



ANNUAL REPORT FOR HALEA - 2014

HALEA - 2014

Humanist Association  For Leadership,

Equity And Accountability

Contact and Address:
Plot 41 Enterprise House, Makerere Hill Road
Next to LDC Kampala - Uganda
Tel.: +256 772 576635
Email: haleauganda@gmail.com
Website: www.haleauganda.org



**HUMANIST ASSOCIATION FOR
LEADERSHIP, EQUITY AND
ACCOUNTABILITY**

**HUMANIST ASSOCIATION FOR LEADERSHIP, EQUITY AND
ACCOUNTABILITY (HALEA) 2014 ANNUAL REPORT**

TABLE OF CONTENTS

MESSAGE FROM THE CHAIRPERSON 2 - 3

FOREWORD BY EXECUTIVE DIRECTOR..... 4 - 5

INTRODUCTION.....6 -7

PROGRESS OF PROJECT AS COMPARED TO PLAN..... 8 - 14

PICTORIAL10 - 12

LESSONS LEARNT IN 201415

ACCOUNTABILITY STATEMENT 2014 (SUMMARISED).....16 - 19

MESSAGE FROM THE CHAIRPERSON

Taking on the position of chairperson of a promising and very active organization, HALEA; has been a great opportunity for me to serve but also learn a great deal. 2014 was such a great year. Thanks to all our members, staff and donors for making this possible.



Over the years, HALEA has continued to grow from strength to strength and I am proud to have been part of the team that started the organization. As the first female chairperson, I do believe that HALEA offers opportunity for women to serve and this ought to be emulated in the different sectors providing services to the public. I am happy to report that our planned activities were achieved and our membership grew in great bounds. We managed to promote debates in schools, did several trainings that empowered both the teens and our membership and through our teens assistance scheme, several teenagers and young mothers were empowered to go back to school and many others learnt practical skills. And as it has been said before, we continued to be one of the most active humanist organization in Uganda and we indeed took humanism and its values to the public.

We are an organization that is purpose driven, we want to create a difference in the lives of millions of people and change attitudes for the betterment of our communities and country. Our dreams remain the same, we are focused on building a strong HALEA as an organization that will outlast the founders, an organization which our children and people of generations to come will find strong, work with and benefit from its services. From the current developments, I am happy to note that HALEA is taking great strides to create an organization that is bound to exist for so many years to come, it is this strong foundation that we are setting up that will take HALEA to greater heights.

We do not achieve success on our own, we work with a number of partners. We are grateful for the continued support from HAMU and we also thank CFI,AAI and BHA among others for their support.

This report is just a summary of what we have done in a full year, it is not exhaustive, thus any detailed information can always be obtained from our offices or our website and blogs. We encourage all our partners and members to utilize their right to access information and ask for any other information they so wish to get from us, we shall be happy to provide it. Thanks.

AISHA NANSUBUGA
Chairperson HALEA- 2014
HALEA board of Directors.

FOREWORD BY THE EXECUTIVE DIRECTOR



Working with HALEA has always been an honour to me, though challenging at several fronts, 2014 was another year full of success. As a project leader, I was part of the implementation of all the activities and I can report with confidence that our tasks were executed with the professionalism and the commitment they demanded and we were able to accomplish many of our set goals for 2014 by November 2014. We had challenges too especially the double attack at our offices and the burglary that left us incapacitated as property worth millions of Uganda shillings was stolen. Then there was an attempt on my life and that of my family and my car was burnt! These trials and challenges made my life extremely hard and in a way the entire organization was paralyzed since assets crucial to our work had been stolen. Then, financial constrains remained a thorny threat in the course of project implementation but we managed to find workable solutions and completed the year on a good note. At HALEA, we have learnt one thing: Challenges are part of life and we must look at the big picture to achieve our set goals.

My thanks to the staff, volunteers and partners that never gave up despite some challenges. We continued to get not only financial support but routine visits and advice from HAMU.

We are very grateful to our other partners and supporters including IHEU, IHEYO, AAI, CFI, HSS among others who have been of much help throughout 2014 and it is our sincere hope that such cooperation remains to make us more stronger.

As has been our practice, we engaged our beneficiaries in a number of activities geared towards empowering their minds to enable them think through the cultural and religious practices that continue to deprive them of their rights and freedoms. We had debates, trainings and performances in all schools and the turn up for parents and other

stakeholders whenever they were called upon was amazing. We have enabled hundreds of teens keep in school, complete a year in school and keep on their path to a desired future.

