



2022

ANNUAL REPORT



CEED Concordia

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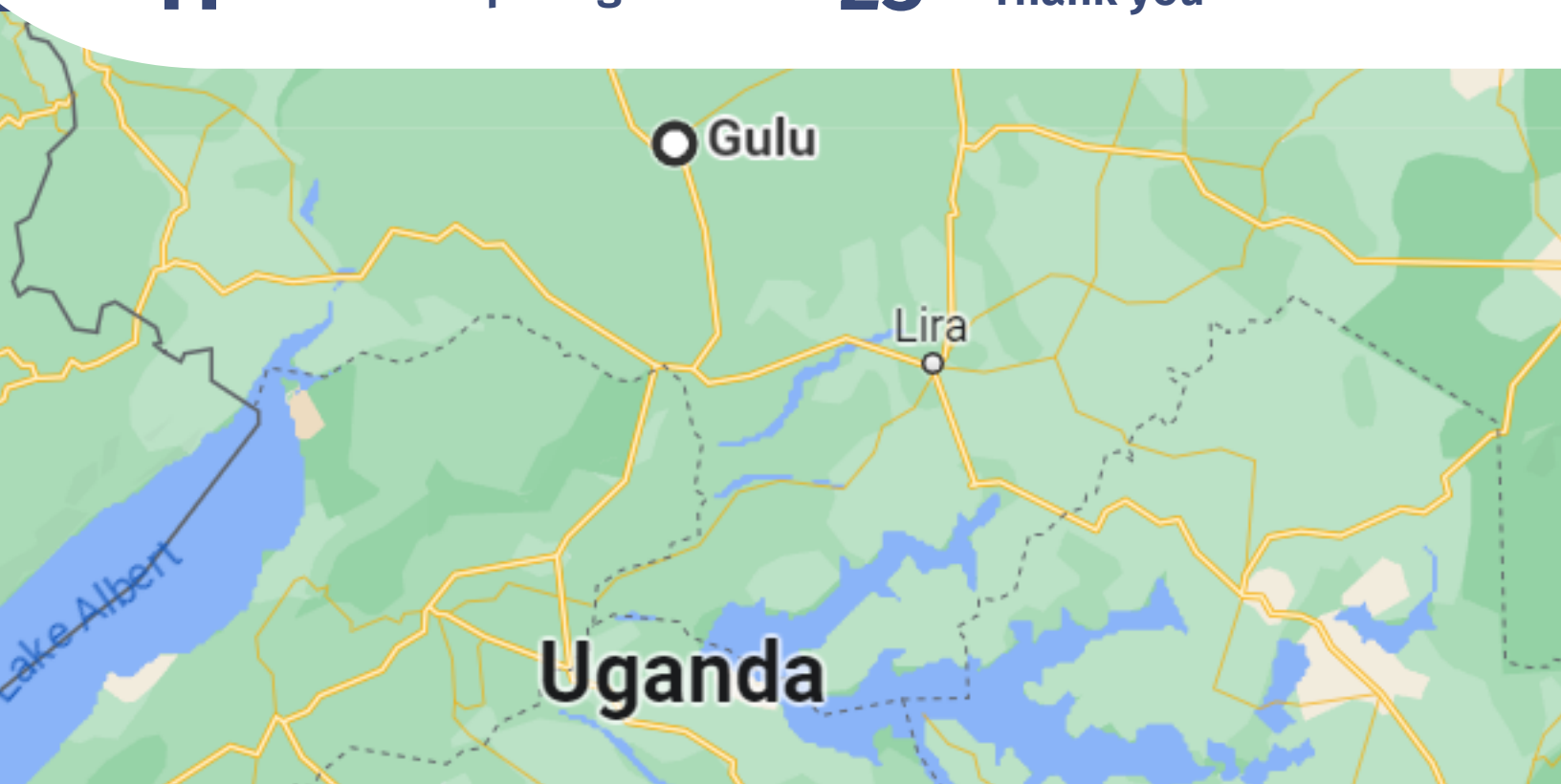
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ABOUT CEED



CEED Concordia is a fee-levy association of Concordia University and a non-profit organization operating in Montreal, Canada and Gulu, Uganda with additional projects throughout Africa and Latin America. We are an organization dedicated to social justice, community empowerment, and positive change by supporting youth in our communities. Every year, young people from Canada, Uganda, and beyond participate in CEED opportunities through internships, community projects, events, and various positions within our organization. The projects our interns work on are mostly linked to environmental sustainability, entrepreneurship, advocacy, technology, and media. For over 17 years, we have been working to shape better communities and future leaders for a better tomorrow.





