YOU HAVE ENCOURAGED US TO DREAM AND THINK BIG.
OUR MISSION:

To build a vibrant movement of girls through transformative leadership, sexual and reproductive health education, and skills development.
Dear Friends,

We want to thank you all for building a vibrant movement of adolescent girls with us in 2019! Despite the collective challenges facing humanity, from the consequences of exacerbated climate change and threats to women and girls’ rights around the world, GUIU has continued to work persistently to encourage our girls to dream and think big.

It has not been an easy task to remain positive and optimistic over the past year, but our team stayed committed to our mission and worked collectively to rise above the challenges that we encountered. In recognition of the importance of solid teamwork, we held our first residential staff retreat that gave our team the time and space to reconnect, plan, and dream for the future together.

In 2019, with our collective and powerful team, GUIU realized one of its biggest organizational dreams – the Big Sister Camp – where 210 girls came together for a residential camp full of learning, laughing, and playing. It was a magical four days to honor and further develop the leadership potentials of our Big Sisters. As Big Sister Cissy told us after the camp: “I am going to encourage other girls to fight for their dreams.”

Just as the Girl Up girls maintain unwavering optimism and perseverance in the midst of each new obstacle, Girl Up Initiative Uganda as an organization remains steadfast in its determination to continually improve the quality, intentionality, and impact of our programs, so that the dreams of all girls become possible.

To this end, in the past year we strengthened our girl-centered model by collaborating more closely with key community leaders, teachers, parents, and the police so that our programs positively transform whole communities. Our holistic approach to girls’ empowerment uniquely places GUIU to create real change for, and by, at-risk adolescent girls.

As John Lennon said, “A dream you dream alone is only a dream. A dream you dream together is reality.” Thank you for joining us to make our dreams a reality for the Girl Up girls!

With immense gratitude,

Monica Nyiraguhabwa
Co-founder & Executive Director

Kimberly Wolf
Co-founder & Deputy Executive Director
2019 IMPACT

2,602 Street Theatre Performance Attendees

1,217 Youth Accessing Sexual Health Services

1,003 Adolescent Girls Program Graduates

348 Parents Reached through Engagement Meetings

73 Girls Received School Scholarships

20 Young Women Trained in Sewing & Fashion Design
PARTNER SCHOOLS

Each year, we continue to expand our reach in primarily government-run schools in Kampala District. In 2019, we carried out our programs in partnership with 14 primary schools and 1 secondary school.

Uganda School of the Deaf Ntinda
Kiswa Primary School
Police Children’s School Ntinda
Ntinda Primary School
St. James Bbiina Primary School
Murchison Bay Primary School
Mbuya Church of Uganda Primary School
Summit View Primary School
Kibuye Primary School
St. Barnabas Primary School
St. John’s Kabalagala Primary School
Elgon View Infant School
Bright Angels Primary School
Bbiina Islamic Primary School
Luzira Secondary School
Co-Founder were invited to meet Oprah Winfrey in her home

Doreen, Big Sister, was featured on national TV

Joining Plan International Uganda in its new 5-year framework of the Ni-Yetu Youth Program

First 2-day Teachers’ Training for 70 teachers

2019 HIGHLIGHTS

Menstrual health trainings in Karamoja, the poorest region of Uganda
Creating the space, environment, and time for emerging girl leaders to discover their authentic leadership and personal sense of power through knowledge and skills building.

In May, GUIU held its first-ever residential Big Sister Camp under the theme She Inspires for 210 adolescent girls who had graduated from our Adolescent Girls Program in 2018. The four days were packed with various activities, learning sessions, and fun! The Big Sister Camp 2019 was funded by Michelle Obama’s Girls Opportunity Alliance.
“I am going to encourage other girls to fight for their dreams.”

Cissy, Big Sister
In 2019, we introduced the AGP Coaches Bootcamp in response to the growing need for trainers (or ‘Coaches’) to lead the Adolescent Girls Program (AGP). Ten additional young women attended a four-day intensive training in February where they gained skills in: participatory facilitation, community mobilization, mentorship, counselling, and all topics found in the AGP curriculum.

NEW INITIATIVE:

Equipping young women with the knowledge, skills, and tools to become AGP Coaches to intentionally scale our growing Adolescent Girls Program.

AGP COACHES BOOTCAMP
“Before this training, I thought it’s just a matter of going to the field to teach the girls about skills. But, it’s more than this. It’s about being empowered to deliver the right messages.”

