



Annual Report 2016

Celebrating 10 Years

Innovative projects



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Executive Summary

The year 2016 was transformative for CEED in Canada and Uganda. With a new name approved by CEED Concordia's membership at the [Annual General Meeting](#) and the hiring of a new Executive Director, the Montreal office was buzzing from January to December. And if you can believe it, it was even busier in Uganda. Just as in Canada, the name of the organization was changed and CEED Uganda was born. As a non-profit organization based in Gulu, CEED Uganda is now championing year round projects to create opportunities for Concordian and Ugandan interns. We are also excited that [Julius Labeja Acire](#) has signed a 3-year contract as executive director of CEED Uganda.

In addition, CEED Uganda now has its own board of directors based and its full staff working in Uganda.

CEED Uganda continues to be a leader in environmental conservation, youth entrepreneurship, and youth advocacy.

Last but not least, many of the internship projects that started in 2015 were carried over into 2016 and a new project, Environmental Sustainability was launched. We also managed to find time to mark the 10-year anniversary of the organization in Canada and Uganda. It was inspiring to see the on-going positive reactions to CEED's innovative approach to engaging youth in Canada and Uganda to be change-makers. As we close 2016, the administrative teams in both the Canadian and Ugandan office look forward to carrying this incredible momentum of a transformative year forward. Thank you all for an incredible year!

-Thomas Prince

Executive Director of CEED Concordia



The 2ND Year of Internships in Uganda, this Year with a New Name!

The Concordia Volunteer Abroad Program officially changed its name to **Community Empowerment Education and Development** in 2016. Both our offices contributed to the discussions of how to rename and rebrand the organization, reflecting the structural changes and change of mission that came out of the **Revisioning Process** undertaken in 2014. CEED Concordia and CEED Uganda worked towards creating opportunities for young people in Uganda and Canada to engage in community-service learning internships in Gulu, Uganda.

After the successful piloting of a 13 week internship in Uganda in 2015 (a change from the early model of two separate groups of students spending 7 weeks volunteering in Gulu), CEED Concordia received 30 student applications in November 2015, from whom 14 Concordia students and recent graduates were selected. Ten Ugandan interns were selected from among over 40 applicants.

CEED's internship program prioritizes cross-cultural team work, problem solving and community outreach. Students from any academic field are eligible to apply. The top candidates from Canada and Uganda are selected to fill each team. Internships are overseen by both the CEED Uganda and CEED Concordia staff.



CEED's new name was approved in Canada at the Annual General Meeting on April 2nd, 2016 and hosted a small event in Montreal to publicly announce our new identity.

INTERNSHIP PROJECTS

Six different internship projects were conducted from May 13 to August 13, 2016.

4 in-house projects, 1 independent student designed project, and 1 project with an external partner organization in Gulu.



Youth Grant Project



Radio and Communications Project



Environmental Sustainability Project



Phonics



Youth Research Project



Urban Planning Project

Youth Communications Project

The Communications Project worked in partnership with the [Radio Rupiny](#) station in Gulu to identify and bring four guest speakers on air during the course of the internship. All the guest speakers were youth with success stories to share of starting businesses or transformative projects.

Beyond leading the radio show project, the interns used social media to raise awareness of the Communications project in Gulu, created short videos of radio guests and created an online discussion to engage youth about their interests for future radio shows and what listeners learned from the shows.

In the 2nd year of the Youth Communications Project, we saw a large increase in the interest and listener feedback from the radio show. Having the show air year-round, as opposed to only during May to August with the support of CEED interns, has significantly raised the profile of the show, and helped to establish a regular listener base.



“What men can do, women can do even better.”

– Lucy Faith Shabiti

Featured guest on the CEED Young Achiever's Talk Show

Environmental Sustainability Project

In 2016, we became more ambitious and engaged the entire Gulu community in becoming champions in environmental sustainability. While in previous years CEED has donated approximately \$800 per group for carbon off-setting, 2016 marked the first year that CEED used these contributions from our Concordia interns for its own in-house carbon off-setting activities. In 2016, 10,000 trees were planted in 11 primary schools as a result of the [Gulu Go Green Marathon](#). This complements what we have already done with solar panels, which makes our office a demonstrative unit on how to be environmentally conscious in Northern Uganda.