LETTER FROM THE TEAM

Dear friends and supporters of CEED,

On behalf of the team in Canada, we are pleased to present our Annual Report. This report showcases the incredible work we have done in 2022, continuing to provide experiential learning opportunities for students, both in Canada and Uganda.

This year was particularly exciting in the sense that we continued working on our projects in Canada and Uganda, as well as prepared to re-launch our traditional summer internship for 2023.

We undertook various hybrid projects in Canada and abroad. These initiatives included a Video Documentary Project that focused on the inspiring stories of Black Women in STEM. By sharing their journeys and achievements, we aimed to challenge stereotypes and promote diversity in the field.

Additionally, throughout 2022 we have put on events such as a Variety show and an Alumni Reunion, CEEDlings Past and Present, which were put in place to raise funds for our programs and to network to further build a CEED community.

We also supported Youth Entrepreneurs working on social and environmental businesses, empowering them to make a positive impact, through workshops and mentorship. Additionally, we held an internship in Senegal, where we worked with women and youths involved in agricultural entrepreneurship in rural areas. This project marked a significant milestone as it was our first international endeavor since the pandemic began.

We would like to express our deep gratitude to our dedicated team, partners, and generous supporters for their unwavering contributions. Without your time, expertise, and resources, none of our achievements would have been possible.

As we reflect on the successes of 2022, we recognize the ongoing challenges we face. However, our commitment to creating positive change and providing transformative experiences for students remains stronger than ever.

We invite you to explore our Annual Report for a comprehensive overview of our projects, impact stories, and financial highlights. Together, let us celebrate the accomplishments of the past year and renew our shared commitment to building a more inclusive, sustainable, and equitable world.

With profound gratitude,



The CEED Concordia team





LETTER FROM THE TEAM

Dear partners, colleagues, and friends,

Seventeen years later, it is a privilege to once again present our most recent report on the continued work of CEED Concordia in Uganda and a demonstrated commitment to continued investments in Youth and communities in Uganda, Canada, and beyond.

This year has seen us better understand why it is so vital to commit resources and time to enabling the youth and communities in Northern Uganda (Gulu) seen as vital resources in building and shaping the future and communities in which they come from to thrive and why it is so very necessary for the community as a whole.

In 2022, CEED was privileged to enter into meaningful partnerships with Concordia University, GIZ NatuRes, European Union, Takataka Plastics, LeO Africa, National Water, and Sewerage corporation, Ministry of Water and Environment, GIZ CUSP's, Media Challenge initiative all aimed at bettering and advancing the communities and youth whom we serve and hold dear to our implementing strategy.

As CEED's community continues to grow, with the induction of more programs across Uganda, Africa, and beyond, Interns, and co-opting new members staff, and board members, we are more convinced that what we set out to do, deliberately building a community conscious of the collective role of building good and inclusive communities while leveraging on the Youth demography as an asset, is the most important thing to be committed to at this point.

We extend our sincere gratitude to everyone who contributed to the achievements through the year 2022, the CEED Staff team, interns, Board members, and all stakeholders for their dedication and sacrifice to keep the fire burning.

We all look forward to the year ahead.

CEED Concordia (Uganda) Team



VISION

Youth equipped to be change agents in their communities.



MISSION

We support youth by facilitating experiential learning opportunities for students to enhance and foster the problem-solving capacity within communities.



VALUES

Equity, Integrity, Community-led, Collaborative





OUR REACH IN NUMBERS TO DATE



511

Interns trained



14,577

Tree seedlings
planted



298

Entrepreneurs
trained



6,894

School children
trained

CEED'S 2022 EVENTS





ALL-INTERNS MEETUP



This November CEED Concordia orga its annual event: Ceedlings: Past and Present! An event created for CEED alumni and current interns to network and build community. The event took place in an art gallery, L'Original, located on Saint-Denis in Montreal.



The gallery location added to the charm of the event, providing a unique and creative atmosphere. The event was packed with exciting activities, including a DJ, games, and networking opportunities with past alumni. The focus of the event was to build a community of staff, alumni, and current interns.





THE VARIETY SHOW

In partnership with the Concordia Chapter of Welfare Avenue, this past November CEED Concordia put on a fundraiser variety show at Reggie's Bar. This event included performances from a mix of talented singers, dancers, and musicians.



