



Inside CivSource Africa

2021



About CivSource Africa

CivSource-Africa is an independent advisory organization that seeks to refine the practice and footprint of philanthropy in Africa, for authentic civic engagement. We are pioneers in the space where philanthropy and civil society meet, and seek to foster an environment that nurtures mutually beneficial relationships and stewardship of entrusted resources. We provide thought leadership on strategic financing models for effective philanthropy and civic engagement. We also facilitate open and informed conversations pertaining to philanthropic giving and civil society organizations.

Civ- Is short for Civil Society. Funding civil society strengthens their human rights work as critical partners in advancing good governance and development. Civ also ensures that our focus and that of our funders remains the people and not the money.

Source- We are a source of information and advice to funders on a spectrum of issues such as human rights, social-political context, and other areas. To Civil Society we are a source of support to advance their potential.

Africa- Is the way we define the geographical, cultural and ideological space within which we operate, and it also speaks to our roots and grounding in our continent.

Our Values



DIGNITY:

We value our common humanity and treat others with respect, guided by the Ubuntu philosophy: **I am because we are.**



AUDACITY:

We are bold, original, challenge dominant narratives and are willing to chart new paths.



EQUITY:

We believe in just and equal access to opportunities, resources, and space for civil society in its diversity.



RELIABILITY:

We are dependable, accountable, and committed to excellence.

Our Mission

“ To refine the practice of philanthropy and the footprint of civil society in Africa.

What we do.

1. **Influencing Practice:** We identify and support the work of funding agencies and philanthropists in Africa. We particularly seek to connect with and support local/Africa led philanthropy.
2. **Strengthening the effectiveness of Civil society organizations (CSOs):** We support local organizations and organizers to capitalize on their strengths to reach their full potential.
3. **Shaping narrative:** We are ambassadors of stories of change, told in ways that empower and sustain flourishing communities.

Our capabilities:

1. **CivAdvisory:** Advisory and support services for philanthropists and funders informed by our proximity to context, technical competencies, and networks.
2. **CivLearn:** Supporting and providing opportunities for learning and exchange to enhance the capacities of civil society organizations, social mobilizers, and leaders, to consistently deliver on their mandate.
3. **CivFund:** Cultivating and managing externally and locally sourced revenue streams for human rights and social justice interventions.
4. **CivOps:** Optimizing our operational performance for efficiency and accountability.



Foreword

2021 is a year in which we paused to reflect on what we had done in the previous two and a half years, and stretched for insight, to look into the future, as we undertook a midterm review of our first five-year strategic plan. We all agreed that the long-term goal should be philanthropy that works and civil society that thrives. The working environment remained extremely challenging in 2021 because of the Covid-19 pandemic and the lockdown measures that were put in place to contain the spread.

For the most part, staff worked from home, had trouble accessing the office and the communities we serve, but still managed to meet their targets. As part of our strategic planning review process, we re-aligned our program of work to be defined through an acronym FLAP.

F - representing our funding work.

L - representing our leadership work.

A - for our advisory work.

P - stands for our philanthropy work.

To achieve our desired end of a civil society that thrives, grantmaking is critical. CivFund is the infrastructure through which our funding/grantmaking work is executed. In 2021, our Kuonyesha Art Fund and Zishaye Grassroots Fund launched their second year of grantmaking. We also made significant strides towards setting up Usalama Fund (A Safeguarding fund) and the Corporate Accountability Fund.

In addition, we harnessed our potential to provide exceptional fiscal hosting services to donors who chose to use our funding infrastructure. Mopane Leadership Program is the vehicle through which our leadership work is implemented. We have set our footprint in supporting leadership development and wellness of leaders through coaching, mentorship, facilitating collaboration and ensuring meaningful connections for civil society leaders. Through our work, we have witnessed the

benefits of a deliberate and structured mentorship program for Civil Society leaders.

This year, a total of 81 leaders participated in and benefited from our Experience Retreat Program that sought to define clarity and growth for leaders. Our new leadership offering GROW_i also took off and yielded positive results with successful mentoring of 29 leaders. Through our Change Ready Program, we had the opportunity to practice what we preach – the Rotational Leadership Model, where I led the team as a substantive CEO during the last quarter of 2021. We experienced the true meaning of leadership transitions and succession planning.

Our CivAdvisory work gave us the latitude to offer advisory and support services for philanthropists and funders through the bi-monthly context trackers and quarterly context conversations. In 2021, we were also able to convene and facilitate 3 context conversations that enabled our clients and partners to make informed decisions as we sought to refine the practice and footprint of philanthropy in Africa.

Building on the gains from 2020, our philanthropy work soared in 2021. We continued to chronicle our stories of African philanthropy through our community podcasts, organized our first virtual photo exhibition on African giving, published three giving reports and organised our second Annual Gathering of Givers with participation of East African partners. To achieve all this, we remained connected with our networks. Networking is not just about connecting people, it is also about connecting people with people, people with ideas and people with opportunities. We plugged into our already existing networks at the East African Philanthropy Network (EAPN), African Philanthropy Network (APN) and Worldwide Initiative for Grantmaker Support (WINGS). We shared our experiences and learnt from our partners.

I would like to acknowledge the extraordinary effort of the staff at CivSource Africa. The achievements and milestones highlighted in this report have been contingent on the full measure of their dedication, passion, and adaptability. Together with our partners around the world, CSA will continue to deliver on the promise of philanthropy that works and civil society that thrives.

Lillian Muyomba Tamale, CEO, CivSource Africa

Our Footprint:



Civsource South Africa

What we hope to do?

Seeding NextGen Givers

CivSource South Africa envisions a generation of leaders whose ability to take responsibility for bringing about long-term and sustainable change will be created by being intentional in seeding values, skills, connections, and support for young people aged 18 to 25 to become the next generation of philanthropists. The work in South Africa will be based on the culture of Africa's inherent giving character, as well as the necessity to interact with young people.



A safe place where leaders explore new and alternative ways to reach their fullest potential.

Mopané is a Shona word for butterfly. The name Mopane' was chosen because of the attributes of the Mopané Tree that has very distinctive butterfly shaped leaves that change from green to beautiful shades of orange and yellow in winter. The Mopané tree provides nesting and shade for wildlife throughout the annual seasons. Just like the Mopane' tree, the Mopane' leadership program at CivSource Africa supports leadership development and wellness of leaders through coaching and mentorship, facilitating collaboration among leaders, providing information to leaders, supporting appropriate capacity building interventions, and sourcing responsive leadership funding.

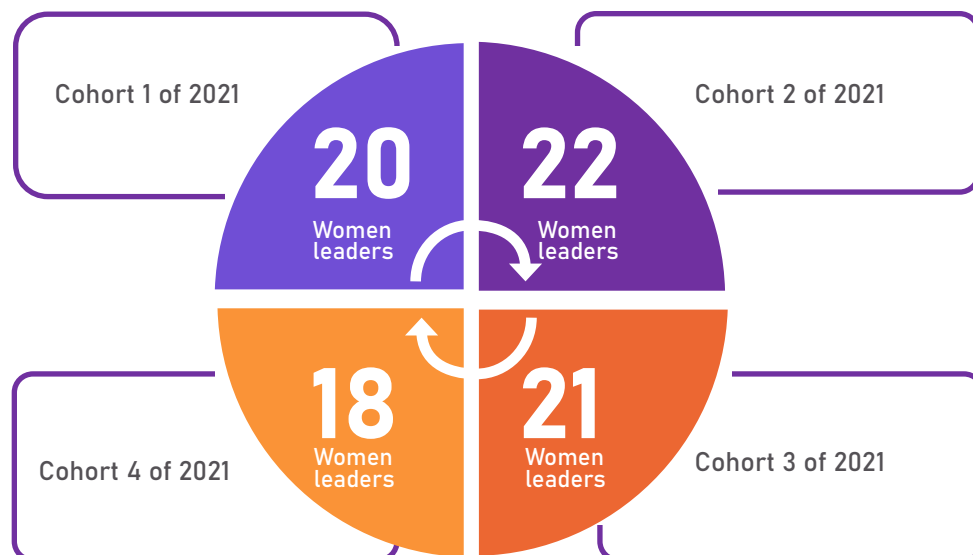
The program, through its five year leadership programs, takes leaders through a transformative process focusing on creating awareness, clarity and growth for leaders at all levels. While the locus of our leadership program is leaders in civil society, we also offer our leadership interventions to leaders in the private and public sector, because in the end, leadership is an inter-connected and intersecting ecosystem.

