



Seventh Session of OEWG on Ageing 12-15 December 2016, UN Headquarters, New York

Application Form for Accreditation to the Open-ended Working Group on Ageing (OEWGA)

The Application form

a. The purpose of the organization;

Community Hive Organisation (CHO) is a youth-led organisation with the purpose of providing support services for the welfare and maintenance of older persons and their families.

b. Information as to the programmes and activities of the organization in areas relevant to the human rights of older persons;

Our human rights programmes and activities include;

- Engagement of community youth and students to improve hygiene and sanitation among older persons.
- Create community awareness about abuse, neglect and rejection of older persons
- Increase access to health care services for older persons through carrying clinic day community outreaches.
- CHO participates in the national advocacy for improved social protection and livelihoods for older persons.
- Strengthen the capacity of community through group formation and trainings to apply the Community Life Competence Process (CLCP) concept. This concept involves empowerment of community members to identify the community strengths to address issues of older persons. In this approach, an older person is not a recipient of services but an-active participant in addressing the challenge. In this way, we carry out SALT (stimulate-appreciate-learn-transfer) visits to enable CHO and the community identify the strengths of an older person and capitalise on them to address his/her needs. Below is the brief description and meaning of SALT
 - S -Stimulate an older person to share a story about the experiences, the current social-economic and health status including survival mechanism.
 - A - Appreciate the strengths and abilities of the older persons; how they cope with old age, future dreams and how they hope to achieve those dreams. The community members together with CHO and the individual older person identifies and develop

community actions and resources needed to support the older persons' action towards achieving their future dreams.

- L - Learn from the experience shared by the older person, which enables the community and CHO to develop strategic and applicable interventions at community level.
- T - Transfer knowledge and skills learnt from the individual older persons to other communities and share with others partners.

CLCP is a Strength Based Approach (SBA), which focuses on identifying and using the individual and community strengths rather than their weaknesses. The whole approach ensures that community members are empowered to consider each other as human beings at equal status and each member being considered as a facilitator not an expert. CLCP is carried in series/steps as detailed below:

Step 1: Conduct a SALT visit that engages CHO team, community members and active older persons as well as the older person visited.

Step 2: Hold a meeting for a joint sharing of the findings of the SALT visits, analysing older person's situation and his/her strengths.

Step 3: Develop community actions and implementation plan in line with the needs identified during the SALT visits. Individuals and groups share responsibilities in relation to their levels of competencies.

Step 4: Implement the plan.

Step 5: Self measurement for the change. Community members assess their levels of achievement with much focus on the progress of the intervention, best practices to learn from and challenges encountered.

Step 6: Share best practices, lessons learnt throughout the cycle with other individuals, organisations through various channels. For the sake of CHO most of our practices have been shared through the constellation social platform, face book, written reports and meetings with the National Social Protection and Livelihood Advocacy group and National CLCP facilitation team.

c. Confirmation of the activities of the organization at the national, regional or international level;

National level:

- CHO serves as secretary on the Livelihood and Social Protection National Advocacy Group. This group is comprised of Age Care Organisations such as Community Hive Organisation (CHO), Ministry of Gender Labour and Social Development (MGLSD), National Network of Older persons in Uganda (NNOPU), Action for Labour platform, Reach One Touch One Ministries (ROTOM), Help Age International Uganda Office and Pefo. Through joint efforts, we have influenced some of the key Government policies and programmes in the best interests of older persons in Uganda. This included the development of National Policy for older persons (2009), National Social Gerontology Manual (2013) and older persons Act (2013), and these are now in place. In addition, the advocacy group has advocated for the implementation of the older persons Act and so far, councils of older persons in Uganda have been established and awaiting for their inauguration. More still, the group had advocated for the development and passing the National Social protection policy (2015) and this policy in place. The group has also influenced Government and Development partners for the roll out the Senior Citizens Grant countrywide. To date, the Government of Uganda has allocated a five year

budget line for the programme to cover more 20 Districts from the original 15 pilot Districts. This adequate experience in advocacy has further improved CHO capacity to develop strategic advocacy interventions at community level; which include active engaging of older persons, development of influencing policy briefs, position papers and statements. This further has strengthened our good working relationship with Local Government and Age Care Organisations

- CHO is a member organisation to the National Social Gerontology Manual Facilitation team (NSGM) under the umbrella of Medical Research Council Uganda and Health Nest Uganda to popularise the National Social Gerontology Manual (2013). In this aspect, CHO participates in training other Age Care Organisations and Local Government officials from 12 Districts in Uganda about the manual and specifically the application of CLCP and Easy Care Tool as major components to address issues of older persons. CHO also participates in the follow up Districts visits to monitor the performance of the trainees and provide technical support supervision.

International level:

CHO subscribes to the Constellation Foundation international social platform and quarterly newsletters. This international platform promotes the Community Life Competence as a new way of working together. CHO use this platform to advocates for the support and protection of older persons' rights through information, skills and best practices sharing with international older persons' advocates. In summary, this platform fosters learning and application of lessons learnt to improve advocacy efforts, services and improve community responsiveness to human rights violations against older persons.

d. Copies of the annual or other reports of the organization with financial statements, and a list of financial sources and contributions, including governmental contributions;

We have attached our annual report for the year 2015. However, we are unable to avail financial statements because since we started CHO we have never received any serious funding. The achievements you have seen in our report have been a contribution from the community, members and internship students in form of free labour and time. All the staff and Governing board members are volunteers and most of the work they do is voluntary. Most of the CHO strengths are vested in the community we serve. CHO had received a one-off grant of \$ 575 from Help Age international Uganda Office, which was used towards facilitating CHO and external medical teams/service providers and successfully organised clinic day outreaches for older persons; as highlights in the report. Partners service providers that include Health Home Initiative, SAIL Uganda, Stroke Rehabilitation Centre, URAA and Busukuma Division Local Government, offered free technical support, guidance and drugs.