This fundraiser event supported homeless shelters in Montreal & Sustainability projects in Uganda. At the Variety Show, there were 11 performers, and 80 guests attended the event.



AGM EVENT 2022



CEED's Annual General Meeting (AGM) is held every summer for CEED's community. During this meeting, CEED's annual report, staff report, board report, social media engagement, and project updates were discussed. This event is important to connect with the CEED community while reflecting on the accomplishments that were made in 2022. The 2022 AGM event was held via Zoom with great engagement and attendance.



OFFICE COFFEE HOURS

In 2022, CEED Concordia hosted coffee hours twice per month at our office at 2110 Mackay Street. We offered snacks, music, and conversation as these coffee hours allowed Concordia Students to meet the CEED Team and learn about our work, volunteer, and internship opportunities. During the coffee hours at CEED, numerous staff and students visited our offices to inquire about programs in Canada and Uganda.



MEDIA CHALLENGE INITIATIVE: GRADUATION EVENT



During the 2021 Media Challenge Fellowship Program, 26 Media Challenge Fellows embarked on a field reporting trip to a rural area in Uganda, where they gained firsthand experiences on climate change innovations. Inspired by their journey, each fellow completed an individual multimedia solutions-based story focusing on environmental issues.

As the program concluded, the 26 multimedia environmental stories were showcased at the Media Challenge Fellowship Program graduation event. Moreover, these stories were published on MCI's online platforms, reaching a wider audience and creating awareness about climate change and innovative solutions.

Overall, the 26 fellow graduates from MCI successfully contributed to raising awareness about environmental challenges and solutions through their impactful and insightful storytelling.

“
Fellows improved their skills and knowledge in Climate Change Reporting by at least 80% according to post-program surveys
”



INNOVATION AND KNOWLEDGE CAFÉ



CEED with support from GIZ NatuReS held an Innovation and Knowledge Café where Youth groups exhibited innovations from solid waste. This is geared towards supporting youth-led mechanisms that reduce waste in the environment, especially in Gulu City. Innovations focused on reusing solid waste for making art pieces, interlocking bricks, bags, and many more that will help to realize a 30% reduction of solid waste in landfills in Gulu City. Over 50 Youth in Gulu City attended the Innovation Café. The project was supported by GIZ NatuReS and funded by the European Union and the German Government.



Featured are participants located
at CEED in Gulu, Uganda.





ALG 2022



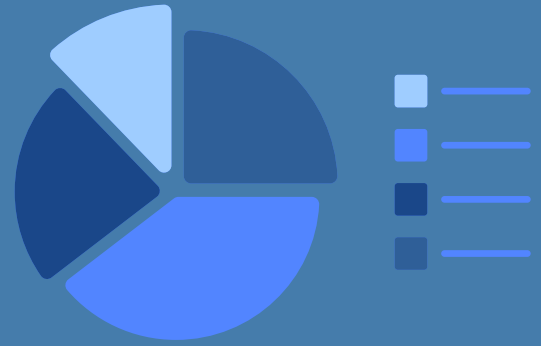
The Annual Leaders Gathering (ALG), is an annual meeting of emerging leaders within the LÉO Africa Institute network across East Africa. Over three days, fellows of the Institute, emerging leaders in the public and private sector, as well as the Institute's extended network across Africa convene to reflect on the challenges facing society today and how different networks of innovators, entrepreneurs and decision-makers can come together to address them within the African context.



The ALG2022 coincided with the 10-year anniversary of the LÉO Africa Institute and will highlight the impact of the Institute and its partner's work in the last decade, and will present the vision of the next decade, set to tackle the challenge of how to ensure this network of influential young and emerging leaders continues to champion African causes and exercise values-based servant leadership to ensure a more prosperous African future.

We had 178 physical attendees and 100 virtual attendees including CEED's board member Majaliwa Richard, Executive Director Samita Mandjee and Deputy Director Ofungi Luke who all contributed to different panel discussions.

ALG STATS



12



PANEL
DISCUSSIONS

33

SPEAKERS



150



PHYSICAL
PARTICIPANTS

738

VIRTUAL
PARTICIPANTS



MONITORING AND EVALUATION UG



In November 2022, CEED carried out a monitoring visit to the supported youth businesses with specific objectives to discuss achievements, best practices, and experience in overcoming challenges in business and how the different youth groups were catching up with the current trend in terms of innovation for brand substance and growth, to evaluate the effectiveness of the implemented measures and to determine the progress of businesses to allow results, processes, and experience to be documented and used as a basis to steer decision making and learning processes, to guide future projects.

