

BUKEDI RURAL AND URBAN COMMUNITY INNITIATIVES (BRUCI)



ANNUAL REPORT

2024

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MESSAGE FROM THE BOARD OF DIRECTORS, BRUCI.



**Rev. Borald Matovu,
Board Chairperson, BRUCI.**

The year 2024 has been one of opportunities and challenges, mainly due to the cumbersome registration process and shrinking civic space in Uganda.

The Board of Directors were appointed in July 2024 for a term of three years and the current Executive Director was recruited in May 2024. I would like to thank the fellow Board Members for all the support and commitment over the year. I also appreciate the BRUCI staff for their diligence and sacrifice towards the organization. Special appreciation to the BRUCI Partner Organizations that continue to make the organization more relevant and impactful. We are also indebted to the service providers and government agencies that worked with us during the year.

The 2024 Annual General meeting (AGM) and quarterly Board meetings were organized in a hybrid manner (both physical and virtual). This was a special AGM as we geared up to the official opening of the BRUCI head office in Tororo District and regional offices in Busoga, Karamoja, Kigezi, Bugisu and West Nile sub regions.

During the reporting period 2024, there has been shrinking civic space for Non-Governmental Organizations (NGOs). Equally, we have seen an increase of destruction of the environment with impunity but also worrisome land grabbing cases being reported almost daily across the country. There have been heightened attacks to land and environment Human Rights Defenders (HRDs) who are working to defend the rights of the most vulnerable people in the communities in Uganda.

I would also like to thank all our friends, well-wishers and development partners like the Development Network of Indigenous Voluntary Associations (DENIVA), Global Network of Civil Society Organisations for Disaster Reduction (GNDR), Charter for Change (C4C), Top Table Gardens (TTG), NGO Quality Assurance Certification Mechanism (QuAM), Tororo District Local Government, Busia District Local Government, among others for believing in us and rendering us both the financial and technical support to promote good Governance and Human Rights, Disaster Risk Reduction and Environmental Protection, Community Health and Education, Resilient and Sustainable Livelihood and Research, Innovation and Capacity Building. I would also like to thank the board and staff of BRUCI for working tirelessly hard in keeping the offices well organized.

Sincerely

Signed by

Rev. Matovu Borald,
Chairperson, BRUCI Board of Directors.

MESSAGE FROM THE EXECUTIVE DIRECTOR, BRUCI.



The year 2024 was a kick off year for BRUCI after fully registering with all the regulators in Uganda as a national indigenous Non-Government Organisation. It is when we started to get support for most of our activities from different partners and donations from well-wishers.

Therefore, we are grateful to everyone who has been beneficial in the setting up of BRUCI. We are now ready for activity implementation and project intake after setting up different systems, policies, structures and tools to support and guide the BRUCI programme and project implementation. We will continue with our core programmes that include Governance and Human Rights; Disaster Risk Reduction and Environmental Protection; Community Health and Education; Resilient and Sustainable Livelihood; Research, Innovation and Capacity Building.

Mrs. Babirye Mariam,
Executive Director, BRUCI

We had activities centered on undergoing the NGO Quality Assurance Certification Mechanism (QuAM) which was successful and we received a QuAM certificate. We also joined different networks like Charter for Change, Development Network of Indigenous Voluntary Associations (DENIVA), and Global Network of CSOs for Disaster Reduction (GNDR). BRUCI produced the quarterly civic space reports in Uganda as one of the ways of monitoring the shrinking civic space in the country.

We implemented the views from the frontline project that aims at gathering views from the different stakeholders in the community to create a way on how to battle disaster and become disaster resilient in their disaster prone communities. Several kitchen gardens were established for both rural and hard to reach areas and urban communities for food security and poverty reduction in Bukedi as a sub-region and Uganda at large.

I want to thank the committed Board of Directors, Partner organisations, Development partners, staff members who collectively joined efforts and made this year a success through implementation of different activities, participating in different activities and at the same time to formed a strong team to crate impact at all levels of different activity implementation.

We have continued to promote accountability among civil society sector within Uganda through strengthening the NGO Accountability & Solidarity within a shrinking civic space. We are fostering Transparency Accountability and Anti-Corruption in the implementation of Government interventions in Uganda through our Neighborhood assemblies (NAs).

Sincerely

Signed by

Babirye Mariam,
Executive Director.

