



ANNUAL REPORT 2023/24

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CODEA FRAMEWORK

Strategic Highlights

In 2023-24, CODEA has made significant strides in its mission to empower underprivileged communities globally through sustainable development initiatives. Our focus on environmental sustainability and restoration, community health, socioeconomic empowerment, and gender and climate change as cross-cutting areas has positively impacted over 10,000 individuals across various intervention areas.

Notably, we established strategic partnerships with several international organizations, enhancing our ability to deliver impactful programs. Key partners include Enabel (Belgium Development Agency), Livelihoods Venture, various local NGOs, enterprises, and the government of Uganda at multiple levels.

Operating Highlights

Environment: We expanded our community environmental restoration and rehabilitation programs to 25 selected sub-counties within Kasese and Ntoroko Districts, promoting food security and sustainable practices.

Health: We conducted over 30 water sanitation and hygiene campaigns in Maliba, Kyondo and Kyarumba sub counties, provided basic health necessities to communities, and delivered food relief including posho and beans to internally displaced persons (IDPs) in camps.

Socioeconomic Empowerment: We opened a liaison office in Kampala to expand our programs' scope, benefiting a wider range of vulnerable individuals by equipping them with skills for sustainable livelihoods.

Education: We maintained satellite training centers to continue offering demand-driven skills training.

Staff and Volunteers: Our team has grown to 47 full-time dedicated professionals, and we engaged over 100 community based volunteers, contributing several hours of service.

Looking Ahead

In the coming year, we plan to establish 20 new community centers, expanding our reach to an additional 7,000 individuals. We aim to double our tree-planting efforts and introduce renewable energy and afforestation projects in target communities. Additionally, we will develop and implement climate-health advocacy plans in schools and other vulnerable communities, while expanding our vocational training and entrepreneurship programs to economically empower more individuals.

Bukundika Solomon
Coordinator & Secretary to the BoD
Date: June 26, 2024

These initiatives showcase our commitment to sustainable development and impactful change in underprivileged communities. Join us through volunteering, partnering, or donating—your support can amplify our reach and create lasting positive change. Together, we can build a more sustainable and equitable future

WORD FROM LEADERSHIP

Dear Stakeholders,

As we reflect on the remarkable progress of CODEA in 2023-24, I am filled with humility while anticipating the future. Our journey towards becoming an internationally recognized NGO is well underway, and our accomplishments this year laid a strong foundation for this ambitious vision.

Our mission to empower underprivileged communities through sustainable development initiatives has reached over 10,000 individuals, with a focus on environmental sustainability, community health, socioeconomic empowerment, and gender and climate issues. These achievements highlight our unwavering commitment to making a tangible impact where it is needed most.

In line with our expansionist vision, we have established a liaison office in Kampala to extend our reach and deepen our impact. By collaborating with Community-Based Organizations (CBOs) across Uganda, we are ensuring that our programs are locally relevant and effectively implemented. Additionally, we have undertaken a comprehensive review of our purpose statement, aligning it with our long-term goals and international aspirations.

To support our growth, we are enhancing our resource mobilization strategies, building capacity within our organization, and partner CBOs, developing policies that meet international standards. These steps are crucial in positioning CODEA as a leader in sustainable development on the global stage.

Our strategic partnerships have been instrumental in our success. Collaborations with Enabel, Livelihoods Venture, REMOVAL, local NGOs, enterprises, and various levels of the Ugandan government have amplified our ability to deliver impactful programs. These alliances will continue to play a vital role as we expand our reach and deepen our impact.

Looking ahead, we have ambitious plans. We will establish an Office in one of the East African Countries, double our tree-planting efforts, and introduce Climate mitigation and livelihoods resilience projects, while economically empowering more individuals.

These initiatives reflect our vision of becoming an international NGO dedicated to sustainable development and meaningful change. Your support is crucial in helping us amplify our impact and achieve our goals.

Thank you for your continued support and commitment.

Sincerely,

Muhindo Jonan Kom
Director and Chairperson
CODEA (Conservation and Demand Agency)

EXECUTIVE SUMMERY

The Conservation and Demand Agency (CODEA) is dedicated to enhancing the quality of life for vulnerable communities through sustainable interventions. The fiscal year 2023/24 saw significant achievements in water access, environmental protection, capacity building, agroforestry, livelihood enhancement, disaster relief, and follow-up on past interventions. Our partnerships with local communities, governments, and other organizations have been instrumental in driving these successes.