In the same month, CEED also carried out a tree monitoring exercise in schools supplied with tree seedlings from 2016-2019. The CEED team visited 6 schools and conducted tree growth measurements, interviewed the school management on the factors for success and failure of tree growth, and also got recommendations and a way forward to guide upcoming projects.



INTERNSHIPS & PROJECTS

At CEED, we believe that internships play an integral part in the student experience and help shape the leaders of tomorrow. Our internship program has been running for over 15 years and has allowed more than 500 students to participate in cross-cultural exchanges in Uganda.

.....

Given the restrictions of the pandemic, we continued to adapt our programs to consist of a more hybrid model. In 2022, we have worked and trained with of 29 school children, 16 interns, and 7 Canadian young entrepreneurs across 7 projects detailed below.





VDOC: BLACK WOMEN IN STEM



The theme for this year's documentary internship was Black Women in STEM. During this 8-month-long internship, we interviewed and selected 5 interns most of whom were Communications or Film Production majors. We filmed and interviewed 4 black women each representing one part of the acronym of STEM (Science, Technology, Engineering, and Math) to examine their journeys. Our goal for this 15-minute documentary was to highlight these women in their respective fields as positive representations of black women in the Montreal community.

We hope these featured women could be used as inspirations to black women and girls who may be considering entering a STEM field. The film was successfully shot and edited and we are now awaiting word from the local film festivals we entered.





“AGRO-FEMMES” INTERNSHIP

For the first time ever, CEED has expanded our abroad internship program to Senegal! We sent 3 interns, from Concordia University, the University of Montreal, and the University of Quebec in Montreal to rural Senegal for 6 weeks. This project was made possible by funding from the Ministère des Relations Internationales et de la Francophonie (MRIF). In collaboration with Mamy Kaya World, a social enterprise, we have created a project to empower female agricultural workers in Bambey, Senegal. The students worked closely with CEO and founder Ndiello Aw Badji for her business rebranding.

This consisted of formulated workshops which would then be used as masterclasses for the female agricultural workers as well as a revamp of Mamy Kaya World's social media and website so that the mission can reach more stakeholders. The main part of the internship consisted of interviewing local female agricultural workers in Bambey's district to best understand what barriers they face and how a social enterprise such as Mamy Kaya World can assist. These recommendations will be compiled into a policy brief which we will then publish on our website and sent to government officials and organizations in Bambey.





YOUTH ENTREPRENEURSHIP PROJECT



This project supported 7 young emerging entrepreneurs in Canada with 5 budding, unincorporated business ideas with a sustainability or social aspect attached. These entrepreneurs were chosen via a pitch competition held in May 2022 overseen by a panel of industry experts and professors as judges. They were then accepted into this mostly virtual program that included helpful workshops and mentorship with a corresponding industry professional. These were made possible thanks to partnerships with YES Employment and Entrepreneurship, CPA Canada, Front Row Ventures, Sustainability Action Fund (SAF), Web Designer Shakirat Komolafe, and Concordia Professor Matthäus Tekathen. With the help of these workshops and mentorships, these young entrepreneurs were able to develop their sustainable ideas into feasible businesses by the end of this 8-month program.



GIZ CUSP



(CIVIL SOCIETY SUPPORT PROGRAMME)

This four-month project, implemented by CEED in partnership with GIZ CUSP and in collaboration with Gulu District Local Government from June to September 2022, was co-funded by the European Union and the German Government. The project aimed at participatory energy mainstreaming and strengthening environmental sector coordination for civil society organizations (CSOs) in Gulu District Local Government, specifically focusing on the energy and natural resource sector.

The main objective was to create an enabling environment for CSOs to engage in evidence-based advocacy, facilitating meaningful dialogues, mutual learning, accountability, transparency, effective communication, and reporting within the sector. The project also aimed to enhance CSO collaboration, coordination mechanisms, and their roles in development processes, policies, and energy decision-making in the district.

Various activities were conducted as part of the project, including capacity workshops in advocacy and radio talk shows. Civic education on budgeting cycles and processes were also carried out to raise awareness among stakeholders, encouraging their active participation in achieving better energy development outcomes in their communities. Additionally, the project aimed to promote advocacy for clean energy access and efficient energy budgets to reach a wider audience. Overall, the project had a strong focus on empowering CSOs and promoting sustainable energy practices in the region.

