

Jitoleze Foundation (JT)



Busia District –Eastern Uganda- (East Africa)

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Building Futures, Transforming Lives. Jitoleze Foundation-Annual Report -2024



Developed By-

Simon Rutahigwa

-Partnerships, Learning & Impact-

Date: 8/01/2025

Letter from Clide Odhiambo – Jitoleze Foundation –Executive Director



Reflecting on Our Journey – Introduction to Jitoleze 2024 Annual Report

Dear friends & sponsors,

As we present Jitoleze Foundation 2024 Annual Report, I am filled with immense pride and gratitude for the transformative journey we have undertaken together. The year 2024 marked a pivotal shift in our approach—a year of transformation, a year of bold strategy, collaboration, and tangible impact. Today, as we look back on the foundation’s projects and the progress made, we reaffirm our commitment to building peaceful and sustainable communities.

Our first-ever five-year strategy, co-created with partners, staff, and volunteers, redefined how we address systemic challenges—from climate action to empowering Women, and Youth including those with disabilities living in Busia. By breaking down program silos and embracing transversal solutions, we have amplified our impact. Initiatives like advocacy for people with disabilities protection, fair trade, skills training, Environmental education and Sustainable livelihoods for local communities, promoted food security and entrepreneurship while tackling inclusion, embody this shift. Through partnerships, we’ve scaled innovation, and fostered resilience.

This report celebrates the collective effort behind our achievements and the lives changed through your unwavering support.

As we step into the future, we carry forward the lessons of 2024; that true change begins when we listen, collaborate, and act with purpose.

Thank you for walking this path with us. Together, we are proving that community-driven solutions can turn challenges into opportunities for all.

Join us in continuing this mission by exploring how you can partner with us in 2025.

With gratitude,

Clide Odhiambo
Executive Director





Birungi Mary
Programs Manager

How to sum up the year 2024 of Jitoleze Foundation?

2024 was a year of changes and transitions: We have established a new strategy. For the first time it is a 5-year strategy; it is far more transversal and based on community challenges: people with disabilities protection, fair trade, skills training, Environmental education and Sustainable livelihoods for local communities (Organic Household Supported Agriculture (*Fresh, Local, Seasonal and Wholesome Food for Everyone*))

The other main change lies in our focus on results. The whole strategy has been elaborated to better define the targeted impact and the associated indicators.

Which achievements are you most proud of?

I am proud of how this strategy has been put in place. We have broadly consulted our partners, our staff and volunteers in the field. It is a co-creation result and not just something from few individuals at office.

I am also very proud that we leave behind us program partition and integrate Career talks, mentorship, coaching and climate mitigation in all projects. We are now in a partnership logic and together face and address community challenges.

I also highlight our new partnership policy. We concluded 3 partnerships, 2 with public institutions and 1 private partner, allowing us to source expertise where it is, and to innovate by combining competences.

Furthermore, in 2024, we launched 4 new community programs and incorporated women and youth. These changes were necessary to address extreme poverty and emerging food security challenge.

How does the role of Jitoleze evolve? At the Community level? With its partners? In the five-year strategy, Jitoleze Foundation positions as a resolutely local Community actor. The Busia Local Government aims to ensure better coordination between the various implementing CSOs. We have a role to play in the transfer of knowledge and in pooling resources at that level.

With the continuous poverty index, in mid 2024, Jitoleze pivoted to integrate climate change in all its programing; to share ideas and respond to emerging threats.

How is Jitoleze Foundation new partnership policy being organized?

We have three levels of partnership. The first one, which has hardly changed, regards partnerships with local government, education institutions, cultural and religious leadership. They are our principal partners; it is essential for us to maintain a really open relation with them.

The second level of partnership has much evolved. We must use public and private expertise as much as possible. Every project we implement involves a partner institution.

