



CATHOLIC WORKERS' MOVEMENT – UGANDA (CWM-UGANDA)

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PROGRESSIVE ACTIVITY REPORT FOR CWM-UGANDA 2016 TO 2018

1.0 INTRODUCTION:

1.1 This report entails all the activities that were done at the National level during the past two years and it's composed of the following;

1. Activities of the National Secretariat/office
2. Activities of the Youths desk
3. Activities of the Women desk
4. Activities of the Human Resource committee
5. Activities of the Projects committee
6. Activities of the Chaplaincy

1.2 It will look further into the challenges and the way forward.

1. NATIONAL SECRETARIAT

Since 2016, the National staff, have been working smoothly with the National executive committee, and below are the members of the NEXCO

	Name	Responsibilities
1	Mr. Dick Komurubuga Mugisa	National Chairperson
2	Ms. Rosette Nantume Nyanzi	National Secretary
3	Mrs. Margaret Muzaki	National Vice Chairperson
4	Rev. Fr. Denis Kyemwa	National Chaplain
5	Mr. Edward Mukaaya	National Publicity Secretary
6	Ms. Christine Nabwami	National Women Representative
7	Mrs. Janet Nkuraija Businge	National Administrator
8	Mr. Charles Muyanja	Diocesan Secretary- Masaka
9	Mr. Bernard Mutebi Mugula	National Youths Secretary
10	Ms. Betty Namujjuzi	National Youths Representative
11	Mr. Moses Sunday	National Treasurer
12	Mr. Ssozi George	National Projects coordinator

Current Membership statistics

Diocese	Total	Women	Men	Youth	Base grp	Women Grp	YCWM grp
Arua	189	121	68	37	9	0	2
Gulu	273	160	70	33	5	0	3
Hoima	416	200	100	116	12	3	3
Jinja	278	136	119	23	7	1	1
Fort portal	155	86	53	15	6	0	0
Kampala	618	337	178	103	9	6	4
Kasese	836	402	307	127	20	0	2
Kasana Luwero	305	173	106	26	10	0	2
Kiyinda Mityana	402	195	162	45	15	4	4
Kabale	719	444	275	20	18	0	1
Masaka	2140	1472	668	520	54	27	32
Tororo	392	215	155	22	8	0	0
	6723	3941	2261	1087	173	41	54

National Activities

1. National labour day celebrations in Kiyinda-Mityana, Hoima and Arua Dioceses.
2. Organised a national seminar for capacity building and Human resource management, this was Intended to create a good working relationship between the Staff and EXCOs.
3. TOT CW-SLA Shoulder to shoulder trainings in different member dioceses. This was to improve on team work within CW-SLA.
4. NEXCO fact finding Visits in Dioceses of Tororo, Arua, Jinja and Kabale.
5. Formation of different working sectoral committees
 - The Human Resource Sectoral Committee
 - The Finance and Administration Sectoral Committee
 - The Projects Sectoral Committee
 - CW-SLA National committee
6. Recruiting of the new National Secretary
7. End of year seminar chain with Ernst to emphasise our core values and the fundamental principles to success. Visited all the twelve dioceses and finally we had a National seminar and National youths' seminar.

8. We had four delegates who represented us to the world movement of Christian workers' International Seminar and General assembly at the University of Mystica in Avilla Spain, in July 2017! Under the theme '**LAND, HOUSING, WORK FOR A DESCENT LIFE**'. Many deliberations were made and resolutions were shared on your emails in August 2017.
 - During this seminar we marked the 50th birth day for the WMCW, and many church leaders were invited, representative from the Trade union (Spain) and many other NGOs.
 - We received a message from Pope Francis, through the Bishop of Avila; "Inviting us to bring the Gospel closer to the World of work".
 - We shared our concerns about un employment, lack of descent jobs, refugees, environment degradation and how they have generated pain, suffering, death and lack of solidarity among others.
9. CW-SLA Third generation trainings were organised in dioceses of Kampala, Masaka, Gulu, Tororo, Kabale and Hoima
10. Team of Nexco members went to Arua for mobilization and sensitization work in order to increase on membership and create more awareness and also prepare for the National labour day celebrations
11. The constitutional amendment committee was put in place to suggest and recommend to the AGM, some articles that need to be amended.
12. Reflection on good Projects animated by **Senior Expert (Ernst)**, Sharing and Joint Learning with Eastern African Regional Members from Kenya, Rwanda, Uganda and Tanzania
13. Identified land in Gayaza parish (Kampala Arch-Diocese). Hoping to develop it into a home or headquarters of CWM.