We had visitors from USA, UK, Norway, Germany and Canada and all of them have proven to be of great benefit to HALEA.

We are still focused on securing HALEA's future by purchasing a piece of land and start building our own headquarters as well as a Humanist Ceremonies center and an empowerment centre for young people and young mothers. We have gone an extra mile in saving some money to that effect and we are currently appealing to our partners and friends to support us in this cause since we honestly know that we cannot manage to realize this dream on our own. Now that we cannot rely on prayers or on an invisible being such as a god or God, our only hope is by knocking on the doors of all well-wishers, partners, associates and supporters to join HALEA secure a piece of land and build premises that will be beneficial to many generations to come. As founder members, leaving behind a strong and secure HALEA will be the perfect gift to give to those who will lead HALEA after us and me in particular as the head at the project implementation level. We failed to achieve this in 2014 but we are keen to secure land in 2015 and there are all the signs that we are now on the right course to achieve this target. The report is a summary of what went on at HALEA in 2014. A detailed report of over 30 pages can always be obtained as and when demanded. We thank you for your continued support and we are always keen to hear and learn from you. Enjoy the report and keep us posted.

KATO MUKASA- EXECUTIVE DIRECTOR- HALEA 2014.

INTRODUCTION

The Humanist Association for Leadership Equity and Accountability is a registered CBO/NGO started in 2008 by various skilled professionals with several objectives that include empowering the marginalized groups of people especially the teenagers, young mothers, women, and all other individuals whose rights are violated because of their gender identity, sex orientation, income level, and religious views among others. As a humanist organization, our major goal is to promote humanism especially through the promotion of reason, science and critical thinking skills amongst others.

HALEA's offices are located in Uganda – Kampala Central Division, Kagugube parish on Enterprise house, Plot 41 Gaddafi road opposite the LDC. Since 2009, HALEA has been able to offer its services to the marginalized people in the slum areas of Kampala Central Division with much emphasis on Kagugube Parish.

HALEA has implemented a number of projects since 2008 and amongst them is; The Open Talk Debates Project and the Teens Empowerment Project which started in 2009.

As a Civil Society Organization, HALEA also works with schools and has been able to organize School Debates and Essay Writing competitions that have advanced free thought and rational thinking among the youth, teenagers and has exposed young people to a number of issues including laws that effecting them such as the Anti Pornography and Anti Homosexuality laws as well as enabling young people discuss critical issues affect them such as arranged marriages, abortion, rape, defilement and drug abuse among others. We are able to gather views from other members of the general public through the Open Talk Debates and radio talk shows.

This report brings to you a summary of the activities done in 2013, our successes and failures as well as our financial situation in terms of Income

and Expenditure such that HALEA members and the General public is enabled to be updated and in effect empowered to advise, guide and or empower HALEA from an informed point of view.

Teens Empowerment Project

The main project of HALEA in 2014 was the Empowering Teenagers project which was sponsored by a Norwegian Humanist Organization called HAMU and the implementation process was headed by Kato Mukasa as the Executive Director.

Empowerment of teenagers with life skills and rational based education was a continuing project that begun in 2009. It was mainly focused on reaching out to youths of Kampala District but has since zeroed down to youths of Kagugube parish in Kampala Central Division.

In 2014, the project centered on helping young people especially teenage boys and girls make informed decisions about sex and sexuality issues so that they could complete school without becoming pregnant since pregnancy is the leading cause for the drop for most teenager girls. The project focused on bridging the communication gap between teens and their parents and teachers and the several stakeholders were called upon to handle the religious and cultural factors that lead to school drop outs by being mindful of the existing laws and emphasis was placed on the need to use the law, reason and science when handling issues affecting young people.

Being aware of the role of Music, Dance and Drummer as a major tool in information dissemination, HALEA again relied on its ONE LIFE EDUTAINMENT to educate and entertain masses and several songs and plays were composed and acted by young people and the message was carried to both the young and adults and this enabled HALEA create more awareness on the retrogressive and oppressive cultural and religious issues affecting young people.

PROGRESS OF PROJECT AS COMPARED TO PLAN.

The project initially had targeted to Empower 5000 teens to Make Wise Decisions that are not influenced by Cultural Beliefs but effectively covered 2,969 teens. The Teens Edutainment Club had targeted 80 teens but covered 218 teens. We targeted covering 350 teens participating in Debates but had 345 teens actively participating in debates.