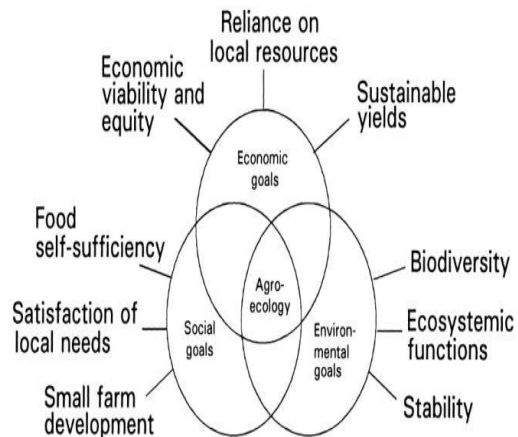
The third level of partnership ties us to our donors. We try to build a community surrounding Save Wildlife Uganda with local or international expertise. We want to be able to select our partners of choice, not of necessity with a view of maximizing the impact of future projects.



Simon Rutahigwa
-Partnerships, Learning & Impact

JITOLEZE FOUNDATION (JT) 2024- ANNUAL REPORT -SUMMARY

*@ Jitoleze Foundation- 2024
Annual Report Summary*



LOW-INPUT TECHNOLOGY

Urban Farming:

Nourishing Communities

Education:

Unlocking Potential

Cross-Cutting:

-Gender Equity

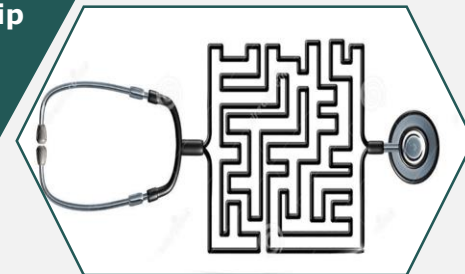
-Innovation

-Coaching & Mentorship

-Conflict Resolution,

Business:

Bridging Divides



Mission & Vision

Vision: To Create an outstanding generation of young people with a changed attitude and ability to challenge the status quo through mindset transformation.



Mission: To create 1 million jobs for young people and women in Uganda by 2035 through Entrepreneurship Business support services.

Staffing



Female 2



Workforce 05
99% Local Staff



Partnerships 2
Network 1



Male 3



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Core Focus Areas

- 1. Business Mentorship & Coaching
- 2. Mushroom Farming for food security & Income
- 3. Hair dressing and support for disability development
- 4. Urban Community Gardening



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JITOLEZE FOUNDATION PRESENTS

ANNUAL BUSINESS DINNER 2024

DATE : FRI.31ST MAY,2024, VENUE:ROYAL BREEZE BUSIA,3PM TO 10PM














THEME

Building Sustainable Businesses

For reservations :+256 770611690 / +256 784 486321

TICKET TYPE: 50K Ugx (Venue access with Dinner), 100K Ugx (venue access with dinner and a dinner T-Shirt), 150K Ugx (Venue access with dinner, a Dinner T-shirt & a diary), 200K Ugx (venue access with dinner and 5 mins to talk about your enterprise)
Sponsorship 500K-20m (Details highlighted in the Concept note)



2024 Highlights

Key Achievements:

150

Farmers trained in Mushroom growing and other sustainable agricultural practices.

55

Women trained in Business Management and making of eco-friendly crafts.

09

Women led businesses established and expanded- increasing their average household income by 20%.

Total=251

Women, including and out of school young girls Improved access to life resilience opportunities.

37

Out of School girls & young Women including those with physical disabilities-trained in Hair dressing & Cosmetology.

2024 Highlights

Key Achievements:

20

Embraced farming as a Business-creating 70 direct green jobs for out of school youth.

30

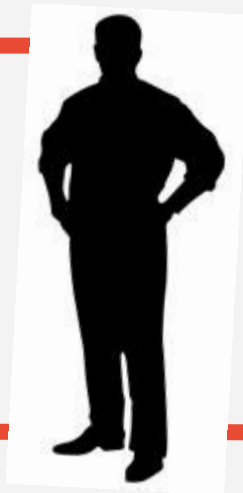
Received hands-on-training in Mushroom farming & sustainable agricultural best practices..

5

Started and improved their Businesses-creating income for themselves and their families.

01

With physical disability provided with sustainable mode of transport



Total=56

Men, including and out of school young boys Improved access to life resilience opportunities.