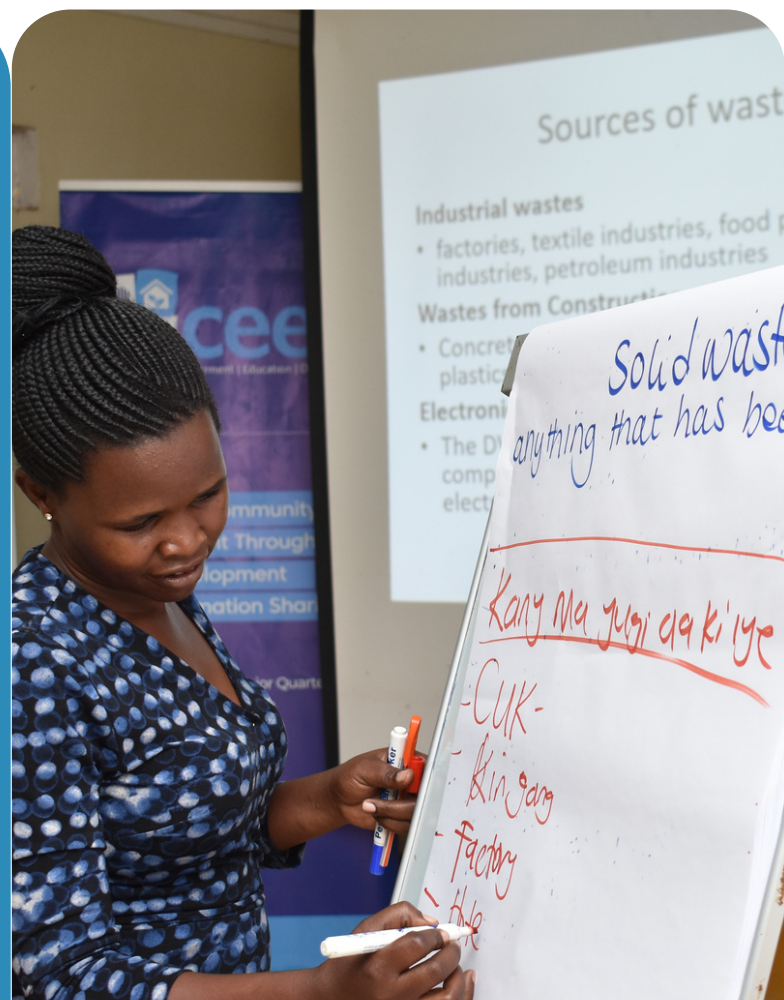
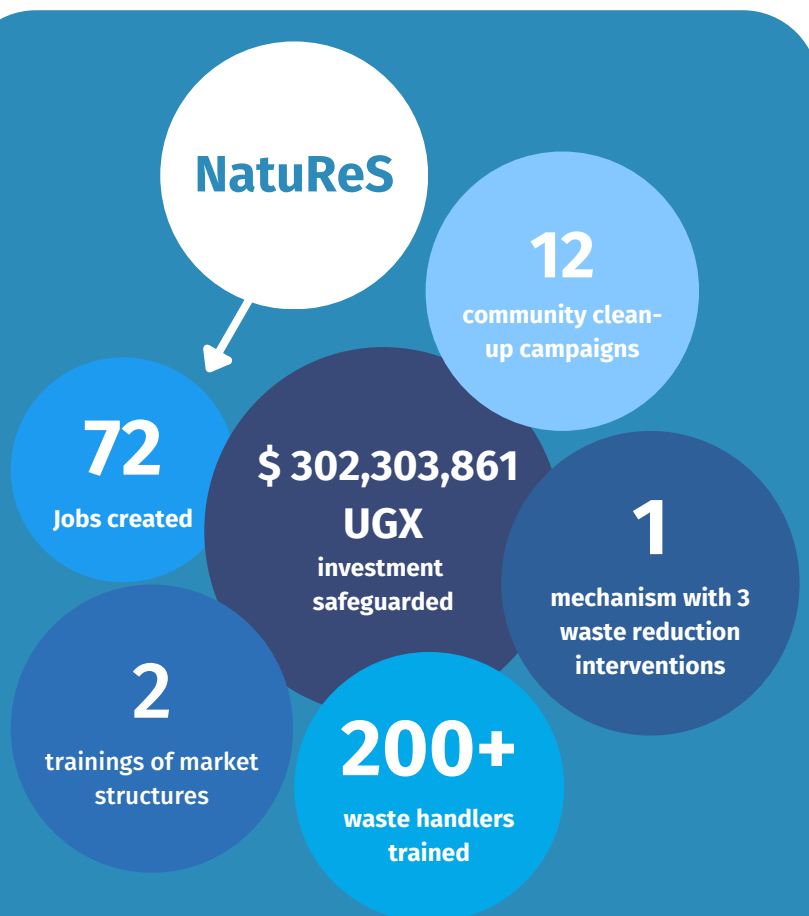