Highlights From 2021

The Leader's Experience Retreat Program "Wellness and selfcare for leaders"

The Leaders' Experience Retreat program is focused on the wellness and wellbeing of leaders. The program offers a safe space for leaders to meet self, meet other leaders, rest, reflect and rejuvenate. It challenges leaders to achieve meaningful leadership growth through a critical examination of self while combining insights of solitude and collective wisdom of other leaders walking a similar journey.

With support from Ford Foundation, Mopane hosted four Cohorts of the Leaders' Experience Retreat, targeting leaders from civil society, social enterprises, public sector/civil service.



Rediscovery:



“During the retreat, I got to rediscover that I should come first if I am going to assist those around me. Hearing from women in leadership and their day-to-day challenges was an enriching learning experience, given that they have been able to steer and excel with all the negative energy around them.”

_Lt.Col.SL. Meene Lutalokimaka Sylvia
| Uganda People’s Defense Forces (UPDF)



“The Mopane’ Women’s Leadership Experience Retreat Program – was an expedition into the unusual yet natural world of rejuvenation, which propelled re-aligning my inner insight and power to courageously plunge my life from chaos as a leader and change agent.”

_Josephine Omunyidde Zhane
| Founder Engender Girls Mentorship

The Embodied Leader - Training of Trainers

From the outset, it was our dream that the Experience Retreat would be refined and scaled up. As part of this process, we set out to build a faculty for the retreat and to develop the Leaders Experience Retreat facilitators. Over the course of the year, we completed the facilitator's guide dubbed *'The Embodied Leader'* with 2 pretest sessions and training of trainers for 10 alumni of the retreat. The new trainers/facilitators have embarked on a journey of continuous learning through weekly sessions as they prepare to become part of the Mopané faculty.

A Published the facilitators Guide: The Embodied leader

2 pretest trainings and TOT

Continuous learning
8 learning sessions on 2 modules

Building a Community of Leaders

Leadership can be a lonely journey. One of the objectives of the Leaders' Experience Retreat is to create a community of leaders made up of the alumni of the previous cohorts and to create spaces for leaders to come together as a way of continuous learning, collaboration and support. Once the retreat is concluded, the alumni self-organize into cohorts.

i. Bloomers Cohort

The fourth cohort of the Leaders' Experience Retreat. The Bloomers cohort was birthed in 2020 when CivSource Africa hosted 3 cohorts of the Leaders' Experience Retreat targeting women lawyers, women leaders in civil society and social enterprise sectors. The Bloomers cohort consists of a community of 19 female leaders. They held a single meeting in 2021 to deliberate and build the groundwork for future collaboration. During the discussion, the participants decided on the term Bloomers to represent their team identity.

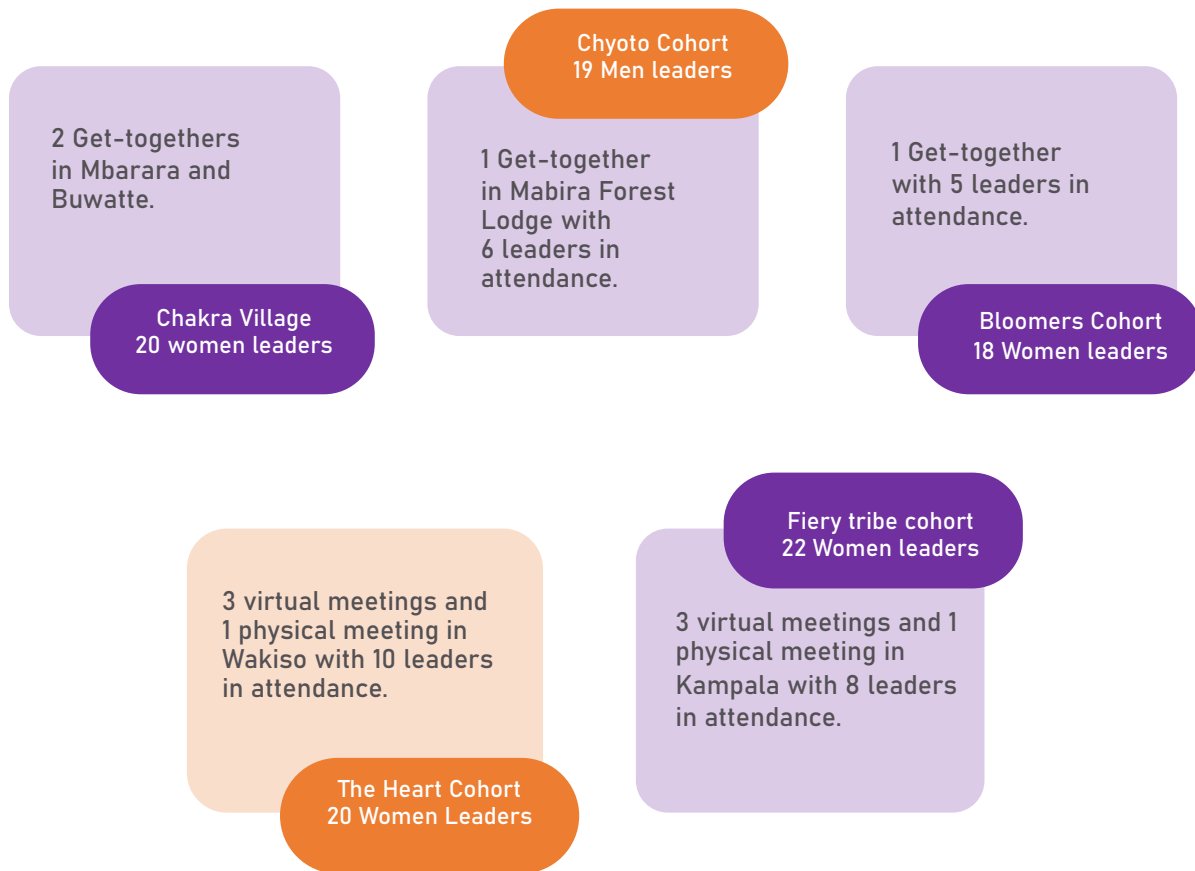
ii. The Heart Cohort

The Heart Cohort, is a cohort from the 2021 leaders' experience retreat. The cohort is made up of twenty women leaders from different sectors. They held their very first meeting immediately after the retreat in February 2021 and agreed to virtual quarterly engagements and one annual meeting where the team will meet physically to discuss their growth and collaborations for the future.

iii. The Fiery Tribe Cohort

The Fiery Tribe was born out of the second cohort of the 2021 experience retreat class and is made up of 22 leaders from civil society and the social enterprise sector. Having held multiple quarterly virtual engagements to check-in on colleagues in terms of personal and professional growth, the team hosted a physical get-together during the 4th quarter of 2021.





GROW_i: A structured mentorship program for leaders

We launched GROW_i

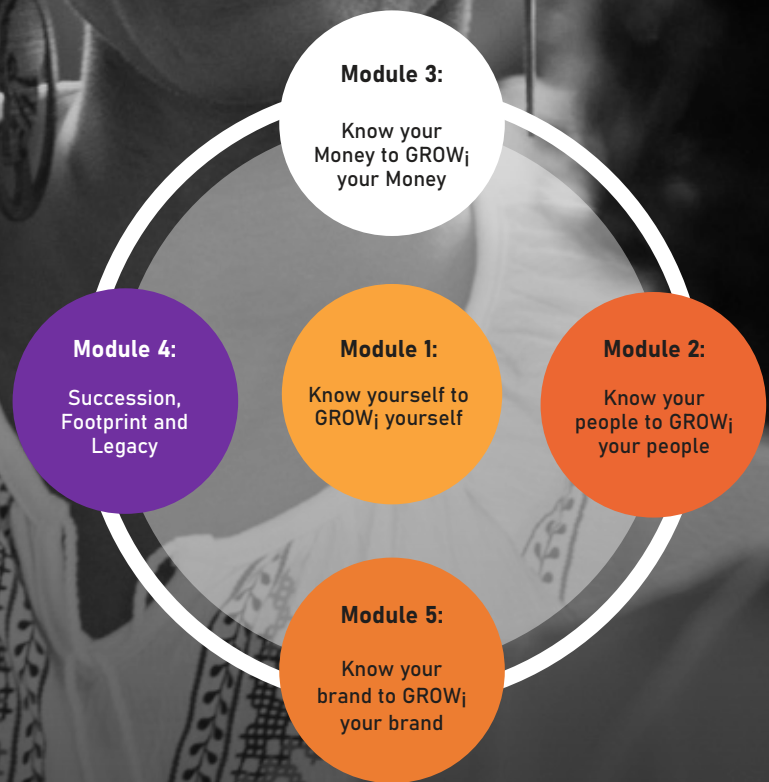
On 31st July 2021, CivSource Africa launched the GROW_i mentorship and coaching program in partnership with International Coaching Federation (ICF) Uganda Chapter and Imprint Uganda Limited. The GROW_i mentorship and coaching leadership program was born out of a process of extensive consultation with leaders in Uganda. From the consultations, one key need that was identified was the need for coaching and mentorship for new CEOs within the sector as they evolved into new roles of leadership at that level.