1.0 OVERVIEW OF BRUCI

1.1 Our Background.

BRUCI is a national organization that was founded with the aim of empowering rural and urban communities for self-reliance. BRUCI is an indigenous organisation headquartered in Tororo District, targeting a cross-section of beneficiaries who include vulnerable children, adolescents, youth, vulnerable adults (women and men), persons living with sickle cells, HIV, Key population, persons with disability in hard to reach and underserved communities. BRUCI uses bottom-up and holistic empowerment approaches to build community led groups that focus on individual behavior change amongst vulnerable communities for sustainable livelihood transformation. BRUCI's core programme areas include; Democracy and Human Rights; Disaster Risk Reduction and Environmental Protection; Community Health and Education; Smart Agriculture and Economic Empowerment; Resilient and Sustainable Livelihood; Research, Innovation and Capacity Building.

BRUCI's vision is: “A self-reliant, sustainable and holistically transformed Community” and mission is: “Building an empowered community through capacity building, economic empowerment, smart agriculture, linkages and networking for sustainable livelihoods and community-centered development.”



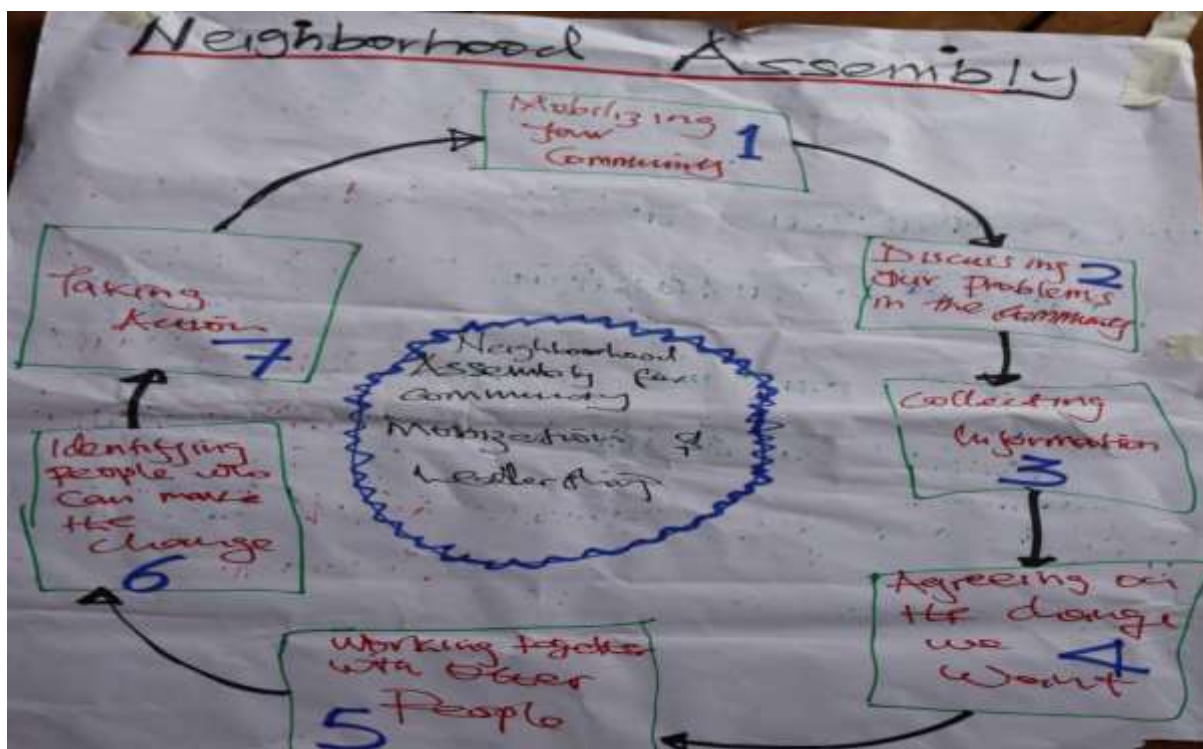
Figure 1: Kabale NA during their parliament

1.2 Our Approach.

BRUCI works with and through five hundred and forty eight (548) Neighborhood Assemblies (NAs) spread across the country using a bottom-up and holistic empowerment approach termed as “Neighborhood Assembly (NA)” that is community led, focusing on individual behavior and mindset change amongst vulnerable communities and groups for sustainable livelihood transformation.

