

CODEA ANNUAL REPORT



2024/25

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SUMMARY OF ACHIEVEMENTS

During the fiscal year 2024/25, CODEA delivered impactful interventions across environmental sustainability, community health, livelihoods, capacity building, research, and corporate social responsibility, positively affecting over 10,000 individuals across Kasese, Ntoroko, Kyenjojo, and Kamwenge districts.

Sexual and Reproductive Health:

- Reached 500+ individuals, including 300 pupils, with gender advocacy, menstrual health, and life skills training in collaboration with Nurture A Mother Initiative (NAMI).
- Pupils at Kanyangeya Primary School trained in reusable sanitary pad production, combining hygiene and income-generation.
- Provided direct support to two teenage mothers, reinforcing dignity and inclusion.

Environmental Protection & Climate Action:

- Engaged 6,000 people in climate change awareness.
- Trained 4,000 smallholder farmers in sustainable agronomic practices and soil/water conservation.
- Mobilized 5,132 farmers under 195 groups, covering 5,631 plots.
- Established 1,591 hectares of woodlots, 350,982 meters of single-boundary hedges, 489,920 meters of double-boundary hedges, and planted 190,000 indigenous trees.
- Prepared 1,000+ hectares for the 2025 tree-planting season targeting 660,000 seedlings as part of the five-year goal of 3 million trees.

Capacity Building & Institutional Strengthening:

- Formed 109 new farmer groups and 25 labor gang groups.
- Supported three management staff in professional development and issued one grant to NAMI.
- Finalized the Five-Year Strategic Plan (2025/26–2029/30).
- Operated two offices with 44 full-time staff and 180 volunteers, while conducting financial audits and stakeholder engagements.

Research & Feasibility Studies:

- Conducted Trees for Generations feasibility study (552 respondents, 800+ engaged).
- Completed agrarian diagnosis surveys in Rwenzori region.
- Undertook institutional capacity assessments for CODEA and partner CBOs, strengthening collaboration and program design.

Livelihoods Enhancement:

- Benefited 1,620 individuals through employment, training, and mentorship.
- Established 25 new labor gang groups and supported 175 lead farmers with stipends.
- Provided farm inputs to 50 households and labor support to 177 female-headed households.
- Engaged 20 contractors on competitive contracts.
- Ensured timely salaries, medical insurance coverage (87% of staff), and operationalized CODEA Staff SACCO with 45 members.

Corporate Social Responsibility:

- Allocated UGX 7 million for urgent community needs, including support to teenage mothers and disaster-affected households.
- Organized corporate events and fundraisers to strengthen staff morale and community partnerships.

Bukundika Solomon

Coordinator & Secretary to the BoD

Date; June 30, 2025

WORD FROM LEADERSHIP

Dear Stakeholders,

As we reflect on CODEA's achievements in 2024-25, I am humbled by the progress we have made and energized by the future that lies ahead. Our journey toward establishing CODEA as an internationally recognized NGO continues, and this year's accomplishments have strengthened the foundation for that vision.

Our mission to empower underprivileged communities through sustainable development has reached over 10,000 individuals, with significant impact in environmental sustainability, community health, socioeconomic empowerment, and gender and climate resilience. These milestones underscore our unwavering commitment to creating tangible, lasting change where it is needed most.

In pursuit of our expansion strategy, we established a liaison office in Kampala to extend our reach and enhance program effectiveness. Through collaborations with Community-Based Organizations (CBOs) across Uganda, we ensure our interventions are locally relevant, context-specific, and efficiently implemented. A comprehensive review of our purpose statement was also undertaken, aligning it with our long-term goals and international aspirations.

To support sustainable growth, CODEA is strengthening resource mobilization, building internal and partner capacities, and developing policies aligned with international standards. These steps are key to positioning CODEA as a leader in sustainable development on the global stage.