The 12 months GROW_i mentorship and coaching leadership program focuses on the growth of leaders in the four areas of self-leadership, people leadership, money management, legacy, and succession categorized in five modules of Know yourself to GROW_i yourself; Know your people to GROW_i your people; Know your money to GROW_i your money; Know your brand to GROW_i your brand, and Legacy and Succession(Know your footprint ,Leave a mark).

GROW_i is a space where:

- **G**allant leaders
- **R**each within themselves
- **O**n a journey to
- **W**in together.

The 29 Leaders who are part of the GROW_i first cohort are being provided with tools, resources and interactive assignments that support their learning and growth in the 4 areas. Supported by 19 coaches, each GROW_i leader is assigned a certified coach for the duration of the 12 months program. The program methodology empowers participants to re-ignite their leadership prowess while accelerating their potential and capacity to lead themselves and their organizations effectively and efficiently.



Our Grow_i Journey

A word from the GROW_i Coaches:

GROW_i was launched on 31st July 2021.

19 qualified individuals signed up to become coaches to support the initiative.

International Coach Federation (ICF) Uganda and Imprint Uganda Limited support GROW_i.

29 people signed up for the 12-month mentorship and coaching program.

Partnerships with CEHURD

“My purpose on earth among other things is to inspire, empower and grow people using every opportunity I get. Participating in GROW_i is one of the opportunities and I am honored.”

_ Hannah Owot

“Leadership development is my deepest desire as everything rises and falls on leadership. Any opportunity to contribute to a leader’s development is well aligned to fulfilling my life purpose: GROW_i is providing me with that opportunity. Iron sharpens Iron, walking alongside another leader is also a great opportunity to sharpen my leadership skills.

_ Godfrey Kalibala



GROWj is in the process of clearing some really cobweb-y corners of my thoughts regarding myself, and how growing myself, and growing a team, is the crux, the foundation of a successful business.

And from the GROW participants:

The crux: "You're faced with a situation. You sign up for a thing because you like the organization, and they're doing good things, and you want to take part. You didn't know what you signed up for was about to change your business, and your life. You're swept off your feet on an adventure, like Bilbo chasing crazy dwarves around middle earth, battling inner dragons, weathering treacherous mountains, and nearly eaten by trolls. I'm Bilbo. Bilbo is me. GROWj is in the process of clearing

some really cobwebbed corners of my thoughts regarding myself, and how growing myself, and growing a team, is the crux, the foundation of a successful business. I've feasted at the feet of experienced teachers, I have been challenged by my huddle mates, and done things I didn't expect would change me in the way they have. I'm grateful for the journey that is past, and so excited for what's coming up next."

[_Gloria Mugarura](#)



Lo and behold, I, James Muhindo of Rwenzururu (first of my name), now has a personal coach devoted to guiding me, just like those born with a silver spoon in their month, to achieve my full potential as a leader.

An eye-opening exposition: "After years of leaving my personal and career growth to chance, I was honoured to be part of the Pioneer Cohort of GROWj. This amazing mentorship program has not only boosted my morale and zeal towards being part of the cadre of young Ugandan leaders committed to giving their best in their respective fields but has also helped me to become international and deliberate in achieving certain milestones on my path to the top.

exposition that I would recommend for anyone out there who wishes to know themselves better and work to improve their personal and professional flaws and polish their strengths.

The key highlights from the first four months of this one-year mentorship journey have been;

1. Getting to meet other exceptional young leaders and executives who are trailblazing in different fields. I must confess that reading what the rest are up to was so humbling. I am so excited and look forward to learning from as many of my fellow mentees as possible;

3. I was introduced to the privilege of having an executive coach to work with me for the next one year. In my world, executive coaches are preserves of high-born children and royals who are being groomed to become the next big thing as authority passes down from generation to generation. But, lo and behold, I, James Muhindo of Rwenzururu (first of my name), now has a personal coach devoted to guiding me, just like those born with a silver spoon in their month, to achieve my full potential as a leader.

2. I got to do my first psychometric test. This test is an eye-opening

Thank you so much, CivSource Africa, for opening this window of growth for me, and I look forward to the remainder of this Journey."

[_James Muhindo #DropsMic](#)



I have taken on new habits, which are evident in my daily work.

Changed for better: “I am a terrible reader, however I have successfully read and finished 2 books. These have significantly impacted my life, and I am forever grateful that I decided to start the GROW_i journey. I have taken on new habits, which are evident in my daily work. My team says I have changed for the better. For the time I have been part of the GROW_i sessions, I have improved my self-regard, I am working on paying attention to detail, and learning to take it one step at a time. This, I have been missing, and it has been affecting my delivery. I am forever grateful, and I pledge to keep all I have learned, and yet to learn in the GROW_i sessions to come.”

Linda Asaba

Funding for Leadership Initiatives :- Resourcing Matters

CivFund offers funding opportunities to support Leaders and Civil Society organizations to access training and capacity-building opportunities, as well as for inventing, testing, and scaling up capacity-building leadership models through the Mopane' Leadership Program.

To learn more
or to apply:

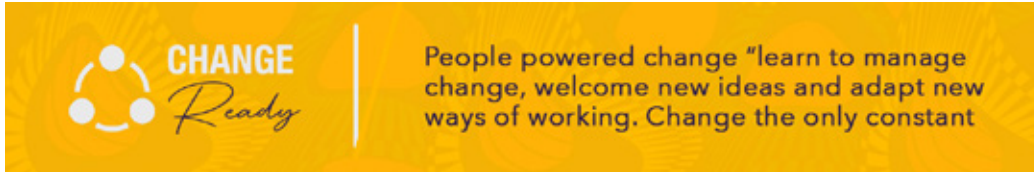


visit our website

www.civsourceafrica.com



Upcoming Leadership offerings at CivSource Africa



**"If the rhythm of the drum beat changes, the dance step must adapt."
African proverb.**

Change Ready is a CivSource Africa program on Leadership Transition and Succession. CivSource Africa recognizes that transitions are key moments and turning points in all institutions. Through Change ready, CivSource Africa will support organizations and their leaders to proactively plan, manage and absorb the shocks that arise from both expected and unexpected transitions.

The Leaders' Bench - The Right People. The Right Conversations.




This will be a space for leaders to engage with their peers while exchanging ideas and learning from one another. CivSource Africa will offer a safe space for conversation and discussion on contextual touchpoints within the sector through the Lead Benches, while also creating a community of transformative leaders by facilitating a process of joint thinking, learning, planning, and joint action based on advancing social justice and transformational development.

Are you a leader interested in growth, collaboration, and transformation?

The Mopané Leadership Program would be honored to journey with you.

Reach out to the Associate Support – Mopane' on email; mopane@csagmail.com

A close-up photograph of a green leaf with a mosquito perched on its edge. The background is a soft-focus bokeh of green and white light. The text is overlaid on the left side of the image.

If you think you are too small to make a difference you haven't spent time with a Mosquito.

African Proverb



Catalyzing. Collecting. Chronicling. Consulting. Connecting.