A Neighborhood Assembly is a peoples’ democratically elected parliament operating at a local community (village) level. It is a local community parliament by the people and for the people. A NA brings many benefits to the community which includes leaders taking responsibility for community development and also a good way to start and maintain good community leadership, extending from the local community level to the national level. NAs transform the community in a simple but coordinated ways where involvement and participation are important and initiated by an individual or an organisation. NAs build peoples’ knowledge and capacities which the community, region or country needs in order to challenge or question what their leaders do and how they represent the community interests and concerns.

We also use other approaches like Enabling Rural and Urban Innovation (ERUI), Village Saving and Loan Associations (VSLAs), Community Model Gardens (CMGs) Managed Tree Nurseries for indigenouness, Community Events (cultural, sports, talk shows, dialogues, Parliaments etc.) on peaceful coexistence, Mobile Health Clinics and Gender Action Learning System (GALS) among others. We deliver grassroots programs i.e. capacity building for grassroots structures, youths and leaders in some of the hard to reach and underserved areas in collaboration with local governments, other CSOs, CBOs, NGOs, religious and cultural leaders to enhance capacities at both institutional and community levels for inclusive and effective service delivery. We strongly believe in partnerships and networking to achieve our objectives since we contribute and complement the work of government and other development actors in realizing the set broader development agenda at national and international levels.



BRUCI conducts research to generate information for evidence based advocacy to engage government in the formulation, review and implementation of policies and programs in favor of marginalized groups like women, children, persons with disabilities among others. BRUCI partners with MGs to implement projects that address community challenges and make a difference in the lives of the people. Reflection meetings between the implementing organizations are organized for peer review and to come up with collective actions and voice.

BRUCI advocates for a conducive environment for civil society to operate. It amplifies voices from the grassroots through the media, publications, BRUCI website and networks at the national, regional and international levels. BRUCI is a member of Development Network of Indigenous Voluntary Associations (DENIVA) and as undergone the Quality Assurance Mechanism (QuAM) as a credible and effective organisation in Uganda.

BRUCI aims at building an empowered, courageous and vibrant citizenry that demands for a Uganda that is democratic, accountable and with efficient institutions that serve its people. BRUCI is a member of regional and international partnerships that foster mutual learning, sharing of best practices and documentation of experiences.

BRUCI impacts the Civil Society in three broad spheres that are interconnected. At community level working with indigenous groups where real-life issues are felt, contested and prioritized, and solutions are negotiated. The second sphere is the public sphere where we advocate, engage and seek to understand the nexus between policy and practice. Here we amplify our ideas, lessons and challenges that arise from the community level work and thus contribute to building a strong network of partners to contribute to the broad democratic and citizen wellbeing agenda. The third sphere is the policy sphere where we work intentionally to engage with targeted public officials as a way of building pro-people policy and regulatory frameworks that allow indigenous organizations to thrive.

BRUCI is governed by Annual General Assembly that comprises of all BRUCI members and led by the Board of Directors comprised of five eminent members that serve for a period of three years. The BRUCI secretariat that comprises of 15 staff and 15 volunteers is led by the Executive Director, who coordinates BRUCI's interventions and reports to the Board on a quarterly basis.



Figure 2: Madslides in Kabale.

1.3 Our Core Programme areas.

- 1) Governance and Human Rights.
- 2) Disaster Risk Reduction and Environmental Protection.
- 3) Community Health and Education.
- 4) Resilient and Sustainable Livelihood.
- 5) Research, Innovation and Capacity Building.

1.4 Our Cross cutting Themes.

Gender is a key cross cutting theme we integrate in our programs. BRUCI economically empowers women through Enterprise Development Grant to build assets and take leadership roles in strengthening household resilience, Gender Mainstreaming and Youth Empowerment.

1.5 Our Vision.

A self-reliant, sustainable and holistically transformed Community.

1.6 Our Mission.

Building an empowered community through capacity building, economic empowerment, smart agriculture, linkages and networking for sustainable livelihoods and community-centered development.



Figure 3: BRUCI Beneficiaries in Busoga Sub-Region.