This will further trickle the Open-ended Working Group members' minds about CHO incapacitation to secure financial support to run its interventions. This however goes back to individual perceptions and beliefs about older persons in the 21st century. The fact remains that addressing rights of older persons seems to be a new concept and conceptualisation by most of the Ugandan people in this new era still lacking. Communities including the political leaders and service providers and donors still have mind-sets that believe that investing in older persons is wastage of resources. Therefore, the misconceptions and myths against older persons block new grass root innovations that would fight, protect and promote the rights of older persons in our country. The integration of Age care CBOs and NGOs' budgets in Government planning and budgeting becomes impossible in an environment where some duty bearers still lack facts about ageing and its consequences.

e. A list of members of the governing body of the organization and their countries of nationality;

All members of the Governing body of the organisation below are Ugandans;

- Godfrey Nsubuga
- Banura Charles
- Patrick Menya
- Michael Ddembe
- Anne Nanteza
- Emily Katamujune

f. A description of the membership of the organization, indicating the total number of members, the names of organizations that are members and their geographical distribution;

Article 10 of our constitution classifies membership as below;-

- Founder members: these are the initiators and were there at the time of establishment of CHO and promoters at the time of registration. Shall determine the executive director and assistant positions in consultation with the board; shall be life members; shall enjoy all privileges of the organisation; shall engage in all constructive criticisms; shall always be consulted from time to time and shall have voting power.
- Registered members: Shall gain membership by registration and payment of subscription fees.
- Corporate members: who shall be partner organisations and add value to the organisation.
- Honorary members: who shall be individuals that have played an important role in building the organisation capacity and these shall include development partners, academicians, and researchers in line with the objectives of the organisation.

Currently, CHO has 200 members and all are within the community it is serving. Their membership has mainly been identified at the community level where they are actively engaged in community mobilisation and provision of free labour and time. Since learning is a gruel process, CHO has learnt that community has to own the programme, which has been seen in this community we serve. However, it has been observed that majority of CHO members cannot afford the membership fee as it was earlier stipulated in this constitution attached. Therefore members have identified a need to have some amendments in Article 10, section 10.3, paragraph 5 in the general assembly scheduled to take place December 2017. Article 22 of the CHO constitution provides for the amendment mandates. The board has identified that some sections in this article might obstruct members' new ideas and innovations that would enhance the empowerment of the organisation to protect and promote the rights of older persons.

g. A copy of the constitution and/or by-laws of the organization.

Please the constitution has been attached.



Open-ended Working Group on Ageing
for the purpose of strengthening the protection
of the human rights of older persons



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

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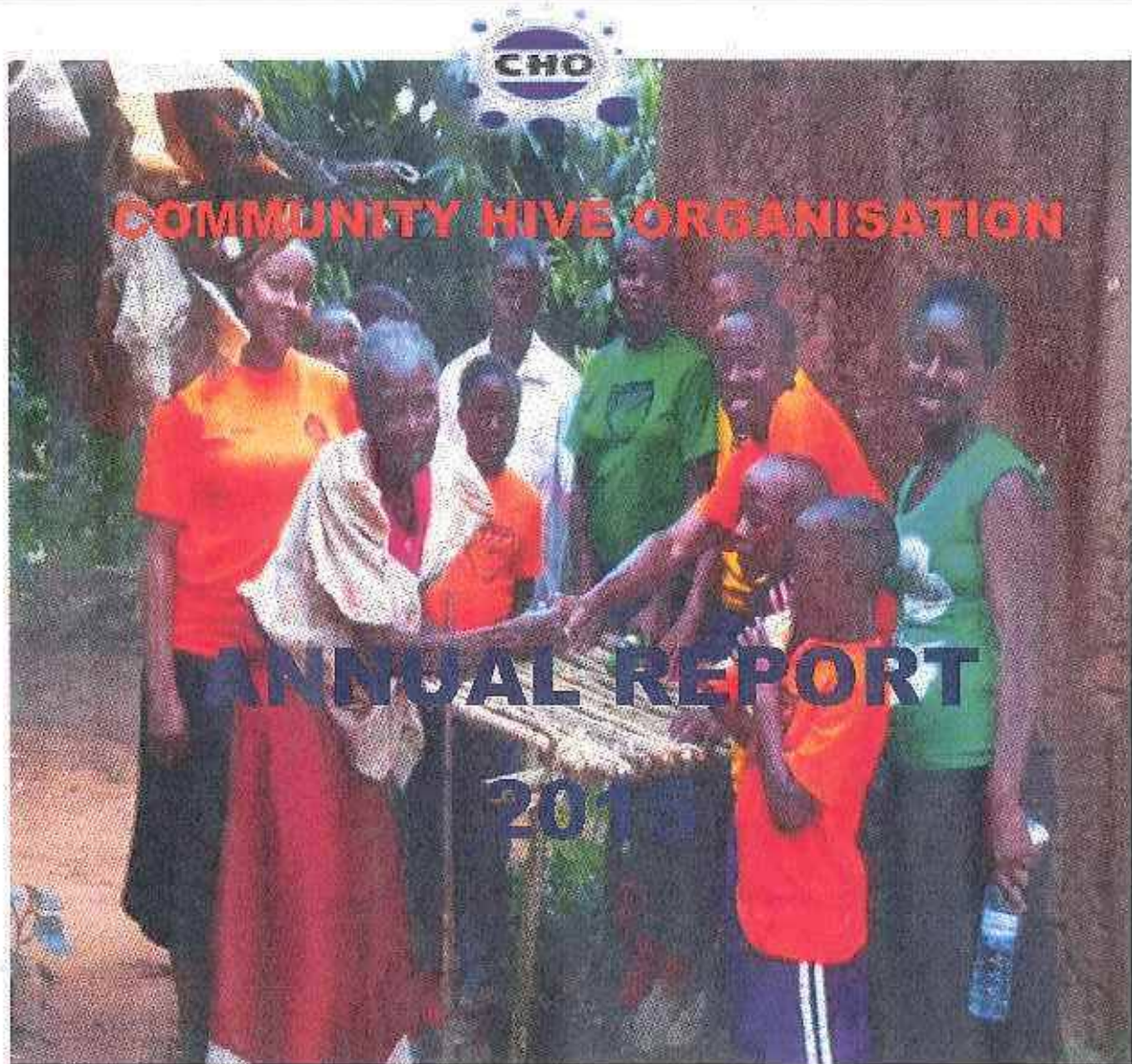
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Contact details

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Tel: +256 752991319/+256755958740/+256706161100

Facebook page: *Community Hive Organisation-CHO*

Physical address: Gayaza Town, on Kabanyolo-Zirobwe Road, Wakiso District



ABOUT THE COMMUNITY HIVE ORGANIZATION:

Community Hive Organisation (CHO) is a youth-led community based and not for profit organisation. CHO was formed and legally registered with office of Community Development Wakiso District in 2010 to undertake socio-economic, psychosocial, advocacy and health care interventions to mitigate the impacts of old age, poverty, diseases and HIV/AIDS among olderpersons and their Orphans in Busukuma Division. The Organisation is governed by a fuctional Board of Directors and the day to day operations are coordinated by the Director who is the Head of the Management Team. The organisation's focus is on rural and hard to reach areas where olderpersons and their dependants hardly access public services.