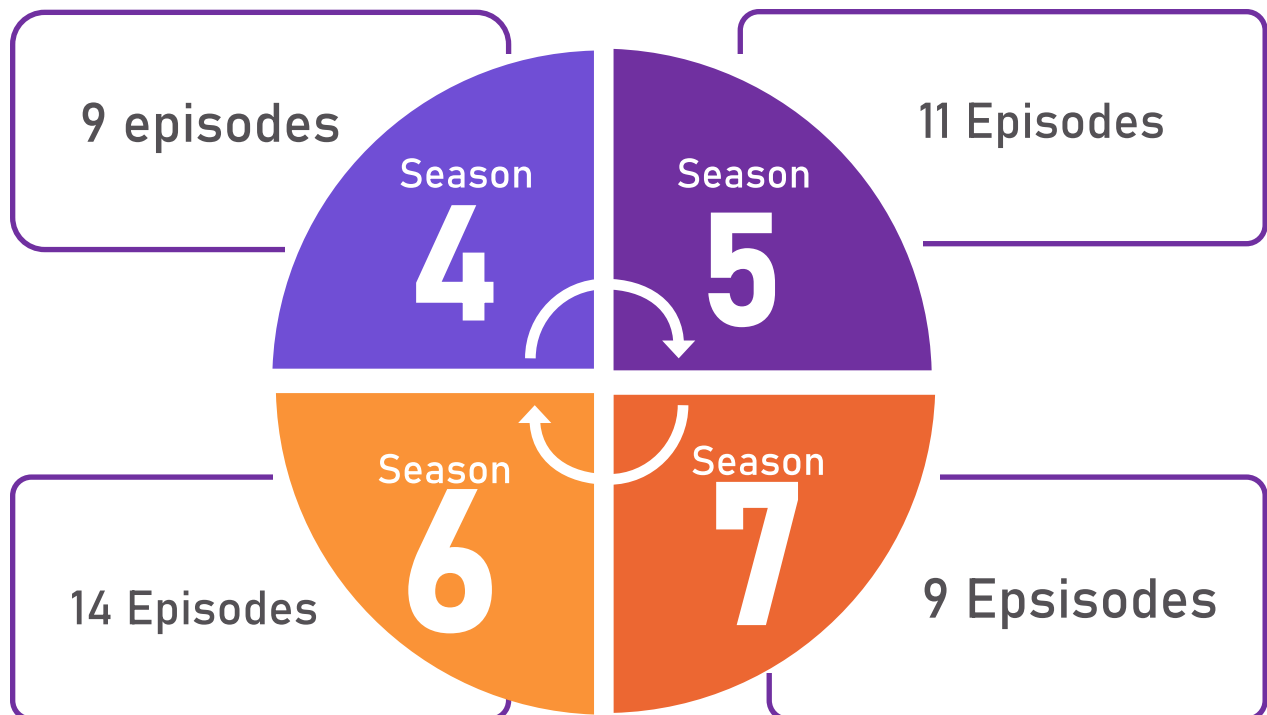
The power of homemade philanthropy and its ability to bring positive change, to empower Africa, and to develop long-term solutions that benefit everyone is central to Africa's future. This is particularly important for attaining social impact and financial independence throughout the continent. In 2021, through our philanthropy program we told African Stories.

We chronicled stories of African Philanthropy.

Storytelling is an art: Our Comm-UNITY! podcasts:

Through our podcasts in 2021 we had unforgettable connections with our audience.

The Comm-UNITY! Podcast told stories and explored stories of generosity from various communities ranging from generosity from artists and creatives, and the impact of their contribution on their communities to giving by differently abled persons.





Season 4: Giving and generosity Stories from various artists and creatives, and the impact of their contribution on their communities.

“When it comes to being generous, we’re all human beings, we need to grow and create together, inclusion is the way to go.”

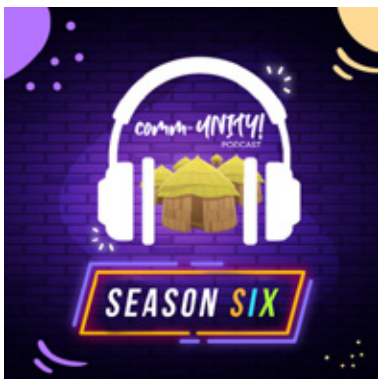
Tereka Kenneth Desire, A dancer and choreographer, Director and vision bearer behind the Unseen Dreams Dance Arts Festival that has been running for the past 6 years.



Season 5: Generosity among differently abled persons.

“Nothing about us is without us.”

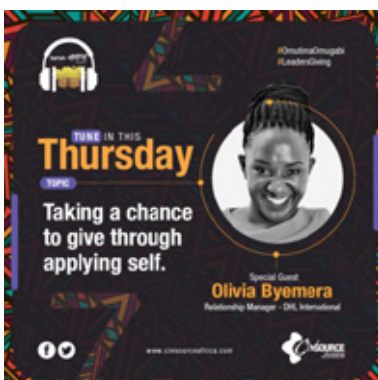
Hajira Kaggwa - Councilor and Coordinator, Iganga District Albinism Association.



Season 6: Young Givers:

“We could be of great help if we could only offer what we have.”

Lucia Nalugo Gloria - Team leader. Hope In Motion Organization.



Season 7: The role and importance of leadership in community.

“Giving to help someone in need does not have to be done on a certain day or week! All we require is ‘HEART.’

Olivia Byemera - Relationship Manager DHL, Uganda.

Ubuntu DNA: A virtual photo exhibition.



Giving is engrained in the way we live and do things; it is a part of who we are. The Ubuntu DNA exhibition looked at how Ugandans display generosity via symbols and expressions. To share the experiences of generosity and the giving stories, CivSource Africa commissioned two photographers, Jim Joel, and Miriam Watsemba, to travel throughout the country to 14 different regions to document how the concept of giving has permeated our cultures, from our distinct ethnic nationalities to the ones we are building daily. The pictures were shown as part of a virtual exhibition made possible by The Creative Tribe. The exhibiton was hosted on a virtual showroom platform and seen by 1065 people. It's key objective was to remind us that the spirit of generosity is alive and well.



“Giving is a percentile of humanity.”

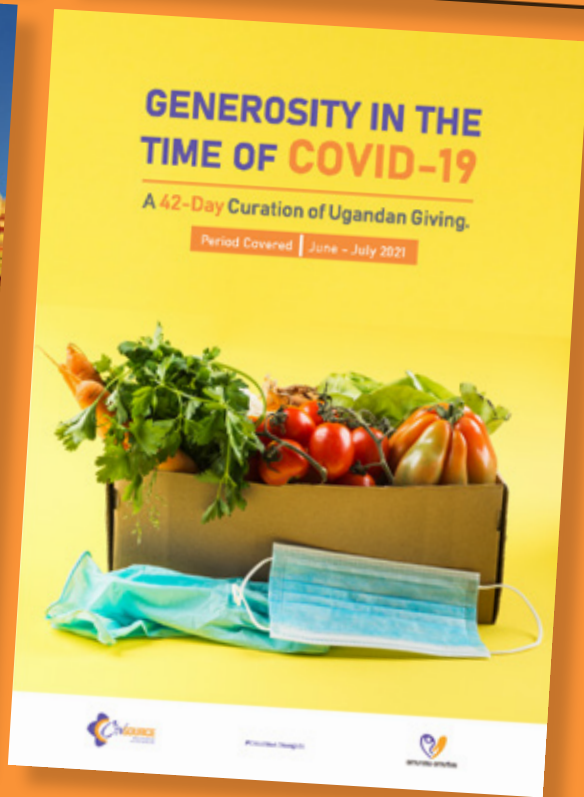
_Miriam Watsemba



“Arts and crafts are a form of giving especially in the West Nile. The coffee bean still to this day stands out for me as a symbol of giving.”

_Jim Joel

Giving Reports



 To read full reports please visit: civsourceafrica.com



Our coffee table book

Our Generous Spirit is a coffee table book, a pictorial representation of our generosity in Uganda. Generosity is embedded in and results from the way we do community – from our marriage ceremonies and burial rituals, to our communal activities like farming and constructing houses, to the way we receive and host guests. Another way to spell our way of living is generosity.



We Connected!

The Philanthropy Forum Uganda was relaunched on April 8, 2021, under the theme: 'Building a Movement of Local Donors for Sustainable Development.' It aimed to bring together individual and institutional givers from diverse industries, locations, and backgrounds to connect, share knowledge, and engage in philanthropic endeavors.

The youngest guests at the event, where two teenagers who had been giving to causes close to their hearts, a demonstration that everybody's giving counts, and no one is excluded from contributing to the development of the nation. There are now 63 members of The Philanthropy Forum Uganda.



7th East Africa Regional Philanthropy Conference & Awards.