1.7 Our Objectives.

- To encourage communities to develop social and economic development services of people of Uganda.
- To plan and co-ordinate training on technical assistance for purpose of improving management capabilities and effectiveness of communities
- To facilitate communication and promote co-operation between communities social groups, private, informal sector and government on matters of mutual concern relating to the socio-economic development in Uganda.
- To conduct civic and voter education.
- To promote and encourage independent research and dissemination in areas of general development and advocacy for the interests of citizens and their groups who might otherwise be vulnerable.
- To liaise with government regarding the needs and concerns of the community as a special interest sector.
- To build capacity of community groups financial literacy, smart agriculture, village savings and loans, etc.

- To advocate for policy and legal reforms within the community.
- To provide legal guidance for community members
- To carry out civic education and voter education in the community
- To carry out civic education and create civic awareness on elections, and human rights in community generally.
- To protect and promote the public interest litigation, including our collective stake as citizens in the rule of law and in society achieving the appropriate balance of rights and responsibilities.
- To support access to justice initiatives and contribute to access to justice for peoples of all walks of life in need of justice services.
- To carry out activities aimed at promoting environmental protection in the community.
- To engage in climate change activities for the prevention of or mitigation of climate change.
- To engage in farming and farmer supporting including provision of farm inputs and other materials.
- To engage in activities aimed at farmer skill development and adaptation of new technologies.
- To provide farm equipment as grants or at a fee to farmers including cost sharing of equipment.
- To engage in generation and preservation of farm technologies including traditional farming methods and development of new technologies.
- To establish and run own businesses and other income generating activities aimed at generating resources for the organization
- To engage in HIV sensitization in communities
- To carry out other activities incidental to or aimed at achieving the above activities.



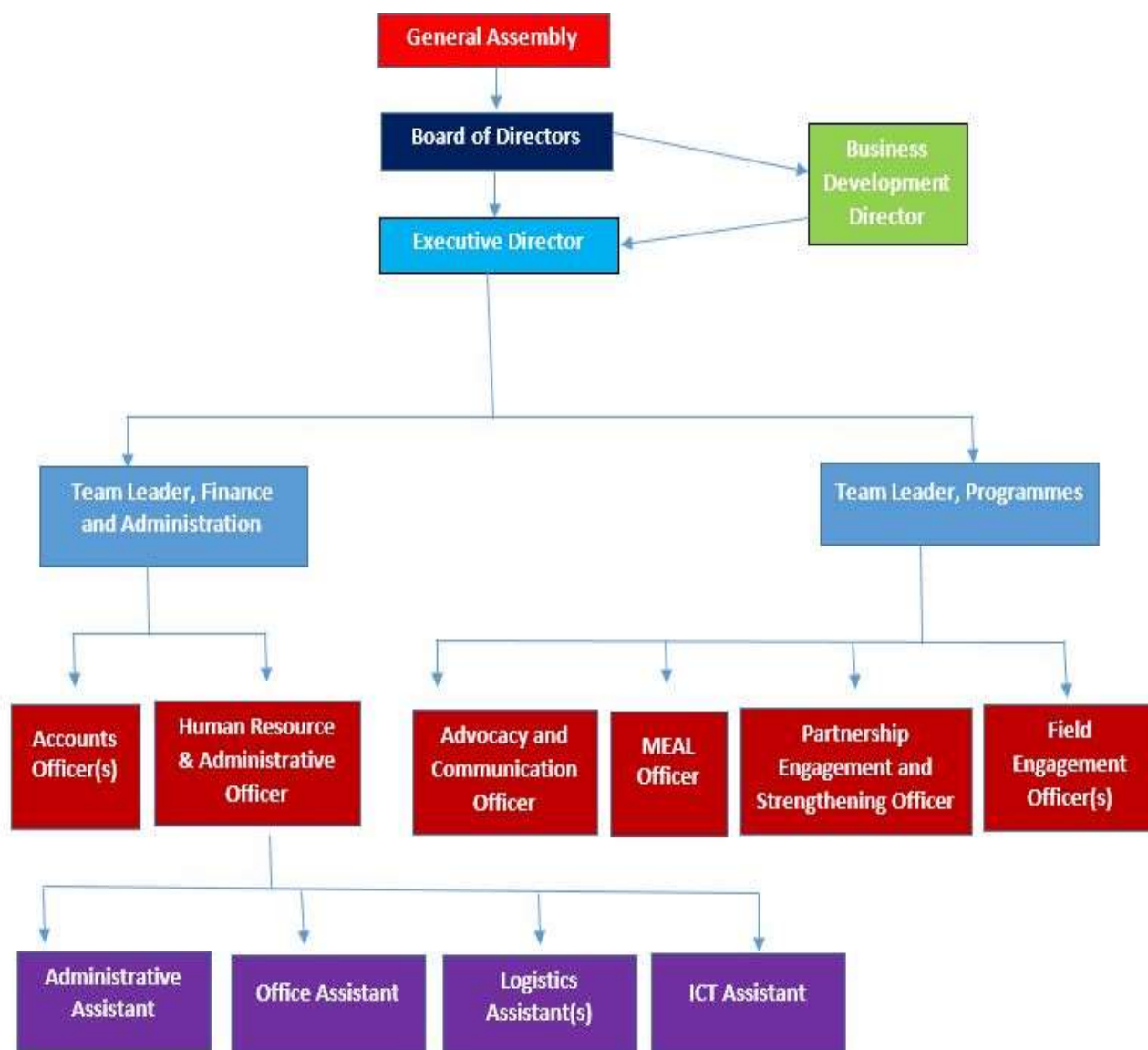
Figure 4: Making of organic manure in Rwenzori sub-region.

