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**DEPARTMENTAL ANNUAL
REPORT (2015)**

***Under responsibility of Rev. Joseph SEHORANA
(Diocesan Human & Material Resources Manager)***

And

***Mrs. Eugénie KAGWERA
Diocesan Administrator***

December 30, 2015

STAFF

The Right Reverend Dr. Jered KALIMBA *Bishop of Shyogwe*

Diocese Mrs. Eugénie KAGWERA *Diocesan Administrator*

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Rev. Amos NSENGIYUMVA

Mbayaya Farm & Training Centre

Mrs. Fortunée MUSABIMANA *Low Price Company Ltd Accountant*

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FROM THE HUMAN RESOURCE MANAGER

The Rt. Rev. Jered KALIMBA
Bishop of Anglican Church of Rwanda,
Shyogwe Diocese

May it please your Honour:

It is our privilege to submit the Annual Report of the different diocesan services officers for the year 2015. This report provides in part a portrait of the efforts, achievements and love that the heads of Services bring to our church.

Diocesan Services want to continue their role to support parishes and communities in their activities to ensure their vitality. They want to help the Church in its mission to bring the Good News through each of its members who are the feet, hands and heart of Christ for the world.

Yet, this report does not tell all about the work done. It is always possible to communicate with the heads of Services for more information or to ask questions if need is.

To end, we are thankful to God for his protection and to everyone who contributed, directly or indirectly to the realization of the activities related to in this report.

Respectfully submitted,

Rev Joseph Sehorana
Diocesan Human Resource Manager
December 30, 2015

I. HUMAN, LAND & MATERIAL RESOURCES MANAGEMENT UNIT

HUMAN AND MATERIAL RESOURCES MANAGEMENT UNIT

Sustainable development is now the foremost concern of our Diocese. However, if we want development in the concept of continuity and sustainability, we cannot conceive our action without considering the most strategic resources: Human and Material Resources.

Indeed, the development of Human and Material resources is of paramount importance in the sustainability and economic development of our Diocese. Hence, the establishment of Human and Material Resources Department (since September 2014) was an essential step in the process of resilience and transformation required for our Diocese in the concept of sustainable and integral development.

As the Diocese continues to integrate continuous improvement into mission planning, human resources plays a crucial role in ensuring that we have a high-performing and engaged workforce equipped to deliver better results. It helps the Diocese to achieve its strategic mission, while ensuring employees are engaged and motivated to help the diocese succeed.

Be it as it may, since last year, the diocese reformed its employment policy. The objective was to have highly qualified personnel remunerated in the limit of its economic capacities. To achieve this goal new qualified employees have been recruited in our institutions such as our Guest House and Training Center, MYTEC, etc. Furthermore, the diocese established a clear recruitment policy based on the performance.

In this reporting period, the Office of Human Resources undertook a number of noteworthy initiatives which include:

Staff development

During the reporting period, the Diocese experienced a further increase in the number of projects, and this resulted in staff strength and increasing. The project of Anglican Integrated Polytechnic Institute gave and will give job to new employees. The new start of Cyiciro,

Shaki and Gahogo Health Posts; the extension of Healthy Mum Project and the reform in Halleluiah Training Center are other initiatives which created the new jobs.

Staff trainings

To develop their capacities, regular trainings are organized for diocesan employees according to their specific needs:

- Training of more than 300 ecclesiastic and lay leaders on Tubashake Program;
- Certain employees are furthering their qualification on a high academic level;
- Selected employees attended international conferences;
- Many employees attended local training sessions: training of accountants, pastors, projects managers, etc.

Staff well-being

- In order to insure the well-being of our employees, the Diocese urged them to gather themselves in the saving and Credit Cooperatives. In this line, the Diocesan Head office created a mutual which will help them to further their wealth.

Staff relations

The HR Unit worked closely with the Staff throughout the reporting period, particularly in a series of Joint Administration and Staff meetings that sought to address staff matters in a constructive fashion. Normally the staffs meet weekly to share experiences. They look into daily activities accomplishment within the services and develop policies with respect thereto. The HR Unit plans further to enhance working conditions and hone the Diocesan ethics and values by communicating more transparently and frequently with staff on human resource matters, furthering career development and ensuring that the staff development system is applied in a systematic, fair and equitable manner throughout the Diocese to all categories of staff.

New policies

To manage the workforces in a highly productive way, new policies have been putted into place, including: recruitment policy, Staff Regulations; performance contracts guidelines; salaries scale; etc.

Security at work place

In order to more insure security of employees at work place, the diocese decided the following reforms:

- To increase the number of guards (for day and night)
- Dearly security reports
- More control of guards regularity.

