



# **Kyusa Annual Report**

## **2014**

**Raising Generations of Change Agents**



Kyusa is a registered NGO in Uganda that empowers out of school youth in urban slums to turn their passion into sustainable careers. The organisation was launched and registered in 2014.

### **Vision**

To empower the beneficiaries to change the course of their lives by designing their own careers in a way that has positive social impact.

### **Mission**

To offer creative learning tools for school dropout youths that empowers them to achieve their educational and career goals in a way that recognizes their strength and values by seeking and providing the best available options to enable each person succeed and be proactive.



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## Letter from the Board Chairman

2014 is a year that Kyusa has been involved in delivering a pilot project for young people who have not been able to complete the formal education cycle and yet have limitless potential that has not been ignited for exploits. This pilot is a pioneering kind of work which was taken seriously by the Board at Kyusa and the necessary support was given.

Resultantly, we have been amazed at how a combination of vision for the betterment of young people, good project management practice and willingness of the young people reached to learn can awaken sleeping giants – yes, that is what has happened. The remarks from the young people at the first graduation attest to that.

This has been an effort of various stake holders. The Pilot has helped us know and learn what works, what does not and, see where modifications can be done. Through project reviews and reflections, lessons learned from this pilot have been well documented and, used to prepare better to handle the second group of beneficiaries and the subsequent ones that will follow. These lessons are also available for key players who may need to know what Kyusa has learnt in this pioneering kind of project.

I take this opportunity to recognize and appreciate the pioneering class who took a risk with us to learn together. I recognize the invaluable contribution of the staff that have in many ways invested in the lives of the young people and seen great results. I thank the Board for believing in the vision and vouching for it in practical ways. I also thank the supporters across the board that have made it possible.

The future is bright.

Emmanuel SAKIRA

Board CHAIR



## Word from the Executive Director

We have had a fruitful year and we have witnessed tremendous progress as well as success. We are grateful for the partners and volunteers that have come on board to support us through our pilot and take off phase. It has been an enriching journey that has seen us go past some of the startup huddles into more still and calm waters.

We had a successful pilot phase where we empowered twelve participants who have all gone on to either secure employment for themselves or start their own ventures. The learning process has been documented and a lot of new insights and knowledge has been taken into consideration to update and revise the curriculum in a way that makes it more relevant for the participants. As a result we anticipate bigger impact in the forth coming year and hope to scale up in a way that enables us to empower at least forty youth in 2015.

We live in a time and a season where the issue of youth unemployment is a timely bomb worldwide. There is vast

speculation regarding the future of our economy but the bottom line is that something has to be done and it has to be done now. Kyusa is impacting the lives of vulnerable youth in urban slums through mindset change that move from a place of hopelessness to clarity about their life purpose, mission and career objectives.

I implore you to be part of this great movement and be part of the heroes that raise generations of change agents. The present and future of Uganda lies among youth and any investment in youth not only transforms lives but shapes communities, nations and the world at large. What better way to invest your life than in building a legacy that lasts for generations? Be part of the movement.

Thank you for your continued support and commitment.

**Noeline Kirabo,**

Executive Director

### Highlights from 2014

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- January - April 2014**  
NGO registration process
  - 16th May 2014**  
Officially approved as NGO to operate in Uganda
  - June - December 2014**  
Pilot phase



## Program Summary

In 2014, Kyusa was able to take in 15 participants and 12 successfully graduated from the training program. 100% of all the alumni are either employed or are running their ventures. 40% of alumni are employed in different companies while the remaining 70% have started and continue to grow their ventures. Alumni have so far started 8 sustainable business ventures and three social enterprises. This is a result of them identifying their passions and being equipped with skills through Kyusa to turn them into sustainable careers. Each alumni earns an average monthly income of 100,000 shillings (\$50) according to the alumni report. 40% of alumni are providing employment

opportunities for 15 fellow youth through their business ventures and 12 volunteer placements to youth who would otherwise be idle and probably more prone to criminal activities. One alumna is currently supporting a young sibling through school by paying his tuition thus working towards stopping the cycle of school dropouts in his family. This is made possible through income from his business venture. Two of the alumni have each started social enterprises that are collectively impacting the transforming the lives of 60 vulnerable children between the ages of 6 – 19 years in their communities.