1.8 Our Core Values.

Our core values and principles are informed by our ambition for social justice and to create a community that is fair to all in diversity and guarantees equal access, opportunity and participation by all.

- a) **Transparency:** We at all times uphold full openness to our members, beneficiaries and partners.
- b) **Integrity:** We uphold strong moral values of honesty and truthfulness in our work, we do the right thing at all times and are accountable to members and stakeholders.
- c) **Trust:** We live up to our commitments, take ownership of our mistakes, and are accountable to Indigenous peoples and their organizations.
- d) **Excellence:** We are honored to serve communities and have a moral and personal responsibility to strive for excellence in our work. We take pride in continuously improving ourselves and our organization.
- e) **Gender Integration:** In all we do, we work to promote gender equality. We strive to achieve gender intersectionality in the implementation of programmes at all levels of development.
- f) **Diversity inclusion and belonging:** We ensure that no one is denied their rights because of factors such as race, color, sex, language, religion, political or other opinions.
- g) **Humility:** We seek to learn and grow from our interactions with others and to build self-awareness. We believe that solutions for indigenous services are better developed by indigenous peoples. Our role is to support them in developing services that meet their ambitions.
- h) **Kindness:** We conduct ourselves with respect, always caring and courteous. We are tough on issues and easy on each other. We are mindful of our personal and mental health, for to serve others, we must care for ourselves.

1.9 Our Organogram.



2.0 BRUCI PROGRAMMES

2.1 Community Health and Education.

We promote quality health care services accessible to vulnerable and hard to reach communities for household resilience and self-reliance. We increase access to basic health care and family planning services through mobile health clinics and community dialogues targeting hard to reach and underserved communities in partnership with government health facilities and other health partners. In collaboration with the health facilities and partners, we provide a range of free health care services including family planning services, malaria testing and treatment, cervical cancer screening, HIV prevention, testing and care services, key population, Child Day i.e. immunization, follow up of pregnant mothers among others. We also promote Water, Sanitation and Hygiene (WASH) through increasing the access to clean water Safe water, toilets and good hygiene.

We promote community health awareness to improve overall well-being of Ugandans. BRUCI further conducts health education workshops and advocates for access to quality health care services. By empowering communities with information and resources, we aim to prevent diseases, reduce health disparities and foster a culture of wellness. We also conduct sickle cell sensitization and referral, HIV prevention, care, treatment and support services, malaria control and prevention services, maternal and child health promotion, water, sanitation and hygiene promotion and SRH Promotion.

Under education, we support vulnerable children to realize their education dreams inform of progression to higher levels of education and economic empowerment for descent livelihoods following completion of skills training. This is done by provision of school fees, basic needs and startup kits to them. The education support for the beneficiaries is offered through different ways and targeting hard to reach and underserved communities and institutions. Our community education involves formal education scholarships (focusing on primary, secondary and tertiary education), Non-formal education especially for out of school young mothers, children and youth, Vocational Skills Training, Support to school structures and infrastructure development.