Our portfolio of work is based on the values of Christianity and olderpersons' motivation to build the ability of individuals and communities to draw on a range of assets to effect change, particularly in rural areas where livelihoods of olderpersons and their grandchildren depend entirely on subsistence agriculture without reservations for commercial purposes. We believe olderpersons and the general community understand the dynamics of their communities and challenges. The uniqueness we have is that our approaches of work are based on evidence /researched information and utilize the three pillars of I's (**Impact, influence and innovation**) to get sense out of what we do. We engage communities in assessing progress made through Focus Group Discussions, surveys and meetings. We believe in helping vulnerable communities identify their strength and opportunities around them and use them to come up with sustainable solutions. In this, we prioritize indigenous knowledge and work with communities to build on what already exists. It always begins from the community and it has to end within the community. A Rights Based Approach (RBA) to development is applied such that communities stand in the middle of their needs, discuss the root causes and act together. Our focus is building communities' capacity to manage their own affairs, which has been a good practice for sustaining results. We are open to try out new approaches to development and believe in learning and reflecting on what we do to inform future programming.



Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



CHIO establishment was based on our history and experience as people who grew up under the care and guidance of our grandparents despite their historical vulnerability to socio-economic constraints, abuse and neglect.

VISION; As per the Article 3.0 in constitution, CHIO is envisaged to see a community where older persons, Orphans and Vulnerable Children under their care live free of poor health and live a dignified life.

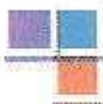
MISSION; We are committed to provide support for the welfare and maintenance of older persons and their families.

CORE VALUES

According to **Article 7.0**, CHIO commits its self to uphold the following values:

- In all what we do, we put God first and others follow. We are much aware that God is supreme in all our endeavours.
- We serve poor older persons and their Orphans as well respect for human dignity. Our principle aspect is to serve the poor older persons and their orphans while respecting their rights as human beings. As we serve, we uphold credibility and professionalism.
- Community driven. As we serve, we put a keen eye on the bottom –up approach. CHIO values the inputs of the community including the direct beneficiaries. We believe that by involving them sustainability and ownership of interventions will be ensured.
- Accountability and transparency are key aspects as we implement our interventions. We prefer sharing with concerned partners about our innovations, best practices and as well as the challenges. This practice puts a partner in a ‘know’ position as a way of marketing our services. With this, the community also builds trust in the organisation.
- Working in line with the mission, goal and objectives of the organization. CHIO has maintained its focus, which we believe; will enable it reach a desired destination.
- Creativity and innovation. We value the knowledge and innovativeness of our staff and institutional allies around the world and seek always to ensure that their ideas are accommodated in our decision-making processes. We give room for staff to come up with ideas that we see relevant to taking the CHIO at another level of growth and development. We make every effort to capture what we learn from others, both what works and what does not in order to enhance our own knowledge and understanding, and to share this with others.

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- Respect for cultures and values of the beneficiaries. CHO handles beneficiaries irrespective of their ethnicity, colour, and age, political and religious affiliation.
- Result oriented. CHO aims at scoring at all times in the right direction. In this, monitoring and Evaluation are key aspects because they help in finding out whether we are moving in the right direction as we implement interventions or not. If not then we devise means and strategies to improve and maintain the best practices for scalability and adaption.
- Teamwork. CHO emphasises teamwork as the saying 'two heads are better than one' and that partnership is strength. This also brings about creativity and innovation as people learn from one another.

CHO BROAD OBJECTIVES:

- To build and strengthen capacities of community youths, older persons and other community volunteers for increased communal support for the older persons, Orphans and Vulnerable Children.
- To increase access to quality health care and HIV/AIDS services for older persons, orphans and vulnerable children, thus reducing their vulnerability to diseases.
- To promote accessibility to good hygiene and sanitation practices among older persons
- To enhance accessibility of psychosocial support services for older persons, OVC and caregivers for stress and depression reduction.
- To advocate for the socio-economic and health rights of older persons, for policy formation and reform.
- To build and strengthen the capacities of older persons and family members to establish income-generating activities for increased household incomes, improved nutrition, food security, availability and strength of revolving chain.
- To increase access to quality formal education and other child protection services for Orphans and Vulnerable Children under the care of older persons for a brighter future.
- To ensure older persons, OVC and their families have access to decent and permanent shelter.
- To strengthen the capacities of organisation staff for improved service delivery.

Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



- To develop and carry out social research on prioritized issues for relevant actions.
- To monitor and evaluate programs/projects for relevant actions.

OUR GOAL;

Our ultimate goal is focused on improving the general wellbeing of older persons, Orphans and vulnerable Children under their care and families. This will be achieved with concerted efforts of community, national and international players responding to notable challenges of older persons

OUR MAIN PROGRAMME AREAS;

Community Hive Organization (CHO) operates along eight broad programme areas. These are: -

- a) Health care, hygiene and environmental sanitation
- b) Community and institutional capacity building
- c) Psychosocial support
- d) Internship, Social research and information
- e) Education.
- f) HIV and AIDS
- g) Economic empowerment
- h) Housing and shelter
- i) Monitoring and Evaluation and advocacy

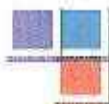
CHO STRATEGIC APPROACHES

- Community Based Action
- Community Life Competence/ strength -Based
- Capacity building and institutional strengthening.
- Partnership and networking.
- Intergenerational
- Advocacy

CURRENT GEOGRAPHICAL SCOPE OF COMMUNITY HIVE ORGANISATION AND TARGET GROUPS;

Community Hive Organisation is operating in Busukuma Subcounty Wakiso District. The Division is comprised of eight (8) parishes with thirty eight (38) villages. However, if funds become available we intend to reach out to entire District and other regions in Uganda.

Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



The Head Office of the Organisation:

Community Hive Organization (CHO) is located in Gayaza Town on Zirabwe –Namulonge Road, Busukuma Subcounty - Wakiso District in Central Regional of Uganda.

Specific Target Groups of CHO Programmes and Projects;

Our direct target groups; the key targeted groups include

- Older persons; and According to the National Policy for Older persons (2009), older persons' Act (2013) and the Social Gerontology Manual, one is considered old at the age of 60 years. Therefore, CHO is not exceptional to align to the above government instruments.
- Orphans, vulnerable children (OVC's); CHO targets orphans, and vulnerable children under the care and support of older persons. According to the Constitution of the Republic of Uganda (1995) and OVC policy, any person below the age of 18 years is a child.
- Through intergenerational approach, CHO engages community youths and students in most of organization activities that support older persons; purposely to instill in them a sense of community responsibility. In this way, youth and students are indirect beneficiaries of Community Hive Organization.

ORGANIZATIONAL STRUCTURE OF CHO:

The organizational structure of CHO is composed of the following:

- General Assembly
- Board of Directors
- Secretariat
- Community Volunteers

CHO membership and Partnerships;

We are interested in partnering with any agency in order to form a strong alliance to make a positive change in the lives of older persons, Orphans and Vulnerable Children and we can together truthfully say that our efforts will be supported and acknowledged in improving the quality of life among all those, whom we serve. Currently the following partners are our allies through membership and collaboration;

- Uganda Reach the Aged Association (URAA)
- Help Age International
- Ministry of Gender Labour & Social Development (MGLSD);CDO Busukuma Subcounty local government.

Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



- Constellation Foundation (CF)-Netherland
- National Social Protection and Livelihood Advocacy Group (NSPLAG)
- National Social Gerontology Manual Facilitation team (NSGM)

ACHIEVEMENTS ACCORDING TO THE CHO CORE PROGRAMME AREAS (CPA);

Although Community Hive Organisation (CHO) has had challenges with mobilising financial resources, it has successfully managed to deal with the issues and turned them into opportunities with support from the community and internship students and partners. For the period January-December 2015, Community Hive Organisation was involved in a wide range of activities and achievements have been registered as follow;

CPA 1.0: HEALTH CARE, HYGIENE AND ENVIRONMENTAL SANITATION

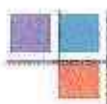
Result 1.1: Clinic days: In efforts to increase access to and utilization of basic medical care services for vulnerable older persons, Orphans and hard to reach communities, CHO carried out clinic day outreaches, were 134 older persons aged 55 years and above in Gguluddene and Kiwenda parishes in Busukuma Subcounty were diagnosed with pressure, eye problems, malaria, abdominal pain, bone problems and HIV. Those that were found with one of the above ailments were provided with free counselling and treatment services. Help Age International (Uganda) financially supported these clinic days.



Among the major and common diseases revealed challenging older persons were blood pressure, bones degenerative changes, diabetes and urethral problems. 50 OVC were immunised, dewormed, tested for malaria and given malarial treatment while others were given dental services.



Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



OVC benefiting from dental and immunisation services



Service providers paraded for a group photo. CIO chairperson and representative of Help Age at Clinic days



During this intervention, CHO collaborated with Health Home Initiative, Stroke Rehabilitation, Mulago Mobile International and SAIL Uganda who were directly responsible for direct provision of health care services. However, the demand for these services is still high.

Result 1.2: Conducted Home visits to improve hygiene and sanitation among older persons;



A team of 40 sitabaale community youth, older persons, village leaders pupils from the Tasaga OVC school, CIO staff and internship students



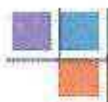
from Makerere and Kampala International Universities carried out a sanitation days, purposely to improve hygiene and sanitation among older persons in Sitabaale village. 35 households of older persons were visited and the following activities were carried out. Pupils from



Tasaga OVC centre were engaged in fetching water, cleaning household utensils and the surrounding environments. Community youth, older persons, internship students and CHO staff engaged in educating and counselling older persons with their family members on good practices of hygiene and sanitation, constructed drying racks, washed clothes for the over aged older persons among others. Through interactions with older

persons, older persons visited expressed happiness for the support the team had provided.

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CPA 2.0: PSYCHOSOCIAL SUPPORT SERVICES;

Result 2.1: Conducted Stimulate, Appreciate, Learn and Transfer (SALT) visits



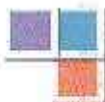
CHO staff, community youth and internship students from Makerere, KIU, Nsamizi Institute and Kampala universities conducted SALT visits to the households of older persons in Sitabaale village. The purpose of the SALT visits was to find out how older persons live with their families and community people. Secondly, how they survive and ascertain the hygiene and sanitation conditions of older persons. Thirdly, SALT visits aimed at building relationship between the community and the older persons for future assurance of increased community support and care of the older persons.

A number of issues that were shared with older persons included; older persons were stimulated and were able to appreciate and share what their strengths were that made them survive, what they were proud of, and what they hoped for the future despite their old age. Older persons were appreciative of God's mercy that without God they would not be around by this time. Others were grateful of some community people who occasionally visit and support them with food and fetching water. Through conversations, some older persons revealed to the team that they have land as their strength but their relatives and children are making them squatters on their own land. One older person said had no hope because she had never had a child in her life, and that all her family relatives had died which she said stresses her so much. Namutebi Catherine added 'your visitation to my house and all that you have done shows that I also have people who care'. However, through observation hygiene and sanitation practices among older persons are still poor as seen below:-



During SALT visits, older persons, OVC and other family members were educated on the good practices of hygiene and sanitation (washing hands and covering latrines after using them, cleaning household utensils and backyards) and the repercussions of poor hygiene and

Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.



sanitation to human health. Community youth working with older persons had committed themselves to continuing with the SALT visits to other older persons. They also pledged to bring on board other community members for the same cause. CHO is therefore obliged to make follow-ups of Sitabaale youth and older persons Facilitation groups on the application of CLCP and SALT visit Approaches. Having realised the effects of the SALT visits on the lives of older persons, CHO plans to mobilize other youths and older persons in groups, train on how to apply CLCP and SALT visit in other communities.

CPA 3.0: CHILD/OVC SUPPORT

Result 3.1: Mobilised and distributed clothes to OVC.