EMPLOYEES' MOVEMENT IN 2015

Employees who have lost their job

N°	Names	Function	Institution /Service	Termination date	Motive
1.	GATESI Marie Goreth	Cleaner	Guest House	08/08/2015	End of the contract
2.	YEMERUKURI Grace	Cashier	Guest House	Mars 2015	End of the contract
3.	NYIRACUMI Beatrice	Cleaner	Guest House	08/08/2015	Qualification
4.	MVUYEKURE Jean	Guard	Diocesan Headquarters	11/11/2015	Illness
5.	IRANKUNDA Claire	Guest House Manager	Guest House	01/10/2015	End of the contract
6.	MUVUNANDINDA Emmanuel	Guard	MYTEC		Irregularities

New employees

N°	Names	Function	Institution/Service	Employment date
1.	KAYITESI Jeanne	Guest House Manager	Guest House	01/06/2015
2.	MUSHUMBA Emmanuel	Accountant	Guest House	01/11/2015
3.	NYIRAMASHULI Carine	Cleaner	Guest House	01/09/2015
4.	NIYONSABA Virginie	Cleaner	Guest House	01/08/2015
5.	ISHIMWE Alice	Cleaner	Guest House	01/09/2015
6.	DUSHIMIMANA Clémentine	Program Field Officer	Healthy Mums Project	01/08/2015
7.	DUSENGIMANA Marie José	Zone Supervisor	Healthy Mums Project	01/08/2015
8.	NIRAGIRE Speciose	Zone Supervisor	Healthy Mums Project	01/09/2015
9.	NYIRABENDA Drocelle	Zone Supervisor	Healthy Mums Project	01/08/2015
10.	UWIMANA Prisca	VTC Head Teacher	Healthy Mums Project	01/08/2015
11.	KAYIRERE Beatrice	Zone Supervisor	Healthy Mums Project	01/09/2015
12.	NIYOMUGABA Felicien	Director	MYTEC	01/09/2015
13.	IGIRANEZA Dinah	Zone Supervisor	Healthy Mums Project	12/11/2015
14.	MUKAWERA Claudine	Catechist	Hanika Parish	01/09/2015
15.	NYANDWI Alexis	Guard	Diocesan Headquarters	06/11/2015
16.	KABATESI Leonille	Teacher	Vunga VTC	18/05/2015
17.	SIBOMANA Uzziel	Accountant	Diocesan Headquarters	02/03/2015

MATERIAL RESOURCES AND LAND MANAGEMENT

The overall objective of Material Resources and Land Management Unit is to ensure that resources are used and managed productively in support of equitable and sustained development and poverty reduction.

Indeed, Shyogwe Diocese has important resources: land, forests, houses, and other movable properties. Our intent is to well manage these resources in order to make them productive and more profitable by the Diocese. We are convinced that, if all resources we have were well exploited, the Diocese could sustain itself. It seems also very important to know exactly which resources we have, their actual situation and location. This is why, in this reporting period, the Material Resources and Land Management Unit started to inventory all diocesan lands and forests in order to know if there are well exploited and managed.

Furthermore, in order to insure good management of our land, the resources manager discussed the laws governing the land in Rwanda with the diocesan ecclesiastical employees. The aim was to sharpen them so that they can keep and manage the church's land in good and productive way.

Be it as it may, we can rejoice that in this reporting period our resources increased: construction of church buildings & pastors' residential houses, schools, extension of our health centers; acquisition of new big lands, etc.

DEPARTMENT OF DEVELOPMENT

This report from Development Department and CCMP=Church and Community Mobilization Process, encompasses the work of the following working sections: UTSI=Unite de Transformation Semie Industrielle, Mbayaya Pilot Farm and Training Centre, Low Price Limited, Saving and Credit program, Rural Development programme. In addition to these major responsibilities, we do help in correspondence with David Dale Shyogwe Trust and Christian Hope International, and in the Diocesan management Committee.

Program Description

The Department of Development in the Diocese of Shyogwe originates in the long Anglican tradition and strategy of preaching the Gospel in Holistic way. It is the conviction of the Church that the preaching of the Word should be accompanied by the demonstration of the reality of the Good News through good work especially done to the poor and needy. (Isaiah 61:1-4, Luke 4. 16-19, Matthew 26:31-39, 2 Kings 4:1-7.

Since the creation of the Diocese of Shyogwe in 1992, this department has been instrumental in preaching the Gospel through practical work aiming at helping the communities to solve their problems related to food security, water supply, land management, environmental protection and economic growth, health and sanitation, peace and human rights. The Department is also responsible to help the Diocese in making projects for institutional development.

Current Status

Currently the work we do focuses on CCMP whereby we target 50 Chapels in 15 Parishes in which we want to work with 20 families in every chapel. We do coordinate all other Diocesan services involved in social and economic development except those under the Women Department. We do also help in Diocesan administration through correspondence and meetings with our partners. In Saving and Credit Program we have now functioning groups being taught how to initiate small income generating projects so that they can use their savings and loans for investment. Mbayaya Pilot Farm and Training center continues its activities in animal rearing and agriculture focusing now on rice growing, pineapple and fruit trees. The most challenging issue all these programs are facing is the lack of sustainability. They all depend on outside donations and people in the parishes confuse the programs with

the staff that coordinate them. Using our local available resources such as church land is still problematic in many parishes.

Role in the Church and at National level

This program seeks to empower the Church and community members to improve the life quality of most vulnerable families through Bible study, Capacity Building, savings and credit, livelihoods, health, water and sanitation, environment protection and modern Agriculture. Bible studies, helping Christian to meet together and discuss their problems at grass-root level help the Church members to grow spiritual and to overcome conflicts and sins.

In this way we contribute to the economic and health development of the people of Rwanda, what leads to the increase of national food production and economic growth. When the citizens are well fed and have access to medical care, then they are capable of developing their nation. In this way the church contributes also to stability of the country.