2. YOUTHS DESK

2.0 Brief background

CWM Youth desk is responsible for young people of the Catholic Workers Movement. It is also described as the **Nursery Bed of CWM**. It therefore organizes Programs for the students and youths at Base-group/ Parish level, in Schools, Diocesan and National level based on the CWM core values

2.1 Leadership

CWM Uganda Youth Desk National Executives (2016 – 2021)

	Names	Position	Diocese
1.	Betty Namujjuzi	Chairperson	Masaka
2.	Ariong Jeremiah	Vice Chairperson	Tororo
3.	Faith Kulabako	Treasurer	Kiyinda Mityana
4.	Kengazi Vastine	Projects coordinator	Kabale
5.	Ange Susan Lapat	Secretary	Gulu

Co-opted Members:

1. Adrabo Joel **Arua Diocese**
2. Balyebuga Deo **Kasese Diocese**

2.2 Activities for the Youth

2.3 National Youth Desk Executive Workshop at Kiyinda Mityana Diocese which was intended to Embrace the New structure and also to empower Field secretaries to incorporate the Youth activities into their work plans.

1. Visited dioceses of Kabale and Kasese to mobilise and revive the youths' desk
2. Drafted CWM Handbook waiting for an official prayer by the Chaplain to be printed out
3. Promotional project/ activities like T- shirts, Corporate shirts, budes, brochures, caps among others are available and the youths' desk has been exhibiting them during the National events like National labour day celebrations and seminars.
4. The youths and National leadership visited Nebbi Diocese for preliminary talks; had a meeting with Bishop and finally had an induction seminar with 47 participants in 2017
5. conducted a National youths' seminar with Ernst under the theme: **Power of Working in Teams**-University from the ground! And it is through this seminar that the youths came out with an idea of establishing **CWM resource**.
7. Carried out the 72 Hour Action (2018) by all CWM Youth desk representatives. Guided by the Theme" "Together We learn, Together We Change; the youths dug and fenced the plot of land in Masaka, which was donated to CWM-Uganda

3.0 WOMEN DESK

Women are a major driving factor in the development of CWM. For this reason, CWM has offered a separate desk for Women to enable them to speak freely about their challenges

3.1 Activities

1. Participated in the National women's day celebration in Mityana (organised by the central government). The dioceses of FPD, Hoima, Kampala, Masaka, Jinja, Arua and Gulu were represented.
2. Organised a National seminar for women to reflect on their roles towards the growth of CWM and the power of working in group! all dioceses were represented.
3. The women representative visited the Diocese of Kabale and Tororo and below were the discussion points:
 - a. Activation & operationalization of the women desks at diocesan level
 - b. Strengthening cwm & planning for our sustainability
 - c. Mobilizing for more membership into the movement
 - d. Popularizing the movement
 - e. Women engagement into the movement
 - f. Emphasizing the CWM core values
 - g. Projects that can be implemented and maintained at group & diocesan levels. For example, CW-SLA.
 - h. Building & tapping capacity of members
 - i. Agreeing on the women desk Uniform
 - j. Uniqueness of CWM in the parishes we exist

4.1 HUMAN RESOURCE COMMITTEE

HR committee is one of the committees under NEXCO that was established to regulate the affairs of staff. Currently we have Three National Staff, one Diocesan Secretary, eleven Field Secretaries and one office Secretary. Making a total of sixteen employees, appointed on a renewable contract for five years.