By end of 2014, we had registered a total of 1,706 teens who could freely discuss issues with their parents and community leaders and 342 teens has written winning essays some of which were featured in the Open Talk Magazine. Through the teens assistance scheme HALEA empowered 52 teens compared to 25 teens planned and several teens were given both financial and material assistance.

Furthermore, HALEA empowered 33 young mothers as compared to 25 young mothers initially targeted. Young Mothers were trained in Music Production, Piano and Guitar lessons while they were also encouraged to go back to school, were given scholastic materials and were trained in computer skills. We had a total of 17 volunteers and 7 interns in 2014.

STAKEHOLDERS PARTICIPATION

Several stakeholders attended our functions including parents meetings. Our parents meetings were attended as follows. There were a total of 688 parents, 1,796 teens and 39 teachers in attendance of the parents meetings. In addition, a total of 20 Local Council officials attended the parents meetings. We received 17 volunteers who were able to provide labour to the organization while we also were privileged to train 7 interns who worked with us.

SCHOOLS PARTNERED WITH

HALEA partnered with a number of schools to reach out to the teenagers in those schools and the following were the schools covered in 2013:

- Grace Fellowship Primary School
- Grace Fellowship High School
- Kampala Students Centre
- Bright Junior School
- Children's Corner School
- Bat Valley Primary School.

IMPLEMENTATION OF OUR EXIT STRATEGY

The teens empowerment project 'ends' in 2015 and our daily activities will inevitably change into a wider perspective. We do not want to lose what we have achieved, we want to see our teens continue being in school, we want to see debates continuing in schools and articles being written as teens speak up views that protect their interests. We want to see teens in school and ensure that the drop out rate continues to fall each other year. In preparation for this transition, we continue to reduce on the number of schools we operate in and as in 2014, we operated in only 6 schools but we are happy to report that schools continued with the activities we had introduced there and we only did minimum supervision. This is going to be our approach.

MEDIA OUTREACH

We were able to get some media coverage (Television coverage) for some of our activities with the state broadcaster UBC,NBS and NTV giving us coverage. We also got coverage from Radio Simba, CBS radio, Top radio, Metro FM, Kingdom FM and Mama FM. These gave us an opportunity to explain what HALEA stands for and to rally the people to support and join us in our cause. Throughout the year, we managed to carryout radio talk-shows and we managed to secure a 2 hour radio talk show on Kingdom FM where our members are featured every Friday.

CONFERENCES

HALEA officials (Kato Mukasa and Suzan Nambejja) had the opportunity to attend the World Humanist Congress in Oxford in August 2014.HALEA's executive director was later elected to chair the African Working Group of IHEYO and managed to attend conferences in Ghana and in Kenya. HALEA staff (Kato Mukasa and Lukyamuzi Joseph) attended the East African Regional Working Group Meeting and Training held in Nairobi - Kenya from 2nd to 4th December 2014 in which humanist organisations all over East Africa attended, got trained in Human rights, resource mobilisation and advocacy.



Inter-School Debate at Grace Primary School



Talent Search Finalist at Obligato Theatre



Open Talk Debate at Seascullop



Inter School Debate at Children's Corner School



Grace Primary School Debator



Anna Fitchmeller from Germany at HALEA Office

Furthermore, HALEA members also attended workshops organized by Konrad Adeneur Stiftung, Friedrich Ebert Foundation and Foundation for Human Rights Initiative.

GUEST VISITS

The organization was honored to pay host to a number of humanists and well wishers who came seeking to know what HALEA is doing and how we go about our activities. Among these were: We were visited by Mrs. Geil Miller (Director - AAI), Susie Bennett (LGBTI Rights Advocate from UK), Anna Fitchmeller from Germany, Lydia Matata (Kenyan Journalist), Esther Kwaku human rights activist (Nigerian), Marilyn Cherie, Dr. M Bogdon from Netherlands and Mr. Gunnar who gave us general guidance on project management, Advocacy and human rights trainings. Furthermore, we hosted two visitors from Norway and members of HEF being Dr. Lasse Efskind and Mrs Kava Kierulf. They visited teens and schools and got to know our activities.

PARTNERSHIPS

The organization continued to partner with HAMU Norway for the Empowering Teenagers Project, partnered with IHEU on the Open Talk Project, worked closely with the international Humanist Ethical Youth Organization (IHEYO), AAI and CFI.