Beneficiaries

The beneficiaries of these programs include the following:

- 15 parishes in which CCMP is being implemented. These are Shyogwe, Ntenyo, Gisanga, Vunga, Nyagisozi, Gahombo, Nyamagana, Butansinda, Hanika, Gahogo, Gasharu, Gikomero, Gitarama, Kagarama, and Rugendabari.
- Parish of Shaki which is being helped to build up a Poste de Sante.
- There are parishes which benefit animals from Christian Hope International. These are Gahombo, Rugendabari, Kagarama, Gisanga, Ntenyo and Nyamagana. They received goats, chickens and pigs. The same organization does assist Shyogwe and Gikomero health center by paying the salary of one nurse per each health center and their annual contribution is 3600 GBP. This year we got 800 GBP to help vulnerable families with small animals.
- The work we do with David Dale Shyogwe Trust is benefited by various parishes, schools and individuals throughout the Diocese. Here we can mention, Mbayaya Pilot Farm and Training Centre, Zion Nursery and Primary School, Kavumu and Mukoni Chapels in

Hanika, Rugendabari Vocational School, Shaki Dispensary, Canon Trapnel Bible and Development School, Munazi chapel in Gitarama parish. There are also six students who get scholarship through this program.

- The saving and credit groups and families who have access to improve the quality of their lives.

Partners

The partners who contribute towards this program are; the Province of the Anglican Church of Rwanda with the support of Samaritan's Purse UK. Christian Hope International, David Dale Shyogwe Trust, Rural Development Inter-Diocesan Service (RDIS). Other Diocesan Departments such as, Mother's Union, Saving and Credit program, UTSI (Unite de Transformation Semi Industrielle). And our beneficiaries based in different parishes.

Organization and Implementation Policy

The organization

The coordinator of the program works with the parish pastors, catechists, community facilitators, and other head of services working under him; these include UTSI, Low Price LTD, Mbayaya Pilot Farm and Training Centre, Rural Development Program. He reports to the Diocesan Chief of personnel and to the partners who need periodical reports. In this year Rev. Amos NSENGIYUMVA has been appointed to assist in this department and his main responsibility is to do the CCMP coordination in the Diocese and he can help in project identification and making proposal.

Implementation Policy

The key value of the policies in these programs is that it should be locally owned. This is the reason why it seeks to empower the local church for need assessment and solution proposal. The staff in the departments and services is supposed to empower the pastors who are also required to empower catechists and community facilitators. Normally catechists and community facilitators are the ones to guide the rest of the community: people in their families, cooperatives, saving groups, choirs to work together in order to solve their felt problems for holistic transformation, leading to "a Holy Soul in a Healthy Body." This policy is not yet fully understood, we have to continue to build it up.

1.1.10. Acquired Experience from the previous implementation

It is very unfortunate that these programs depend totally on outside donation, especially the salary of the personnel. This means that when finances from donors will stop the programs may die out. Despite many years of existence, the department of development has not been able to set up any income generating project which can help to raise proper funds. On the other hand, all the services we deliver are free of charge; no one from our beneficiaries gives a contribution towards the expenses of the department! This is a result of the spirit of dependency found in many Rwandan churches. Different believers in our parishes have not yet understood their role in financing their program of the church. This started from the missionary time. Missionaries came with financial support from their home countries and they even funded some projects and individuals. This was very good at that initial time of mission in Rwanda. Sadly even after the nationalization of the Church, parishioners have never been able to fully support the Church financially. This is due two main reasons: first there is a lack of clear teaching on tithing and offertory in the church, secondary there is abject poverty in many families of our church members, human selfishness, and lack of accountability in church management.

Many of the projects we do are not locally initiated and do not have a clear business plans showing how the projects are viable. Some parishioners and even catechists and pastors think that the Diocese has other reliable sources of finances and do expect the Diocesan administration to fund their projects. We have poor reporting system and a cumbersome bureaucracy.

Program Sustainability

This is the biggest challenge of this program. There is no clear strategy of sustainability set forth. We still totally depend on outside donation. We do not have a real picture of the existing assets we have and how we can exploit them maximally. We have land, forests, people, buildings which are not efficiently used to generate income. Actually some of our land plats do not have registration certificate from the National Office for Land Registration.

Summary of the Planned Activities

The planned activities were as follow.

1. Welcoming and attending to the guests who came from the United Kingdom sent by David Dale Shyogwe Trust. We translated the Booklet of Christian Leadership living and we trained 90 people from three archdeaconries. We also translated the Epistle of Saint Paul to Galatians and we trained 70 people from two Archdeaconries that is Shyogwe and Hanika.
2. Monitoring the work of CCMP in 15 parishes, this was mainly done by Rev. Amos NSENGIYUMVA who is the new coordinator for this program.
3. Monitoring the projects sponsored by David Dale Shyogwe Trust (DDST). Kavumu, Mukoni, Munazi Church buildings. Shaki Maternity Unity in construction, Mbayaya Farm, vocational school and health post.
4. Reporting and correspondence with Diocesan Friends; DDST, Christian Hope International, Friends from Wellspring Church in Colorado
5. Attending church meetings at Diocesan level
6. Working with Ntarindwa Viateur on the proposal requesting personnel from Bread for the World for Hanika Anglican Integrated Polytechnics. Working with Roland, Rev. Prosper KARASIRA, Rev. Joseph IYAKAREMYE, Mr. Emile NTAKIYIRUTA to make the project proposal for the extension of MYTEC, especially building the classrooms and showroom.
7. Working on Mbayaya Pilot Farm and Demonstration center on rice and fruit plantation,
8. Working on UTSI= Unité de Transformation Semi Industrielle.
9. Organizing the seminar for the heads of diocesan services on project planning and management.
10. Organizing Low Price LTD in order to enable it to feed the students in our Diocesan Secondary Schools, especially Hanika Technical Secondary School.