Dorothy, new AGP Coach
The Adolescent Girls Program (AGP) is our flagship program that we have run since 2013, and which we continually refine, improve, and grow. The AGP aims to empower in-school adolescent girls to be leaders; reach their full educational potentials; and make healthy and informed choices. The program contributes to systematic gendered change in schools and communities by providing girls with the skills, knowledge, tools, mentorship, and support to develop their self-confidence and voice to thrive as leaders and active agents of change.

In 2019, 1,003 adolescent girls from 14 partner schools graduated from the AGP and joined the Big Sister Network. Beyond the one-year training program, the AGP includes complementary activities with the goal of creating girl-friendly home, school, and community environments.

**AGP IMPACT**

- 96% of girls believe that they can achieve their dreams for the future.
- 26% increase in girls’ knowledge on HIV/AIDS.
- 94% of girls are empowered to make their own decisions about their bodies.
AGP HOLISTIC MODEL

Year-long Training Program

Parent's & Teachers Meetings

Girl-led Advocacy Champaigns

Big Sister Network

Girl Up Club

School Scholarship Program

Boy Champion Sessions
Petra used to be worried about menstruation every month because her family could not afford to buy sanitary pads. However, when she joined the AGP, her coaches taught her how to make reusable pads from materials that were easily accessible to her at home. This has transformed her educational experience, as she can now be safe, clean, and attend school during her period. She plans to pass the knowledge onto her friends in the village during the holidays.

"I do not have to worry about my periods anymore. I know I will be safe and clean."

Petra, AGP Dreamer
The Ni-Yetu Youth Program targets young people, ages 13 to 24 years, in urban slum communities of Kampala to prevent gender-based violence, improve sexual and reproductive health and rights, and promote gender equality. The project uses youth-friendly approaches such as street theatre performances, health camps, and sports to create lasting social norm change. In 2019, the Ni-Yetu Youth Program reached 12,663 youth through its various activities.

This year, GUIU was selected by Plan International Uganda to join the 5-year new program phase of the Ni-Yetu Youth Program from July 2019 to June 2024. The new phase will include deepening our engagement with existing community structures, as well as training college ambassadors to end sexual violence on campus and hosting radio talk shows.

**NI-YETU IMPACT**

- 93% of young men believe that a girl should be able to state her opinion in public
- 100% of young women can refuse to have sex with someone who does not want to use a condom
- 71% increase of young women who believe that women have a role in society beyond taking care of her home/family
NI-YETU HOLISTIC MODEL

Out-of-school Peer-led Outreaches

In-school Peer-led Outreaches

Street Theatre Performance

Youth-friendly SRH Health Camps

Male Change Agent Dialogues

Local stakeholder Meetings

Champions of change sports outreach

Youth Advocacy Network
Cowell is a young man from the Kawempe slum area who created positive change in his life after participating in the Ni-yetu Youth Project. Before Ni-yetu, he was unemployed, which led him to become involved in violence, drug abuse, and crime. Through the program, he learnt the value of work and key life skills, such as how to build good relationships with others. Inspired and equipped by these teachings, Cowell is now running a tailoring business to earn a sustainable income.

“Ni-Yetu taught me the value of work... before I never knew that I could do what I do now.”

Ni-yetu Dreamer, Cowell Kyeswa
In 2019, we re-named the Young Women’s Economic Empowerment Program (YWEEP) to Mazuri Designs Hub (MDH) to better represent the program, as the business trainings are now integrated into the vocational training. The goal of Mazuri Designs Hub is to economically empower out-of-school vulnerable young women, ages 16-35 years, training course in fashion, design, and tailoring. The trainees have access to the Mazuri Designs workshop where they gain hands-on skills and experience in client training sessions on entrepreneurship, social skills to improve their knowledge and self-confidence to find employment or start their own businesses.

**Mazuri Designs Impact**

- 100% of young women now have skills in sewing, drafting and cutting
- 38% increase of young women reporting high self-confidence
- 67% of young women increased their income from selling sewing products
Vocational Training in Sewing & Tailoring

Entrepreneurship & Social Skills Training

MAZURI DESIGNS
HUB HOLISTIC MODEL

Mazuri Designs Social Enterprise
"Learning tailoring has been a huge positive change in my life because it has helped me to become what I want in the future."

Esther, Mazuri Designs Hub Dreamer
FINANCIALS 2019

Presented below are our combined financial results that reflect the organization’s total revenue streams and expenses. The US operations absorb the majority of fundraising expenses, while our Ugandan operations absorb the majority of administrative and programming costs. With our headquarters in Uganda, the organization ensures that a large proportion of our funds reach our program participants, while also supporting the employment of local young Ugandans. Given that the majority of our staff in Uganda work directly in programs, these costs are reflected as program expenses.