Our strategic partnerships remain central to our success. Collaborations with Foundation for Community Development and Empowerment, Livelihoods Venture, REMOVAL, local NGOs, enterprises, and government institutions have amplified our capacity to deliver impactful programs. These alliances will continue to play a vital role as we deepen our reach and enhance our outcomes.

Looking forward, CODEA plans to establish an office in one of the East African countries, expand tree-planting initiatives, introduce new climate mitigation and livelihood resilience projects, and economically empower more communities.

These initiatives reflect our vision of becoming an international NGO committed to sustainable development and meaningful societal change. Your continued support is invaluable as we strive to amplify our impact and achieve our goals.

Thank you for your trust and commitment

Sincerely,

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

EXECUTIVE SUMMARY

The Conservation and Demand Agency (CODEA) advances sustainable, inclusive, and climate-resilient development for vulnerable communities. In fiscal year 2024/25, CODEA achieved significant results in sexual and reproductive health, environmental protection, capacity building, research, livelihoods, and corporate social responsibility through partnerships with local communities, government, and civil society organizations.

In sexual and reproductive health, over 500 individuals, including 300 pupils in Kasese Municipality, were reached with gender advocacy, menstrual health, and life skills training in collaboration with Nurture A Mother Initiative (NAMI). Pupils at Kanyangeya Primary School were trained to make reusable sanitary pads for personal use and income generation. CODEA also supported two teenage mothers stranded in hospital, reinforcing dignity and inclusion.

In environmental protection and climate resilience, CODEA reached 6,000 people with awareness campaigns and trained 4,000 smallholder farmers in soil and water conservation and sustainable farming. Through the Rwenzori Yethu and SCREL Projects, 50 households in Maliba Sub-county established seedbeds and kitchen gardens. Across 25 sub-counties, 5,132 farmers were mobilized under 195 groups, committing 5,631 plots. This resulted in 1,591 hectares of woodlots, 350,982 meters of single-boundary hedges, 489,920 meters of double-boundary hedges, and 190,000 indigenous trees planted. Over 1,000 hectares were prepared for the 2025 tree-planting season targeting 660,000 seedlings as part of the five-year goal of three million trees.

Capacity building included establishing 109 new farmer groups and additional 25 labor gang groups, training three management staff, awarding one grant to NAMI, and finalizing the Five-Year Strategic Plan (2025/26–2029/30). CODEA maintained two offices, 44 full-time staff, and 180 volunteers, while conducting financial audits and fostering stakeholder engagement.

Livelihoods programs reached 1,620 individuals. 50 labor gang groups and 175 lead farmers received training, stipends, and tools, enabling 750 LG members to secure wage paid jobs. 50 households received farm inputs, 177 female-headed households accessed labor support, and 20 contractors were engaged. Staff welfare was enhanced with timely pay, medical insurance for 87% of staff, a welfare policy, and a staff SACCO with 45 members.

Through corporate social responsibility, UGX 7 million was allocated to urgent community needs, including support for teenage mothers and a household in Mbunga, alongside corporate events fostering morale and community ties.

In summary, CODEA's integrated approach combining health, climate action, livelihoods, research, capacity building, and CSR positively impacted thousands of lives, strengthened resilience, and established a foundation for sustainable development in the Rwenzori region.

CODEA'S ANNUAL ACHIEVEMENTS

3.1 Promoting Access to sexual reproductive health awareness and hygiene products.

Over 500 people, including 300 pupils and community members, have accessed gender roles advocacy, skills training, and menstrual health and hygiene products in Kasese Municipality with support from CODEA in partnership with NAMI.

Through the year, CODEA, in partnership with Nurture A Mother Initiative (NAMI), reached over 500 people, including 300 pupils and community members in Kasese Municipality, with advocacy on gender roles, skills training, and access to menstrual health and hygiene products. At Kanyangeya Primary School, pupils were trained in making reusable sanitary pads—an initiative that not only addressed personal needs but also created opportunities for income generation. Additionally, teachers, male students, and community members actively engaged in advocacy efforts to amplify menstrual dignity and strengthen support for girls' education.