Since the epidemic of HIV/AIDS, many children in Busukuma Division have lost their parents to AIDS. Most of these children stay with their grandparents who are living in devastating conditions. Poverty has incapacitated older persons to respond to the basic care needs of their grandchildren such as clothing. It is evident that older persons also undergo devastating conditions including old age, abuse and neglect; thus make them and their grandchildren vulnerable. Working in partnership with internship students from Makerere University, Kampala International University mobilised clothes from fellow students, friends and well-wishers, which were distributed to 25 OVC living with older persons in Sitabaale village.

CPA 4.0: INTERNSHIP, SOCIAL RESEARCH AND INFORMATION;

Result 4.1: Conducted Needs Assessment;



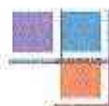
CHO conducted needs assessment through organised meetings, Focus Group Discussion and 108 older persons (58 female and 50 male) participated to obtain information on the life experiences of older persons in Busukuma Sub county for future assurance of the required

range and capacity of services available and accessible to older persons in accordance to the Uganda National policy for older persons (2009).

Results indicated that there was need to; increase access to basic health services, change people's attitudes towards old age, increase access to socio-economic opportunities for older persons, increase access to psychosocial support services.

There was also need to increase access to improved

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hygiene and sanitation practices for older persons, access to affordable shelter for older persons and promote access to quality education for Orphans and Vulnerable Children under the care of older persons within their households.

Result 4.2: Conducted a Mapping exercise

CHO conducted mapping exercise in Gguluudene and Kivwenda parishes aimed at



establishing the population of older persons, Orphans and vulnerable children under older persons' care. To establish community development programmes that support older persons,



95 older persons and 200 OVC were established and mapped out. Government Development programmes such as National Agricultural Advisory Services (NAADS), Functional Adult Literacy (FAL) and health care services were in place benefiting the general community but with no specific focus on issues and concerns for older persons.



The major concerns that were discovered challenging older persons and their OVC included; incapacitation to meet their physiological needs of food, clothing, decent shelter, health and medical care due to lack of capital sources and old age which could not necessitate them establish family projects for income generation to respond to the above challenges.

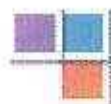


Some older persons were found abandoned by their family relatives who had moved to urban centres, have never returned to check on them, and yet were left behind with their grandchildren without any form of care and support.

Results also indicated that some families of the older persons looked after higher population of dependants especially the children who lost their parents to AIDS. At minimum, each older person's household was having six Orphans. Out of the 200 OVC, registered 69% were children Orphaned by HIV/AIDS.

Through observation, majority of older persons had challenges in addressing issues of hygiene and environmental sanitation and education needs of Orphans. Children interviewed had dropped out of school due to failure to meet the needs of scholastic materials, breakfast and lunch while at school. Fortunately, some older persons were found engaged in petty

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businesses such as blacksmith and subsistence agriculture for livelihood improvement. They however said that given the current economic changes for instance the unstable price inflation of materials and seeds versus low capital accumulation some of their businesses were reported to have ceased to function. This therefore meant that a person whose income source is cut off, burdened with caring for a large population of dependants, abandoned by the other family relatives is only left in the cycle of vulnerability to psychological challenges, diseases, and poverty. Most households of older persons take one meal a day. Through observation and interviewing, children living with older persons were putting on torn clothes; they sleep on old mats without warm blankets and mosquito nets. This condition exposes the lives of both the older persons and OVC to dangerous insects and diseases.

Result 4.3: Designed, Developed, Printed and Disseminated IEC materials



In efforts to increase awareness about older persons' issues and as a way of marketing CHO works, 600 brochures were developed and printed of which 400 were disseminated to hotels of Kampala. Among the hotels of target were; Golf Course, Hotel Triangle, Hotel Africana, Speke, Casa Miltu, Noble View Ntinda,

Kabira Country Club and Makindye Country Inn.

Since issues of older persons are still a new concept in 'ears' of most people in Uganda including Government officials, CHO believed that these avenues were the ideal to use and reach out to most of the important

individuals both from within and outside Uganda.

With the permission from hotel managements, some brochures were placed in hotel rooms while others at the receptions, attached with readable information on issues of older persons in English as official language. Receptionists generously welcomed the idea, charged with the distribution role, and ensured that they are not misplaced. Follow-ups were regularly made by CHO staff to find out the usage level for refilling and re-adjust the strategies of positioning the brochures. Reports from the receptionists were indicating successes in the distribution in that some visitors could pick them on their own.

The only challenges were; to ascertain whether the hotel visitors were reading these brochures. Due to hard rules in most of the hotels, we had no room for interaction with hotel visitors. In some hotels, some receptionists were requesting for facilitation, which the organisation was not in good financial position to provide.

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We had put contact details to provoke any hotel visitor who would need further information on issues of older persons and, fortunately, we received 10 telephone calls from individuals who were appreciating the CHO work.

Result 4.4: Trained internship students on the application of CLCP and Easy Care to address issues of hygiene and sanitation among older persons



One of the core program areas of Community Hive Organization is the internship. In this program, university students are given practical skills in various disciplines of community development. 80% of the skills given are practical.



Prior to meeting community people of Sitabaale for team work, CHO team had three days practical training of internship students from Makerere and Kampala International Universities where they were introduced to CLCP including the SALI (Stimulate, Appreciate, Learn and Transfer) visits and Easy Care (Domain 2-Self Care) models.

They were also given practical skills and knowledge in monitoring and evaluation, community mobilisation, resource mobilisation, proposal writing and project design, needs identification, advocacy, preparing activity budgets and action plans. Internship students were also addressed on issues of improving hygiene and environmental sanitation among older persons and also informed on sitabaale community plans to respond to the latter challenge.

CPA 5.0: INTERNAL AND EXTERNAL CAPACITY BUILDING

EXTERNAL

Result 5.1: Supported the formation of community groups;



Two groups of older persons and youth were formed. These groups were introduced to concepts of

Community Life Competence Process or Strengths Based and Easy Care Tool as new ways of working with older persons to respond to their concerns. These groups were named sitabaale village older persons facilitation and sitabaale village youth facilitation groups. The groups were facilitated to elect their leadership.

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The two groups confirmed their role to mobilize other community people to participate in activities that will aim at improving hygiene and sanitation among older persons. They also pledged to scale up the community based hygiene and sanitation improvement among older persons through the CLCP and SALT visit approaches. They reported that they plan to increase youth engagement and participation in promoting the CLCP and Easy Care tool and SALT visits, having realised the importance of empowering community to respond to their concerns.