CODEA's Water, Sanitation, and Hygiene (WASH) programs have positively impacted over 3,000 internally displaced persons (IDPs) in Kasese District. In collaboration with Livelihoods Venture, we supported more than 520 households in accessing reliable and safe water. Key initiatives included providing hand washing facilities, water tanks, soap, and constructing a water tap at Buhunga Primary School, benefiting over 700 households. Our climate change mitigation and adaptation training programs reached over 1,000 people. CODEA facilitated the commitment of 1,559 farmers to adapt sustainable land management practices on **565 hectares** of land. Additionally, we prepared 500,000 tree seedlings for planting to combat deforestation and promote environmental conservation.

To enhance the effectiveness of our interventions, CODEA expanded its internal team, adding 37 new staff members and establishing 50 community self-help groups. We conducted workshops covering diverse topics such as management, safety, and resource mobilization. This capacity-building initiative strengthens our ability to address community barriers to development effectively.

CODEA launched the Rwenzori Yethu Project, targeting 11000-15000 households to plant 4 million trees on 5,000 hectares and 1.4million linear meters. Another initiative, the Better Livelihoods and Nature project, aims to improve livelihoods and conserve the environment by planting 3.5 million trees. These projects are crucial in enhancing farm productivity and adapting to climate change. Our socioeconomic empowerment programs benefited over 600 individuals, providing vocational training and entrepreneurship development. CODEA employed 37 new staff and 500 field-based workers, enhancing their welfare with competitive pay and benefits. We also established a staff SACCO to promote financial stability and savings culture.

In response to mudslides in Kasese District, CODEA, funded by LCF3, delivered food and non-food items to 616 affected households and constructed an access bridge benefiting over 100,000 community members. This intervention highlights our commitment to disaster relief and community connectivity. Sustainability remains central to our programs. Last year, we conducted follow-ups with 50% of our beneficiaries to assess the impact of our interventions. Positive outcomes included increased access to renewable energy, improved agricultural practices, and enhanced entrepreneurial skills. Beneficiaries reported significant improvements in their socioeconomic status and community cohesion.

In conclusion therefore, CODEA's achievements in the past year underscore our dedication to sustainable development and community empowerment. Our collaborative approach and comprehensive programs have created lasting impacts, improving the lives of thousands.

CODEA'S ANNUAL ACHIEVEMENTS

3.1 Promoting Access to Clean and Safe Water

Over 3,000 internally displaced persons (IDPs) in temporary camps across Kasese District have benefited from CODEA's Water, Sanitation, and Hygiene (WASH) interventions.



Water extension service by CODEA. Left is a water tap constructed at Buhunga p/s in Maliba S/C and right is a water tank at Kiduku Primary school in Kyarumba S/C

Lack of access to reliable and affordable health utilities poses a significant barrier to production and development. CODEA is committed to improving the health and living conditions of communities and building a future where all people have the knowledge and practices they need to enjoy the many benefits of clean and safe water for both production and home use. Last year, CODEA, in partnership with Livelihoods Venture, supported 616 households in enhancing their access to dependable safe water and other necessities.

The support targeted vulnerable communities affected by the May 2024 downpour mudslides in Kasese District, including Maliba, Kyondo and Kyarumba sub-counties, which hosted over six IDP camps. The health supplies provided comprised hand washing facilities, water tanks, and soap. Additionally, a water tap was constructed at Buhunga Primary School to enhance access to reliable clean water source. The constructed tap is expected to benefit over 700 households within the community, including an IDP camp.

3.2 Protecting the environment & combatting climate change

CODEA collaborates with local communities, governments, and community-based organizations to develop the necessary skills to manage and sustainably benefit from natural resources such as land, biodiversity, and water. Last year, more than 1,000 people benefited from climate change mitigation and adaptation training programs.

Inadequate information on climate-related impacts to people and the environment has created a worrying situation that requires everyone's participation. CODEA's initiatives focus on raising awareness and providing education on climate change, helping communities understand the importance of environmental conservation and sustainable practices. Through these efforts, we aim to equip individuals with the knowledge and tools needed to adapt to climate change effectively and sustainably.

In view of the above, 1559 farmers from selected subcounties within Kasese and Ntoroko districts committed 140874 linear meters and 565 ha of land to plant trees and practice sustainable land management practices including soil and water conservation structures, in addition to Integrated pest and disease management. Furthermore, tree seedlings of indigenous tree species have been prepared for planting in the annual calendar season of September-November 2024.



CODEA's Sub County Community Facilitator tracking GPS coordinates for a beneficiary committed plot of land for tree growing in Hima Town council-Kasese

3.3 Capacity enhancement

CODEA works to build the capacity of internal staff and partner Community-Based Organizations & groups with which it collaborates. The capacity building initiatives aims to strengthen the delivery capabilities of these organizations, ensuring they can serve communities equitably and effectively. Last year, more than 37 people were added to CODEA's staff, establishing 50 community self-help groups and conducting skills enhancement workshops covering diverse areas of study, including management, safety, resource mobilization & accountability, and planning.