Carried out Activities

N°	Activities	S/activities	when	where	Observation
01	Monitoring CCMP Activities	Visiting 15 Parishes, Evaluating the work done by CCM in the last two years, Helping the parishes in roofing four houses for vulnerable families (Nyagisozi, Butansinda, Gikomero)	Ongoing activities from January to December	In 15 Parishes mentioned above	The four houses were roofed. The two years internal evaluation was made, and we found that the program has been understood in some parishes such as Gisanga, Ntenyo, Gikomero, Gahombo, and Nyamagana. In other parishes such as Shyogwe, Gitarama, Gasharu people have been totally corrupt by the dependency spirit.
02	Correspondence with friends in UK through David Dale Shyogwe Trusts	Monitoring the financed project including Shaki Poste de Sante, Kavumu Church building in Hanika, Mukoni church building in Hanika, Zion	Ongoing activities from January to December	Shaki, Gitarama, Hanika	The work of Shaki Poste de Santé is going very slow.

		Nursery and Primary school,			
03	Project proposals	<p>1. St. Peter's College Computer Lab, submitted to Christian Hope International,</p> <p>2. Review of Hanika Anglican Integrated Polytechnics,</p> <p>3. Pastor Saving and Credit Scheme,</p> <p>4. Supporting Rubona Evangelism Field, Submitted to Wellspring Church in Colorado,</p>	<p>February 15</p> <p>May 15</p> <p>June 15</p> <p>May 15</p> <p>September 15</p> <p>September 15</p> <p>December 15</p>		<p>1. No clear answer is given yet</p> <p>2. Submitted to Bread for the World without answer.</p> <p>3. Submitted to DDST, and promise is given to give 6000GBP was given in the two following years 9000 GBP more is promised. Pastors can now borrow money and do their projects.</p> <p>4. Twenty thousand USD Dollars was given, a house was bought and Pastor Mathias NZAKAMARWANIKI is appointed and paid regularly as the leader of Rubona Evangelical Mission field.</p> <p>5. The project proposal is done and was submitted to Christian Hope International, we are waiting to hear the feedback.</p> <p>6. The proposal is made in submitted to Bread for the World for fund request.</p> <p>7. The concept note is ready made.</p>

		<p>5. Renovating Celibaterium House at Shyogwe so that it can be used as girl's dormitory by St. Peter's College of Shyogwe.</p> <p>6. MYTEC Extension and showroom building</p> <p>7. Concept note for Mbayaya Farm renovation and rehabilitation</p>			
05	Translation of the Booklet of Christian Leadership	Working with Rev. Jim and Rev. Gasana to translate the	January-Feb, and October 2015		90 people including pastors, Catechists and pastor's spouses were trained on Christian Leadership lifestyle. 70 People

	lifestyle and the Epistle to Galatians	Book and Teaching it to Pastors, Catechists and pastor's spouses			pastors and catechists were trained on the Epistle to Galatians with the help of Greg Moses from United Kingdom.
06	Organizing the Visit of the Friends and Diocesan Partners	1.Visitors of from Christian Aware and DDST 2.Visit of Dr. Monika Lengelsen	1. 27/1-12/2/15 2. 30 th March 15	Head office Gitarama, Shyogwe and Nyarunge Archdeacons	We trained 90 People on Christian Leadership lifestyle. With the guests from Well Spring Church we dedicated two water wells one in Ntenyo and one in Butansinda.
07	Mbayaya Pilot Farm and Training Centre	-Keeping the farm -Caring for the animals and crops -Concept note submitted to EED as a way of trying to mobilize funds for the Farm. Reaction is not yet made.	Ongoing activities	Mbayaya Farm	Goats have multiplied and we have now 47. The production of milk is between 10-12 liters per cow per day. The main complaint from the manager Rev. Amos is that the market for the milk is not regular. Pineapple plantations have been seriously affected by diseases and drought and the production was almost null. Rice plantation has started and the first production is available, we are waiting the final report on this production in order to analyze if the crop has been economically

					<p>beneficial.</p> <p>Up to now, the farm is not in a position of bringing a real income. A new manager has been appointed to replace Rev. Amos who is transferred now in Gasharu parish. Rev. Edward NYITURIKI is now the new manager. The way the farm looks now is really challenging. It does not attract anybody since the buildings are nor fully repaired and the farmyard does not have attractive crops.</p>
08	Unité de Transformation Semi Industrielle des fruits	Transformation des fruits (Ananas, papaya, Passion fruits), sell of the manufactured products (Juice and Jam). Ongoing activities of producing and selling juices and jams	January-December	Muhanga, Binunga Village Makera Cell Cyeza Sector.	The financial report shows that the income for this unit is not promising. RDIS which has promised to help in paying the salaries for the staff did not complete this commitment. The staff has been complaining that the unit was not given enough seed fund to be able to produce income which can make it self-reliance. The Diocesan Administration suggested to the staff to go for an 8,000,000 loan from a bank. This loan they must commit to use it to pay their salary, to pay the loan back and to buy the RSB certificate. Up to now I have not