The sustainability interns played a lead role in planting the trees, engaging the students in learning how to plant, providing information about how to care for the trees and the environment, and building a spreadsheet to track how many trees were planted at each school for later follow-up.

Beyond their involvement in tree planting, the sustainability team also designed a [compost system](#) for the CEED compound in Gulu. This two-barrel composter will serve as a demonstration unit on the CEED compound, as well as helping the organization to dispose some of its biological waste more effectively. CEED Uganda has developed a lower cost model to introduce composting and waste management at schools in Gulu.



Youth Research Project

Building on the research findings of 2015, the 2016 team added additional questions to learn more about the services offered to, and requested by, youth regarding mentorship, and psycho-social support. With the on-going objective of learning directly from youth, the research team in 2016 continued to help inform CEED as to gaps and opportunities to engage youth.

In collaboration with the Youth Grants Project (YGP) team, the Research team put together visual materials to share with youth and other members of the community what CEED has learned over the past two years from this research, and exhibited at the [Skills Training and Entrepreneurship Exhibit](#) on August 6th, 2016. This public sharing of the information was greatly appreciated by the youth who participated and others who visited the exhibit. In the future, CEED hopes to find innovative ways to include the youth in Gulu in the creation of research and how to apply it.

Furthermore, our interns showcased two years of findings from youth research. This research will help us inform future CEED projects going forward, and has created opportunity for youth to discuss research findings.

What youth services are already available in Gulu?

What are the challenges that youth in Gulu face?



What are the potential solutions to these challenges?

Youth Grant Project

The Youth Grant Project is one of CEED's cornerstone projects. The 2016 team continued working with the three youth groups, selected in 2015, to become independent and self-reliant. The interns conducted needs assessments with all the groups and then planned the necessary trainings. While the groups were at different points in scaling up their business activities, they all requested training in leadership, financial management and marketing, which CEED staff and interns provided.

To close the summer of 2016, the Entrepreneurship team organized a community-wide business skills training workshop and **Entrepreneur Exhibit** at Pece Stadium on August 6th. Over 80 youth attended workshops on CV writing, interview skills and entrepreneurship. During the afternoon hours, the youth groups, supported by CEED and other youth entrepreneurs, exhibited their businesses and products. Live music was included to draw in a larger crowd from the street, and several hundred people attended.



Youth Groups supported by YGP

Wii Layibi
Liquid Soap Making

Tic Ber
Raising Pigs

Anyaka Mak Tic
Peanut Butter Making



Projects with External Partners

CHILD EDUCATION & PHONICS RESEARCH PROJECT

The Phonic Project centers on training teachers to teach reading and writing techniques to their students. This internship position focuses on collecting reading results from children in order to evaluate the effectiveness of the phonics program for children's learning of the English language.

With the help of our 2016 intern, [Emma Alguire](#), the project managers added new staff to train in more schools and began partnering with Peace Corps from USA. The teacher training colleges will hopefully expand how many schools and pupils they can reach. The internship focused majorly on organizing the data collected from the reading tests and writing reports for each of the 28 schools involved in the project.



Independent Student Projects

URBAN PLANNING INDEPENDENT RESEARCH PROJECT “ENGAGING PUBLIC SPACE”

In 2016, two Concordia students from the [Department of Urban Planning](#) requested to do an independent research project on how public space is perceived and used in Gulu. The office in Gulu was very excited for the project, given Gulu municipality attained city-status in 2016, and the future development of Gulu as a city is a hot topic.

Working with one Ugandan intern, the team interviewed numerous community members who use public spaces, such as the market, Pece stadium and other venues. Employing their classroom skills in mind-mapping, the team presented a report to local stakeholders, including the local government and research participants about what they learned through their research.