2.2 Disaster Risk Reduction and Environmental Protection

We work together with other organizations to build the resilience of communities most at-risk and reduce the risk of disasters through a community based disaster risk management approach like indigenous early warning systems, planting bamboo trees along river and lake banks, among others. We promote tree growing i.e community tree nursery management, institutional and private woodlots and natural resource governance (Land, Oil and gas etc.). We support communities to manage tree nursery and woodlots increase vegetation cover and enhance their capacity to effectively utilize the natural resources around them. We promote the use of renewable energy technologies, that is to say solar home system and improved cook stoves, we train the community members to construct improved cook stoves using local available materials so as to conserve the environment. We train the community on plastic waste recycling, raise awareness about effects of climate change, promote sustainable practices, and participate in environmental conservation initiatives, by advocating for climate action and preserving natural resources, we contribute to building a more resilient and sustainable future for generations to come in order to minimize the impact of disasters and promote environmental

sustainability. We promote reforestation, afforestation, agro forestry, waste management and climate adaptation initiatives at community level.

2.3 Governance and Human Rights.

We promote good governance and protect fundamental and children rights and we also strengthen democratic institutions. We promote good governance in oil and gas sector and sustainable land use and management for the benefit of the wider community. BRUCI aims at strengthening and nurturing partnerships and communities to advocate for a democracy that serves all citizens in Uganda. The program works for social, economic and political accountability of local and national governments. It involves peace promotion activities, legal aid and material support, counselling, skilling and resettlement of juveniles. We promote peaceful co-existence among the refugees and host communities through community events such as cultural, sports, dialogues and broadcast of prerecorded peaceful radio programs on peaceful coexistence. We conduct civic education and voter awareness campaigns, advocacy for human rights, gender equality and social justice.

2.4 Resilient and Sustainable Livelihood.

We support Neighborhood Assemblies (NAs) with skills and knowledge in order to advocate for pro-poor and gender sensitive policies and communities through smart agriculture, trade, climate change and improved service delivery. We promote sustainable agriculture i.e commercial farming & development of value chains, financial inclusion for example Village Savings and Loans Associations (VSLAs) and water for production.

We train community members on good agronomic practices through enabling rural innovation and work with farmer groups to develop value chains for selected enterprises aimed at moving farmers away from subsistence to commercial farming so as to address food and income insecurity. We provide linkages to private sectors to access quality seeds and better markets for their produce. We promote community based learning centers for out of school adolescents and unemployed youth to learn life skills and Income Generating Activities (IGAs).

We believe in the power of economic empowerment to uplift individuals and communities through skills training, entrepreneurship development and income generating activities, we help individuals create sustainable livelihoods and improve their economic well-being, thus fostering economic opportunities that contribute to poverty alleviation and social up advancement. We support farmers and promote sustainable agricultural practices, provide training sources and tools to help farmers increase their productivity, improve crop yields and adopt climate smart agriculture techniques by empowering farmers with skills and knowledge they need, we aim to enhance food security, reduce poverty and promote environmental sustainability. We enhance community resilience and create long term economic opportunities and create diversification of income sources through skill development for community members and strengthen social protection systems for vulnerable populations. We use precision farming methods like training community members in using irrigation, drones and soil sensors to optimize water and fertilizer use hence reducing wastage and increasing yields.

We promote climate smart agriculture and sustainable land use through adoption of drought resistant crops, agroforestry and conservation agriculture techniques for example drought resistant seeds among others. We create market linkages and value chains through agribusiness training, certification and foreign market linkages. BRUCI focuses on promoting and training of communities on ecological organic agriculture and climate smart agriculture by empowering small holder farmers in rural communities to adopt sustainable and environmentally friendly farming practices. We support farmers to access markets for their products by improving their

capacity to produce high-quality crops and to participate in value chains addition. We skill youths and women in different marketable trades like hand craft making like baskets, beads, and other products using the locally available resources to create financial independence.

2.5 Research, Innovation and Capacity Building.

We foster knowledge based development through scientific research, data driven decision making, and technology transfer and innovation hubs. We build partnerships and foster collaborations to achieve lasting impact. We engage with stakeholders, government agencies other NGOs and CBOs to leverage resources, share knowledge and scale up our impact. BRUCI runs capacity building sessions for staff members, women, youths and young mothers through internships, project planning and management, fundraising, proposal writing, report writing, lobbying and advocacy, leadership, gender and equity budgeting for civil society organisations and district departments of government. We collaborate on how to conduct research so as to improve their work environment capabilities and be able to compete favorably and contribute to the development process with an informed mind.



