



**JOMAS
FOUNDATION
AFRICA**

EMPOWERMENT FOR ALL

2022

**ANNUAL
REPORT**



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JOMAS
FOUNDATION
AFRICA

EMPOWERMENT FOR ALL

FOREWORD

As we present the annual report for the year 2022, I am both honored and humbled to reflect on the remarkable achievements of the JOMAS Foundation Africa.

Our organization's work has rotated towards the programs of Youth Informed Voice (YIV) , Women Arise (WAR), Joint Talk and Primary Education on Sexuality (PES).

Throughout the year, our programs have helped to reduce the incidence of teenage pregnancies, increased access to contraception, and provided vital support and education on sexuality.

We have worked closely with local governments and health authorities to ensure that our programs remain accessible.

None of these achievements would have been possible without the dedication, hard work, and support of our staff, partners, and donors.

I want to take this opportunity to express my deep gratitude to all those who have contributed to the success of the JOMAS Foundation Africa.

Looking ahead, we know that there is still much work to be done. But we are more committed than ever to our mission of promoting reproductive health and supporting young people across Africa.

Together, we can create a brighter future for young people across the continent.



Joshua Twinomujuni



Joshua Twinomujuni
C.E.O

INTRODUCTION

JOMAS Foundation Africa is an independent registered national non-government and nonprofit organization based in Kampala. Joint Mechanism for Access to Sexual Reproductive Health and Rights (JOMAS) is a youth serving and youth led organization in Uganda that started in 2020 that is one of the fast growing organizations in Uganda championing Young Peoples' Sexual Reproductive Health and Rights.

The organization activities range from capacity building, empowerment programs, and advocacy programs to service delivery, with focus remaining on the deprived and marginalized segments of the nation. Whereas in terms of operations what characterizes JOMAS functioning are its efforts to (a) enlist involvement of the locals when initiating activities at the grass root level; and (b) mobilize girls, women and men for bringing peace, tolerance, end to violence and development in society

Vision

A society that is informed where young people enjoy their SRHR, are able to make informed choices of their lives, and are recognized as a valuable resource.

Mission

To be a national champion in building stronger and more inclusive Sexual Reproductive Health and Rights Movement for Young People through research, advocacy, networking and capacity building.



**ACCOMPLISHMENTS/
CORE PROJECTS**

The projects collectively revolve around the following core programs

- **YOUTH INFORMED VOICES (YIV)**
- **PRIMARY EDUCATION on SEXUALITY (PES)**
- **JOINT TALK**
- **WOMEN ARISE (WAR)**

SUMMARY

Schools
outreach
projects :
10

Time Frame /
Milestone :
Jan 2022-Dec 2022

Total
Beneficiaries :
17,000

Expected Partners /
Sponsors :
5

Actual Partners /
Sponsors :
5

Throughout 2022, JOMAS Foundation Africa, conducted several outreach programs in over 10 schools across Uganda. These programs included "Youth Informed Voices (YIV)" "Joint Talk," "Primary Education on Sexuality (PES)" and "Women Arise (WAR)" which were aimed at promoting reproductive health education and empowerment among young people, particularly girls.

The Youth Informed Voices program was designed to encourage young people to speak up about their reproductive health needs and concerns. The program used interactive sessions to educate young people on the importance of sexual and reproductive health and how they can access essential services. It also provided a platform for young people to share their experiences and concerns, promoting peer-to-peer learning and support.

The Joint Talk program focused on promoting dialogue and communication between parents, teachers, and young people on issues related to reproductive health. It encouraged parents and teachers to become more involved in providing reproductive health education to young people, while also ensuring that young people have access to accurate and up-to-date information.

The Primary Education on Sexuality program aimed at promoting sexual and reproductive health education among primary school students. The program used age-appropriate teaching materials to educate students on important topics such as hygiene, puberty, and reproductive health. It also encouraged open communication between teachers and students, helping to break down barriers and address any misconceptions or myths surrounding reproductive health.

Finally, the Women Arise program focused on empowering young girls and women by providing them with the tools and knowledge they need to make informed decisions about their health and future. The program provided information on sexual and reproductive health, including topics such as contraception, menstrual hygiene, and HIV/AIDS prevention. It also encouraged young girls to become more assertive and to stand up for their rights.