Through its internal fundraising drive, CODEA also extended relief to two teenage mothers who had been stranded at St. Paul's Hospital for more than a month after being discharged. Among them was Kyakimwa Roset, a 19-year-old mother of two, who was bailed out and given a chance to rebuild her life with dignity.

Lack of access to reliable and affordable menstrual health products continues to undermine the well-being and potential of women and girls. CODEA remains committed to promoting sexual and reproductive health, empowering girls, and fostering healthier, more inclusive communities where everyone has the knowledge, skills, and resources to live with dignity and equal opportunity safe water and other necessities.



Kanyangeya Primary School pupils after an awareness session, holding flyers and commissioned to sensitize fellow pupils and community members.

3.2 Protecting the environment & combatting climate change



Climate-smart practices promoted by CODEA to conserve water, protect soil, build resilience to climate change, and sustain soil health.

CODEA and its partner organizations in the ending year reached 6,000 people with climate change awareness, planted 190,000 indigenous trees of 9 species in Kasese and Ntoroko districts to restore biodiversity as well as promoting the adoption of good agronomic practices among 4000 smallholder farmers including soil and water conservation to improve farmland productivity and enhance smallholder farmers' resilience to climate change.

In a bid to respond to the urgency of empowering communities to adapt to and reduce the severity of the negative effects of climate change, CODEA, through the Rwenzori Yethu and SCREL Projects, has made significant strides in the Rwenzori Region. In Maliba Sub-county, Kasese District, 50 households were equipped with skills and inputs to establish seedbeds, leading to the creation of kitchen gardens with early maturing crop varieties.

Additionally, in 25 sub counties within (22) Kasese and (3) Ntoroko districts, a cumulative total of 5,132 farmers have been enrolled under 195 established farmer groups, committing 5,631 plots. Notably, 1,591.05 hectares of woodlots have been established, alongside 350,982 linear meters of single-boundary tree hedges and 489,920 linear meters of double-boundary tree hedges. By the end of the year, more than 1,000 hectares of land had been tracked by our teams in preparation for the September–November 2025 tree planting season, which aims to plant over 600,000 seedlings as part of the 3 million targeted within the five-year period (2024–2028).

3.3 Capacity Building

Capacity building remains one of CODEA's core cornerstones, targeting staff, management, beneficiaries, and partner organizations to drive the achievement of projected milestones. During the reporting year, 3 management staff were supported to acquire additional professional skills, 1 grant was issued with support supervision, 25 additional labour gang groups were established, and 2 offices were maintained. In the same period, grassroots farmer groups increased by 109.

A Five-Year Strategic Plan (2025/26–2029/30) was finalized to guide future direction and enhance impact.

At the community level, 109 farmer groups were formed and formalized with leadership and record-keeping tools, and additional new 25 labor gang groups were established, trained and equipped to deliver services while generating income. Staff professional development was advanced, including support for three management staff and one grant awarded to Nurture a Mother Initiative. Two offices were maintained, supported by 46 full-time staff and 180 volunteers, ensuring transparency, accountability, and sustained impact across all interventions.

3.4 Research and Feasibility studies

Evidence-based research and feasibility studies guide CODEA's interventions, ensuring that programs are impactful, context-specific, and responsive to community needs.



CODEA Board of Directors and staff during a capacity assessment facilitated by the Foundation for Community Development and Empowerment (FCDE).

In the ending year, key research and feasibility studies were conducted to inform CODEA's programs and strengthen partnerships. A feasibility study for the Trees for Generations (T4G) project was carried out in Kyenjojo and Kamwenge districts, reaching 552 respondents and engaging over 800 people in awareness sessions.

In the same way, an agrarian diagnosis survey was conducted by TERO in partnership with CODEA funded by LC3 in the Rwenzori region to assess landscapes, tree cover, and crop potentials, guiding future interventions.