In front is Muhindo Jonan Kom, CODEA's Director taking staff through induction and refresher training on strategic planning and CODEA's aspirational goal.

Inefficient skills and lack of technical know-how make solving community barriers to development complex. Conservation and Demand Agency implements a community-based participatory approach in designing interventions. This is made possible only by building the capacity of implementers first before the actual delivery of initiatives. In the concluded year, CODEA increased its team to 45 full-time staff, recruited 25 community facilitators, 3 project officers, 2 drivers, an accounts assistant, internal auditor, 4 guards and Coordinator to enhance the efforts of the existing team. These were further supported with refresher trainings to effectively tap into their expertise. Additionally, community members in selected 25 sub-counties within Kasese and Ntoroko districts have been mobilized and supported to form 50 self-help groups to not only improve their livelihoods but also to harness their entrepreneurial potential. Consequently, these groups have been supported to form leadership, basic recording tools, and to formalize at different sub-counties. Furthermore, energetic and interested youth have been mobilized into 25 labor gangs and equipped with training and tools to enable them to work effectively.

3.4 Commissioning intensive agroforestry projects

CODEA works to improve cash crop production and productivity of vulnerable farmers across the foothills of Mt. Rwenzori. Two ambitious projects have been developed and one had commenced by close of fiscal year 2023/24.

The reduced farm productivity for communities living around the slopes of Rwenzori Mountain poses a threat of hunger. This is further exacerbated by the ever increasing temperatures, and other negative manifestation of climate change. As an adaptive and mitigation measure, CODEA designed two massive projects including the Livelihoods-Rwenzori Yethu Project implemented in Kasese and Ntoroko Districts, aimed at improving livelihoods of 11000-15000 households, planting 3.14 million trees with a view to rehabilitate 5000 ha of degraded and deforested land and 1.4 million linear meters within twenty years' time.



3rd left is CODEA's director, middle is the RDC Kasese-Leut. Col. Joe Walusimbi and 1st on the right- DNRO Kasese in a group photo with stakeholders at Rwenzori International Hotel, after launching Rwenzori Yethu Project in Kasese

Additionally, the Better Livelihoods and Nature project by report time was still being developed. It is intended to be implemented in Kyenjojo and Kamwenge Districts targeting to improve the livelihoods of 14000 households and conserving the environment through planting 3.5 million trees.

3.5 Livelihoods enhancement for vulnerable communities.

CODEA designs and implements socioeconomic empowerment programs that aims to improve the quality of life especially for disadvantaged youth, women and men in vulnerable communities. These includes delivery of vocational training packages, entrepreneurship development among others. Last year, more than 600 people were supported to improve their livelihood.



Community members equipped with skills and start-up tools to enhance self-reliance through income generating activities in Kasese.

During the year, CODEA employed additional 37 full time staff and more than 500 others field based workers under the Rwenzori Yethu project. Other workers includes lead farmers, and labour gangs who are directly supported with tools and relevant skill-set. Additionally, 50 community self-help groups have been established and mentored to operationalise their entrepreneurial potential as a livelihoods diversification. More than 500 energetic yet unemployed youth have been recruited under labour gangs to boost their income source.

The welfare of 37 project staff has been enhanced with attractive pay and other benefits including insurance cover, basic allowances and necessary work equipment to boost their

productivity. Additionally, a CODEA staff SACCO has been instituted to enhance staff financial shockabsover while enculcating a saving culture in members. On-the-other hand, Vulnerable youth, women and disadvantaged men within Kasese district have acquired vocational skills and supported with necessary tools to establish group businesses for self-reliance. CODEA has empowered communities information, trainings and offered contracts to community members provided they have the necessary skills required for several fields of work.

3.6 Corporate social responsibility to disaster-hit Kasese Communities.

For the just concluded year, CODEA with funding from LCF3 under the Rwenzori Yethu Project, delivered food and non-food items to 616 households of mudslides survivors in sub counties of Maliba Kyondo and Kyarumba within Kasese District, including construction of the only access bridge to Isule Community. Community connectivity and networking is a critical issue in societal transformation. This deepens the bond between Organizations and the communities to which several interventions are implemented.

While creating a difference in communities, it's important to ascertain the most pressing needs of the community so as within the available resources some can be handled. Kasese District was seriously hit by floods and mudslides that caused destruction to houses, community feeder bridges and garden which resulted into more than 500 households



In the fore-ground is Isule Community Bridge constructed by CODEA with funds from LCF3 (on emergency response)

encamped in internally displaced camps. In response to this tragedy, CODEA Procured non-food item including tarpaulins, water tanks, hand washing facilities, boxes of soap to enhance the basic necessities of the affected families. In addition to the above, food items including maize flour, Cooking oil, beans and sacks of salt were also supplied to camps in Maliba Kyondo and Kyarumba sub counties. Most importantly, CODEA partnered with Kasese District local Government and Isule community to construct the only community access bridge which was washed away by heavy runoffs of May 2024. The Community Bridge is anticipated to benefit a diverse community comprising students, patients, business community among others.