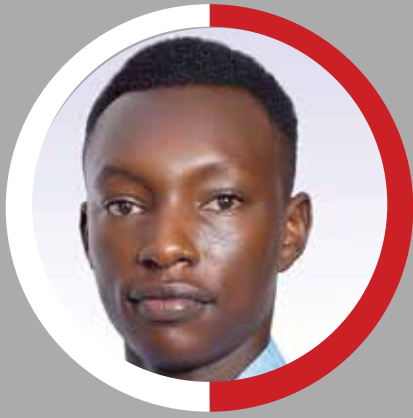
The JOMAS Foundation Africa's outreach programs were met with great enthusiasm and participation from students and teachers alike. The programs were conducted by trained facilitators who ensured that the information provided was accurate and up-to-date. By reaching out to schools across the country, the organization was able to have a significant impact on the lives of many young people, helping to create a healthier, more informed, and empowered generation.

Overall, the JOMAS Foundation Africa's outreach programs were a great success, and the organization hopes to continue expanding its reach in the years to come, helping to improve the lives of even more young people in Uganda and beyond.





**GOVERNANCE
&
MANAGEMENT /
THE TEAM**



Joshua Twinomujuni
C.E.O

Roles:

- 1. Strategic Planning:** Developing and implementing strategic plan for the NGO, ensuring that its goals and objectives align with its mission and vision.
- 2. Fundraising and Development:** Generating financial resources for the organization. This includes developing fundraising strategies, cultivating donor relationships, and identifying new sources of funding.
- 3. Leadership and Management:** Managing the NGO's staff and ensuring that they are motivated, engaged, and working effectively

toward the organization's goals. Additionally, oversee the day-to-day operations of the organization, including budgeting, financial management, and program management.

- 4. Board Development and Governance:** Working closely with the board of directors to ensure effective governance of the NGO. Recruit and train new board members and ensure that the board is engaged and actively supporting the organization.
- 5. Program Development and Implementation:** Oversing the development and implementation of the ogarinsation's programs and ensures that they are aligned with the organization's mission and goals.
- 6. Monitoring and Evaluation:** Ensuring that the organisation's programs and activities are effectively monitored and evaluated. Use the data collected to make informed decisions about programmatic and operational changes.



Edwine Wampamba
PROGRAMS
MANAGER

Roles:

- 1. Developing and Implementing Programs:** Responsible for developing and implementing the organization's programs and activities. Ensure that the programs are aligned with the organization's mission and goals and meet the needs of the target beneficiaries.
- 2. Conducting Needs Assessments:** Identify the most pressing issues and challenges faced by the beneficiaries they serve.
- 3. Budgeting and Resource Mobilization:** Developing and managing program budgets and identifying sources of funding.
- 4. Monitoring and Evaluation:** Monitor and evaluate the effectiveness of the organization's programs and activities. Collect and analyze data, identify areas for improvement, and make recommendations to the management team.
- 5. Reporting and Documentation:** Prepare reports on the organization's programs and activities for internal and external stakeholders. Also ensure that all program-related documentation is properly organized and archived.
- 6. Capacity Building and Training:** Identify capacity building needs and develop training programs for staff and beneficiaries. Also provide technical assistance and support to ensure that program activities are implemented effectively.
- 7. Networking and Partnership Building:** Establish and maintain partnerships with other organizations, government agencies, and other stakeholders. Additionally, participate in relevant networks and forums to stay up-to-date on the latest trends and best practices in their field.