### Revenue 2019

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Foundations</td>
<td>$212,049</td>
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<tr>
<td>Individuals</td>
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<td>International NGOs</td>
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<td>Income-Generating Activities</td>
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<td>Bank Interest</td>
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<td><strong>Total</strong></td>
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### Expenses 2019

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<th>Category</th>
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<td>Administration</td>
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<tr>
<td>Fundraising</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$363,000</strong></td>
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<tr>
<td><strong>Change in Net Assets</strong></td>
<td><strong>$47,756</strong></td>
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MEET THE DREAM TEAM

This is the GUIU Dream Team— we dream together, create ideas together, and make change happen together! Each team member brings their own unique skills, talents, and ideas to enable the organization to grow and transform more lives. In 2019, we held our first-ever staff retreat to reflect, learn, and take time to have fun and relax.

Leadership Team
Monica Nyiraguhabwa
Executive Director
Kimberly Wolf
Deputy Executive Director

Uganda Team
Marion Achom
Program Officer, AGP
Jackeline Akedi
Seamstress, Mazuri Designs
Isaac Anguyo
Driver
Joan Atimango
Program Officer, Big Sister Network
Miriam Kabayo
Seamstress and Trainer, Mazuri Designs
Annah Kanowomugisha
Seamstress, Mazuri Designs
Innocent Komugisha
Senior Seamstress and Trainer, Mazuri Designs
Annet Kyokutamba
Senior Seamstress and Trainer, Mazuri Designs
Abel Moses Mwesigwa
Program Officer, Boy Champions Project
Teopista Nakiguli
Accountant

Hajara Namuyimbwa
Program Officer, AGP
Susan Nantale
Seamstress, Mazuri Designs
Clare Natukunda
Program Assistant
Sharon Naneyebere
Program Officer, Ni-Yetu Youth Program
Michael Oonyu
Security Guard
Ivan Kenneth Opio
Media and Communication Officer
Jane Tushabe
Finance and Administration Officer
Clare Tusyingwire
Director of Programs
Denis Allan Zziwa
Program Officer, Monitoring, Evaluation & Learning

Volunteers/Consultants
Robert Otim
Monitoring and Evaluation Specialist
Jordan Sanders
Volunteer
Nastassja White
Volunteer

Uganda Board
Members
James Oromait
Chairperson
Brian Sekayombya
Treasurer
Monica Nyiraguhabwa
Secretary
Enid Nambuya
Director
Hawa Kagoya
Director
Saidi Alikwan
Director

U.S. Board
Members
Sofie Fredlund-Blomst
President
Daniel Weeks
Treasurer
Harvey Wolf
Secretary
Hilary Haber
Director
Connie Viveros
Director
2019 OUTSTANDING TEAM MEMBERS

Meet our 2019 Outstanding Team Members! This year, we introduced awards to recognize and appreciate exceptional team members who have gone above and beyond to contribute to the success of the organization and the girls, youth, and young women who participate in our programs.
OUR DREAM PARTNERS

Our dreams could never come to fruition without the support and generosity of our partners. In 2019, we saw a 60% increase in the number of individual donors, showing the power of each supporter in contributing to our dreams. We are so thankful for every single one of our Dream Partners who has joined our movement!

INSTITUTIONAL PARTNERS

AMPLIFY Girls
Arthur B. Schultz Foundation
Dr. Nancy O’Reilly and Women Connect4Good
The Elma Foundation
Girls Opportunity Alliance
Imago Dei Fund
Inspired Heart Foundation
Plan International Uganda
Segal Family Foundation
The Stone Family Foundation
WomenStrong International

INDEX PARTNERS

Abiola Oladoke
Adam Wolf
Aeriol Ascher
Aimee Lydon-Adams
Alexandra Mart
Alexandra and Michael Shuman
Ali Flagler Alisa Wales
Alyssa Jayne
Alyssa Simmons
Amy Hudgens
Amy Siegel
Anastasija Mezecka
Andee and Bobbi Gaines
Angela Rando
Anne Kozmanoff
Antoinette Cabral
Ashley Olano
Austin Ahern
Ayo Roach