Program 1:

Business Mentorship & Coaching

Program Objectives:

1. Skill Development – Enhance participants' business acumen in areas like finance, marketing, operations, and leadership.
2. Networking & Collaboration – Foster connections between mentors, mentees, and industry experts.
3. Problem-Solving – Help entrepreneurs overcome challenges (funding, scaling, digital transformation, etc.).
4. Sustainable Growth – Equip business owners with strategies for long-term success.
5. Confidence Building – Empower participants to make informed decisions and take calculated risks.

Key Activities

- One-on-One Coaching – Personalized guidance from experienced mentors.
- Group Workshops – Interactive sessions on key business topics (e.g., business planning, digital marketing, financial management).
- Peer Learning Circles – Small-group discussions where entrepreneurs share challenges and solutions.
- Business Fundamentals – Business model canvas, SWOT analysis, competitive positioning.
- Financial Literacy – Budgeting, cash flow management, accessing funding.
- Marketing & Sales – Branding, customer acquisition, social media strategies.
- Leadership & Team Management – Hiring, delegation, conflict resolution.
- Business Plan Review – Help refine business strategies.
- Pitch Practice – Prepare entrepreneurs for investor meetings.
- Resource Toolkit – Provide templates (financial projections, marketing plans).
- Industry Guest Speakers – Invite successful entrepreneurs to share insights at business dinners.
- Business Visits – Tour successful companies for real-world learning.
- Mentor-Mentee Meetups – Regular networking events.

Business Mentorship & Coaching



Program Outcomes

- Improved Business Knowledge – Better understanding of key operational areas for 307 beneficiaries.
- Actionable Business Plans – Clear roadmaps for growth.
- Increased Revenue or Funding – Better financial management & investment readiness.
- Stronger Professional Network – Valuable connections with mentors and peers.
- Higher Confidence & Resilience – Ability to navigate business challenges.
- Measurable Business Growth – More sales, expanded customer base, or operational efficiency.

Program 2:

Mushroom Farming for food security & Income

Program Objectives:

1. Enhance Food Security – Provide a high-protein, nutritious food source for communities.
2. Generate Income – Create livelihood opportunities through mushroom production and sales.
3. Promote Sustainable Agriculture – Use low-cost, eco-friendly farming methods (e.g., agricultural waste as substrate).
4. Empower Women & Youth – Offer training and startup support to marginalized groups.
5. Reduce Malnutrition – Increase access to affordable, protein-rich mushrooms.

Key Activities:

- Carry out Mushroom Farming Workshops – Teach spawn production, substrate preparation, harvesting, and packaging.
- Hands-on Demonstrations – Practical sessions on setting up mushroom houses (using low-cost materials).
- Business Skills Training – Marketing, pricing, record-keeping, and value addition (e.g., dried/powdered mushrooms).
- Provide Starter Kits – Distribute **spawn (mushroom seeds), bags, and sterilized substrates to new farmers.
- Set Up Demonstration Farms – Model farms to showcase best practices.
- Mentorship & Troubleshooting – Regular follow-ups to address challenges (pests, contamination, yield optimization).
- Help Farmers Access Markets – Connect with hotels, restaurants, supermarkets, and local vendors.
- Promote Value-Added Products – Training on mushroom powder, pickles, and snacks for higher profits.
- Cooperatives & Farmer Groups – Encourage collective selling for better bargaining power.
- Community Sensitization – Educate on **nutritional benefits of mushrooms.
- Partnerships with Schools & Hospitals – Supply mushrooms to improve diets.

Mushroom Farming for food security & Income

Program Outcomes

- Increased Mushroom Production– 150 female and 30 male farmers trained, higher yields.
- Improved Household Nutrition – 40% of beneficiaries consume protein-rich mushrooms.
- Additional Income for Farmers – Sales of fresh/dried mushrooms boost earnings.
- Job Creation – 70 direct job opportunities in farming, processing, and selling.
- Sustainable Farming Practices – Use of agricultural waste (e.g., sawdust, straw) reduces environmental impact.
- Women & Youth Empowerment – More participation in agribusiness and green jobs.