Monica Apio
HUMAN
RESOURCE
MANAGER

Roles:

1. **Recruitment and Selection:** Recruiting and selecting qualified candidates to fill open positions in the organization.
2. **Employee Onboarding and Orientation:** Onboarding and orienting new employees to the organization's culture, policies, and procedures.
3. **Employee Relations:** Managing employee relations, including addressing employee complaints and grievances, mediating conflicts, and developing policies and procedures that promote a positive work environment.
4. **Performance Management:** Managing employee performance, including setting goals, conducting performance reviews, and providing feedback and coaching to employees.
5. **Compensation and Benefits:** Managing employee compensation and benefits, including developing and administering compensation and benefits programs, ensuring compliance with legal requirements, and managing payroll and benefits administration.
6. **Compliance and Legal Requirements:** Ensuring that the organization complies with all legal requirements related to employment, including labor laws, tax regulations, and immigration laws.
7. **Training and Development:** Identifying employee training and development needs and developing and implementing training programs to address those needs. Manage the organization's employee development programs, including tuition reimbursement and professional development opportunities.



Cissy Aguti

**COMMUNICATIONS
OFFICER**

Roles:

1. **Developing Communication and Advocacy Strategies:** Develop messaging and materials that effectively communicate the organization's mission and impact to external stakeholders.
2. **Media and Public Relations:** Develop relationships with journalists and media outlets, pitch stories and interviews, and respond to media inquiries.
3. **Social Media and Digital Communications:** Manage the organization's social media and digital communications channels. Develop content, monitor engagement, and use analytics to inform decision-making.
4. **Branding and Marketing:** Managing the organization's brand and marketing efforts. Develop marketing materials, ensure brand consistency across all channels, and manage the organization's website and other digital platforms.
5. **Advocacy and Campaigns:** Develop and implement advocacy campaigns that advance the organization's mission and goals. Build relationships with policymakers and other stakeholders and engage in advocacy efforts to influence policy decisions.
6. **Event Planning and Management:** Planning and managing events that advance the organization's mission and goals. Ensure that events are properly promoted and marketed to maximize attendance and impact.



Lucy Ainomugisha

**GENERAL
SECRETARY**

Roles:

1. **Maintaining Records:** Maintaining accurate and up-to-date records of the organization's activities, including minutes of meetings, correspondence, and other documents.
2. **Scheduling and Coordination:** Scheduling meetings, appointments, and other events for the organization's leadership team.
3. **Communication:** Manage internal and external communications, including responding to phone and email inquiries and drafting letters and other documents.

4. **Managing Information:** Organizing and managing the organization's information resources, including maintaining databases, filing systems, and other information repositories.

5. **Support to Leadership Team:** Providing administrative support to the organization's leadership team, including preparing meeting agendas and materials, taking minutes of meetings, and managing travel arrangements.

6. **Liaison with Stakeholders:** Liaising with external stakeholders, including donors, partners, and government agencies. Manage the organization's public relations efforts, including drafting press releases and managing social media accounts.

7. **General Administrative Support:** Providing general administrative support to the organization, including managing office supplies, equipment, and facilities, and providing support to other staff members as needed.



Longar Jenkins

**FINANCE
OFFICER**

Roles:

- 1. Financial Planning and Budgeting:** Responsible for developing and implementing financial plans and budgets for the organization. Ensuring that the organization's financial resources are allocated efficiently and effectively.
- 2. Financial Management and Reporting:** Managing the organization's financial resources, including tracking income and expenses, preparing financial statements, and managing cash flow.
- 3. Grant and Contract Management:** Manage grant and contract funding, including monitoring compliance with grant and contract requirements, and preparing financial reports
- 4. Audit and Compliance:** Ensuring that the organization complies with applicable regulations and standards. Prepare for and facilitate audits and ensure that audit findings are addressed appropriately.
- 5. Risk Management:** Identify and manage financial risks, including currency and interest rate risks, credit risks, and market risks. Develop and implement strategies to mitigate those risks.
- 6. Donor Relations:** Maintain relationships with donors and ensure that the organization's financial reporting is transparent and accurate. Ensure that the organization is compliant with donor requirements and regulations.
- 7. Staff Training and Development:** Provide training and support to staff on financial management best practices and ensure that staff are equipped with the necessary skills and knowledge to manage financial resources effectively.