This year's theme: 'Re-engineering Philanthropy', a call to the philanthropy ecosystem in East Africa to redesign its philanthropy processes and systems to improve collaborative efforts and achieve improvement in the sector's performance and impact in the East Africa Region. The 2021 conference was an opportunity for an in-depth look at innovation and philanthropy post crisis; focused on building a resilient philanthropy, that can recover; re-learn and thrive at the next level of development.



Gathering of Givers East Africa.

On September 30th, CivSource Africa hosted the Gathering of Givers East Africa in partnership with the East African Philanthropy Forum, Foundation for Civil Society, Global Fund for Community Foundation, Wellspring Philanthropic Fund, Segal Family Foundation, and African Philanthropy Network.

The giving stories showcased at the hybrid event included those from the private sector, foundations, individuals, and non-profit organizations. The stories demonstrated the enormity, boldness, and bravery of East African givers.

[#OmutimaOmugabi](#) and [#KutoaNimoyo](#)





“There is a space that needs to be built to analyze and conceptualize strategies for potential entrepreneurs to give back to the community.”

_Winnie Byanyima,

Executive Director of UNAIDS. Under-Secretary-General of the United Nations.



“To shift the narrative, we must embrace cooperation and co-ownership, communicate our experiences, and engage entities interested in philanthropy. The transformation must begin with us; we must advocate philanthropy in a way that suits our local needs.”

_Mr Evans Okinyi, Kenya,

Chief Executive officer EAPN.



“We need to build institutions rooted in local realities.”

_Irwin Fernandes,

Chief, Global Individual Giving UNICEF

On October 4, 2021, The Philanthropy Circuit and CivSource Africa formed a collaboration. The Philanthropy Circuit is a Nigerian non-profit media and research organization, that creates fresh information, data, and analytics to propel and shape a new narrative and understanding of African domestic giving and development.

Peer and Partner Convenings

The philanthropic team participated in and attended several meetings hosted by peer organizations and partners. Meetings of the East African Philanthropy Network and Worldwide Initiative For Grantmaker Support(WINGS) were among them. We attended the East African Philanthropy Network Conference and held a breakout session on reinventing grant-making via a decolonization lens.

The team has also attended a number of WINGS-organized events, including the WINGS Enabling Environment Working Group and Research Dissemination Sessions hosted by the Centre on African Philanthropy and Social Investment (CAPSI).



Coming Soon:

Gathering of Givers Africa.

CivSource Africa's philanthropy program is built around five C's. One of the C's is making connections.

CivSource Africa will partner with givers across the continent as we share the diverse symbols and expressions of giving in the numerous African communities.

Join us on 30th September 2022 as we make this a September to remember.

CivAdvisory

- Philanthropy Support and Advisory



CivAdvisory: Philanthropy. People. Process.

The CivAdvisory program provides advice and support services for philanthropists and funders through a range of tailored products and services for both donors and partner organizations, informed by our proximity to context, technical capabilities, and networks. We serve both local and global philanthropy by contributing to the development of the field of philanthropy and refining the practice and the footprint of philanthropy in Africa.

Like most people, when the Covid-19 pandemic broke out in 2020, we thought it was temporary and things would soon go back to 'normal'. Instead throughout 2021, we found ourselves navigating the fine balance between ensuring the well-being of our staff, members and community partners and doing the work we are so passionate about.

In 2021, we learnt new ways of doing. We kept our pulse on the context for our partners, we curated spaces and conversations.



Context Conversation Highlights

A post election reflection on the impact of the creative industry on the 2021 general elections:

In collaboration with the Public Policy Institute (PPI), the town hall and virtual meeting was convened as a national platform for a reality check on the 2021 general elections outcomes in the context of the creative industry.



Image; Owekitibwa. Noah Wamala Nyanzi Visual Art Practitioner and Mityana District Woman MP Hon. Joyce Bagala



In September, in partnership with the Uganda National NGO Forum, we curated a conversation for civil society leaders to explore the sustainability of civil society organizing in Uganda with particular attention to property acquisition as an avenue for sustainability, under the theme ‘Exploring the Sustainability of Civil Society Organisations in Uganda.’

The final conversation of the year 2021, Explored the participation of Civil Society Organizations in Regional Integration in the East African Community.

This engagement sought to review the participation of CSOs in East African Community integration, examining the Consultative Dialogue Framework (CDF) and its efficacy as well as making recommendations for enhanced participation.



Participants of the 3rd context conversation titled - Exploring the participation of Civil Society Organizations in Regional Integration in the East African Community. (Left to right – Dr. George Godfrey Okiror, Isabella Akiteng, Malcolm Mпамizo and Ms.Lillian Tamale)

A report on the Study of Networks and Networking in preventing VAC (Violence Against Children) in East Africa | An exploratory study.

Networks have gained increasing recognition in development work over time, with considerable focus on formal networks in a range of fields. In this study, we explored the functionality of diverse networks or coalitions that respond to violence against children (VAC). VAC is a global problem and is widespread in Uganda, Kenya and Tanzania. It takes on several forms including but not limited to sexual, physical, and emotional violence.

The overarching question that guided this study was, 'How can children's rights networks collaborate better to prevent VAC in East Africa?'

For more information visit our website:



www.civsourceafrica.com

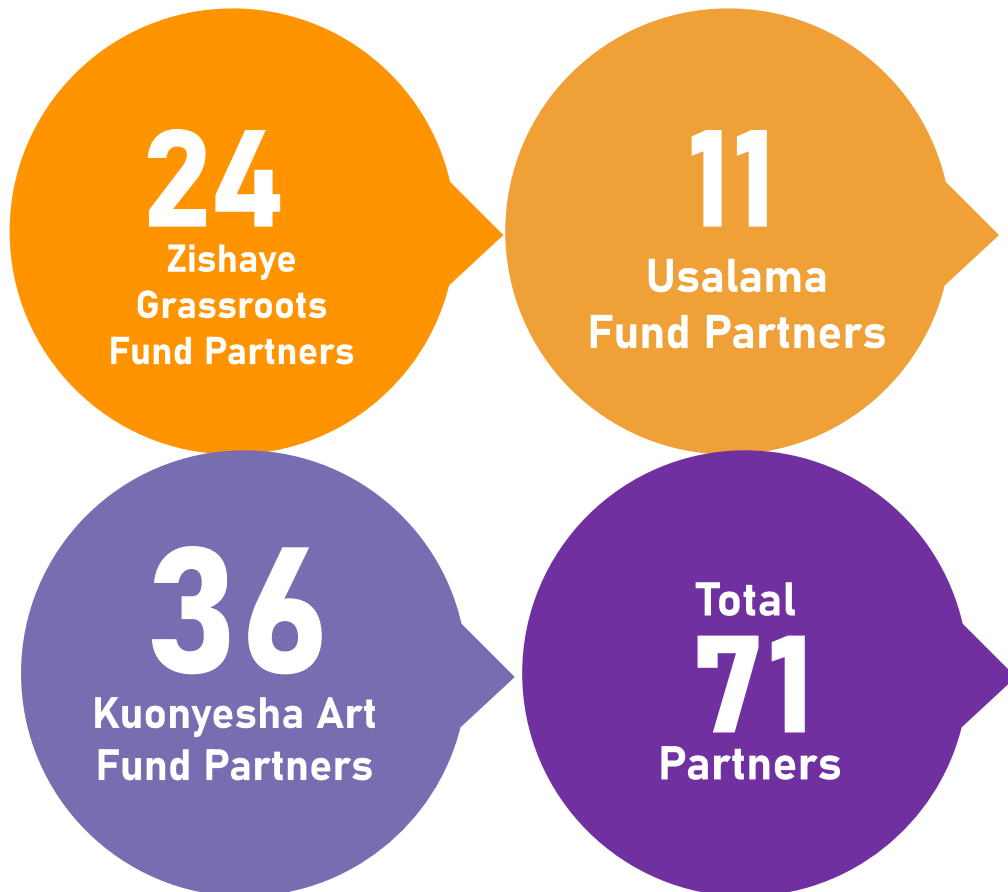
The poster features the CivSOURCE logo at the top, with the tagline 'Share your stories, make a lasting impact'. Below the logo, a circular portrait of Deo Yiga is labeled 'Moderator'. To the right, the 'Topic' is listed as 'The role of networks and networking in preventing VAC in East Africa.' Below this, a circular portrait of Prof. Doris Kakuru Muhwezi is labeled 'Principal Investigator Research, Development Organization'. The date '18 NOV 2021' is prominently displayed in the bottom right corner.