NEW ACTIVITIES IN 2016

GULU GO GREEN MARATHON JULY 9TH 2016

Since 2013, CEED/CVAP has been contributing approximately \$75 per Concordia intern, towards off-setting the impact of flights between Canada and Uganda. In 2016, CEED launched its own carbon off-setting project with the [Gulu Go Green Marathon](#), a 6 km run that allowed anyone in Gulu to show their support for combatting deforestation and encouraging tree planting. With support from the local government in Gulu and other NGOs, the Gulu Go Green Marathon raised awareness about deforestation and invited members of the community to come out and run to get involved. Over 200 runners from Gulu participated, and over 7,500 trees were donated by CEED and other Ugandan donors: 6,000 trees to primary schools and 1500 trees to runners who participated and the office of the Paramount Chief of Acholi, Rwot Acana II. CEED's environmental sustainability team took a lead in distributing and planting these 6,000 trees at 14 primary schools in the Gulu District. After attracting a lot of media attention, we hope to make Gulu Go Green an annual event for CEED.



LAPTOP FUNDRAISING AND PAIPIR PRIMARY

Since 2014, PhD student Michelle Savard, who joined the CEED Board of Directors in 2016, has been building a relationship with Paipir Primary School in Pader District. In 2015 and 2016, Michelle collected second-hand laptops in Canada to help the school build a small computer lab. To help the school make the computer lab more effective, she fundraised to purchase solar panels for the school. Solar panels were installed in 2016 and Michelle will travel to Uganda in 2017 to follow up with the project further.

CELEBRATING 10 YEARS TOGETHER

The year 2016 marked 10 years of Concordia and Gulu working together. Events were organized in Kampala, Gulu and Montreal, for project alumni, past staff and other supporters to celebrate a decade of collaboration. The celebrations in Gulu and Montreal were a great opportunity for CEED to re-connect with alumni and other key partners.

We were honoured to be joined for the celebrations in Gulu by co-founder Peter Schiefke, past staff including Jamie Robinson, Daniel Lavigueur and Cassandra Monette. Members from the Board of Directors in Uganda, past Ugandan participants, former partners, representatives of the local government and the Northern Uganda Youth MP attended the celebrations and praised CEED for the impacts in Uganda.



In Montreal, CEED's celebrations were a part of Concordia 2016 Homecoming Week. Co-founder Awel and CEED Uganda ED Julius, were able to attend the Montreal celebration, joining past Concordia participants and Concordia faculty and staff. CEED appreciates all the support from the [Concordia Office of Advancement and Alumni Relations](#) with organizing our celebration in Montreal and their financial support. CEED also recognizes the [Concordia Council on Student Life \(CCSL\)](#) and the [Concordia Student Union \(CSU\)](#) for providing financial support for the celebrations at Concordia. The 10 year celebrations were a fantastic milestone, an opportunity to be visible at Concordia, and reflected Concordia's [Strategic Direction #9: To celebrate successes!](#)



INTERNAL CHANGES

STAFF – UGANDA AND MONTREAL

In late 2015 and early 2016 CEED had a change in many of its administrative staff in Canada and Uganda. In Montreal, [Thomas Prince](#) became the new Executive Director, [Sonia Michaelsen](#) took over as the Internship Coordinator and [Anne-Sophie Grenier](#) was hired as the Communications Coordinator.

In Uganda, [Labeja Julius Acire](#) signed a contract to become CEED Uganda's first Executive Director, and [Bernard Loum](#) and [Hope Lajul](#) joined the team as the Program officer and Finance/Administrative Assistant respectively.

CEED appreciates all the staff who left the organization in 2016.



STRENGTHENING OUR GOVERNANCE

In Canada and Uganda, our organization is governed by a board of directors based in each country. Our board members provided tireless support in 2016 and deserve praise and appreciation. Both boards worked together on the name change and direction for the organization moving forward. In Canada, members of the board were active in the recruitment and selection of the new Executive Director and other critical tasks. In Uganda, the board has worked tirelessly to change the registration of the organization and to improve the governance and capacity of the organization.