Jovan Galiwango
TEAM MEMBER

Roles:

- 1. Supporting the Organization's Mission:**
Support the organization's mission by contributing their time, skills, and resources to the cause
- 2. Outreach and Community Engagement:**
Involved in outreach and community engagement efforts, such as distributing flyers, organizing community events, or reaching out to local media to promote the organization's mission and activities.
- 3. Program Support:** Provide direct support for the organization's programs and services, such as mentoring youth, providing support to refugees, or providing administrative support to staff members.
- 4. Advocacy and Awareness:** Involved in advocacy and awareness-raising activities, such as participating in campaigns to promote social justice or environmental sustainability.
- 5. Skills-based Volunteering:** Contribute specialized skills to the organization, such as web design, graphic design, or legal expertise.
- 6. Learning and Professional Development:** Provide volunteers with an opportunity to learn new skills, gain experience, and build their professional network.



Trassyleen Ankunda
TEAM MEMBER

Roles:

- 1. Supporting the Organization's Mission:**
Support the organization's mission by contributing their time, skills, and resources to the cause
- 2. Outreach and Community Engagement:**
Involved in outreach and community engagement efforts, such as distributing flyers, organizing community events, or reaching out to local media to promote the organization's mission and activities.
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- 6. Learning and Professional Development:** Provide volunteers with an opportunity to learn new skills, gain experience, and build their professional network.

PARTNERSHIPS & COLLABORATIONS



Ministry of Health
Republic of Uganda



giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



**ONE HEALTH
LESSONS**



FUTURE PLANS

The JOMAS Foundation Africa has been making significant strides in promoting reproductive health education and empowerment among young people in Uganda through its outreach programs, including "Youth Informed Voices," "Joint Talk," "Primary Education on Sexuality," and "Women Arise." As the organization looks to the future, there are several possible scalability projects that could help expand its reach and impact even further.

One potential project is to develop a comprehensive digital platform that provides young people with easy access to information and resources related to sexual and reproductive health. This platform could include interactive tools, such as quizzes and chatbots, to help young people learn about important topics such as contraception, menstrual hygiene, and HIV/AIDS prevention. It could also include a forum where young people can connect with each other and share their experiences and concerns.

Another possible scalability project is to partner with local health clinics and other organizations to provide a wider range of services to young people. This could include providing access to contraception and other reproductive health services, as well as offering counseling and support for young people who may be experiencing challenges related to their reproductive health.

The JOMAS Foundation Africa could also explore the possibility of expanding its outreach programs beyond Uganda and into other countries in Africa. This could involve partnering with other organizations and stakeholders in these countries to tailor the programs to meet the specific needs and challenges facing young people in those communities.

Finally, the JOMAS Foundation Africa could work to develop partnerships with local businesses and employers to provide young people with opportunities for internships, apprenticeships, and other training programs. This would not only help young people gain valuable skills and experience but also provide them with the tools and resources they need to become self-sufficient and empowered members of their communities.

Overall, the JOMAS Foundation Africa has the potential to make a significant impact on the lives of young people in Uganda and beyond. By exploring these and other scalability projects, the organization can continue to expand its reach and help create a healthier, more informed, and empowered generation.

ACKNOWLEDGEMENT & CONCLUSION

On behalf of JOMAS Foundation Africa, we extend our heartfelt gratitude to the Ministry of Health for the Republic of Uganda, GIZ, One Health Lessons, Makerere University, and AfriPads Uganda Ltd for their support towards our outreach programmes. Your support has been invaluable in enabling us to reach out to communities in need and make a positive impact in their lives.

We appreciate the Ministry of Health for providing us with technical support and guidance in our health-related programmes. GIZ's contribution towards our efforts in promoting sustainable development has been instrumental. One Health Lessons has played a significant role in promoting awareness about zoonotic diseases and their impact on human health. Makerere University has been our partner in research and capacity building, and we acknowledge their support in our outreach programmes. Lastly, we are grateful to AfriPads Uganda Ltd for their support towards menstrual health and hygiene management initiatives.

Conclusion:

The support from the Ministry of Health for the Republic of Uganda, GIZ, One Health Lessons, Makerere University, and AfriPads Uganda Ltd has been a critical component in the success of JOMAS Foundation Africa's outreach programmes. With their support, we have been able to make a significant impact in the lives of communities in need. We look forward to continuing our collaboration with these partners to achieve our shared goal of improving the health and well-being of people in Africa.