**80%**

- Participants successfully graduate from the program

**100%**

- Employment rate of current alumni

**90%**

- Growing businesses and social ventures started by alumni



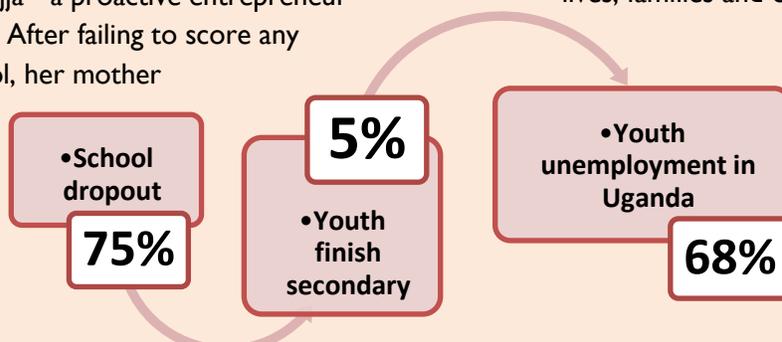
## Breaking the Cycle of Abuse & Poverty

According to the Stomme Foundation report 2014. Uganda has the highest school dropout rate in the East African region in spite being rated as having the highest educational standards in the region. It is estimated that 7 out of every 10 school going youth is bound to drop out before they complete their secondary education. Most of the dropouts either opt for early marriages, substance abuse, criminal activities or informal jobs where they have no say over their terms of work. Kyusa works with out of school youth in urban slums by empowering them to create economic opportunities for themselves, their peers and communities thus breaking the cycle of poverty and abuse among school dropouts in Uganda.

An example is; Joan Nampijja - a proactive entrepreneur with a passion for catering. After failing to score any principal pass at high school, her mother

told her she would never amount to anything and vowed not to pay any more tuition for her. As a result of her training at Kyusa, Joan has turned her cooking passion into a snacks business that currently supplies restaurants, school canteens and families in her community. She currently earns an average weekly income from sales of 300,000 shillings (\$120) she saves 50,000 shillings (\$20) daily from her business profits. She currently employs two people to help her with the work load.

Kyusa believes in empowering youth to become forces of change and entrepreneurship in their communities. The impact is reflected in the change and transformation that our participants and alumni continue to manifest in their lives, families and communities.





## Harnessing Untapped Potential

At Kyusa, we believe that the solutions to the hardest, most intractable world problems can be solved by harnessing untapped potential. And we believe the key to tapping into potential is passion.

Isaac K. came to Kyusa because he couldn't afford to continue his education. When he first came to Kyusa, he was keen on becoming a business entrepreneur. Deep down he knew he had a passion for football and a desire to nurture young people, but it didn't seem to him to be a valid career interest.

Today, Isaac is the founder and head coach at K. Isaac Football Academy in Nabweru and a science teacher at a primary school. Through our three month training program, Isaac identified his passion, verbalized it into a purpose statement, set goals for himself, identified the

skills and resources he would need to be successful, and created a plan to achieve his dream that took into account his financial needs. He is happier and more satisfied with his life than he thought he would ever be.

Through the academy and the school, Isaac is working with 30 young people, empowering them, nurturing them, and teaching them. That is the true power of Kyusa: a multiplier effect led by our alumni like Isaac, and Julius (who started a catering company that has created eleven jobs), and Sharon (who is currently employed as an office assistant in one of the clearing and forwarding agencies in Kampala). Each one of our alumni is leveraging their passion to develop a career) and make a difference in their communities.

12

Graduates

12

Ventures started

100

People's lives improved



## Providing Opportunities for Continued Growth

As part of our plan to continue supporting the alumni, we provide alumni monthly support meetings where alumni meet to share ideas, challenges and to continue receiving trainings and support to enable them grow and scale up their ventures. This year we were able to facilitate three alumni meetings that were attended by 70% of the alumni from the pilot class. One of the things that came up through our discussions is the need for alumni to stay actively involved in the Kyusa program so in light of this, it was agreed on that Kyusa alumni will be called on from time to time to facilitate and mentor the new participants.