A huge appreciation to the chairs of both boards, [Janice Lagiorgia](#) and [Muzaaya Godfrey](#), for their leadership and support of the administrative staff.



CEED AND ACADEMICS

PRE-DEPARTURE COURSE

This winter, CEED's pre-departure course was hosted by [JMSB Faculty of Business](#), and taught by [Dr. Raymond Paquin](#). As in 2015, the course is cross-listed between the three faculties of Fine Arts, JMSB and Arts & Science, and thus all undergrads in these departments can earn credit for the class. In 2017, the course will be hosted at the [Loyola College for Diversity and Sustainability](#) under the faculty of Arts and Science. We are excited that CEED will be offered as part of a Global Sustainability Minor with LCDS beginning in the coming 1-2 years.



LOYC 420 INTERNSHIP COURSE

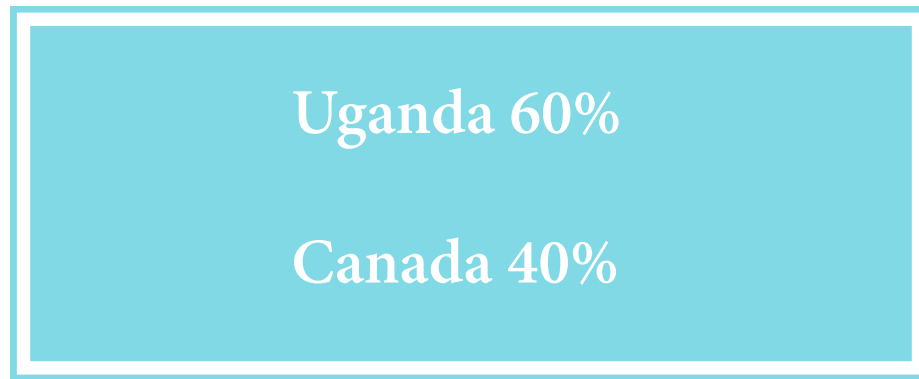
The year 2016 was the first time where CEED interns were eligible to earn credit for their time spent in Uganda. The [Loyola College for Diversity and Sustainability](#) allowed undergrads the opportunity to earn 3 credits after completing their internship listed as LOYC 420. As the class is only offered in the winter semester 2017, students earn credit by compiling a report and delivering a presentation reflecting on their internship and experiences in Uganda.