Result 5.2: Held meetings with two community groups to identify community strengths (resources) to address issues of hygiene and sanitation among older persons.

CHO held one meeting with elected leadership of youth and older persons and 10 members attended. As the resolution of improving the hygiene and sanitation among older persons, the meeting aimed at jointly brainstorming on the activities and resources that were available within the community for local response to existing poor hygiene and improper sanitation situation among older persons in Sitabaale village. It is important to share that community youth and CHO team are organizing sanitation day. During the meeting activities and resources within the community were identified which they said did not require financial attachments. They are tabulated here below:-

No	ACTIVITIES	COMMUNITY RESOURCES IDENTIFIED AND AVIALABLE FOR FREE OF CHARGE
01	Fetching water for older persons	Water jerricans, Tasaga primary school pupils
02	Cleaning older persons households including cleaning utensils and compounds, washing clothing for over-aged older persons	Community youth and older persons, primary pupils, village leaders, water, local brooms, hoes, slashers and soap will also be contributed among community members
03	Building dry racks for older persons	Community youths, trees/poles, pangas, university students, banana fibres, hard sisal, nails, stones, and reeds

Result 5.3: Community sensitization about elder abuse and neglect:-



Community outreaches were carried out Gguludene parish and 250 community members that included youth, older persons, and village leaders were provided with

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information about elder abuse and neglect. Older persons were also educated about the National Council for older persons Act (2013) to prepare them for the elections of their representatives, right from the village level to the District.



In considerations of age and gender, 44% of the participants were youth aged between 17 and 35 years of which 120 were male and 230 were female.

Our focus was on community strength and ability to work with older persons and respond to issues of poor hygiene and improper environmental sanitation among older persons; participants were also stimulated and gave groups' perceptions towards old age; highlights of the older persons' contribution in the history of Busukuma Division and Uganda as whole.

INTERNAL

Result 5.4: Trained CHIO staff on CLCP and Easy Care Tool Application;

CHIO staff members were introduced to new concepts of Social Gerontology Manual (SGM). Staff members were specifically oriented on the application of CLCP and Easy Care tool approaches as new ways of working with community and older persons. CHO staffs were also introduced to the Community Based hygiene and sanitation improvement among older persons. Each staff member was equipped with copies of the Social Gerontology Manual for further internalization and adoptability. As a result, the entire team pledged their commitment and time towards the project.

Result 5.5: Developed organisation policies and guidelines

With commitment of the members of the board, CHO has developed in put in place internal and external control systems and policies to guide in the management of the organisation and effective delivery of quality services. Some of the policies that have been developed include; Human Resource, Financial, volunteer, HIV/AIDS at workplace, alcohol and smoking at workplace and child Safeguarding policies.

Result 5.6: Developed a five years strategic plan

More importantly, CHO has developed its five year strategic plan (2016-2021) and our major themes for this period include; Human resource development, Administration and management, Resource mobilization, Institutional capacity building, Monitoring and Evaluation and Programme implementation. As a growing CBO the organization can only achieve its aim by being focused and following a well-planned course of actions. Hence, the development of a strategic plan was chief among our priorities especially the need to explore more resource finding opportunities. We believe this is a road map for additional partnerships with relevant development partners locally, nationally and internationally.

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6.0: PARTNERSHIP/ EXTERNAL ASSIGNMENTS WITH PARTNERS

CIO serves as secretary on the Livelihood and Social Protection National Advocacy Group; and Help Age International and URAA finance this group. CIO has added its efforts and influenced some of key Government policies and programs in the best interests of older persons in Uganda. Notable policies and programmes influenced included; the Development of the National Policy for Older persons, National Social Gerontology Manual (2013), Older persons' Act (2013) and establishment of councils, development of National social protection policy (2015).



7.0: FUTURE PLANS;

- Implement the five years strategic plan (2016-2021) with focus on six (6) strategic issues such as

Human resource development	Institutional and staff capacity building
Administration and management	Monitoring and Evaluation
Resource mobilization	Programme implementation

7.1: PLANNED STRATEGIES FOR RESOURCE MOBILISATION

- a) Partnership and collaboration with friends, volunteers within and outside Uganda, Age Care Organisations and Government to support with resource fundraising, project implementation, technical support provision and information sharing.

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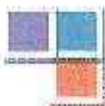


-
- b) Working with community people; older persons, youths, local leaders and religious leaders inclusive. In addition, CHIO plans to continue working with Busukuma local Government for joint community resource mobilisation including human resource.
 - c) CHIO will continue with the practice of concept/ proposal writing, letters of request and submit them to willing individuals and organisations for support. In addition, CHIO will create more friends within and outside the country and market CHIO profile.

CONCLUSION:

It is our humble appeal as CHIO that older persons in Uganda and the world in general also deserve the right to live with dignity and their rights need to be protected and promoted irrespective of the social status, ethnicity, and colour. The management calls upon to your contribution towards CHIO efforts. Your coin counts a lot to saving a thousand lives of older persons and Orphans in Busukuma Subcounty in this era of the 21st Century. Together we can appreciate the historical contributions of older persons by jointly making a difference in their lives.

Mission statement- We are committed to provide support for the welfare and maintenance of older persons and their families.





REPUBLIC OF UGANDA

THE CONSTITUTION

OF

COMMUNITY HIVE ORGANIZATION

(CHO)



Address;

Registered this 22 Day of December 2010

DRAWN BY:

CHO- FOUNDERS

CHO-BOARD MEMBERS

Tel: +256 706496682/ +256782682418

Email: prog.managers@gmail.com

Wakiso, Uganda.



PREAMBLE/INTRODUCTION:

Community Hive Organisation (CHO) is a youth led and not for profit Community Based Organisation operating in Wakiso District Uganda. CHO was historically established in the late 2010 by two qualified social workers to provide support services for the general wellbeing and maintenance of the most marginalized older persons, Orphans and Vulnerable Children under their care.

CHO is committed to improving the general wellbeing of older persons, Orphans and Vulnerable Children under their care using intergenerational, Community Life Competence and advocacy approaches. This is a legally registered entity with the Directorate of Community Based Services, Wakiso District and acquired a CBO status with Registration Number WCBO/1031/10. CHO establishment was based on our history and experience as Orphans who grew up with grandparents that strived harder to nurture us despite their historical vulnerability to socio-economic constraints, abuse and neglect. CHO offices are situated on Zirowe road within Kiwenda town in Busukuma Sub County.

