



COUNTRY PROFILE

1.0 Official/Registered Name: Adventist Development and Relief Agency (ADRA) Uganda

2.0 Location:

Country: Uganda
District: Wakiso
Sub County: Kira
Parish: Kireka

3.0 Address:

Postal: Kireka Hill, P.O. Box 9946, Kampala
Fax: 256 041 286033
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Email: adra@imul.com

4.0 Target Population: ADRA Uganda is a national NGO and targets vulnerable communities across the country. Through its projects, ADRA Uganda currently targets about 600,000 beneficiaries countrywide.

5.0 Mission/Goal/Objectives of Organization:

Overall goal

ADRA Uganda's overall goal is to support sustainable development by identifying social needs and alleviating them regardless of the people's social, ethnic and religious backgrounds.

Mission

ADRA Uganda is an implementing agency with a mission to reflect God's character through humanitarian and development activities. In implementing its mission, ADRA Uganda operates by supporting communities in need with emphasis on women, children, the elderly and people with disabilities.

The agency is shaped by Christian values and contends that all human beings irrespective of sex, are equal, and that human life in all facets is important. Thus in her development work, ADRA Uganda approaches man as an integrated entity of physical, mental, social, and moral facets. (*The Mission Statement in full is annexed*)

6.0 Operational Framework

ADRA Uganda is part of the ADRA worldwide network system, and is registered in Uganda as a local NGO. ADRA Uganda has a Board of Governors, which makes policies for the administration of the organization. The office of the Country Director is responsible for overseeing the day-to-day administration and implementation of the Board Policies and operation of the various projects. The administration is structured into the Country Director's office, Finance, Logistics and Programs departments the heads of which constitute the ADCOM, which is charged with the task of decision making on the day to day running of the organization.

ADRA Uganda has a strategic Planning Document that guides its operations. In response to donor concerns, economic trends and community needs, ADRA Uganda reviewed its strategic objectives as embedded in its strategic Planning document in August 2001 with technical support from ADRA International and participation and input from all stakeholders. This served to enhance ADRA Uganda's effectiveness and efficiency in implementing her development portfolios.

With the majority of her projects falling under the Education and Health Portfolios, in addition to the strategic planning document, the organization developed a Health Portfolio strategic Plan and an Education Portfolio Strategic Plan with specific objectives and goals to act as an operational framework for the next five years.

With this focus, ADRA undertakes Education, Economic development, Primary health care, Food security and Disaster response and management as her development portfolios.

Believing that illiteracy inhibits sustainable and meaningful social, economic, political, environmental and cultural development, ADRA has identified a niche and progressively developed expertise in Functional Adult Literacy (FAL) under the Education Portfolio. Having developed its own FAL model (improved from the governments model), through six years of experience, ADRA Uganda has over the years transformed communities through FAL and also found it to be very

effective as an entry point for other interventions. Owing to this special emphasis, ADRA is currently implementing six FAL projects across the country.

ADRA involves civil society in project activities with the major objective and vision of building their capacity to become self-reliant through addressing the needs/problems existing in their localities. ADRA Uganda cooperates and collaborates with civil society in development by way of sensitization, education and mobilization. In a bid to enhance both individual and community development, ADRA encourages community participation by working with the poor as partners in a learning and sharing relationship.

7.0 Staffing

ADRA Uganda maintains an Administrative Staff comprised of a Country Director, an Assistant Country Director, a Director of Finance, a Director of Programs, a director of Logistics and Support Staff. The current number of the Administrative Staff is twenty (20).

Being an implementing agency, ADRA Uganda has field offices where most of its work force is deployed. Currently, ADRA Uganda employs fifty (50) contracted field staff and 102 casual workers who man the various ADRA projects across the country. This brings the total ADRA workforce to 172.

The qualifications of these workers vary and mostly fall within the range of certificates, diplomas, first degrees, and postgraduate degrees. Some workers have served in various other capacities and have wide experiences besides their paper qualifications.

The current Country Director Mr. Niels Rasmussen is an expatriate from Denmark and has been in Uganda since November 2002.

8.0 Assets:

ADRA Uganda acquired some assets to enable her fulfill her mission. These assets include land at Kireka Hill, 19 motor vehicles, 17 motor cycles, an administration block, 2 staff houses, a guest house, land in Kiti, Bunya staff quarters, Staff quarters in Kotido, and other projects assets that facilitate project implementation.

9.0 Annual Budget and Expenditure:

ADRA Uganda's annual budget is estimated to be US\$300,000 for administration and around US\$2,400,000 in projects and donations. Since 1987 when ADRA was first registered locally as an NGO, ADRA has maintained an active presence in Uganda, and during this period, has received funding from various donor agencies within and without the Country.

Currently ADRA Uganda's biggest donors are DANIDA and SIDA through ADRA Denmark and ADRA Sweden respectively. In addition to these donors ADRA Uganda works in partnership with the Japanese Embassy, ADRA Germany, ADRA Canada, NORAD, WFP, IBM, DCF, ADRA UK, ADRA Netherlands, Foundation Youg(a)nda, FAO, NAADS, the Danish Embassy and the Uganda government among others.

10.0 Achievements:

Projects

Under its five portfolios, currently, ADRA Uganda has 13 active projects in 16 districts across the country.(refer to ADRA Uganda project profile)

Staff Welfare

With its staff welfare at heart, ADRA Uganda has initiated a number of schemes for its workers benefit.

Workers saving scheme

In order to facilitate and stimulate individual development, a workers savings scheme was instituted to promote saving among members and also give them access to affordable loans and dividends from their savings. Through this scheme, many workers have been able to realize some savings and invested in projects like house building, payment of school fees and buying of land. The success registered by this scheme has attracted many interested parties both within and without the church. Currently, borrowing from the ADRA Uganda model, the Uganda Union has started its own scheme to cater for the church workers.

Provident fund

Since ADRA Uganda does not offer terminal benefits to its staff owing to its limited resources, a provident fund was instituted to reward workers for their service with the organization and also ensure that when the staff retire or resign from service, they have a take home package. The growth of this fund is dependent on the workers contribution of 5% of his/her salary per month and the organizations contribution of between 8% and 10% in accordance with the individual workers duration of service.

The ADRA Uganda Education Fund

In the interest of its human resource development, ADRA Uganda started up an education fund from which a staff member can benefit up to 40% of his/her

tuition fees in a relevant field of study/training to ADRA Uganda's work. Through this scheme, many ADRA staff have been able to continue their studies and have benefited ADRA through better service as a result of the attained skills.

11.0 Constraints/Challenges:

ADRA Uganda's major challenge is limited resources for its administrative operations. Being an implementing partner, ADRA Uganda is also dependent on her partners mainly in the North for project funding. Since most funding excludes critical items like project proposal development costs among which are baseline surveys, ADRA is faced with the challenge of financing such operations from its meager resources. Sufficient project funding would enable ADRA Uganda supplement its administrative budget so as to be able to operate optimally in meeting the needs of the vulnerable communities.

In line with this, ADRA Uganda is faced with the challenge of expanding its donor base which will enable it expand its activities countrywide. ADRA Uganda is also faced with the challenge of expanding its income base through income generating activities and local fundraising programs that will promote self-sufficiency.