CEED EDUCATIONAL CURRICULUM

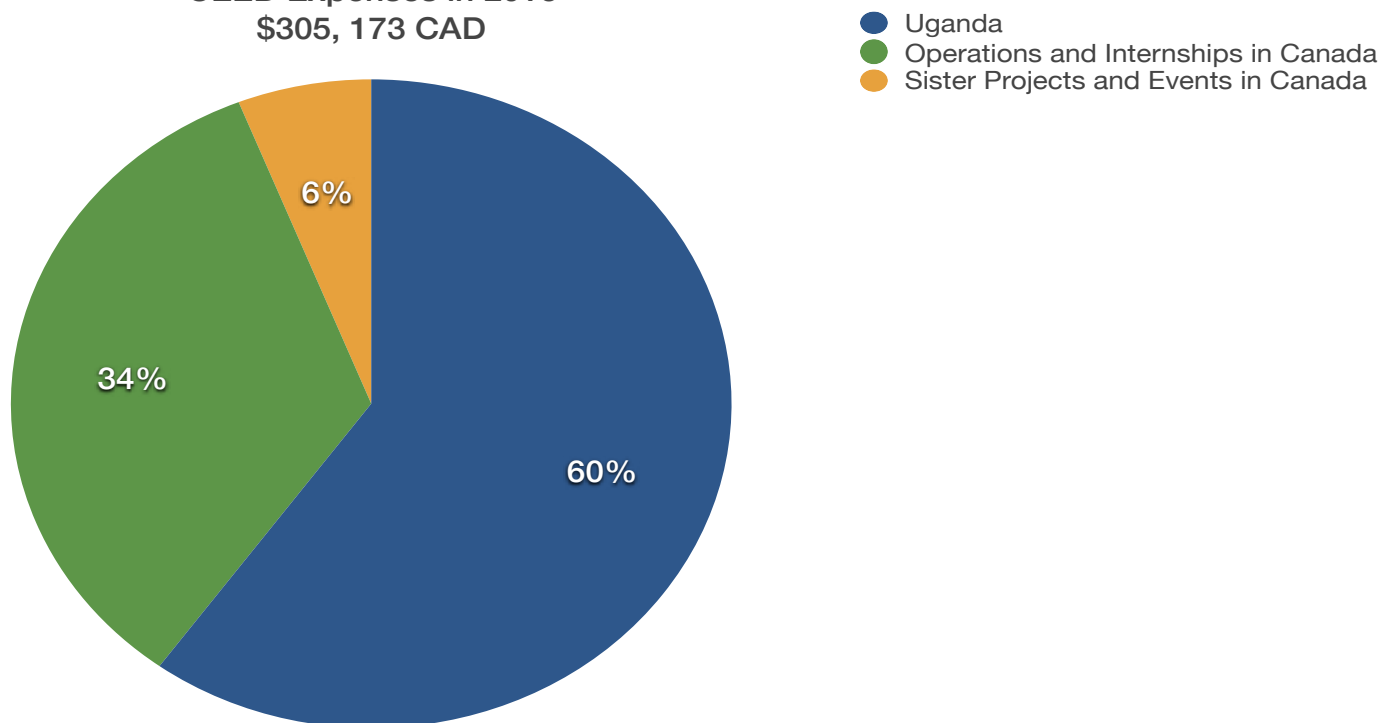
Building on the experiences of three summers, CEED continues to work on strengthening the educational curriculum of the internship in Uganda. In 2014 and 2015, interns were tasked with researching the [Millennium Development Goals \(MDGs\)](#). In 2016 each of the groups gave a final presentation to the staff and interns and reflected on which of the [UN Sustainable Development Goals \(SDGs\)](#) connected to their project. In 2017, a pre-arrival training for Ugandans will mirror the pre-departure training done in Montreal. CEED has a long-term vision to further professionalize the program, ensuring Ugandan and Canadian interns are gaining career-relevant skills, and to strengthen the educational component of the internship program by building stronger links to Concordia and universities in Uganda.