This document encompasses all the information, rules and guidelines that govern the code of conduct of individual that shall be part of Community Hive Organisation.

We the members of the Community Hive Organisation, noting that we are members of the Uganda Civil Society;

Recognizing the challenges at hand and the individual member's potential in discharging obligations and the need to work as a team for improved service delivery and; committed to open work relationships with other development oriented organizations in the struggle to alleviate of the socio-economic, health, psychosocial challenges of older persons and Orphans under their care.

It's our sincere hope that this document will inspire all of us to work in unison towards the improvement of the general wellbeing of older persons in Uganda, Orphans and Vulnerable Children under their care and ensure that they enjoy available opportunities just like any other categories of people in the country.

DO HEREBY now agree to solemnly adopt this constitution of Community Hive Organisation. It is important to note that amendments to this constitution have been effected to better meet the laid down objectives and goals of the organisation, this.....day of the month of.....of 2014.



1. Chairperson -Board of Directors;

Name: Professor Banura Charles

Signature..... *[Signature]* Contact: +256 772 409 337 12/04/2014

2. Secretary- Board of Directors;

Name: Menya Patrick

Signature..... *[Signature]* Contact: 056 772 746 321 15/04/2014

COMMUNITY HIVE FOUNDERS

3. Executive Director;

21/04/2014

Name: Nsubuga Godfrey

Signature..... *[Signature]* Contact: 0706496682 / 0752991319

4. Assistant Executive Director;

Name: Nanteza Annet

Signature..... *[Signature]* Contact: 0706161100 23/04/14

5. Representative of the secretariat;

Name: Ssenfuka Ronald

Signature..... *[Signature]* Contact: 0704510460 21/04/2014



Article.1.0: Name of Organization.

- 1.1. The name of the Organization shall be Community Hive Organisation and abbreviated as CHO.

Article.2.0: Objectives

The aims and objectives of the organization shall be;

- 2.1 To build and strengthen capacities of community youths, older persons and other community volunteers for increased communal support for the older persons, Orphans and Vulnerable Children.
- 2.2 To increase access to quality health care and HIV/AIDS services for older persons, orphans and vulnerable children.
- 2.3 To enhance accessibility of psychosocial support services for older persons, OVC and caregivers for stress and depression reduction.
- 2.4 To advocate for the socio-economic and health rights of older persons, for policy formation and reform.
- 2.5 To build and strengthen the capacities of older persons and family members to establish income generating activities for household income generation for livelihood improvement.
- 2.6 To increase access to quality education for Orphans and Vulnerable Children under the care of older persons for a brighter future.
- 2.7 To ensure older persons, OVC and their families have access to decent and permanent shelter.
- 2.8 To strengthen the capacities of organisation staff for improved service delivery.
- 2.9 To mobilize resources to implement organisation programs and projects.
- 2.10 To develop and carry out social research on prioritized issues for relevant actions.
- 2.11 To monitor and evaluate programs/projects for relevant actions.

Article.3.0: Vision;

- 3.1 CHO is envisaged to see a community where older persons, Orphans and Vulnerable Children under their care live free of poor health and a dignified life.

Article.4.0: Mission;

- 4.1 We are committed to provide support for the welfare and maintenance of older persons and their families.

Article.5.0: Name and Address

- 5.1 The name of this Organization shall be; Community Hive Organisation.
5.2 Situated in Wakiso District – Busukuma Sub county-Kiwenda town.
Email: prog.managers@gmail.com
Contact: (256)-706496682.

Article.6.0: Goal

- 6.1 Improved general wellbeing of older persons, Orphans and vulnerable Children under their care and families.

Article.7.0: Core Values

The organization commits its self to uphold the following values:

- Respect for human dignity.
- Accountability and transparency.
- Working in line with the mission, goal and objectives of the organization.
- Community driven.
- Creativity and Innovation.
- Respect for cultures and values of the beneficiaries.
- Result oriented.
- Team work.

Article.8.0: APPROACHES

- Community Based Action
- Community Life Competence/ strength -Based
- Capacity building and institutional strengthening.
- Partnership and networking.
- Intergenerational
- Advocacy

Article.9.0: Jurisdiction of this Constitution

- 9.1 This Constitution shall be the supreme law of the Community based care Uganda ^{HIVE ORGANISATION} and shall bind all its members and any resolutions, decisions or policies inconsistent with this Constitution shall be null and void to the extent of its inconsistency.

Article.10.0: Membership

- 10.1 Class of Membership shall comprise of two categories;

- i. **Founder member(s);** these are the initiators and were there at the time of establishment of the organization, they were promoters at time of registration. Shall determine the executive director and assistant positions; shall be life members; shall enjoy all privileges of the organization including their children; shall engage in all constructive criticisms; shall always be consulted from time to time and shall have a voting right.
- ii. **Registered members/beneficiaries;** who shall gain membership by registration and payment of subscription fees.
- iii. **Corporate member(s);** who shall be partner organizations and added value to the organization.
- iv. **Honorary member(s);** who shall be individuals that have played an important role in building the organization capacity these shall include development partners, academicians, and researchers in line with the objectives of the organization.

10.2 Register of Members;

The names, address and other details of members shall be entered in the registry book maintained by the Organization in the relevant category of membership.

10.3 Eligibility for membership;

- A person to become a member should first be evaluated carefully since active participation and motivation of members will lead to the future success of the Organization.
- Membership shall be open to people who may apply to the registrar and they are approved by the by the Executive Committee of Board of Directors and Founder members.
- Founders of the Organization have permanent membership and no any members shall have the power to change this.
- A member should understand fully the objectives of the organization and works diligently towards achieving CHO objectives.
- A member at community level shall pay a membership fee of 20,000/= per annum, Association groups and NGOs shall pay a membership fee of 50,000/= and international members shall pay a membership fee of 150,000/=
- This membership annual subscription fee is exceptional to founder members.
- The recruitment of new members shall be done by the executive committee of board of directors in consultation of the founder members.

- Permanent membership shall only be extended to the founder members of this Organization provided they remain active, committed to the common cause of the Organization.
- There shall be no discrimination on the basis of Race, Gender, Age, Disability, gender, creed, and ethnic origin, Religion, Tribe or Nationality.