Figure 5: NA Speaker leading a session in Kalangala island.

3.0 ACTIVITIES

In 2024, BRUCI conducted a number of activities that included the following;

- Setting up a standard 5 nurse bed.
- Signing of 5 MOUs with the districts.
- Registration of with the URSB and NGO Bureau.
- Formation of 218 NAs across the country.
- Sensitization, mobilization and identification of 288 NAs.
- Training of 548 trainees on smart agriculture and setting up 3 demonstration gardens of coffee and cocoa.

- Forming 52 partnerships with other NGOs and stake holders.
- Proposal writing and submitting 12 fundable proposals to different donors.
- Recruitment of 8 volunteers.
- Development and approval of 21 policies.
- Digital System customization for QuickBooks financial system and Yo! Payment system.
- BRUCI has patterned with a regional football club called Agururu B, United, we hope to support them with medical kits, glucose. We also aim to support young talents with in the community
- **Participating in different events;** BRUCI has been participating in different events around the country for example the national events like the DENIVA AGM, the grand bargain, we have also been invited by the German government for a 3days meeting in Mbale city next week and to Jinja city by the Uganda National NGO Forum. Among other events.
- **Engaging the Development Partners;** BRUCI engaged different development partners in the country including GIZ, UNICEF, CARE, War Child, save the children, among others. These engagements have yielded positive results and conversations are continuing.
- **Resource Mobilisation;** We have continued to develop fundable proposals and engaged different development partners. We have been conducting joint resource mobilization with the different members and other NGO players.
- **Communication and Branding;** BRUCI continued to update all the communication platforms, staff and partners through Phone calls, emails, Social Media platforms, and website updates.
- **Board meetings and Annual General Assembly;** The Board will met in October 2024 and the AGM met in December 2024.
- **Ongoing partnerships;** BRUCI had partnership with DENIVA, QuAM, GoU and Other sector NGOs.
- BRUCI also involved in creating awareness about menstrual hygiene improving school attendance for girls

Cross cutting issues are over reaching themes that influence multiple sectors of developing, addressing them ensures that projects are inclusive, impact full and sustainable. Below is how BRUCI has managed to address key cross cutting issues with in their project.

Gender equality and women empowerment



Figure 6: Reusable pad making trainers

Women and girls often face systematic discrimination, limiting their participation in economic, political and social life. BRUCI integrates this through ensuring women participation in BRUCI activities is in percentile of 60% female 40% male to ensure equality. Women leadership in beneficiary groups also follows the same percentage.



Figure 7: Smart agriculture beneficiary.



Figure 8: Distribution of improved cassava stems

Social inclusion and equity

Marginalized groups including people with disabilities, indigenous communities, people in hard to reach areas and minorities often face barriers in accessing services and opportunities. Our Approaches of Neighbourhood assemblies give them platforms to air out their views and be listened to. The approach brings people together where they can air out their grievances to the responsible stakeholder and community leaders, it can also be used for lobbying and advocacy purposes. We also advocate for use of local language and examples during community trainings to bring about sense of ownership and inclusivity.



Figure 9: smart agriculture boosts Tororo farmer harvests.

Digital transformation and technology

Technology enhances efficiency, accessibility and impact across sectors. Digital solutions improve service delivery, market access and governance. BRUCI use social media for awareness campaigns and local radio talk shows to create awareness about sensitive topics like voting, GBV and market prices and linkages. This has kept us aware of who, what where and when.

How to select a seed to plant

- Know what you want to plant eg eggplant
- Know the eggplant varieties and choose your preference
- Know the gestation period for the crop you want to plant. for example an eggplant takes three months to mature.
- Open the seedling package and read the instructions carefully

Preparing a nursery bed

- Select a suitable spot free from shade and running water
- Raise the nursey at list 3ft off the ground
- Prepare the area by adding manure at least one week before the day of transplanting
- Soak the seedlings for at least 30mins before placing in the prepared soil.
- Plant the seedling in the prepared soil and water every morning or evening.
- When the seedling sprouts. Remove the shade temporarily to harden off the plant.
- Finally remove all the shade if the plant has hardened.

