

CEED CONCORDIA

ANNUAL REPORT 2015



CONTENTS

03

MESSAGE FROM THE EXECUTIVE DIRECTOR

*"Has CEED Concordia been
able to develop meaningful
relationships with Concordia
University faculty and staff?"*

ABOUT

4

05

YEAR IN REVIEW

Stakeholder Brain Storm 5
Concordia Photographer Visits Gulu
Summer Internship Program

New Name & Program Structure 6
Young Alumni Award
Board and Staff Retreat
Peter's Appointment to Parliament

Chancellor's Dinner 7
Compound Upgrades
New Staff

11

UGANDA - PROJECTS

Youth Grant Project 11
Youth Radio Talk Show

Youth Services Research 12
Water Catchment
Events

The Fun of Phonics 13

08

EVENTS

Laptop Drive 8
Annual General Meeting
Empowered Communities

Change Agent Forum 9
Global Student's Dialogue

ORIENTATION TO INTERNATIONAL COMMUNITY ENGAGEMENT 10

14

SUSTAINABILITY

Water Catchment 14
Sustainability Project
Carbon Offset

15

FINANCES 15

THANK YOU 16

CEED 2015 17

MESSAGE FROM THE EXECUTIVE DIRECTOR

In a recent interview with Universities Canada, I was asked: "Has CEED Concordia been able to develop meaningful relationships with [Concordia University] faculty and staff?" There was an implication that international mobility programs have found it difficult to establish themselves on campuses in Canada. Without hesitation I replied:

"Absolutely. From our beginnings almost a decade ago, we have had immense support from students, professors, and administration alike."

The question lingered with me for a while following the interview. I think I took our relationship with Concordia for granted. We are very fortunate to have had the support of such an array of like-minded individuals and departments who have created value for our organization in countless ways. A number of professors have traveled to Uganda with our program, collaborated on community projects, co-signed on grant applications, co-designed and taught our pre-departure programs, and helped us house our academic programs. These examples of strong community-university projects suggest to me that institutional support can take on many forms, and when the university truly embraces a culture of community partnership, a breeding ground for innovation can be cultivated.



DANIEL LAVIGUEUR
Executive Director
CEED Concordia

For this reason, I am grateful to Concordia and its administration for creating the conditions for CEED Concordia to become what it is today: the most accessible international experiential organization of its kind. Without the institution's embrace of fee-levy organizations and its new focus on community and experiential programming, our very existence would be in question.

CEED Concordia is now looking to take our relationship one step further. Utilizing our experiences and academic partners, we are in the midst of co-creating an internationally oriented academic program with a strong experiential component. We want Concordia students of all backgrounds to have the opportunity to take their learning outside the classroom and engage in responsible community work led by local experts.

Our unique approach to international service learning was nurtured within a higher learning institution and matured in the amazing community of Gulu, and our new name (formerly Concordia Volunteer Abroad Program – CVAP) that was launched at the beginning of 2016 reflects these roots (CEED=Community, Empowerment, Education, Development). It only seems logical that the next step is to strengthen these linkages through a formal academic program that will benefit youth from Canada and Uganda alike. We hope you are just as excited as we are for the next chapter of our history.

Apwoyo matek,



"We are very fortunate to have had the support of such an array of like-minded individuals and departments who have created value for our organization in countless ways."

ABOUT US

CEED Concordia is a registered not-for-profit organization located in Montreal, Canada. Many of our activities take place in Gulu, Uganda through our sister organization, CEED Uganda. We pride ourselves on being a dynamic and accessible organization that reaches a wide youth demographic through our community projects, internships, and academic initiatives.

MISSION

We foster community engagement through youth skills development and information sharing.

VISION

We see youth as change agents in their communities.