CivFund is one of the ways through which CivSource Africa implements its strategy. Operating as a ‘fund of funds’, the CivFund holds and manages several social justice funds concurrently under two core interventions: grantmaking and stewardship of resources for philanthropy through special initiatives, collaboratives, and fiscal hosting facilities. The goal of the CivFund is to strengthen civil society through flexible, responsive, and accessible funding, to ignite conversations, dreams, opportunities, and change for effective civic engagement in Africa.

The CivFund recognizes that civil society is stronger and more influential when it acts as a collective, and notes the power of movements, collaboratives, and coalitions to create change. In 2021, the CivFund grew from 2 to 3 functional funds: Kuonyesha Art Fund, Zishaye Grassroots Fund, and Usalama Fund.

2021 Partners:



Governance: CivFund Board

The CivFund Executive Board was inaugurated in early 2021. CivFund is overseen by seven members who have fiduciary responsibility. Collectively, the Board's competencies include expertise in organizational development and governance; grassroots funding; grant making; philanthropy; financial literacy; risk management and a demonstrative commitment to the pursuit of social justice. The board has functional committees. That is Audit Risk and Finance Committee and Grants and Fundraising Committee.

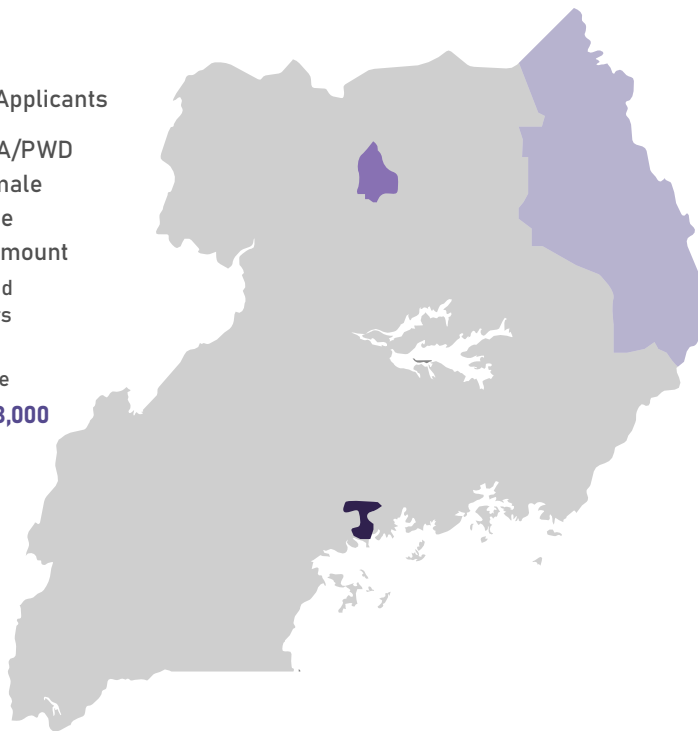
Kuonyesha Art Fund:

Kuonyesha published its second round of calls from March to May 2021 to artists in the regions of Gulu, Kampala and Karamoja. There was intentional focus on inclusivity especially for women and Differently Abled Artists/Persons With Disability (PWD). In compliance with the Standard Operating Procedures to curb the spread of Covid-19, most processes were conducted virtually with the support of several district coordinators operating remotely.

In the second year, Kuonyesha has focused on the need to affirm the Arts as a key contributor of growth of local communities and the shaping of narratives of Uganda as a country immensely diverse and rich in cultural heritage. Due to the uncertainty occasioned by Covid-19 many artists were forced to make tough choices for survival resulting, in the closure of many arts spaces. The lockdown added salt to injury for the already struggling sector! Nonetheless, artists rose to the challenge and showed resilience.

Regional representation of Kuonyesha Art Fund applications 2021

● **Gulu**
111 Applicants
 (16 DAA/PWD
 34 Female
 77 male
 Total amount
 Awarded
 Partners
 6 Male
 6 female
USD 28,000



● **Karamoja Sub-Region**
114 Applicants
 (13 DAA/PWD
 56 Female
 58 male
 Total amount
 Awarded
 Partners
 9 Male
 4 female
USD 28,000

● **Kampala**
123 Applicants
 (6 DAA/PWD
 48 Female
 72 male
 Total amount
 Awarded
 Partners
 4 Male
 7 female
USD 28,000

Categories: Crafts, Fashion Design, Animation, Painting, Film, Music and Dance, Art Journalism, Photography, and Installation Art.



Kuonyesha Art Fund 2021 Highlights

Arts Symposium:

Kuonyesha Art Fund (KAF) hosted its first Arts Symposium. The symposium encouraged discourse around **Aligning the Ugandan Arts Economy for Sustainability**.

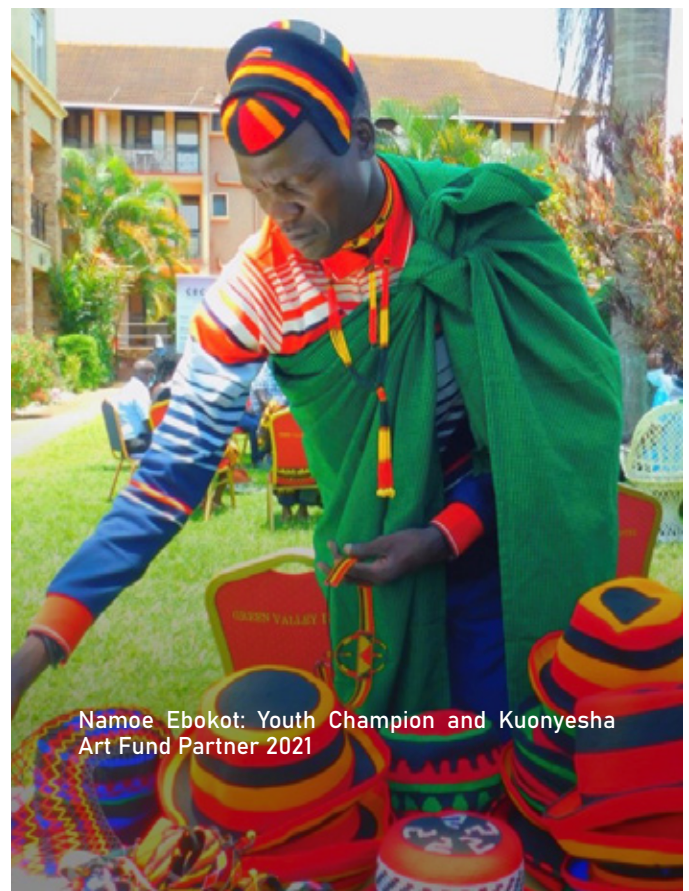


Kuonyesha Art Fund Arts Symposium: Left to right - Moderator Owekitiba Nuwa Wamala Nyanzi, Panelists: Teesa Bahana, Director of Uganda Arts Trust, Prof. Anthony Kakooza, an intellectual property lawyer, Tshaka Mayanja, a recognized music industry legend.

Youth Champions Conference

Kuonyesha was honoured to be part of the Youth Champions Conference on the 6th to 7th October this year. The conference honoured a group of young adults and youth peace champions who have become change agents in their communities and are leading the way in transforming their peers' beliefs. The initiative is a one-of-a-kind tailor-made project addressing peace and conflict and livelihood concerns among young adults and youth groups in post-war communities in Karamoja sub-region in Uganda, courtesy of the (CECORE) Center for Conflict Resolution.

Namoe Ebokot, one of the Kuonyesha Art Fund partners for 2021, was one of the attendees. His art project uses cap-knitting and beaded crafts to encourage cattle raiders in his community of Kabong to abandon the practice and engage in more peaceful activities that will allow them to become constructive, productive, and live long enough to raise their children.



Namoe Ebokot: Youth Champion and Kuonyesha Art Fund Partner 2021

The Kuonyesha Art Fund All Music Safari Musicians Symposium

Kuonyesha Art Fund, in its effort to support, promote, and celebrate art and artists in all their diversity in Uganda, held the Kuonyesha Art Fund All Music Safari Musicians Symposium hybrid event with the theme; **Where we're from! Where we're Art! Where we're Heading!** Moderated by Elizabeth Mbabazi and hosted by Tshaka Mayanja (Musician/Band Leader), the panelists for the day included, Myko Ouma, Kaz Kasozi, Susan Kerunen, Diana Lwanga and Moses Matovu. The discourse, which featured a global network of experts, provided insightful, new, and exciting information for all the artists in attendance, regardless of genre or background.