Through the alumni support meeting, we learnt that alumni are continuing to grow and expand their business ventures. An example is Julius Afasha a passion driven ICT personnel with a passion for catering. His passion for

cooking and managing food was often deemed unreasonable for a boy by family and friends so he silently buried his passion. Through Kyusa, Julius realized the business potential in his cooking skill and was inspired to turn his passion into a profession. He has started a food and events management service company where he started by providing part time employment for seven of his peers but currently employs eleven fellow youth and earns an average monthly income in sales of 300,000 shillings \$120. Julius saves 100,000 shillings (\$40) weekly as he plans to expand his business and buy his own catering equipment so he can stop hiring. 80% of the alumni are continuing to grow and expand their ventures and in so doing are providing employment opportunities for other people.

90%

Alumni save monthly

50%

Alumni have at least two income sources

40%

Alumni employ at least one person



## The Way Forward



## 2015 Projections

Train & empower 40 youth through the Kyusa program

- Run one training cycle per quarter
- A total of four training cycles a year each targeting a maximum of 10 participants
- 60% of participants are female and 40% males

Raise \$ 15,000 to cover annual budget

- Raise \$5,000 through local fundraising drives
- Raise \$10,000 through grant and proposal applications
- Raise a team of at least 20 Kyusa heroes (giving \$20 on a monthly basis for atleast a year)



## Partners & Affiliations

### Board of Directors:

Emmanuel Sakira	Board Chairman
Asaph Kyambadde	Vice Chairman
Nelly B. Mugisha	Treasurer
Enoch Kitenda	Secretary
Phiona Atuhaire	Founding Board member

### Kyusa staff:

Noeline Kirabo	Executive Director
Juliette Engole	Volunteer
Rachael Kiiza	Volunteer

### Individual partners:

Lynne Murguia	Individual donor
Joshua Kakaire	Kyusa heroes
Asaph Kyambadde	Kyusa heroes
Micaela Gutierrez	Probonal Consultant
Brian Senfuma	Individual donor

### Organisations:

International Institute for Global Leadership
Rotary club district 9211 [Kampala]





## Take Action

As wind up the year 2014 and the first year of our operation, we are in gratitude for how far Kyusa has come and continues to grow as well as flourish in the quality of services that are being offered. On behalf of Kyusa, we would like to thank you for your generous contributions and support. Your enduring commitment and precious investment to build and nurture change agents in Uganda is genuinely appreciated.

All this has been made possible through your generous giving and continued support. We are grateful and appreciate this far you have walked with us.

Our goal for 2015 is to empower 40 out of school youth in urban slums to turn their passion into sustainable careers through four training cycles of ten participants each. We anticipate that these youth will collectively be able to better the lives of 4000 fellow youth within two years after graduating from the program through their ventures.

Our goal for the next five years is to directly impact 400 out of school youth in a way that enables them to turn their passion into sustainable careers that will in turn impact 40000 youth through their ventures by providing employment, training or social services that better the lives of the recipients.

We need your help to be able to make this a reality. We here by invite you to be part of this great movement by becoming a Kyusa hero. A hero is a person who commits to giving a minimum of 50,000 shilling (\$20) on a monthly basis for at least one year. This enables us to offer this program free of charge to one participant who may not be able to afford to subsidized tuition fees. Your generous gift will go a long way in changing not just lives but generations of Ugandan youth. Please sign up by sending us an email at [Kyusa.uganda@gmail.com](mailto:Kyusa.uganda@gmail.com)

May 2015 be a blessed and fruitful year for you.

Many blessings from the Kyusa family



## Financing Model Process to Date

### 1. Start -Up Grant

- Received startup grant from Braille Without Borders Switzerland to run a pilot project.

### 2. Subsidized Fee

- Participants pay a subsidised fee payable in installments

### 4. Workshops & Seminars

- Raise fees from workshops and seminars for young workers and corporates

### 3. Fundraising Campaign

- Raise individual partners who can commit to \$10-\$100/month for a year

We continue to write proposals and grant applications



## Key Resource Requirements

### Funding



- Funds to cover administration and operative costs
- Start up grants for some of the participants

### Work Tools



- Laptops
- Internet bundles
- Stationery

### Hands-On Support



- Career mentors
- Apprenticeship placements
- Volunteers to help with day to day activities

## Contact Us

**Telephone:**

**+256 712 877208**

**[Kyusa.uganda@gmail.com](mailto:Kyusa.uganda@gmail.com)**

**[www.kyusa.weebly.com](http://www.kyusa.weebly.com)**



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