PUBLICATIONS

HALEA was able to produce two magazines (Issue 5 and 6) in 2014. These magazines contained the opinions of the youths we work with on topical issues and equally carried articles that do promote humanism, human rights, critical thinking and science.

HUMAN RESOURCE

The implementation of HALEA projects is headed by Kato Mukasa – the Executive Director who works in consultation with the Board. Directors and the rest of the staff and volunteers. Ms Suzan Nambajja was

the Treasurer, Ms Wampi Hadija managed the records and Finances, Mr.Jude Ssengooba oversaw the running of the organization's systems and management of office electronic equipments while Ms Nakibuuka Sanyu was in charge of the organization's website and blogs. HALEA had several music trainers notably Ms. Betty Mukasa, Josephine Buliuro, Umar Kawesi and Paul Ssenyange while Mr. Kato Ssenyange was in charge of Instrument training and Denis Lugemwa was in charge of research, marketing and trainings while Ms. Margret Namayanja handled the initiation of the Young Mothers' Project. Kato Senyange trained the teens in instruments under the teens entertainment programme while Senyange Paul trained the teens in Music. Betty Nalugo trained the teens in Dance while Dennis Lugemwa worked as the Business Development Officer. These and Nakibuuka Sanyu put in 50% time of working hours because they are Part-time employees. We also had 19 volunteers who offered part of their time to serve the organization.

MAJOR CHALLENGES IN 2014

The organization has been under attacker by un known people and many of its assets were stolen. This was a huge set back but we are grateful to IHEU and BHA, HAMU and several individuals who gave us support to revive our activities. We have been able to replace many of the lost assets and we are back to work. However, we still do not comprehend the reason why such hate is happening to HALEA and its officials and we are hopeful that such wrongdoers will finally be apprehended

Salaries of staff workers are still inadequate yet they are needed at their desks for all the available working hours. Adequate salaries would come in handy to motivate this work force that has gained experience for the job required of them and it's assumed that the results would reflect so. The teens entertainment programme still lacks space for training and rehearsals and they still utilize the office premises compound yet it's a public place and at times their presence and sounds seem to inconvenience other offices occupants. We are therefore still striving to see that HALEA gets a place it calls home.

LESSONS LEARNT IN 2014

1. We have learnt the importance of regular communication to teens such that they understand our inability to solve all their problems and this reduces the level of dependence and expenditure on teen's assistance scheme.
2. It is important for HALEA to get land and secure own home if we are to have a sustainable future. We have applied for support from HAMU to help us secure land for HALEA and also agreed to invest much of our membership contribution and part of our personal earning towards raising funds for getting a piece of land and then later on building an office for HALEA because rent in Kampala Central is ever on the increase and without our own premises, sustainability of HALEA may be very hard in the future.
3. Involving parents, teachers, community leaders and other stake holders in the project plays a part in terms of mobilizing teen mothers to go back to school, encouraging teens to stay in school and to counsel them. We need to work closely more with the parents/ teachers/LC officials to increase our appeal and relevancy to the community.

OUR DREAMS AND TARGETS IN THE NEXT 4 YEARS (2014-2018)

HALEA is ensuring a continued growth for posterity and the betterment of the society. We are sure to achieve this if we do the following;

- a) Secure a piece of land and establish our own headquarters/offices.
- b) Start an income generating activity that can sustain our current and future activities.
- c) Attract more funding partners to enable us realize the implementation of several desired plans.
- d) Be a more globally known and active organization engaged in empowering hundreds of thousands of people each year and growing its membership to thousands of individuals.
- e) Promote awareness of Humanism as well as the practice of humanist values and principles.



A.I. Ahmed & Associates

Our Ref: HALEA/14/01

Your Ref:

Cell: +256-774-687910
Tel: +256-312-336872
Post Office Building
4th Floor, Suit 421
Plot 35, Kampala Road
P. O. Box 4556, KAMPALA

ACCOUNTABILITY STATEMENT 2014 (SUMMARISED)

INDEPENDENT REPORT OF THE AUDITORS TO THE MEMBERS OF : HUMANIST ASSOCIATION FOR LEADERSHIP, EQUITY AND ACCOUNTABILITY LIMITED (HALEA)

We have audited the financial statements for the year ended 31st December 2014 set out on Pages 6 to 13. We obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of our Audit.