4.1 Activities

1. Organized a special meeting on 16TH February 2018 to discuss ways of helping our Staff perform better. Below were the recommendations from that meeting
 - Every staff member to come up with a progressive report and minutes every quarter.
 - Visiting at least four base-groups each quarter and support supervision.
 - Subscription fees to be remitted in the second week of May to the National account.
 - . To establish at least one group project in the year 2018.
 - Zoning the Dioceses with a wider coverage. i.e. Kabale, Tororo, Masaka and Hoima
Open up bank accounts for all CW-SLAs in your respective Dioceses
 - Send work plans and activity calendars by end of February.
 - Building a very strong support team through educational work and sensitization of our members.
 - Recognizing all the important National events like Women's day, labour Day and etc.
 - Attract and mobilize CW-SLA members to pay CW-SLA sustainability fees.
 - National Staff to send reports about the special events and celebrations to our partners in Germany.
 - All Staff members to send all their reports in time! Failure to do so, disciplinary actions will take course.
 - Identify and profile the elderly members of CWM in your Diocese and Send their list to the National office before March 2018.
 - Continuous Effective and efficient communication at all levels.
2. Invited some Field secretaries to the HR committee to find a solution for their under-performance! And some after these discussions, they have greatly improved.
3. The National staff have been facilitated to go to different dioceses to appraise the Field Secretaries.
4. Developed a human resource policy manual
5. The staff were given identity cards

5.0 CHAPLAINCY

CHAPLAINS FROM DIFFERENT DIOCESES

NAME	DIOCESE	CONTACT	EMAIL ADRESS
Rev.Fr. Denis Kyemwa	KMD	0772 489 521	denkyemwa@gmail.com
Rev.Fr. Francis Xavier Mpanga	KLD	0702 504487	Francom1234@yahoo.co.uk
Rev.Fr. Balthazar Ndyomugabe	Kabale	0754 598 500	batmugabe@gmail.com
Rev. Fr. Ategeka Jude	Hoima	0772-583-289	Judeategeka2009@yahoo.com
Rev.Fr. Patrick Sunday Baluku	Kasese	0774 385429	Balpaddy77@gmail.com
Rev.Fr. Charles Kapupa	Jinja	0772 327 344	frckapupa@gmail.com
Rev.Fr. Vincent Agutamba	FPD	0772 341 415	iavinc@web.de
Rev.Fr. Santo Onen	Gulu	0782 848 653	
Rev.Fr. Paul Kaberuka	Masaka	0787 422 211	paulkaberuka@gmail.com
Rev. Fr. Outa Aquinas	Tororo	0703905510	aquinas614@yahoo.co.uk
Rev. Fr. Paul Maguma	Arua	0791856863	paulmaguma@yahoo.com
Rev. Fr. Joe Lumanyika	Kampala		

5.1 Activities

1. National chaplains meeting at CANLET –Nsambya, on 12TH April 2018 to emphasise the role of chaplaincy in CWM-Uganda. Rev. Fr. Frederick Tusingire the National Executive Secretary- lay apostolate, was invited for closing remarks.
2. The following were the recommendations:
 - Non- Catholics are not supposed to be members of CWM nor belong to CW-SLA
 - Youths desk is like any desk in the movement, it is not autonomous, so should not be mistaken with the young Christian workers under the youths’ apostolate.
 - The title of chaplain to be changed to spiritual director.
 - Timely meeting for chaplains, at least twice a year.
 - Attaching guests who have come for National labour day celebrations to families to reduce on accommodation expenses and to enhance on the solidarity objective.
 - Encourage the parish/ dioceses to always have a M.O.U; whenever given a property from a parish or a diocese.
 - The Chaplains should know their major role of monitoring the activities of members so that, they do not divert away from the major core value of spirituality. To them, most dioceses have secularized the movement and take the pillar of economic empowerment to be very important and then leave out the spirituality and yet this is a lay apostolate movement.
3. Working towards having a common prayer for our movement. The prayer was drafted and forwarded to Rev. Fr. Frederick Tusingire, who is expected to forward it to the Bishop in

charge for imprimatur.

4. The National Chaplain and the Chaplain of Kasese were part of the team that represented CWM-Uganda in the World Movement of Christian Workers delegates assembly in Avila – Spain.

6.1 PROJECTS

The National projects coordinator is on a mission of visiting all the dioceses, to assess the projects in all the member dioceses.