NATURAL RESOURCES STEWARDSHIP



Natural Resources Stewardship (NatuReS) is a program that enables private, public, and civil society partnerships to sustainably manage the natural resources communities need for improved livelihoods and continued economic development. In Gulu City, the German international development agency Gesellschaft für Internationale Zusammenarbeit (GIZ) has partnered with CEED and other government, private sector, and civil society organizations to implement this project. The project's mission is to promote the inclusive and holistic participation of residents in environmental management through youth group participation. Specifically in Gulu City, the project aims to transform behaviors and attitudes towards plastic and organic waste management through public engagement while promoting sustainable solid waste and water resources management.





GENDER EQUALITY IN EDUCATION



The project, spanning from November 2021 to September 2022, aimed to establish a cost-effective, decentralized e-learning platform for women teachers in Uganda. It addressed barriers to educational accreditation by providing digitally delivered study materials, allowing teachers to learn at their own pace without relying on high-speed internet at home.

22 professors were trained to create lecture videos (ELVs), and a total of 109 teachers (47 men and 62 women) from South Western Uganda enrolled in the project. 250 handheld devices and 30 desktop computers were distributed to students at Kabale University, where three study centers were set up for progress discussions.

The project also focused on raising awareness of Gender Equality and Gender-Based Violence through women's forums and male champion trainings at the study centers. In total, 130 community members were trained (110 women and 20 men). The project led to a significant mindset change, with 98% of men and 20% of women initially agreeing, compared to 100% by the project's end.

Funded by the Fund for Innovation and Transformation (FIT) and in partnership with the Canadian Institute of Mass Communication, Action for Development, and Kabale University, the project made a positive impact on women teachers' pursuit of higher education.



109

teachers enrolled



280

handheld devices and
computers given



130

community
members trained



3

study centers
established



ONLINE PRESENCE



The year 2022 proved to be a great year for CEED for social media, as the organization continues to thrive while recovering from the COVID-19 pandemic. The CEED team was able to achieve this by maintaining a consistent and positive online presence. Throughout the year, CEED focused on their Instagram, Facebook, and LinkedIn pages, ensuring that their followers were updated regularly. The team worked to produce numerous stories, posts, and video content, which were aimed at representing each of their events, projects, internships, and intern groups.

One of the primary objectives for CEED in 2022 was to create content that would resonate with its mission to support youth through facilitating experiential learning opportunities for students to enhance and foster their problem-solving capacity within communities. Therefore, CEED celebrated various international days and months such as International Women's Day, Black History Month, and International Girls in ICT Day. Through detailed posts and IG Lives, CEED was able to create awareness of the importance of these days and months. This content was well received by their followers, who appreciated the organization's efforts in creating engaging and informative content.



Another significant achievement by CEED in 2022 was the resumption of their Summer Internship Program in Uganda, which was set to take place from end of May to August 2023. To attract interns from Canada and Uganda, we created recruitment content for the internship. This content consisted of various posts and videos, tailored to attract potential interns. The response to this content was positive, with many students expressing their interest in participating in the program



OUR ONLINE ENGAGEMENT IN NUMBERS



31.5%

In 2022 our follower count **increased** by 31.5% for a total of **1538** followers on Instagram.



44.6%

Our followers on our LinkedIn platform **grew** by 44.6% reaching **619** followers.



4.3%

Our Twitter saw an **increase** of 4.3% to a total of **598** followers



1.6%

Our reach on Facebook **increased** by 1.6% over the year to a total of **1,777** followers.



OUR ONLINE ENGAGEMENT IN NUMBERS



12%

In 2022 our follower count **increased** by 12% for a total of **380** followers on Instagram.



10%

Our Twitter saw an **increase** of 10% to a total of **1,320** followers



22%

Our reach on Facebook **increased** by 22% over the year to a total of **1,400** followers.