					yet received their feedback.
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10	LOW PRICE LTD	Low Price LTD is a business enterprise which does selling of food and school materials. The low Price Activities do not change, but this term we were discussing how it can be involved in feeding the students of our two main private schools i.e. Hanika TTS and St. Peter College.	January-March	Mainly in Ruhango, Nyanza and Muhanga Districts	Low Price is progressing well and it is making profit. The report presented to us is from January to December shows that there is a benefit ofLaw Price is now helping the School at Hanika in feeding their students. However, it seems worrying to me that there is always money shown in figures but not physically available since it is in debts that others have for Law Price! We then wonder if there will be time when that money will be available. There are also some debts which are always mentioned in the report while there is no hope that it will be paid. For example the debts that Mr. Viateur MAYIRA has for the
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					books he has taken.
11	Saving and Credit Program	This Program taught the communities the utility of saving and the use credits for self-development.	January-December	Throughout the whole Diocese in 33 parishes	<p>This program is expanded in the 33 parishes that compose the entire Diocese. We have (420) groups so far that are composed of 4192 members of whom 2624 are female and 1568 are male.</p> <p>These people get to save in two ways: ROSCA (Rotating Saving and Credit Association) and ASCA (Accumulative Saving and Credit Association). The savings we have so far throughout the whole Diocese are worth (# 120,498,000#).</p>
12	Rural and Community Development Program (RDIS)	<p>-Training workshops and on farm demonstrations will be undertaken in 1village, with 5 groups per village. Each group will be trained for 5 days. 30 households will be reached through the 1 training sessions.</p> <p>- Training one community groups on savings and credit cooperative</p>	January-March 15	<p>Kivumu Cell, Musambira Sector, Kamonyi District.</p> <p>Mubuga Cell, Shyogwe Sector, Muhanga</p>	<p>EPOVAT and CCER' activities have ended by January 2015. Furthermore, CCMP and Tree nursery of Shyogwe that was supported by</p>

		<p>principles.</p> <ul style="list-style-type: none"> - One training session to community groups on agro-forestry and house hold woodlots. - Training of one community groups on soil management and erosion prevention. -Distribution of the 43,000 seedling for three planting. - EPOVAT final evaluation(from 2012-2015) 		<p>District Biringaga Cell Cyeza Sector, Muhanga District.</p>	<p>Tear fund and Rwanda AID, they will be operating only in Butare Diocese (CCMP) and Cyangugu for RWANDA AID, resulting to some of recommendations from previous evaluations.</p>



Beneficiaries of the Bicycles to facilitate saving and Credits work-CCMP training on saving and credit and micro-projects-Encouraging families for improved farming and nutrition

Innovations

In the Saving and Credit program there has been activity of re- registering groups in order to have quality in our services and having real number of members. 420 groups are existing and we are working harder to make their services better. Groups aren't reporting monthly but quarterly. We divided them into 3 clusters to ease the reporting system where the clusters reports monthly and vice versa till all groups in clusters terminate and start over with other cluster. COOPEC ended its activity officially on December 19th, 2015 and members were given their shares.

We are having 50 Christians who moved from lower class of wealth to middle class because of joining SCA groups.

We have 3 Christians who were homeless and currently they have homes.

We have 35 Christians who are shopkeepers through capital they acquired from SCA groups.

We have 2 local churches where SCA members contributed 200,000RWF

Self-Assessment

It is always necessary to do self-assessment, but we are not satisfied with our results. It seems that we are involved in many things and it is not easy to objectively evaluate our results. And as we have mentioned above we are totally dependent upon outside donations.

Encountered Challenges & Proposed Solutions

Challenges

- We do work under pressure because we have to follow the guidelines set by the donors.
- Limited staff in this office and we cannot do all required activities.
- Unmet expectations from other departments which do believe that we should help them in making project proposals and fundraising.
- It was difficult to get the authorization for the COOPEC IBYIRINGIRO because BNR requests capital of 200 Million and members found that they can't afford this capital and they decided to be given back their shares. Members weren't given total amount of their shares, they got few money compared to their shares because the money used to buy

booklets and members didn't buy them, the money they weren't given are counted in the books which costs 750,000 Every member get a loss of 2500 and we shared among them compared to their total shares.

Proposed Solutions

- For some challenges we do not have any solution by now. For example the dependence on outside donations.
- For the needs from other departments, we do suggest to organize ongoing trainings on need assessment and project planning and management, so that other staff members are well equip and can do project proposals on their own. We have had one training in January 2015 where we trained 20 people on project planning and management.
- It is good to start limited number of projects which we can monitor, finance and evaluate the results.

Envisioned Policy

The general policy is to come very closer to every pastor and to show them that the holistic development of Christian families is the only way to develop the church and to improve the living conditions of the pastors. Normally any institution which is to be sustained should finance its activities in order to meet its needs according to the context in which is located. The simple analysis of the living conditions of our parishioners and pastors prove that there is a lot of work to be done. It is in this regards that we should convince pastors and parishioners to sit down, analyze their living conditions both, spiritual, social, economic and then set up practical strategies to solve their existential problems.