The consensus of the musician symposium was that; to succeed as a musician, you have to remain a practicing musician.



Event: Kuonyesha Art Fund All Music Safari Musicians Symposium: Left to right - Moderator - Elizabeth Mbabazi, Kuonyesha Art Fund Program Associate, James 'Propa' Kaliisa (MTN Tidal)



“The music industry has seen dark times before, but it has always recovered.”

Moses Matovu



“There is nothing like live music.”

Tshaka Mayanja

Art Online Conversations

The Kuonyesha Art Online Conversations are a virtual space where artists and other sector practitioners are invited to dialogue about the different challenges and opportunities in the Ugandan art community. The series features new and established practicing artists, gallerists, collectors, critics, art industry specialists, policy makers, regulators, art fans and enthusiasts in a once a month discourse. Throughout the year, monthly meetings were held online with conversations curated uniquely to be interactive and focusing on different aspects of the arts.

Kuonyesha Art Fund, supported by her partners Stichting DOEN and Robert Bosch Stiftung, continues to promote a better understanding and appreciation of Uganda's Arts sector, including the challenges and opportunities as articulated by various artists.

Highlights of Kuonyesha Art Fund Conversations:



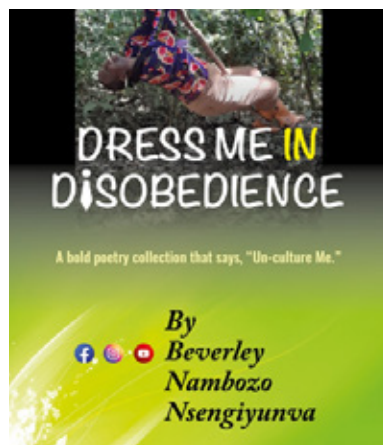
Celebration Corner: Kuonyesha Art Fund Partners 2021



Aganza Kisaka: Vanilla Film nominated for the Toronto Black Film Festival and the Berlin International Art Film Festival.



Paulette Comics: Telling our Uganda Folk tales in animation



Poetry Book Collection by Beverley Nambozo Nsengiyunva



Kenneth Mugabi- Launch of the People Of The Land Album.

Do you want to be part of the Kuonyesha Art spaces?

Email: kuonyesha@civsourcea.com



Land, Water & Climate Justice

Zishaye Grassroots Fund made two years

Zishaye Grassroots Fund provides support to Grassroots Civil Society organizations, groups, individuals, and movements to achieve social change. It aims to amplify grassroots voices through building strategic partnerships between various actors and igniting conversations, dreams, opportunities and change through funding.

The Fund continued with its focus on land, water, and climate justice in the areas of Acholi, Lango and West Nile sub regions. Zishaye Grassroots Fund pursues opportunities to make grants in untested areas.

In 2021, Zishaye Grassroots Fund made 24 grants.

Grant Categories:

Natural Resource
Rights (NRR)

12
Grants

Emergency

8
Grants

Research and
documentation

3
Grants

Leadership

1
Grant



Zishaye Highlights:

Gulu Women's Economic Development and Globalization (GWED-G) is a women rights organization founded by grassroots women who were affected by the Lord's Resistance Army (LRA). GWED-G is legally registered as a Non-governmental organization working in Uganda, with more presence in Northern Uganda, and in the national, regional and international arenas through networking and collaboration with other partners. In Northern Uganda GWED-G works in the districts of Gulu, Omoro, Nwoya and Amuru and through partnerships in Kitgum, Lamwo, Agago and Pader.

“ The intervention by GWED-G changed my life and those of my family. I didn't have money, so I was depending on my husband to provide for my personal effects. But when I joined a VSLA (Village Savings and Loan Association), I now have money and I am able to pay school fees for my children. My husband no longer looks down on me but respects me as an empowered woman.



A Feminist Building School in Gulu

A Feminist building school, an initiative by NAPE (National Association of Professional Environmentalists), was launched in Gulu. The fundamental goal of the school was to provide a forum for collective learning and exchange in which activists shared their different experiences as activists against extractivism and mega-infrastructure projects in their communities. The activists had an opportunity to learn from one another through building solidarity and confidence among community women activists. For organizational strength, the school promotes skills development and shared feminist leadership.

This, in turn, is meant to develop women's leadership as a forerunner to better responsiveness as they strive to safeguard and defend their natural resource rights. The four-day school aimed to enhance awareness of female leaders from resource-rich communities.

Usalama Fund

Usalama is a Swahili word that means safety/security. The Usalama Fund was established with funding from the Global Children Fund (GFC) to support the development field to build awareness, learning and infrastructure to ensure that the projects implemented by various development partners do no harm to the communities they seek to serve. In its pilot phase - July 2021 to October 2022, the fund is focusing on three priority sectors of women, children, and persons with disability in the Northern and Eastern subregions of the country. These sectors were identified in conversation with different partners and are also the fields that constitute the biggest areas of focus for both humanitarian and human rights work in Uganda. They represent the highest recorded incidents of various forms of violation of rights, exploitation, and abuse, not only against communities, but within the development organizations as well.

Safeguarding the rights of others is the most noble and beautiful end of a human being.

The call for proposals for Grassroots Partners resulted into:

11 Number of successful partners

20 Total number of applications

Civ-Ops:

Efficiency. Economy. Effectiveness.

Civ-Ops is the operations department of CivSource Africa. It provides support in the areas of financial management, grants management, human resource management, procurement and logistics, IT, safety and security and general office management.

The implementation of programs, projects and the overall strategic plan is powered by Civ-ops. The department strives to provide efficient, effective, and economic (3Es) support to CivSource Africa.



Efficiency - Building a qualified and experienced team to provide operational support.



On 1st October 2021 we made our 4 years!!



We haven't yet arrived. We're on our way. Even if the path ahead of us is rocky, uncertain, or difficult, we keep our eyes on the prize. To foster a more sustainable, effective, and integrated civil society that enhances the dignity and voice of all people, CSA still has work to do. Giving up isn't an option, and conforming isn't our style. Into the new year, we will continue to embrace our go-getter mentality, dream big, and DARE.

__ Lilian Tamale,
CEO CivSource Africa



Those that are together will bite the meat or the bone.

- Lusoga Proverb

They joined the CivSource family in 2021



Barbara Rita Sematimba:
Chief Steward, CivSource South Africa

Innovative Solutions: I see how there is space and adaptability in learning new ways even from old practices to achieve solutions where they are needed: This learning environment enables CivSource to engage partnerships intentionally, while allowing for growth on both sides by taking time to map out the journey to the end goal desired. The process is as important as the destination at CivSource Africa.



Stella Grace Lutalo:
Director of Strategy and Growth

“Teamwork is the norm at CivSource Africa. Together we do much.”



Antonio Bweme:
Philanthropy Program Lead

“The law of significance; One is too small a number to achieve greatness. There is a lot of teamwork in what we do at CivSource Africa.”



George Bogere:
Associate, CivFund

“CivSource Africa is trying to build a home-grown Africa philanthropy support organization to promote our self-reliance and to fill the void for those that are already folding. I think that is commendable.”



Florence Nakalema:
Associate, Finance

“At CivSource Africa every one's talent is given a chance to shine.”



Treasure Layola:
Executive Assistant

At CivSource Africa learning is a way of being and doing.”



Madonna Ainembabazi Vicky: Associate Support Philanthropy

“At CivSource Africa we are deliberate in our efforts to pursue knowledge.”



Ednah Namugere:
Associate, Kuonyesha

“At CivSource we embrace uniqueness and creativity.”

Economy - Digitization of the operational processes



CivFund will now be able to centralize all grant making processes in one place, with highly flexible options to reduce paper-based grant making procedures.

Smart Simple is an end to end user solution meant to simplify processes for the CivFund partners.

Effectiveness - Continuous professional development of the department's staff to cope with emerging unique and dynamic needs.

Our Retreats:

Quarter 1: Theme: Ignite

"History has shown us that courage can be contagious, and hope can take on a life of its own." –Michelle Obama

Quarter 2: Theme: Institutional updates

Institutional Updates are a blueprint that leads CivSource Africa's assessment culture building and assessment activities, which are aligned with strategic planning, to ensure sustainable and meaningful assessment and improvement.