Program 3:

Hair dressing and support for disability development

Program Objectives:

1. Enhance Employability – Provide vocational training and job placement support.
2. Promote Social Inclusion – Reduce stigma and increase participation in community activities.
3. Improve Access to Education & Training – Ensure inclusive learning opportunities.
4. Support Entrepreneurship – Assist in starting small businesses with mentorship and grants.
5. Advocate for Disability Rights – Raise awareness and push for inclusive policies.

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Key Activities:

- Tailored vocational programs in Hair dressing, Cosmetology, tailoring, ICT, agribusiness, and handicrafts.
- Life skills training (financial literacy, communication, self-advocacy).
- Job placement partnerships with inclusive employers.
- Startup grants & mentorship for young entrepreneurs
- Accessible business training (marketing, record-keeping, funding opportunities).
- Counseling & peer support groups for mental well-being.
- Mobility & medical aid referrals (wheelchairs, prosthetics, therapy).
- Community sensitization campaigns to reduce discrimination.
- Workshops with Community schools on disability inclusion.



Hair dressing and support for disability development



Program Outcomes

- Increased employment & self-employment among youth including those with disabilities.
- Improved access to education and skills training.
- Stronger social integration and reduced stigma.
- Greater independence and self-confidence among participants.
- Improvements for disability rights and accessibility.

Program 4:

Urban Community Gardening

Program Objectives:

1. Food production
2. Food Safety and post harvest food handling
3. Seed multiplication and farm Management.

Key Activities:

-Training of locals in Urban Organic farming, small farm management, soil conservation, and how to use seasonal ingredients (Organic Household Supported Agriculture (Fresh, Local, Seasonal and Wholesome Food for Everyone)

Program Outcomes

- 70 new green jobs created for women and youth -boosting household income.
- 1000+ kgs of fresh vegetables and fruits sold weekly with 20% profit by household reinvested.
- 30% income increase for cultivars while protecting environment.
- 1 Women led Community group formed supporting 100+ families with stable incomes and diet.



Our 2024 Partners



Uganda Revenue Authority
DEVELOPING UGANDA TOGETHER



Ministry Of Trade,
Industry and Cooperatives



Team and Governance



Clide Odhiambo
Executive Director

10+ years experience in Gender programming and women empowerment in Uganda and across the East African region. Livelihoods Instructor, Overall Programme Supervisor (Audit and inspection support, Ensure compliance with audit requirements, Ensure financial reporting complies with donor standards, Ensure proper program management, accountability and incorporation of lessons learned



Birungi Mary
Program Manager

13+ years of management consulting, Performance, Technical support, troubleshooting, Specialized policy, programming and implementation, risk management, indicator selection and guidance in establishing performance measurement processes. Mary is also a GBV, food security and climate methodologies expert; supports the Organization in validating Terms of Reference, identification of experts, results validation and quality assurance.



Christine Sanyu
Finance & Administration

5+ Years in General oversight, management and quality control, Ensure compliance with financial standards and internal control processes, relevant international and national regulations, Manage, monitor and track financial transactions; Information and telecom support, Includes maintaining information management systems and specific project management databases to track and monitor project implementation.



Etiang Hamisi
Programs Coordinator & Communications Lead

15+ years in Project Analysis, evaluation and oversight missions. He also has 7+ Years in Internal & external Communications, Branding & Messaging, Media relations, Content creation, Community & stakeholder Engagement, resource mobilization, fundraising campaigns, donor relations and sustainability strategies

