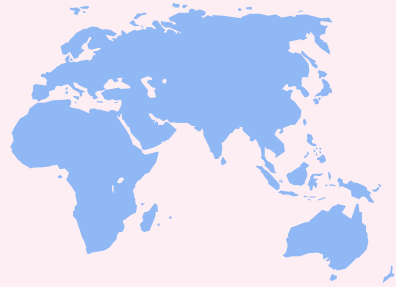
## PROGRAM

- Programs
- Capital Expenditure
- Program overhead
- Talent Academy Scholarship Program

PROGRAM	UG SHILLINGS	US DOLLARS
Programs	219,200,000	60,888
Capital Expenditure	33,000,000	9,167
Program overhead	96,000,000	26,667
Talent Academy Scholarship program	107,000,000	29,722
<b>TOTAL</b>	<b>455,200,000</b>	<b>126444</b>



## BOARD MEMBERS



**DR. SYLVIA TUMUHEIRWE  
ALINAITWE**

CHAIRPERSON  
BOARD



**REV FR JOHN JOSEPH  
SSENKAALI**

BOARD MEMBER



**PATRICK JUDE  
MUGISHA**

BOARD MEMBER



**JOHNSON LWONDO**

BOARD MEMBER

## OUR STAFF



**SSOZI BRIAN**

TEAM LEADER



**MASESA  
DEMIANO**  
DIRECTOR OF  
PROGRAMS



**NANTEZA  
SANDRA**  
FINANCE AND  
ADMIN



**SEREMBA  
EDDY**  
MANAGER  
ROCKIES  
TROUPE



**GLORIA FLODA  
ADOCH**  
ACCOUNTANT



**MARIA TENDO  
NAMUYOMBA**

FINANCE  
ASSISTANT



**NAMULINDWA  
ESERI**

PARTNERSHIP  
COORDINATOR



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2019

Was a Success because of you.  
Thank you.