VALUES

- Equality
- Integrity
- Social Justice
- Sustainability

In Montreal, we serve the Concordia University community through internship placements, academic courses, and public awareness events for students and alumni alike. The majority of our internship placements are located in northern Uganda where students are placed within CEED's community programs based on their skills and interests. Students have an opportunity to earn academic credit while participating in our program through a pre-departure course, co-developed and run by CEED, and an internship course through the Loyola College for Diversity and Sustainability. In addition, CEED is a training ground for young professionals, offering students management and governance experience through our Board of Directors and staff team. In any given year, our program directly benefits more than fifty Concordia University students through our holistic, experiential approach.

In Uganda, CEED responds to a large youth population that is becoming increasingly marginalized through a lack employment and innovative educational opportunities. CEED empowers youth through a wide array of programs from radio talk shows and forums to entrepreneurship trainings and grants. These programs are managed by our Ugandan team based in Gulu who understand the local context and are well placed to effectively engage with their community through a peer-to-peer approach. Our programs in Uganda reach thousands of community members, provide Ugandan university students with hands-on project management and experiential internships, and supports ten local staff who manage and maintain the program.



YEAR IN REVIEW



CONCORDIA
PHOTOGRAPHER
VISITS GULU



STAKEHOLDER
BRAIN STORM

In early May, fifteen stakeholders consisting of former volunteers and current board members came together to discuss important ideas about the future of the organization. These discussions resulted in a roadmap to help guide the organization's next steps and will play a key role in designing our long-term strategic plan.

Lisa Graves, Concordia's resident photographer, decided to make the 16-hour journey across the Atlantic after photographing former MBA students [Tara Walker](#) and [Vinay Nawani](#) who traveled to Uganda with CEED in 2014 to conduct research. Lisa spent three weeks at the CEED compound in Gulu and was an incredible resource and team member. Her work during that period lives on through the beautiful photographs displayed on the CEED website and promotional materials.

SUMMER INTERSHIP PROGRAM

With the organization in the midst of restructuring, CEED decided to keep the summer internship program small and adaptable. A total of seventeen interns were recruited to work on our youth-oriented projects: seven international students and ten national students. The internship program spanned thirteen weeks from May 15th to August 13th and successfully concluded a number of important community projects in and around Gulu Municipality.



CREDIT PHOTOS: LISA GRAVES, DANIEL LAVIGUEUR, DENNIS BARLOW

NEW NAME AND PROGRAM STRUCTURE

In the summer of 2014, CEED's membership agreed on a path toward restructuring the organization to better serve our communities. Following this plan, CEED re-designed its core program, the summer internship program in Gulu, and lengthened the required program stay from two to three months. Additionally, CEED's community projects were restructured to focus specifically on youth aged eighteen to thirty, guided by the newly minted vision and mission. Finally, CEED members agreed on a new name for the organization that was launched in early 2016: CEED - Community, Empowerment, Education, and Development, reflecting our core focus and values.



BOARD & STAFF RETREAT

CEED's annual board and staff retreat took place in Quebec's Eastern Townships on a picture-perfect late-September day. A full day of activities were enjoyed by CEED Concordia's movers and shakers, a chance to catch up and set the tone for a strong year ahead.

PETER'S APPOINTMENT TO PARLIAMENT

Peter Schiefke, CEED co-Founder and former Executive Director, was elected to Parliament [Vaudreuil-Soulanges] for the Liberal Party at the federal elections in October. Peter has since been named Parliamentary Secretary to the Prime Minister for youth. [The entire CEED family is extremely proud of Peter's accomplishments!](#)



YOUNG ALUMNI AWARD

CEED co-Founder, Awel Uwhanganye, won Concordia University's Young Alumni of the Year award for 2015. The ceremony was held on May 28th at the Westin Old Montreal. [Congratulations, Mr. Awel!](#) We are very proud of you.



FOR THE FIRST TIME IN MORE THAN A DECADE, CONCORDIA UNIVERSITY HOSTED A DINNER FOR ITS TOP DONORS

CHANCELLOR'S DINNER

The dinner brought together some of Montreal's most respected entrepreneurs, artists, and scholars. CEED was one of three Concordia initiatives that were invited to address the audience and share some of our successes. CEED Concordia Executive Director, Daniel Lavigueur, had the honour of representing the organization at the dinner which took place at the Complexe des Sciences in Montreal's Old Port on November 24th.