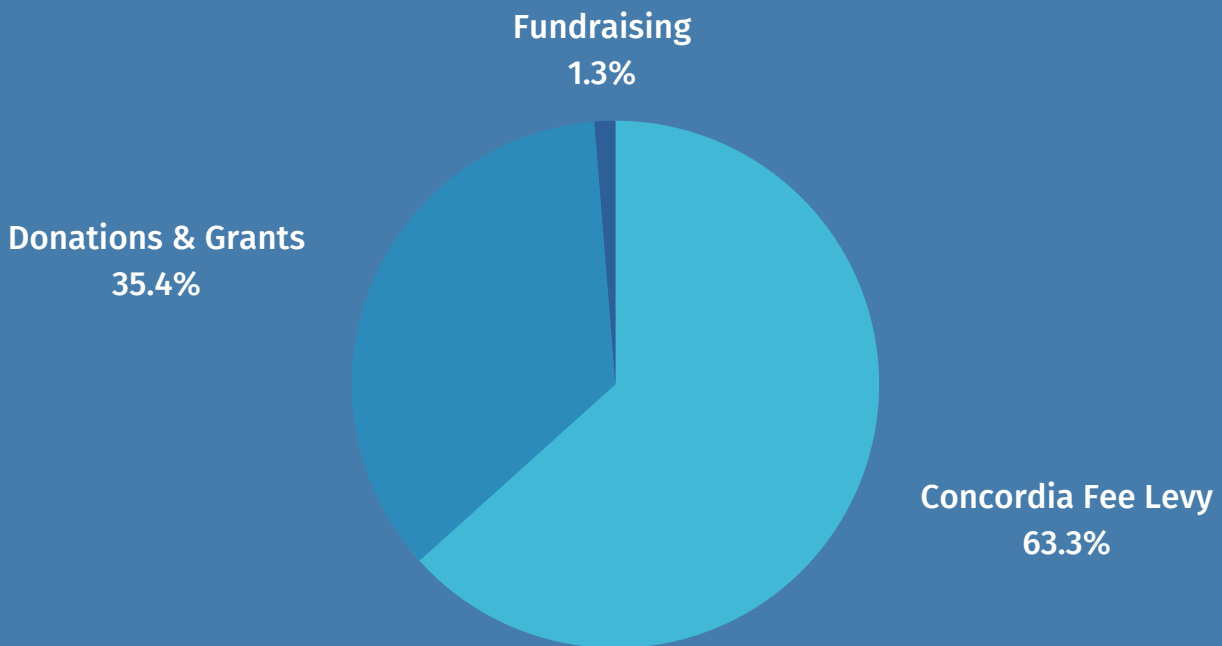


FINANCIALS

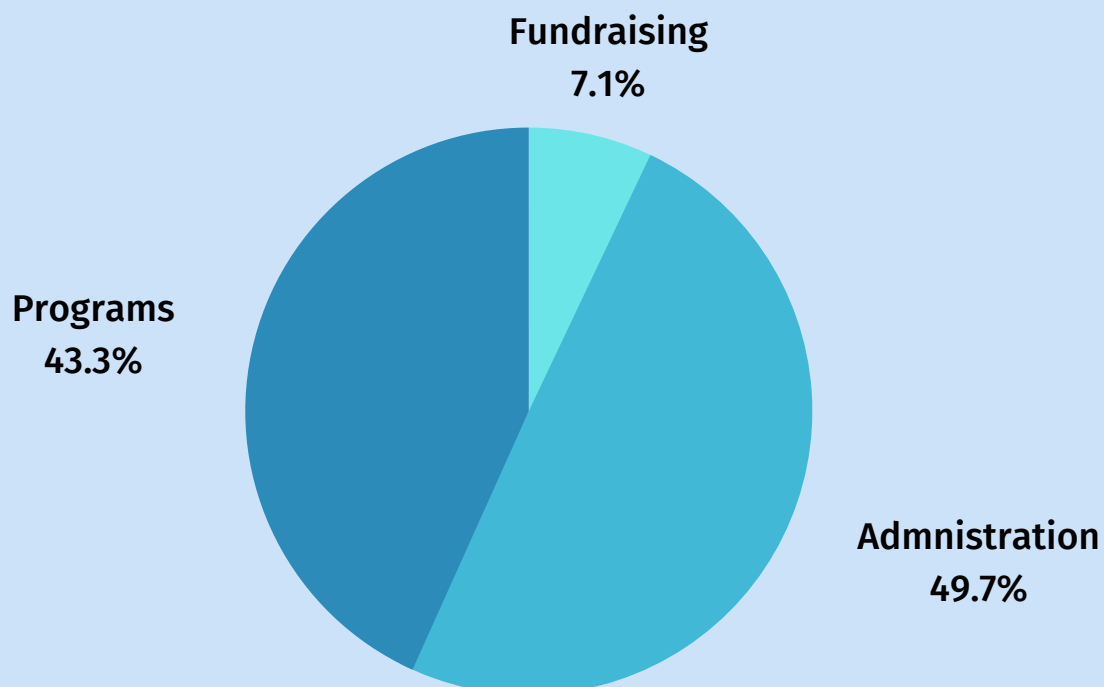
For numerous non-profit organizations such as CEED, the pandemic meant more uncertainties. This situation encouraged us to be more innovative in our approach to funding our programs. Diversification of funding and projects allowed us to pursue our mission and sustain the impact in our communities.