FINANCIALS AT A GLANCE

Expenses in 2016



CEED Expenses in 2016
\$305, 173 CAD

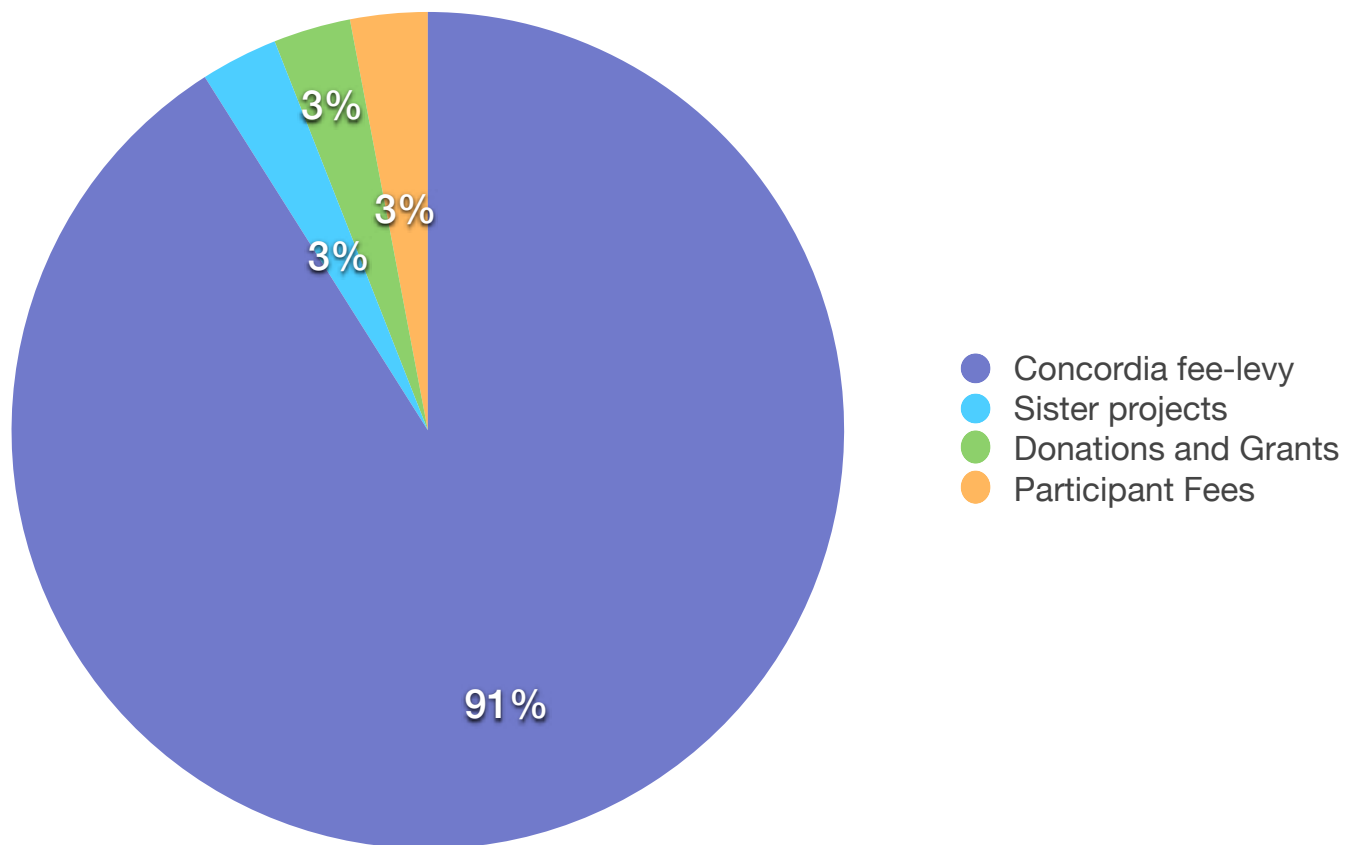


To learn more about CEED's financial status please consult our website for to view our Audited Financial documents.

Income in 2016

91% funded by
Concordia Fee-
Levy

Income in 2016



OUTLOOK ON 2017

The lessons learned and successes achieved during the past two years of CEED funding and implementing its own “in-house” projects will take a step forward in 2017 with the launch of a multi-year strategic plan in Canada and Uganda. With a multi-year strategy in place, CEED will be working to diversify and increase funding for the different projects and also for the internship as a distinct project.

PROJECT ENGAGEMENT IN UGANDA

CEED is working towards making all its projects sustainable and active year-round. As the Board of Directors and management staff in both countries work to diversify our funding sources, we are investigating how to keep more youth engaged in our projects year round, strengthen our monitoring, evaluation and learning systems and to integrate youth mentorship into all our projects. In 2017, we will be exploring: partnering with schools in Gulu, creating project-support roles for youth in the Uganda office, and internships for individual or small groups of Concordia and Ugandan students in Gulu beyond the current summer calendar.



INTERNSHIPS FOR 2017

CEED is offering five different internship projects in 2017.

1. Youth Entrepreneurship Project
2. Youth Media & Communications
3. Technology, Education and Information Sharing
4. Environmental Sustainability
5. Community Events Planning

Check out our website, ceedconcordia.org, for more details on our upcoming projects for summer 2017!

CLOSING REMARKS

The momentum of 2016- new projects, the start of Gulu Go Green, and marking 10 years has carried over in to 2017. We are excited for our 11 Concordia interns and 10 Ugandan interns who will work together in Gulu from mid-May to mid-August.

For the Board of Directors and office in Montreal, we have begun the process of asking “How can we better engage change agents in Canada?” As we move forward in crafting a multi-year Strategic Plan, we are excited for how far our Concordia and Ugandan alumni and new interns will push us.