COMPOUND UPGRADES

CEED's facility in Gulu, northern Uganda has hosted 150 students since its inauguration in 2011. More than just a residence, the facility boasts office and work space for staff and interns year-round. In 2015, CEED's Ugandan team implemented several notable upgrades to the CEED compound that included the creation of a computer room and quiet workspace and improvements to the living quarters to ensure our visitors a comfortable environment for living and working.



NEW STAFF

With the departure of long-time staff members **CASSANDRA MONETTE** (Volunteer Coordinator) and **MEGAN MICHAUD** (Project Coordinator), CEED's Canadian office welcomed two former interns to the team: **SONIA MICHAELSEN** (2015 intern) became CEED's new Internship Coordinator, and **ANNE-SOPHIE GRENIER** (2013 intern) became our Communications Coordinator. Welcome aboard!

CREDIT PHOTOS: CONCORDIA ALUMNI RELATIONS,
LABEJA JULIUS ACIRE

EVENTS

LAPTOP DRIVE

CEED's second annual Laptop drive took place in March and was led by PhD candidate Michelle Savard, who is conducting her research on former child mothers in northern Uganda. More than twenty second-hand laptops were collected and were donated to Pampir primary school in Pader district, serving a large population of children with disabilities.

The computers were well received by the school's administration who organized a wonderful reception for CEED staff, Michelle, and her family.



ANNUAL GENERAL MEETING

CEED's Annual General Meeting is an opportunity for the organization to engage with its membership and enter into important discussions. For the 2015 AGM, CEED asked its membership to help develop guidelines toward the creation of a new name for the organization, following a restructuring strategy set forth in 2014. Board members, staff, and community members worked together and developed a set of recommendations that would eventually lead to the creation of "CEED Concordia" and "CEED Uganda".

Thanks to all for your guidance and support!

EMPOWERED COMMUNITIES

Empowered Communities, a multi-medium event, combined a number of engaging speakers, a documentary film screening, and a cocktail event to engage the Concordia community on discussions around social action. Speakers included [Jon MacPherden Waitzer](#), former Director of Head and Hands and [Michel Tinguiri](#), writer and scholar from Burkina Faso, and the world premiere of *Positive Living*, a documentary film on the TASO drama group from northern Uganda, produced by [Isaac Senechal](#), [Emilie Johnsson](#), [Megan Michaud](#), [Mathieu Holubowski](#), and [Josephine Angeyo](#). The event was emceed by [Laura Francois](#).





TAKING ACTION ON COMMUNITY DEVELOPMENT

CHANGE AGENT FORUM

On August 1st, CEED hosted its first major event in Gulu under its new mission and vision. [The Change Agent Forum](#) embodied the principles of the organization, creating a platform for youth to have a voice in their community, exchange information, create linkages, and become inspired by like-minded individuals. The forum featured speakers Nulu Naluyombya, John Paul Kiffasi, Dr. Tonny Kidega and Ethan Muslini. The event also featured an entrepreneur's exhibition where young entrepreneurs were able to showcase their various products and connect to one another.



NEW VISION & MISSION

GLOBAL STUDENT'S DIALOGUE

The Global Students Dialogue, spearheaded by [Léo Africa Forum](#), is a series of forums, conversations, meetings and dialogues attended by university students in Africa and across the world. The dialogue is organized in the spirit of strengthening student movements and designing strategies of students taking action on community development. The 2015 Global Students Dialogue was held at Makerere University on July 4th and featured a number of prominent speakers that included Ambassador Ahunna Eziakonwa Onochie, resident representative for United Nations Development Program & UN Country Coordinator.

ORIENTATION TO INTERNATIONAL COMMUNITY ENGAGEMENT

This cross-faculty and multi-disciplinary course explores critical perspectives on intercultural engagement with local and international communities, addressing issues of 'development' theory, collaboration, volunteerism, collective action, sustainability and entrepreneurship. Topics are explored through guest lectures, research and experiential learning.