3.7 Past interventions' follow-up.

Sustainability is at the centre of CODEA's programs and projects. Last year 50% of CODEA's beneficiaries were visited to ascertain the impact caused to beneficiaries, their families and generally the communities in which they hail. Life changing stories have been captured.

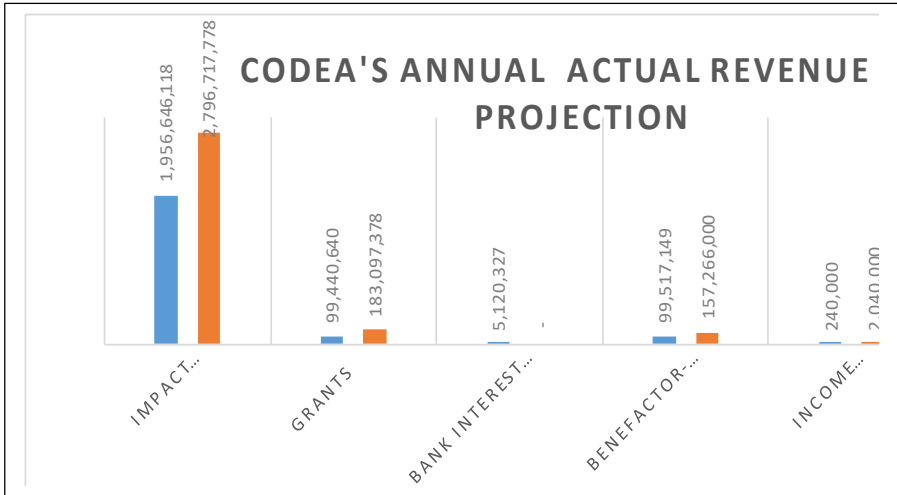
While implementing programs and projects monitoring aspect is at the fore-front. Last year, best practices and impacts were documented from the field CODEA team held across its several interventions including; . increasing access to renewable energy technologies, rain water harvesting, climate smart agricultural technologies, catchment management, nature based enterprise development, entrepreneurship development, vocational skills and climate change mitigation and adaptation.

Communities are benefiting from CODEA's interventions largely as most of the direct beneficiaries by report time were passing on the skills to other community members. They reported improvement in their socioeconomic status breaking the barrier of social mistrust. Additionally, having seen the individual impacts, community members yearn for more services given the level of vulnerability. CODEA's resource envelope calls for collaboration in order to impact more community members while transforming societies socially and economically through boosting employability and rising opportunities through using the available God given resources at our exposure.



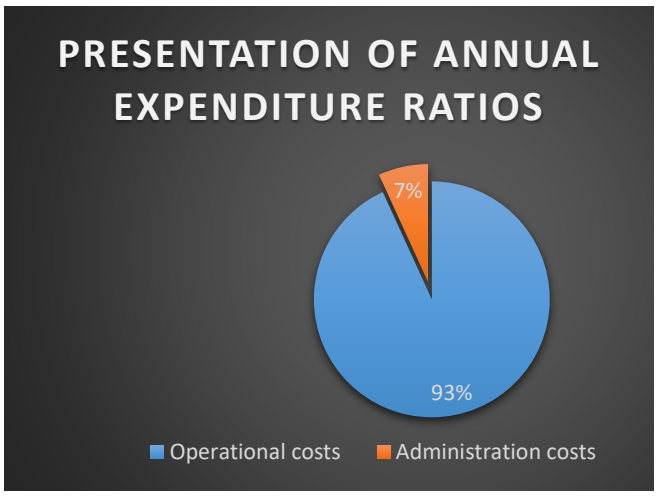
Masika Violet, CODEA's green entrepreneurship project beneficiary at her general merchandise shop in Kanyangeya, registering progress

FINANCIAL REPORT ANALYSIS



CODEA's financial revenue came from various sources, with the Impact Investment grant being the largest contributor, covering 70% of the total budget.

- The chart shows a favorable expenditure ratio with a large percentage of the budget being directed towards operational costs. This is generally seen as a positive indicator, as it suggests that the organization is effectively channeling most of its resources into its primary activities rather than administrative overhead.
- Keeping administration costs low at 7% reflects efficient management and a focus on ensuring that the majority of funds are utilized for impactful activities and services.



PROJECTED ESTIMATES FOR THE FINANCIAL YEAR 2024/25