Additionally, a capacity assessment for CODEA was undertaken by Foundation for Community Development and Empowerment, while subsequent assessments were conducted for partner community-based organizations, including Nurture A Mother Initiative (NAMI) and Rape Hurts Uganda, to identify strengths, gaps, and opportunities for collaboration. These studies enhanced CODEA's ability to design targeted programs, optimize resources, and foster sustainable partnerships.

3.5 Livelihoods enhancement.

At the heart of CODEA's interventions is the improvement of livelihoods. In the reporting year, 1,620 individuals—including staff, volunteers, contractors, beneficiaries, and labour gangs—have reported positive changes in their household well-being and lifestyles.



Second from the right is Mugisa Joseph Mbambu, a CODEA lead farmer, who testifies to positive change from our interventions. In the foreground are goats he purchased using savings from the stipend he receives.

During the year, CODEA strengthened both community and staff welfare to ensure sustainable livelihoods and improved resilience. Twenty-five new labour gang groups were established and supported with tools and equipment, while some members of the older groups have aspired to become lead farmers after experiencing the benefits of participation. In total,

750 labour gang members secured well-paid casual jobs, received training, and experienced uplifted social and economic status. Additionally, 175 lead farmers continued to receive monthly stipends to support their roles in guiding and mentoring community members.

At household level, 50 families were supported with farm inputs, and 177 female-headed households in Kasese and Ntoroko districts accessed reliable labour support to boost production. Furthermore, 20 contractors were engaged and offered well-paid contracts, creating employment and community empowerment opportunities.

For staff welfare, all 44 full-time staff and 6 volunteers were paid promptly, with 87% of the full time staff under medical insurance cover. A welfare policy was put in place to guide staff well-being, catering for memorable moments and social support. To further enhance financial security, the CODEA Staff SACCO was operationalized and has so far attracted 45 members, helping build a saving culture and serving as a financial safety net.

These efforts reflect CODEA's commitment to improving livelihoods by combining community empowerment, employment opportunities, and strong staff welfare systems that foster motivation and sustainability.

3.6 Corporate social responsibility

For the just concluded year, CODEA allocated UGX 7 million towards social events and responding to urgent community needs. This support reflects the organization's commitment to not only implementing structured programs but also standing with communities in moments of need.

Among the interventions, CODEA bailed out two teenage mothers—Kyakimwa Roset (19 years, mother of two) and Musoki Bridget (16 years, mother of one)—whose hospital bills totaled UGX 870,000. In addition, CODEA extended support to Marahi Samuel of Mbunga, whose house was completely destroyed by strong winds, helping him regain shelter and stability.

Beyond emergency responses, CODEA also invested in corporate dinners, fundraising activities, and other social events that fostered staff morale, strengthened community ties, and enhanced networking opportunities. These initiatives demonstrate how corporate social responsibility deepens the bond between CODEA and the communities it serves, while ensuring that pressing social and welfare needs are addressed within available resources.



3.7 Past interventions' stories of change



CODEA Bails out Teenage Mothers Stranded at St. Paul's Hospital

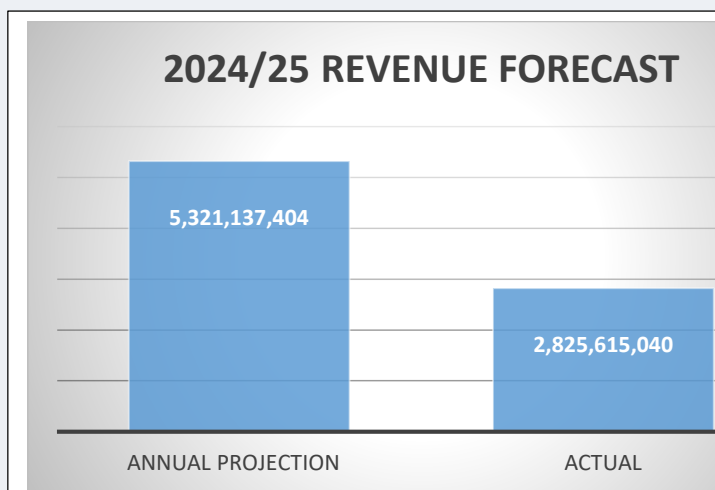
In an inspiring show of solidarity, the Conservation and Demand Agency (CODEA) has come to the aid of two teenage mothers who had been held at St. Paul's Hospital for weeks, unable to pay their medical bills after giving birth. The two young women, Musoki Bridget, 16, and Kyakimwa Roset, 19, had been discharged from the hospital but remained in custody due to their outstanding fees.