STATEMENT OF OPERATIONS	TOTAL
Revenue	2022
Concordia Fee Levy	\$229,925
Donations and Grants	\$128,479
Fund raising activities & other income	\$4,632
Total revenue	\$363,036
Expenses	2022
Salaries	\$171,246
Program in Uganda	\$190,533
Contribution to partner for project in Uganda	\$32,348
Other professional fees	\$18,256
Office and general	\$17,551
Travel fees	\$7,820
Amortization	\$5,699
Telecommunications & website	\$3,342
Insurance	\$3,064
Bank charges & Wire transfer	\$2,118
Advertising and promotion	\$2,343
Meetings and events	\$1,184
Consulting fees	\$1,777
Printing and design	\$928
Exchange gain or loss	\$179
Total expenses	\$458,388
PROFIT/LOSS	\$ (95,352)

WHERE OUR MONEY COMES FROM



WHERE OUR MONEY GOES





THANK YOU

We would like to thank everyone who has contributed to the success of CEED. Without your passion, engagement, and support this organization wouldn't have been able to achieve so much. In particular, we would like to thank our interns, Board of Directors, employees, partner organizations, and funders.

Employees



Hawa Keita

Executive Director
(2020-2022)



Samita Mandjee

Internship Coordinator
Executive Director
(2022-2023)



Khadijah Banfield

Program Manager



Simarjit Bilkhu

Project Coordinator



Eva Kyne

Events &
Communications
Coordinator (2022-2023)



**Mary-Lorence Lell
Fotso**

Special Events
Planner



Geneviève Nickel

Project Assistant



Shakirat Komolafe

Digital and Web
Coordinator



Sydney Gervais

Event &
Communications
Coordinator (2022)



Cendrine Beaulieu

Administrative
Assistant (2021-2022)



Mokshada Ramdin

Administrative
Assistant (2022)



**Temkhuleko
Mthethwa**

Events &
Communications Assistant
(2022-2023)



Employees



Luke Ofungi

Deputy Director



Margaret Acan

Finance and
Administration



Marion Aber

Project Assistant



Miriam Ayoo

Office Assistant



Eunice Akello

Office Attendant



Geoffrey Laika Ongaya

Security



Joel Ocan

Security



Julian E. Sabiiti

Project Coordinator and
Events and Communications
Coordinator



Emmanuel Ocayotoo

Project Coordinator
GIZ NatuReS
project.



**Betsy
Angeyokuma**

Program Volunteer



Jacob Odong

Finance Volunteer

BOARD OF DIRECTORS

Camina Harrisson-Chéry
Merveille Mougang Djifo
Chris Vaccarella
Awel Uwihanganye
Tessie Nikuze
Karane Tuhirirwe Mihanda
Jessica Motingi
Maggie Dubyk
Majaliwa Byendimbwa
Sabrina Matteau
Daniel Lavigueur
Philipa Mbonye



VOLUNTEERS

Ahmadou Sakho
Anicha Ali
Nazeer Rahim Bhahi
Ndemeire Rukikaire
George Omara
Charles Nyero
Betsy Angeyokuma
Jacob Odong

CEED is stronger today because of our partners and funders, they are essential stakeholders who help us follow our mission.

Funders



Coalitions



Partners



Governments






If you have any questions or would like to get involved with our organization, please feel free to reach out to us!

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