MUHANGA YOUTH TECHNOLOGY CENTER

No	Planned activities	Achieved activities	Results	Challenges	Solutions
1.	Training	In this year 2015, 18 trainees were inscribed in carpentry (9 boys) and in Welding (9boys)	For 18 trainees who were inscribed at the beginning of 2015, 15 trainees achieved as well their trainings.	Without boarding places, MYTEC has minimum chance for having a great number of trainees. There are no girls who attend in our departments.	- To construct a dining hall and kitchen that can help to nourish trainees at noon. To begin the short training of 6 months.
2.	Working together the training and production for MYTEC development	-We have searched the market of our achieved products -Produce the things of quality and different way of getting clients.	Different things were produced for our clients. In metal work and wood work, we have received the market from PIASS and we made the tables, bookshelves, Chairs, Cupboard and board for them	The great period of 2015 (four mouths: August, September, October and November) , we have suffered by absent of electricity power which caused us the failure.	To disposal an electric power group. Reinforce concrete production and continue to produce the things of quality

3	Capacity building of MYTEC	New materials and programs	With MYTEC project, donors and production, carpentry has got new machines which can be used in training as well as in production.	Some of trainees were taken and purchase the materials of MYTEC reason why three of them abandoned the trainings. It is the same in some trainers.	Making out the mechanism which can be helpful to accompany trainees during and after trainings;
4	To work together as team but being able to explain the individual work	The meeting which shows how the work should be done was done monthly.	Everyone from workers is now ready to explain about his/her concerns.	To change the existing understanding is not easy to every human being	To work by target
5	To build the capacity of MYTEC staff and trainers.	With 7 permanent works and one facilitator (Roland), until today MYTEC arrives at 60% only of workers who are qualified in their post.	To do training and production together still of cause in meddle way The capacity of working together in order to develop the production is in good way.	Welding department suffers of incapacity of her person who is in charge of training and production	To get another worker in this department. Recruitment of capable workers and training them
6	Accountancy	According to	Accountancy with new	Using new	Use both

		<p>the appropriate methods for good management of money here at Mytec especially concerning money from commends, the accountant manager appropriately complete the papers and books as well. At the end of this report, there is a financial report.</p>	<p>technology is introduced as well.</p>	<p>technology in accountancy is always a problem because of lack of connection and electricity power.</p>	<p>new and old method. Accountancy training for development of our business.</p>
7	Meeting and training	<p>-To participate in different meetings in order to give order to all workers -Regularization of problem at time -To participate to the trainings and great</p>	<p>-The internals and externals were performed : -The meetings at MYTEC, DIOCESE and out of Diocese were organized -We have invited and participate to the meeting of IPRC-South which talked about TVET and</p>		<p>Following as well the result of those meetings and conference.</p>

		rendezvous as well.	technical teachings. - MYTEC Manager has participated in LIMBE (Cameroon) conference which assembled the PPLM members of Rwanda, Cameroon and RDC; the result of this meeting of Limber-Douala will be the new infrastructures which will be supported by PPLM since April 2016.		
8	Office's work	-To prepare the plans of activities, to coordinate them and to follow how they are performed by workers. -To prepare the report -To care the visitors	-We have performed many things within MYTEC in particular and others in general (Diocese, donors ...).	-The budget is limited considering of the needs. -The office, classrooms are needed.	Be patient until when the new buildings will be achieved.

Partial Conclusion

If we look on 2015 plan, we see that some points were performed as well but others need to be reported and corrected in this year 2016. So we thank God who comforted us in this year 2015 and we thank to everybody who supported us to fulfill all of our tasks.

YOUTH DEPARTMENT

I am so grateful for God's spotlighted focus and love. He is the foundation of wisdom and knowledge and I cannot forget that our daily life and future situation depends upon His will. Without his guidance we can't do anything.

I want to offer my sincere thanks to my Lord Bishop the Right Rev. Dr. KALIMBA Jared Bishop of Shyogwe Diocese, all Diocesan staff members and pastors for their professional guidance, constructive ideas and encouragement given to the youth department. Your support is of enormous value.

In this report youth activities that have been carried out in the year 2015 (January – December) are highlighted.

It shows general introduction, describes program activities and how they were carried out, and indicates challenges and suggestions for improvement.

Historical Background of Youth department

Youth activities have been of enormous value since the diocese's beginning in 1992. The youth department started on December 1st, 2006 in response to the needs that were witnessed within the local community.

The department targets individuals between the age of fourteen and thirty-five years old classified from here on out as "youth people." Many of the current church members within our diocese are young people and yet there are very few projects or initiatives that target their social and economic desires.

As a result the diocese decided to begin to actively engage in supporting them recognizing that the majority of these young people are the current and future generation that will participate in the church in various ways as servants of God. With the identification of this crucial element it has become vital for the department to invest in this group of people.

The main issues that have been indicated among the youth of Shyogwe Diocese are problems concerning poverty, unemployment, juvenile delinquency, prostitution, gang crime, drug

abuse and alcoholism. The department's aim is to help young people overcome these challenges by developing a variety of programs that will cater to their needs.

It is our hope to see the youth of Shyogwe Diocese and Rwanda as well being transformed both spiritually and physically, stand firm in their faith and also being well empowered hence, to make a positive contribution to the church and their community through their positive performance.