CEED's pre-departure training course is an inter-disciplinary lecture series registered as LOYC 498/MANA 398/DART 398 offering credit to students from the faculties of Fine Arts, Arts and Science, and JMSB. This unique course was developed in partnership with faculty members from the Loyola College for Diversity and Sustainability, Management, and Computational Arts and Design departments in conjunction with CEED Concordia – a true University-community partnership. The course has been designed to address the specific needs of the CEED interns traveling to Uganda and beginning in 2016 will be available to all undergraduate students.

Students who are accepted to the CEED program must attend a minimum of seven of the thirteen weekly classes, which, through the lectures and presentations by a wide variety of professors, present a broad overview of various topics pertaining to community work abroad, including: cross-cultural communication, health, sustainability, social economy, critical race theory, community service learning and more.

In 2015, the course was hosted by the department of Computational Arts and Design and was co-led by pk langshaw, Chair of the department and Jamie Robinson, former Executive Director of CEED Concordia.



/// LOYC 498
// MANA 398
/ DART 398

UGANDA – PROJECTS

With our new focus on youth empowerment and a shift toward administering projects in-house, CEED's Ugandan team have reoriented existing projects and have piloted several new initiatives. Both national and international interns engage in service learning through these projects that have the dual purpose of responsible community development and act a platform for personal and professional development.



YOUTH GRANT PROJECT

The goal of the Youth Grant Project is to support young entrepreneurs by kick-starting their business ideas through small grants and targeted trainings. With the help of a generous trust established by Kathy Assayag and Richard J. Renaud, CEED identifies pre-established groups within Gulu who have a proposed business plan. Grants are released to these groups for investment in supplies and marketing tools. In addition to financial support, CEED also provides logistical and administrative support to the groups through workshops related to both hard and soft skills development that include financial literacy, business plan development, entrepreneurship, and team-building.

The Youth Radio Talk Show is a monthly radio program that aims to encourage youth from northern Uganda to discuss critical issues affecting them.

YOUTH RADIO TALK SHOW

Hosted by local radio station, 102 Mega FM, the show features discussions amongst invited panelists and callers from the public on various youth-related topics, including Youth and Leadership and Young Parenting. By inviting young people to lead and participate in these types of conversations, CEED hopes to empower youth in the community to identify, discuss, and find solutions to their challenges.



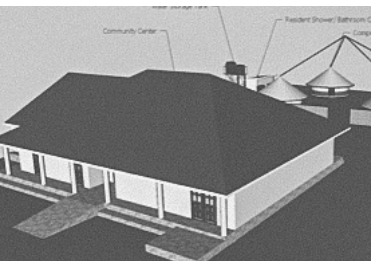
CREDIT PHOTOS: LISA GRAVES, LABEIA JULIUS ACIRE



YOUTH SERVICES RESEARCH

In an effort to be a well informed and effective community partner, CEED is performing research on the types of services that are available to youth and where gaps lie. The research team is tasked with conducting interviews, dispersing questionnaires, and speaking with local community members in order to answer a number of important questions, including: What youth services are currently available in Gulu? What are the issues and challenges that youth face, from the perspective of youth and youth service providers? What are the potential solutions to overcoming these issues and challenges, from the perspective of youth and youth service providers? The findings from this research will help shape CEED's future projects and initiatives as well as inform Gulu district leaders and other stakeholders. CEED is excited to share the results of the research with the community at large to help become part of its growth and prosperity.