Article.11.0: Rights and Obligation of Members

All members shall;

- Participate fully in the proceedings and activities of the organization.
- Be eligible to vote for or be elected to any organ of the organization.
- Receive membership card on payment of the membership
- Uphold and promote the core values of the organization.
- Abide by the constitution and any by laws, rules, regulations, instructions, directives or requests made there under.
- Accept to be bound by the decision of the organization reached by consensus or majority vote.

Article: 12.0. Termination or cessation of membership;

A person shall cease to be a member of the organization in the following circumstances;

- Voluntary resignation
- Death, mental incapacitation
- Being expelled from the organization in accordance with the agreed provisions of this constitution.
- Commits and offence that leads to loss of dignity of the organization i.e embezzlement, corruption, rape and defilement, mismanagement etc.

ARTICLE 13: Discipline

Each member of the organization shall at all times;

1. Conduct him/her in a responsible manner and use his/ her best skills and endeavor to promote the values and objectives of the organization.
2. Show utmost good faith to others in matters relating to the organization.
3. Not in any way use the organization and or its property for private gain or to further the interest affecting any religious, tribal or racist organization.

Article: 14. Organizational Structure;

The organ of the organisation shall be;

- General Assembly
- Board of Trustees
- Board of Directors
- Secretariat
- Volunteers

Article 15: Duties of the Organs

15.1. The General Assembly;

This is a supreme governing body comprised of all registered members of the organisation. Their role includes laying down the broad based programs.

15.2. The Board of Directors;

The board is the policy making body of the organisation which monitors the implementation and performance of the project/ organisation. The team is made up of the chairperson, Vice chairperson, Secretary, Treasurer They are also obliged to jointly mobilize resources for effective implementation of the policies.

15.2.1 The Role of Board of Directors

- Directors shall play the over sight role of the organization, shall actively oversee the operation of the organization.

- Directors should on taking office review the organization document such as; the Articles of the Constitution, By laws, to become fully aware of the stated purposes.
- All decisions that may be taken by the board should be made and all policies developed shall be in light of those stated purposes.
- Directors should review each major transaction to test whether it advances either directly or indirectly the stated purposes.
- If there is any doubt the board should postpone the transaction until there is a consensus as to how the transaction advances the purposes.
- The minutes of the board meeting at which the matter is considered should reflect this rationale.
- In reviewing any transaction a director must make sure that the activity does not result in private benefit. Since this requirement may violate the benefit of the organization of Tax exemption from Revenue authorities.
- Directors must ensure that funds raised for a specific purpose must be used for that specific purpose and no other.
- In such situation funds generally should either be returned to the donors or obtain a waiver of the original purpose from the donor before the funds are used for another purpose.
- If representations are made when the funds are raised the director must see that those funds are used in the manner represented.
- Directors must regularly attend meetings of the board and most importantly the annual general meeting.
- To fulfill their responsibility directors must provide direction for the operation of the organization if directors are unable to regularly attend the meetings of the board, they will be unable to provide the necessary guidance to organization.
- Although directors are not normally responsible for calling meetings, should at least request that meetings be held as often as necessary to cover the business of the organization.
- Directors are charged with the role to mobilize resources to affect the developed organisation policies.

Article: 15.3. Patron;

The patron of the organisation is a personality of sound integrity charged with the role of a lead counselor who guides the leadership of the organisation and creates smoother network alliances with other organizations. The patron also plays a big part in mobilizing resources for Community Hive Organisation.

Article 15.4. The secretariat

This is a team that will be responsible for direct implementation of project work at grassroots level. The team is responsible to mobilize resources for effective implementation of organization's programs.

Article 15.5. The Volunteers;

Since CHO may not be able to afford to have as many staff as it would like, the involvement of volunteers in carrying out certain activities is inevitable as enshrined in our volunteer policy. Secondly, CHO values the inputs for skilled and non-skilled volunteers regardless of sex, color, race and age, political affiliation, economic background to help us run various activities in order to make a difference in the lives of the vulnerable individuals.

Article: 16.0 Meetings;**16.1 General assembly**

- Shall meet once every year.
- The meetings are presided over by any member of the board of directors.
- The chairperson-board of directors or assistant shall call the assembly by notice in writing, stating the agenda, place/venue and time of meeting giving two month.

16.2 Board of Directors

- Their meetings shall be held every after six months every year
- The executive director and secretary of the board General Secretary calls a meeting by notice of a week stating the agenda, the date, venue and time of meeting
- The members responsible shall reply immediately and send in their proposal on the agenda for inclusion. The chairman of the Board of

Directors may call the emergency meeting as / she deems necessary giving a three days' notice of such meeting.

16.3 The Secretariat

- The secretariat committee shall meet once every week.
- The executive director shall chair the meeting of secretariat or in his absence, his /her deputy.
- The executive director shall call the meeting in verbal, writing, stating the agenda ,date, place of the meeting

Article 17: Sources of funds

17.1 The general funds of the organization shall be derived from government donations / grant, funders, annual subscription, membership fees, Contributions at functions, loans and investments.

Article 18: Bank Accounts

1. Bank account(s) of the organization shall be opened with such any financial institution (s) or bank(s) as may be decided by Board of directors and founder members.
2. The account shall have two signatories and shall include the chairperson of the board and one of the founders shall be the principle signatory.

Article 19: Auditors

The secretariat shall be responsible to identify a reputable firm to audit organisation financial books of accounts. The board of directors and founders will approve the appointment of an independant auditor annually to the accounts of the organization.

- i. The accounts shall be audited once a year before the end of the

to provide support services for the welfare and maintenance of the most marginalized older persons, Orphans and vulnerable children under their care and family members. We solely accept the responsibilities assigned to us by virtual of the commencement of the organization and shall provide all our necessary skills, techniques as shall be required from time to time to perform so as to promote and defend the underprivileged people of this Nation and to ensure the attainment of the organization Mission, Vision and Objectives and abide by these rules and regulations and the constitution of the Republic of Uganda.

NAME: Mr. Nsubuga Godfrey (Founder Member)

Telephone: (256)706496682

Profession: Social worker

DATE: 21/4/2014

Signature: 



NAME: Ms. Annet Nanteza (Founder Member)

Telephone: (256)706496682

Profession: Social worker

DATE: 23/04/14

Signature: 