Current Status

Based on the remarkable achievements and ongoing activities together with the Diocesan's plan, there is much hope for future progress which will lead to sustainability in this department.

Role of the church and national development

Through this department, the church is playing a big role in developing young people in a holistic way by targeting physical, emotional, spiritual and economical needs. Changing youth lives goes beyond changing external circumstances. The hope and inner transformation that comes from knowing Jesus provides the foundations for the most profound human development to occur.

Beneficiaries

The youth in the diocesan operational area are our beneficiaries. This means the Christians both married and unmarried between 14 and 35 years old.

Summary of the planned activities

- The following are some of the planned activities:
- Visiting parishes and archdeaconry in such way that we will interact with the youths from their places of residence.
- Organizing prayers and services in the parishes and archdeaconries.
- Registration of the youth in order to identify their needs and socio-economic living conditions with an aim of helping them to come up with new initiatives.

- Endorsing saving and credit co-operatives and farming co-operatives in order to help improve youth welfare.
- Encouraging youth groups, choirs and sports teams to improve community cohesion and team work.
- Promoting youth activities in relation to the church's development.

Activities carried out

In the year 2015 a number of activities were carried out and the following are some remarkable achievements:

- Youth successfully conducted Sunday services in all parishes under the supervision of pastors. We hope to continue doing this.
- We developed a draft of a youth action plan for year 2015 and we submitted it to the Administration of Shyogwe Diocese.
- Youth members in Hanika archdeaconry participated in constructing a house for poor women at Hanika Parish. This event increased awareness of the role of youth in both the church and community. It created an opportunity for youth leaders to encourage all youth and Christians to participate in this endeavor.



The pictures above shows a helped women and her house



The pictures above shows the youth after helping old women

In this archdeaconry also youth supported poor people by providing them food and clothes.



The picture above shows the youth leaders after their meeting

We organized youth prayers in different parishes and archdeaconries. When Hanika organized a youth conference for 2 days 36 youth accepted Jesus Christ for the first time.



As we promoted saving and credit co-operatives we are proud that youth at Nyamagana Archdeaconry have managed to save 350.000frw in this term, at Nyarugenge, 390.000frw.

We visited youth farming co-operatives at Shyogwe, which is a growing banana plantation near Shyogwe Parish and provided them with some money.

The youth meetings took place within four new archdeaconries which enabled youth leaders to learn from each other, exchanging information and harmonizing ongoing activities.

We organized youth week which will take a place from 7th up to 13th December 2015.

In order to plan well we encouraged youth leaders to make an action plan for year 2016.

Through the visits we encouraged youth to attend bible study at their cell groups for their spiritual growth.

In sports, EAR Kavumu Parish team won a friendship football match with Gahogo ADPER 3 to 0, and in the same way EAR Kiroambozi with 7 day Adventist Church. These help to build up good relationships among our youth.

EAR Shyogwe Parish team had a friendship football match within its local churches, and with Shyogwe Schools and these helped to build up good relationships among the youth.

We had youth meetings which enabled youth leaders to learn from each other, exchanging information and harmonizing the ongoing activities.

As we promoted saving and credit co-operatives we are happy that youth at Nyamagana Archdeaconry managed to save 300.000frw in this term, at Ndiza they collected 260.000frw, and at Nyarugenge, 270.000frw.

One youth group distributed 28 goats to its members at Nyamagana archdeaconry.

Youth members in Nyarugenge archdeaconry participated in constructing a church building at Kimana Parish.

Rev. Prosper KARASIRA who has youth in his responsibility visited and encouraged youth in different parishes, to strive for self-reliance and sustainability in the future, to join saving

and credit associations, to encourage youth association in order to promote the generation of their own income, to establish anti-HIV/AIDS clubs to encourage youth to get tested, to help the youth to know how to take care of the environment and to organize sports and other entertainment and to attend bible study at their cell groups for their spiritual growth.

The mentors (Pastors in charge of youth in archdeaconries level) and youth committees endorsed saving and credits co-operatives and farming co-operatives in order to help them improve their welfare.

A first meeting of Diocesan youth commission was organized which enabled us to designate leaders as following: Rev. Joseph SEHORANA: Chair Person; Mr. BUSENENE Bosco: Vice Chair Person; Mr. NDEZE Gilbert: Secretary; Mss. Julienne BYUKUSENGE: Treasurer and Advisors: NDAGIJIMANA Bernard, NDAYISABA J. Baptiste, KANAMUGIRE Charles and Rev. Prosper KARASIRA.

Innovation

We reinforced 2 archdeaconries namely Hanika and Nyarugenge, through the mentors work. The mentors are playing a substantial role in conveying youth in different activities and being their voice in the priest's family.

Self-Assessment

Though it may seem that we have achieved a lot, we still have a long way to go towards achieving our goals.

I would also like to apologize for any inconveniences that might have been caused by the youth.

Encountered challenge and proposed solutions

Our biggest challenge is the limited resources to help us accomplish our goals. This includes not only limited finances, but also skills and time.

We are also lacking enough programs and projects, thus we call upon all of you parents, leaders, and anybody with an idea, to come together with us to draw up a youth program that can be sustainable and suitable.

Teaching our members to work hard for their self-reliance, increased or moved up amount we raise from our members.