HELP BECOME PART OF THE COMMUNITY'S GROWTH AND PROSPERITY



WATER CATCHMENT

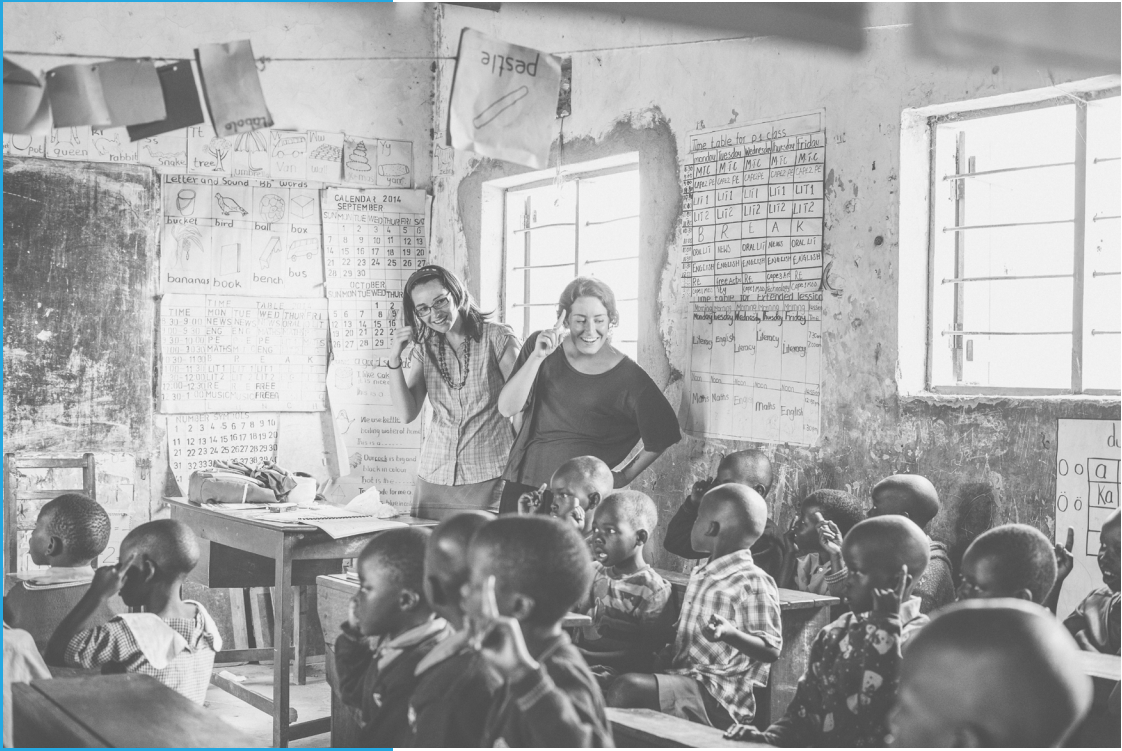
Environmental sustainability has always been at the forefront of CEED's activities, and as such, we are continually looking for innovative ways to reduce our carbon footprint. Similar to our solar power system, a rainwater collection system was proposed for our facility in Gulu as a means to reduce our consumption and become a leader in environmental stewardship. In 2015, the organization supported two interns with backgrounds in urban planning and water engineering to design a rainwater catchment system for the CEED facility. Further, the team produced a needs assessment in order to determine the potential for replication within the surrounding community. CEED hopes that the future water catchment system will serve as a model for other organizations in Gulu district.



EVENTS

CEED has planned a number of important events in the Gulu community over the years, including soccer tournaments and cultural galas, as well as northern Uganda's very first film festival in 2014. These events are meant to engage the community through entertaining and interactive platforms to further the conversation on local issues. In 2015, CEED sponsored two important events: the Global Student Dialogue and the Youth Change Agent Forum.

[\[see page 9\]](#)



THE FUN OF PHONICS

EXTERNAL PARTNER PROJECT

While primary school enrollment has increased substantially across Uganda in recent years, the quality of education remains poor, especially in more rural areas. Nearly one-third of Ugandan youth are illiterate. As such, new interventions and fresh curricula are needed. The Phonics program aims to target these very issues by improving education and literacy through partnerships with local nursery and primary schools. The goal is to train teachers on a phonics-based curriculum, including age-appropriate and culturally sensitive materials, that they can then implement themselves within their classrooms.

OUR GOAL
IS TO TRAIN
TEACHERS ON A
PHONICS-BASED
CURRICULUM TO
BE IMPLEMENTED
IN CLASSROOMS

SUSTAINABILITY

Our organization recognizes the importance of taking care of our planet. Environmental sustainability is one of our core values and as such, we are mindful of our carbon footprint and ensure that sustainability is built into all CEED projects and activities.