- Here it is also ready to transplant into the main garden.



Figure 10: youth empowerment through smart agriculture and offering free seeds and seedlings.



Figure 11: Kitchen garden formation.



Figure 12: Tororo kitchen garden.

Youth engagement and empowerment

It's fair to mention that BRUCI is a youth and female headed organization , and youth being a driving force for innovation, economic growth and social change its safe to say youth, participation strengthens democracy, economic development and community resilience. BRUCI is participating in this by creating a youth hub where youth can access free internet, textbooks and reading spaces to enhance their knowledge. We also provide laptops for the same. We ran programs that equip youths with skills such as tailoring, renewable stoves making and briquettes.

Okello is a young youth with a passion for growth, more trainings in financial illiteracy and maketing to market himself where suggested for him



Figure 13: Youth empowerment.



Figure 14: Youth empowerment.



Figure 15: BRUCI Youth project

Okello is piggery project where is just sold all the piglets of three months at 100k



Figure 16: NA formation in Central Uganda



Figure 17: recycling of plastic bottles for environmental protection.

Sensitizations and awareness trainings of stake holders and beneficiaries are essential to create visibility and recognition of BRUCI organization.



Figure 18: Village Saving and Loans Association (VSLA)

Leaders of VSLA sacco from osukuru



Figure 19: Community sensitization in health and agronomy.



Figure 20: Our West Nile Urban Kitchens



Figure 21: Disaster resilience.

3.1 OPPORTUNITIES

- With the increasing funding towards localization, BRUCI can be presented to various donor engages for uptake. This will require building meaningful connections with potential supporter's i.e INGOs and Donor agencies within Uganda.
- Membership recruitment has to commence immediately starting with VSLA groups, youth groups, a sweetie groups, etc
- Amidst shrinking civic space, BRUCI is partnering with NGO Quality Assurance Certification Mechanism (QuAM) helps NGOs to prepare for compliance. We will need to continuously showcase the potential of BRUCI in this regard.
- The localization agenda has presented BRUCI an opportunity for uptake of several community initiatives, as INGOs are beginning to appreciate QuAM as a tool to increase capacity, accountability and trust amongst local organizations. BRUCI will need to undergo the QuAM process too.
- A wide range of well-equipped BRUCI staff should enhance resource mobilization through responding to fundable proposals.
- Drawing MoUs with Tororo District and other districts in Uganda as a legal requirement must commence immediately.
- Time management should be taken on seriously by all of us.
- We need to embrace team work and timely communication in everything we do as a BRUCI team.
- We are establishing a VSL schemes for our members and beneficiaries.

4.1 BRUCI BOARD MEMBERS.

BRUCI is governed by Annual General Assembly (AGM) that comprises of all BRUCI members that meets annually and led by the Board of Directors comprised of Three (3) eminent members that meet quarterly with the Executive Director and Business Development Director as ex-officials. The Board serves for a period of three years renewable once.

Below are the BRUCI Board Members;

S/N	NAME	GENDER	POSITION
1	Rev. Borald Matovu	Male	Board Chairperson
2	Mr. Isaac Muligisa	Male	Board Secretary
3	Mrs. Evalyn Achwo	Female	Board Treasurer
4	Mr. Fredrick Olinga	Male	Ex-Official
5	Mrs. Babirye Mariam	Female	Ex-Official

5.0 BRUCI STAFF MEMBERS.

The BRUCI organogram reveals that BRUCI is supposed to have 14 members of staff. This number achieved as the organization becomes more financially healthy and takes on more responsibilities (projects) to fulfill the BRUCI Objectives.

The BRUCI staff/volunteers is as follows:

S/N	NAME	GENDER	POSITION
1	Babirye Mariam	Female	Executive Director
2	Abere Monica	Female	Team Leader, Finance and Administration
3	Nambeya Conrad	Female	Team Leader Programs
4	Odongo Joshua	Male	Accounts Officer
5	Sabano Esther	Female	Human Resource and Administration Officer
6	Nayebare Faith	Female	Field Engagement Officer
7	Mala Julius	Male	Advocacy and Communication Officer
8	Obiru Anna Doreen	Female	Partnership Engagement and Strengthening Officer
9	Nyafwono Justine	Female	Administration Assistant
10	Wanyenya Rachel	female	Office Assistant



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