Bailey Han
Barton Family
Bernice and Harris Gelberg
Beth Schneider
Beverly Taylor
Bob Rank
Bronwen Arthur
Candace Smith
Caroline Emmett
Caterina Rando
Chad Balistreri
Cheryl Culbertson
Christella and Dave Campbell
Christi Corradi
Christine Thomson
Christine Townsend
Cia Robles
Connie Viveros
Cynthia Thurber
Dain Heer
Dana Kates
Daniel Dunietz
Danielle Doerksen
Darlene Elko
David Simonson
David Unger
Debbie and Larry Wolf
Deborah Myers
Deborah Rogow
Dena Clover Vargas
Denise Schaad
Diana Kimberly Avary
Diana Owens
Donald Wolfe
Drew Keske
Eduard Van Wingerden
Elizabeth Bohart
Elizabeth Escobar
Ellen Bialis
Emilia Pilar Rovira Alegre
Emily Clark
Faye Calangian
Freya Krishnan
Gail Simpson
Gail Teton-Landis
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Gayle Morrison
Geordie Armstrong
George Burns
Gigi Smith
Giovanna Cracchiolo
Grace Corry
Heather Rogers
Heather Sontag
Heather Van Borgeson
Helen Curhan
Hilary Campbell
Hilary Matson
Hilda Milham
Irenda DeLaCruz
Isidore Niyongabo
Jamie Jean Kloc
Janice Kloc
Janet and Harvey Shapiro
Janet and Harvey Wolf
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Janis and Bill Spracher
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Jeffy Mathew
Jenna Wilson
Jessica Lopez

Jill Dexter
Jinx Kinslow
Joanna Hakala
Joel Zemer
Johnathon Costa
Jon Glover
Jonesy Jones
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Judy Foley
Justine Shapiro
Jorgen Stang Heffermehl
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Karen Halseth
Karen Kepp and Tim Johnson
Karen and Rick Schloss Heimberg
Karyn Amore
Kathleen Dolan
Kathleen Hanfelt
Kathleen Whalen
Kathleen Yanoff
Kathryn Brewer
Kathy Malaney
Katie Wolf
Kay Custis
Kay Utterback
Kelly Ka Wai Lam
Laila Stange
Laura Cornell
Laura Currier
Laura Gisborne
Laura Groenevelt
Laura Klein
Lauren Lewwood
Lea Goode-Harris
Leslie Pace
Leslye Charlesworth
Lia Venet
Linda and Bob Van Buren
Linda and Darryl Perlin
Lisa and David Issroff
Lisa Rothstein
Lisa Wolf
Lorin Shearburn
Lynettezesniewski Trzesniewski
M. A. Acevedo Chabert
Maggie Reeve
Marcella Silva
Margaret Yu
Maria Glitter
Maria Gloria
Marian and Steve Cohen
Marie Browser
Marie Low-Walter
Mariko Tabar
Marsha Marcoe
Martha Rogers
Mary Best
Mary Ellen Wylie
Mary O’Gorman
Megan Birney
Megan McKenna
Megan Scott
Melissa Costa
Meri Maben
Michelle Skoien
Mignon Bradley
Millie Anderson
Nancy Garnero
Nancy Lewellen
Nancy and Jeff Kupperman
Neal Schuster
Nebojsa Jovanovic
Nicole Vizcarra
Oshalla Marcus
Pam and Lenny Siegel
Pam Whitman
Patricia Flynn
Patricia Margulies
Paul Meade
Paula Johnson
Peter McClure
Philippe Venet
Phoebe Sorgen
Pia Darling
Rachel Dickman
Rachel and Walt Wilson
Reata Lyn Rhine
Rebecca Collins
Reed Snider
Rich Rothenberg
Richard Baskin
Richard Parisse
Rita Allen
Rober Costa
Ron Siegel
Ronald Garber
Rosalind Wolf
Ruby Speros
Ruth Johnson
Sabrina Braham
Samantha Makinano
Sandra Edwards
Sandra Sterling
Sandra Van Blair
Sara Deinhard
Sara Thompson
Sarah Maas
Sarah McEneany
Scott Danish
Selena Giorgio
Shakti Pearce
Shana Broderick
Sheila Gudiswitz
Sheila Jacobs
Sherri Rose
Sheryl Kline
Sonya White
Stephanie Calkins
Susan Bowen
Susan Powell
Susan Rose
Tanisha Everett
Terri Moon
Tiffany Grissette
Tonya Tyus
Tracie Perniciaro
Tracy Tighe
Tricia Kelly
Ursula Ferreira
Uttara Pandya
Valerie Camarda
Valerie Moore
Vanessa Marques
Vashti Lozier
Vicki Fox
Vicky Blum
Victoria Ward
Virginia Baker
W.T. Brandy Jones
Wallace Johnson
William Lu
William Taylor
Yulin Lee
Zachary De Rade

“When I donate, I want to make sure my money will be used wisely. The best investment is to support girls and women. This improves life not just for them, but for the entire community! I know I can help make a difference through my support.”

Janis Spracher,
Supporter since 2013