WATER CATCHMENT

As described in the Uganda-Projects section, a grey water catchment system was designed as an outcome of an independent student project. Thanks to the John Molson Sustainable Enterprise Committee, CEED was able to secure \$10,000 towards making this project a reality. Along with the solar power system, the grey water catchment system is another step toward carbon neutrality for our operations in Uganda

SUSTAINABILITY PROJECT

For the first time in 2016, CEED will introduce a sustainability project team that will help produce recommendations for CEED to further reduce its carbon footprint. This project aligns with the strategic directions of both Concordia University and CEED as well as the UN's Sustainable Development Goals and will position the organization as a leader in this field.

CARBON OFFSET

Understanding that air travel is a large contributor to greenhouse gas emissions, CEED developed a carbon offset policy in 2013, asking that all participants and staff traveling with the program offset their emissions by contributing to carbon-negative or carbon-neutral programs. Through an audit of our travel, it is estimated that an investment of \$85 per traveler will sufficiently offset flight emissions between Montreal and Entebbe.

In the first year of our carbon-offset program, we invested in a portfolio of alternative energy projects through a Canadian organization called Offsetters. In 2014, our team decided to invest the carbon-offset fund

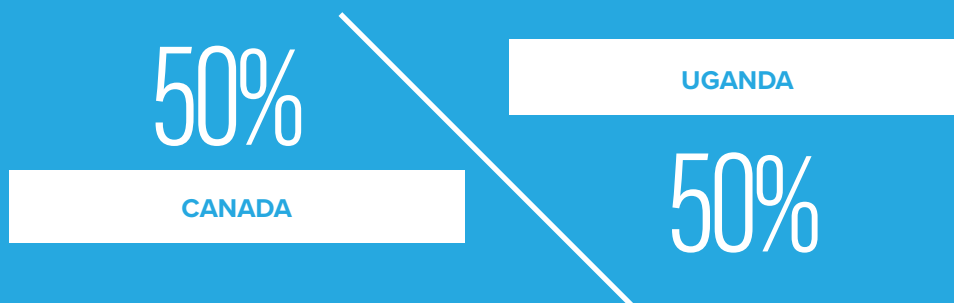
to support environmentally sustainable programs in Gulu, bringing with it a number of added benefits, including: increasing CEED's investment and support to the local community; allowing for students to participate in the implementation of the programs; creating visibility and awareness of environmental issues in the community; and the ability to see the results of the investment first-hand.

In 2015, CEED partnered with community-based organization Grassroots Reconciliation Group (GRG) to develop a tree-planting program. GRG connected CEED with local women's groups who donated a portion of their community land to plant 2000 seedlings for sustainable income-generating activities.



ANNUAL REPORT EXPENSES

Where is our money spent?



27

Average number of Concordia students who travel to Uganda annually (2006-2015)

\$137,000 AVERAGE ANNUAL COST OF
CEED'S PROGRAM IN UGANDA



Local
Staff

22%



Community
Projects

30%



Student
Support

11%



Administrative
costs

37%

90%

PERCENTAGE OF CEED'S
BUDGET DERIVED FROM
CONCORDIA UNIVERSITY
UNDREGRADUATE STUDENTS
THROUGH A FREE-LEVY

THANK YOU

CEED is humbled by the immense support we continue to receive from our communities in Canada and Uganda. From the tens of thousands of undergraduate students at Concordia who continue to fund our program to the community partners and supporters in Gulu, we certainly owe our gratitude to everyone who believes in our team and our work to empower youth. Thank you, merci, and apwoyo.