Respective responsibilities of the Directors and Auditors

As set out on page 4, the Directors are responsible for the financial statements, which give a true and fair view of the Company's state of affairs, and its operating results. Our responsibility is to express an independent opinion on the financial statements based on our audit and report our opinion to you.

Basis of Opinion

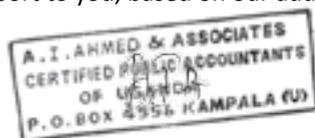
We conducted our audit in accordance with International Standards on Auditing. These standards require that we plan and perform our audit to obtain reasonable assurance that the financial statements are free from material misstatement. An audit includes an examination, on a test basis of evidence relevant to amounts and disclosures in the financial statements. It also includes an assessment of the accounting principles used and significant estimates made by the management, as well as an evaluation of the overall presentation of the Financial Statements presentation.

Opinion

In our opinion, the financial statements give a true and fair view of Statement of financial position of Humanist Association for Leadership, Equity and Accountability Limited (HALEA) as of 31 December 2014, and of its financial performance and cash flows for the year ended in accordance with the policies adopted by the company.

Report on other legal requirements

As required by the Uganda Companies Act we report to you, based on our audit, that:



- I. We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit.
- II. In our opinion, proper books of account have been kept by the company, so far as appears from our examination of those books; and
- III. The Statement of financial position of the company is in agreement with the books of accounts.

A.I. Ahmed & Associates

A I Ahmed & Associates
Certified Public Accountant of Uganda. (ICPAU)

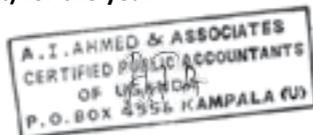


Date: 15. March. 2015

**Humanist Association For Leadership, Equity And Accountability Limited (HALEA)
(Company Limited By Guarantee) - CBO
Financial Statements For Empowering Teenagers Project
For The year ended 31 December 2014**

CONSOLIDATED FUND ACCOUNTABILITY STATEMENT SUMMARY

		2014	2013
	Sch	UShs.	UShs.
Opening Balance		716,632	1,280,018
Receipts	A.1	162,566,867	108,527,654
		163,283,499	109,807,672
EXPENDITURE			
a) Teens Empowerment:			
Operating expenses	A.2	73,288,900	68,745,600
Administrative Expenses	A.3	28,700,904	27,496,640
Capital expenses	A.4	7,270,000	1,040,000
b) CFI:			
Replacement of Loss Assets		9,085,880	
Motor Cycle			3,116,800
c) AAI			
Replacement of Lost Assets		2,275,500	-
d) IHEU			
Replacement of Loss Assets		8,692,000	-
Open Talk Debates		20,370,000	-
e) HALEA (Own) Contribution			
IHEU Associate Membership Subscription fees		180,000	
f) International Contribution (Mr. Gunner)			
Tution Sent through HALEA		767,500	-
g) IHEYO			
East African NGO Conference		-	8,692,000
Total expenditure		144,405,184	109,091,040
Surplus/(Deficit) for the year		18,878,315	716,632



**Humanist Association For Leadership, Equity And Accountability Limited (HALEA)
 (Company Limited By Guarantee) -CBO
 Financial Statements For Empowering Teenagers Project
 For The year ended 31st December 2013**

**TEENS EMPOWERMENT FUND ACCOUNTABILITY STATEMENT SUMMARY
 (HAMU)**

		2014	2013
	Sch	UShs.	UShs.
Opening Balance		716,632	1,280,018
Receipts			
Grant: HAMU	A.1	104,812,150	89,652,250
Own Contribution		2,228,407	6,173,604
CFI Contribution (Towards Cash Loss)		878,000	
International Contribution (Uknown Source)		-	243,000
Community Contribution		350,000	350,000
School Contribution		300,000	300,000
Total		109,285,189	97,998,872
EXPENDITURE			
Teens Empowerment:			
Operating expenses	A.2	73,288,900	68,745,600
Administrative Expenses	A.3	28,700,640	27,496,640
Capital expenses		7,270,000	1,040,000
Total expenditure		109,259,804	97,282,240
Surplus/(Deficit) for the year		25,385	716,632

A. I. AHMED & ASSOCIATES
 CERTIFIED PUBLIC ACCOUNTANTS
 OF UGANDA
 P. O. BOX 8356 KAMPALA (U)