Quarter 3: Theme: The CivSource Dream; Look how far we have come!

We all go through life in a somewhat organized yet haphazard way, and only when looking backward do we really see how far we've come

...

Quarter 4: Theme: Look at what we accomplished together this year!

We've done so much together despite the fact that it's been a difficult year. We are grateful for the contributions of everyone of the millions of changemakers who made all of this possible. As we prepare to continue working toward a more equitable and livable world in 2022, we have the capacity to create thought leadership on strategic finance approaches for effective philanthropy and civic involvement if we work together.





Discovering my potential

The world in which we live is always changing. Technology is continually evolving, allowing us to connect with people all over the world and putting knowledge at our fingers with a touch of a button. This has an impact on all aspects of our lives, but especially at work.

The only way to stay ahead is to keep learning. Investing in yourself in this way allows you to expand your knowledge and abilities, stay current, and advance in your profession.

CivSource Africa provides a learning environment in which I am able to consistently realize my full potential. Because of the accessible learning options, my self-worth has increased. I believe that CivSource Africa's learning initiatives have prepared me for future prospects within the organization. It has increased my knowledge, skills, and capabilities, enabling me to make more significant contributions.

I am grateful for the beautiful welcoming space. CivSource Africa encourages and fosters a work environment like no other I have known. It is fun and inspires me to take joy in my work. A job, by definition, is not necessarily fun, or enjoyable. Work is hard. Dealing with work stresses day in and day out is hard. Learning how to find a balance in life between the

stresses and pressures of work and life outside of work is hard. Learning how to offset this by creating a great place to work like CivSource Africa is essential for my sanity, creativity, and productivity.

Having respectful co-workers and a healthy working environment have enabled me to deal with the workload and difficult tasks effectively and professionally. Being valued and treated respectfully makes me feel fulfilled, loyal, engaged, and motivated to perform at my very best. Every day, this courteous environment makes CivSource Africa a more appealing place to work.

To this day I have never really regretted taking the career path that I have. That is not to say that my career has followed a detailed plan. It hasn't. I have often reached crossroads that I never expected or planned for, but I have always found myself working with people who I have liked and who have challenged me in positive ways. At CivSource Africa, I discovered these virtues.

The path of the righteous is like the morning sun, shining ever brighter till the full light of day. ~ Proverbs 27:17: As iron sharpens iron, so one person sharpens another.

Sandra Birungi

Welfare Manager



What We Learnt This Year

Why Do Certain Experiences Have Such an Extraordinary Impact?

This year, CivSource Africa's master mind reflections were from *The Power of Moments*. This outstanding book, was authored by recognized New York Times (NYT) bestselling authors Chip Heath and his brother Dan Heath.

It integrates the most recent research from education, teaching, business, and technology with four fundamental core concepts. These ideas form and define our reality, and they may be applied to many aspects of our life, both personal and professional.

We all have defining moments in our lives, the authors say, implying that our lives are measured in seconds. Many people believe this is due to fate, luck, or divine intervention. It was unexpected to realize that we may increase the number of crucial events in our lives without having to wait or be on alert for what would happen next. We may create events and scenarios that nurture these remarkable breakthrough moments, enriching our relationships with others and potentially leading us down a completely new professional route.

The four key characteristics established in the book—Moments of Elevation, Moments of Insight, Moments of Pride, and Moments of Connection—were thoroughly discussed, as well as how they were used in this

revolutionary worldview. It was fascinating to observe how people recall some events from their lives while forgetting others.

The pivotal events in our life have a wide range of effects on us, including how we see others, culture, and the natural environment. Every culture has its own unique and elevated moments, such as various types of festivities and parties, religious traditions and rituals, political civic events, and so on. People prefer to recall and obsess on unpleasant experiences/outcomes over good and happier times, according to research. When negative and positive information is combined, bad becomes stronger than good. Sports enthusiasts, for example, recall defeats more than victories.

There were a lot of intriguing stories. The first was about improvement, which led to insight and better education, relief workers who assisted primitive isolated villagers with sanitation measures, a leadership conference that stressed that innovation began outside the office, and employees were treated with respect and encouraged to participate in a retreat. A new marketing approach emphasized the significance of going beyond knowledge to feel the demands of customers. This is just a taste of what this magnificent book has to offer; it has the capacity to impact and affect a person's life and career.

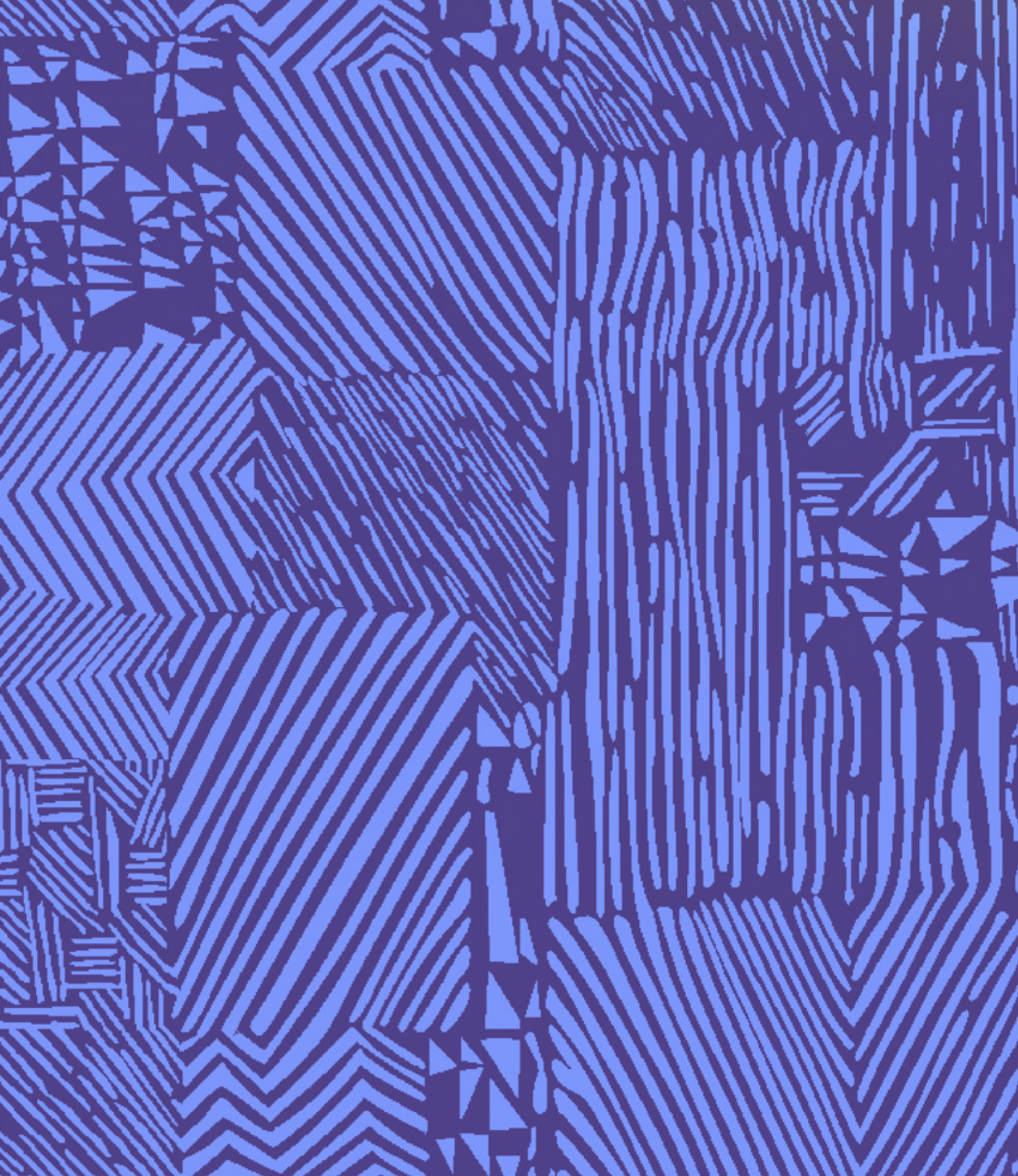
Book Review by Communications Department.

**Not everyone who
chased the zebra
caught it, but he
who caught it
chased it.”**

_ African Proverb



Philanthropy that works and a
civil society that thrives.



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