Professors

ALEX ENKERLI
PK LANGSHAW
ROSEMARY SHADE
RAYMOND PAQUIN
SATOSHI IKEDA
PETER ODOCH
ROSEMARY REILLEY
PETER STOETT

Collaborators

ERYN FITZGERALD
ANUSKA MARTINS
HELLEN MSHILLA
SUSAN OKETA
HELLEN DOWNIE
RACHEL SPEIRAN
LAURA FRANCOIS
ROSE MARIE WHALLEY
LOUISA GONZALEZ
KIT MALO

Donors

CONCORDIA UNDERGRADS
KATHY ASSAYAG
RICHARD RENAUD
MCCONNELL FAMILY FOUNDATION
CASA CARES
CUSGP

Departments / Colleges

CENTRE FOR ORAL HISTORY AND
DIGITAL STORYTELLING
LOYOLA COLLEGE FOR DIVERSITY
AND SUSTAINABILITY
SCHOOL OF COMMUNITY AND
PUBLIC AFFAIRS
SCHOOL OF EXTENDED LEARNING
CONCORDIA UNIVERSITY OFFICE OF
COMMUNITY ENGAGEMENT
DEAN OF STUDENTS OFFICE

University groups

INTERNATIONAL COMMUNITY
OUTREACH PROGRAM (ICOP)
CASA CARES
COMMUNITY SERVICE INITIATIVE JMSB
SUSTAINABLE INTERNSHIP
PROGRAM
LIVE CENTRE
FEE-LEVY ADVOCACY AT CONCORDIA
(FLAC)
JOHN MOLSON SUSTAINABLE ENTERPRISE
COMMITTEE

Ugandan partners

ST. JUDE CHILDREN'S HOME
SPORTS OUTREACH MINISTRY
TASO – GULU
FREEDOM IN CREATION
FUN OF PHONICS
GULU UNIVERSITY

Canadian partners

ABACODE
TEASDALE-CORTI FOUNDATION
BEADS OF AWARENESS
THE MERCY PROJECT
ANYIM
THE NAMUWONGO PROJECT
FECU
THE CENTRE FOR COMMUNITY
ORGANIZATIONS – COCO
THE TASO DOCUMENTARY TEAM

CANADIAN TEAM

Executive Director

DANIEL LAVIGUEUR

Internship Coordinator (Incoming)

SONIA MICHAELSEN

Communications Coordinator (Incoming)

ANNE-SOPHIE GRENIER

Internship Coordinator (Outgoing)

CASSANDRA MONETTE

Project Coordinator

MEGAN MICHAUD

Communications Coordinator (Outgoing)

MIRIAM MOKRUSA

Events Coordinator

LEA LACROIX

UGANDAN TEAM

Director of Operations

LABEJA JULIUS ACIRE

Program Officer

RICHARD OJOK

Accounts Assistant

CAROLE ACHEN

Security

BIDONG SUNDAY

CHARLES ONEN

LAMEX SIMON

Office attendant

EUNICE AKELLO

MIRIAM AYOO

Driver

KIZZA

BOARD OF DIRECTORS

Chair (Outgoing)

CHRISTOPHER WEBSTER

Chair (Incoming)

MEGAN MICHAUD

Secretary (Outgoing)

LUCAS DE GIVENCHY

Secretary (Incoming)

NATASHA FORGUES

Chair (Outgoing)

AWEL UWIHANGANYE

Chair (Incoming)

MUZAAYA GODFREY

Deputy Chair

PHILIPPA MBONYE

Legal Counsel/Secretary

JOSHUA BYABASHAIJA

KAOUTAR DEHBI

MOHAMED FATHI GOUASMIA

JANICE LAGIORIA

PK LANGSHAW

DAVID LI

TIAWENTINON CANADIAN

SOPHY JOHNSTON

PETER ODOCH

THOMAS PRINCE

PETER SCHIEFKE

JAMIE ROBINSON

DANIEL LAVIGUEUR

CONTACT US

WWW.CEEDCONCORDIA.ORG

1455 de Maisonneuve O.,
Suite V210, Montreal, QC
H3G 1M8 Canada
+1-514-848-2424 x 7876
info@ceedconcordia.org

PO Box 1354
Plot 14, Onono Road
Gulu, Gulu District, Uganda
+256(0) 392 000627
info@ceeduganda.org