Musoki Bridget had spent three weeks at the hospital and, in her desperation, even attempted to escape. Without family support, she relied on the goodwill of well-wishers for food and basic needs. Kyakimwa Roset, a mother of two, faced an equally challenging situation. She gave birth to her first child at 17, and now, at 19, she has a second child. Roset revealed that shortly after conceiving her second child, her husband, Masereka Joackim, a resident of Kiduku in Kyarumba Subcounty, abandoned her and moved to Hoima. His contacts were suddenly cut off, leaving Roset with no option but to return to her mother's rented home in Mubuku.

Roset and her mother, Masika Mary, now struggle to survive by doing casual work in Mubuku Forest Reserve. The dire situation forced them to seek help to raise Roset's two young children. The two mothers are among four teenage mothers currently stranded at St. Paul's Hospital due to their inability to pay their medical bills, according to Mrs. Musoki Jovia, the hospital's customer care officer. Mrs. Musoki warned that the prolonged stay at the hospital poses significant health risks to both the mothers and their children, potentially leading to further illness. She also urged parents to enhance parental guidance to prevent such unfortunate circumstances.

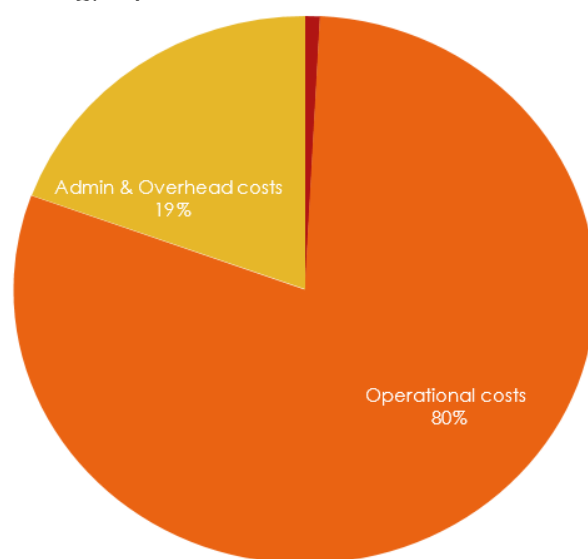
In response to the desperate need, CODEA launched an internal fundraising drive and successfully raised money, which was used to settle the medical bills and secure the release of the two young mothers. This act of kindness has not only provided immediate relief but also restored hope to these vulnerable young women, allowing them to return to their communities and begin rebuilding their lives. CODEA's intervention underscores the critical role that community organizations play in supporting those who are most in need.

FINANCIAL REPORT ANALYSIS



- Whereas in the planning had projected 5,321,137,404 Uganda shillings, we managed to mobilize 53.1%.
- We didn't realize 46.9% due to;
 - Less funds originating from non-grant sources
 - Un-matured partnerships with potential donors
- Despite not realizing the annual projections, CODEA's income grew by 23.07% from 2,173,577,723 ugx in FY 2023/24

- On the expenditure side, 1% was spent in institutional capacity strengthening (procurement of capital assets including office furniture, tools and equipment).
- CODEA being "a people centered Organization", 80% of the budget realized was spent on the activities that benefit the community as shown on the pie chart.



PROJECTED ESTIMATES FOR THE FINANCIAL YEAR 2025/26

Source	Projected amount
Institutional Capacity Strengthening Fund (ICF)	235,822,790
Grants & Impact investment funds	4,879,854,400
<i>Total Projection</i>	<i>5,115,677,190</i>