He has so far visited: Kabale, Jinja, Kasese, Arua, Gulu, Masaka, Kampala and KMD, KLD and Tororo. We appreciate KAB-Germany for funding some projects in dioceses of Kabale, Masaka, Kampala, Gulu, Hoima, Jinja, KMD, Tororo and Kasese

Below are some of the group projects in the diocese

Diocese	Projects	Comment
Arua	CW-SLA	3 groups
	Poultry	Pokea
FPD	CW-SLA	7 Groups
	Nursery school project	
	Tomatoes and Onion growing	
	Used clothes Project	
Hoima	Maize	
	CW_SLA	7Groups
	Nursery school	
	Briquettes	
	Tea plantation	
Jinja	Carpentry	Youths
	Tailoring	
	CW-SLA	10 groups
	Piggery	
Kampala	Orange Growing	
	CW-SLA	31 Groups
	Salon	
	School canteens (2)	
	Catering Group	3
	Tailoring	
Kasana -Luwero	Art and Craft	
	Wine making (etc.)	
	CW-SLA	18 Groups
Kasese	Tree planting	
	Orchard	Still new
Kasese	CW-SLA	7 Groups
	Catering	
	Conflict Management	
	Construction of classroom blocks	

Kabale	CW-SLA	22 Groups
	Events Management	
	Sweater knitting+ Tailoring	
	Mushroom growing	
	Rabbit rearing	
KMD	CW-SLA	12 Groups
	Construction of a commercial building	Busubizi Base group
	Piggery	
	Maize growing and milling	
	Annual donations to the Bishop	
	Helping the needy	
	Tree planting	
Tororo	CW-SLA	9 Groups
	Old clothes project	Gangama women group
Masaka	CW-SLA	76 Groups
	Tree planting	
	General Farming	Several base-groups
	Catering	
	General events Management	
	Art and Craft	
	Nursery school	
	Supporting schools with infrastructures.	
	Commercial Transport	
	Maize milling	
	Pork Joint	
	Liquid soap Making	
	Petroleum Jerry Making	
	Mushroom growing etc.	
	Pass on a goat and cow (etc.)	
Gulu	CW-SLA	13 Groups
	Onion growing	
	Bee-keeping	
	Rice growing	
	Nursery school	
	Piggery and Poultry	
CWM-Uganda	Used clothes project	
	Secured land in Gayaza	
	Proposal on environment conservation	Proposal
	Plot of land in Masaka	
	Land in Masaka	Proposal to build CWM-Resource center

Q1-2018	Per mbr, current cycle		Tot. no. of	
Diocese	average	average	mem-	grps
	Savings	Return	bers	
KAMPALA	519,549	57,156	596	31
Jinja	421,813	145,145	160	10
Kabale	294,380	61,112	174	22
KMD	284,654	117,679	240	12
Msk	265,895	36,497	1,287	76
KASESE	258,839	57,360	131	7
FPD	247,451	91,583	98	7
ARUA	174,283	59,733	60	3
HOIMA	157,715	14,769	134	7
KLD	125,035	16,364	279	18
GULU	112,718	7,545	220	13
TRO	85,010	32,336	176	9
Network	279,322	49,819	3,555	215
3m - Grwth	-74,728	-14,645	343	9

CHALLENGES

Delay of members in paying Annual subscription

1. Limited funds that hinder us to always move to all Dioceses.
2. High expectations from members
3. Financial constraints to support the activities in the groups thus limiting the effectiveness of the work
4. Poor roads to the base groups
5. Lack of commitment of some executive committee members at all levels.
6. Some base groups not embracing young people and restricting entry.
7. Lack of sustainability strategies on funded projects
8. High Taxation and inflation rates in our country.
9. Theft of CWM Assets
10. Wide coverage of some dioceses

WAY FORWARD/ FUTURE PLANS

1. Plan to increase on the number of subscribed members by encouraging the Field Secretaries to issue out membership cards to all members that have subscribed
2. To organise the National labour day celebrations in Fort Portal in 2019.
3. We are planning to have CW-SLA TOT 4th Generational Training in Kiyinda Mityana this month of October.
4. We are planning to organise for CWM independent National women's day celebrations in Kampala Arch-Diocese in 2019
5. Hold seminars and workshops to sensitize members on project management for sustainability of CWM and individual group development.
6. Continuous sensitization of members about CWM and their aims and objectives for the members to understand fully the concept of Catholic Workers Movement.
7. Designing a training manual for introducing and educating groups about multipurpose cooperatives
8. Continue empowering CW-SLAs for their sustainability

Compiled by;
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