STATEMENT OF FINANCIAL POSITION

Date Range: Jan 01, 2024 to Dec 31, 2024

Assets

Non-Current Assets

Land, Farm, Café, and Equipment

Subtotal

Current Assets

Cash and Bank Balances

Subtotal

Total assets

Non-Current liabilities

Current liabilities

Payables

Subtotal

Total Equity, Assets & Liabilities

2024

UGX

231,144,768

231,144,768

7,319,800

7,319,800

238,464,568

00

48,860,200

48,860,200

287,324,768

2023

UGX

115,572,384

115,572,384

3,659,900

3,659,900

119,232,284

00

24,340,100

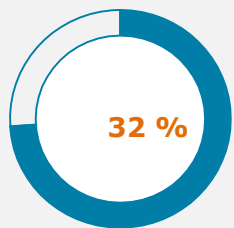
24,340,100

147,232,284

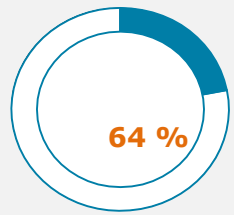
STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	2024 UGX	2023 UGX
Income		
Revenue	74,900,000	37,450,000
Total Revenue	74,900,000	37,450,000
Expenditure		
Transport & travel	1,954,400	977,200
Advertising	1,004,000	502,000
Program Costs	25,004,000	12,504,000
Communication	600,900	300,900
Stationery	2,949,200	1,474,600
Cleaning	327,000	163,500
Sponsorship	4,750,400	2,375,200
Repairs and maintenance	986,000	493,000
Field costs	8,304,000	4,152,000
Utilities	513,400	256,700
Depreciation	5,656,192	2,828,096
Rent of equipment	3,200,000	1,600,000
Professional fees	2,400,000	1,200,000
Salaries & Wages	5,992,000	2,996,000
Welfare	3,503,408	1,751,704
Bank Charge	430,400	215,200
Total Expenditure	67,580,200	33,790,100
Surplus/(Deficit)	7,319,800	3,659,900

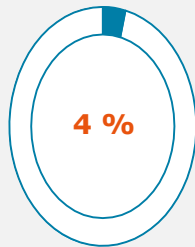
	Land	Furniture & Fittings 20% UGX	Office Equipment 20% UGX	Computers 33.3% UGX	Total UGX
Cost / Valuation	190,000,000	14,460,960	10,860,000	1,480,000	46,800,960
Additions		-			
Disposal					
At 31st Dec 2024	190,000,000	14,460,960	10,860,000	1,480,000	46,800,960
Depreciation					
Accumulated	-	-	-	-	-
Depreciation					
Charge for the year	-	2,892,192	2,172,000	592,000	5,656,192
At 31st Dec 2024	-	2,892,192	2,172,000	592,000	5,656,192
Net Book Value					
As at 31st Dec 2024	190,000,000	11,568,768	8,688,000	888,000	41,145,488



Hair dressing and support for disability development, Urban Community Gardening



Business Mentorship & Coaching, Mushroom Farming for food security & Income



Other Community Service Activities

Cash & Bank

Equity Bank Uganda
Petty Cash

Total

Payables

Payables
Total

2024 UGX	2023 UGX
7,026,600	3,513,300
293,200	146,600
7,319,800	3,659,900
2024 UGX	2023 UGX
48,860,200	24,340,100
48,860,200	24,340,100

SDG ImPACTS



Women and Youth affected by URA border customs enforcement and trade conflicts- are trained on trade best practices and helped to formalize their businesses, Formed groups to access financing, markets and can advocate for reforms with less facilitator intervention.



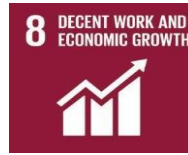
Average income of small-scale community food producers-including for those with disabilities, increased, Increased consumption of healthy foods-diminished healthy related illnesses. Young people embraced farming as a Business.



Improved physical, social and emotional well-being, Reduced mortality and death from emerging diseases associated with environmental induced illnesses.



Equal access to resources and life saving opportunities, Gender Equality mainstreamed and upheld. Reduction in unwanted pregnancies, prostitution & other forms of self-destructing behaviors, Marriage and family life appreciated



Improved household income. Enhanced access to new markets based on best business practices.



Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population, Inclusive Growth that is more visible and sustainable.



Climate action is developed and adapted through collaborative community interventions, Sustainable Food security innovations developed, and adopted. Present and future disaster reduction strategies are more visible.



Local natural resources are protected and enhanced. Women , youth and other marginalized individuals access land-including Community owned lands and resources. Inclusive growth with environment protection at the heart of all community programing .



Adequate and Sustainable resources for program implementation. Strong and sustainable Institution. Enhanced visibility, growth and marketability of Jitoleze Foundation

For support or partnership:
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Thank You!