I would like to call upon everyone who has a godly heart to use their given talents and experiences to build up youth department for today and tomorrow's generation.

Our church is expanding and growing steadily day by day and this calls for more resources and youth in a special ways coupled with elaborating projects that can raise income.

Planned activities and envisioned general policy

- Promoting saving and credit co-operatives and farming co-operatives in order to help improve youth welfare.
- Encouraging the youth group choirs and sports teams to improve community cohesion and teamwork
- Visiting the parishes and archdeaconries in such way that we will interact with the youth at their places of residence.
- Organizing the prayer and services in the parishes and archdeaconries.

Expected challenges and mitigation Measures

The major challenges that are expected is the limited financial resources to help us accomplishing our goals. Opening youth accounts and try to mobilize money.

EDUCATION DEPARTMENT

This report contains general introductions, describes program activities and how the program was carried out. It also indicates challenges and obstacles with plans for improvement.

Historical Background of Education Department

The Education Department has been in existence before the birth of Shyogwe Diocese in 1992. Education offered by the diocese is an education that meets the needs of the community. It is helping the Rwandan community in achieving the Millennium

Development goals which coincide with the strategic objectives formulated by the government of Rwanda in the document entitled “vision 2020.”

So far we have 24 Primary Schools, 14 Secondary Schools including 9 Nine Year Basic Education Centers, 3 Twelve Year Basic Education centers, 1 School of Excellency, 1 Teacher Training Center (T.T.C), 2 Technical Secondary School (T.S.S) and 7 Vocational Training Centers (VTCs).

Education is the largest part of the strategic plan that helps us to spread the word of God and it works as an important instrument of change in the community. It is in these schools that we groom the future leaders of the church and the country. Through these schools and partnership with the government many people are able to get jobs to sustain their families.

Current status

This is a department that gives hope for the future based on some incredible successes such as TWIRERERE ABANA EDUCATION FUND, ZEC, and excellent collaboration with all stakeholders and many others.

Organization and implementation policy

The Bishop of Diocese, Diocesan Administrator, Diocesan Education Commission, Head of departments, head teachers and teachers who work in their operational area as coordinators of education and volunteer workers. We also have several committees to coordinate programs such as, TWIRERERE ABANA EDUCATION FUND committee, Schools Management Committee, Parents committee, Teachers committee and Students committee.

Acquired experience from the previous implementation

We acquired experience from the implementation of TWIRERERE ABANA EDUCATION FUND and the commitment of the stakeholders to show that self-finance is possible.

Summary of the planned activities

Our activities are planned in the following Domains: School Management, Projects, Partnerships Promoting Christian Ethics and Values, Hygiene and Environment, Sports, Statistics, Tests and providing information:

To make sure that all schools are well managed and that all posts in both teaching and administration are occupied.

- To prepare and supervise the exams for new workers when necessary.
- To control the use of curriculum and pedagogical materials
- To attend meetings linked to Education.
- To carry out the statistics of students and staff in all Church founded schools.
- To organize Diocesan tests for P6, S3, S6.
- To make reports of education activities.
- To visit schools and contouring hygiene.
- To encourage and teach religion and other Christian activities based on Christian ethics and values in our schools during Education week.
- To strengthen the partnership with SANEJO and Weltwärts-volunteer service.
- To reinforce collaboration with other public bodies, CPR, and Education departments of other churches such as Catholic Church of Kabgayi etc.
- Coordinating activities of “TWIRERE ABANA EDUCATION FUND”.
- To follow up the activities of AIP of Hanika.

Carried out activities

In this year a number of activities were carried out in all Domains. The following are some remarkable achievements:

We worked hard to make sure that all schools were well managed and all posts both in teaching and administration were working accordingly.

With the Diocesan Education Commission we visited 15 schools including Secondary, Primary and VTCs. We controlled the use of curriculum and pedagogical materials, Hygiene among others.



Diocesan Education Commission visit at Gishari Primary School.



Diocesan Education Commission visit at Ntenyo Primary School.

The 3 head teachers of the Primary schools Gahengeri, Ntenyo, and Gisanga were transferred from one school to another for better school management and future performance.

In collaboration with district Seventeen new teachers were posted in various schools.

We played a big role in linking the diocese with the government as well as other learning institutions.

We participated in different meetings for teachers, head teachers, and other stakeholders.

We tried our best to ensure good collaboration and cooperation with partners of the diocese in the education sector.

We carried out diocesan tests successfully as a tool of encouraging the students to perform better.

In collaboration with Nyanza, Ruhango, and Muhanga Districts we constructed 15 new classrooms in different areas and we reduced the overpopulated classes in our schools.

We strengthened our partnership with SANEJO and Weltwärts. On 10th July 2015 we enjoyed the Ntenyo School handover ceremony. Weltwärts-volunteer services are ongoing due to good collaboration on both sides.

We reinforced collaboration with public bodies, CPR, and Education departments of other churches such as Catholic Church of Kabgayi etc.

We coordinated activities of “TWIRERE ABANA EDUCATION FUND” and we were able to raise 1,200,000frw.

We followed up on the activities of AIP of Hanika and God willing it will start soon.

In addition, the Diocese has put in place a team of 6 people that are commissioned to work hand in hand with the Diocesan Department of Education to oversee the Diocesan schools’ management, teaching realities among other things. The Diocesan Commission of Education is eager and goal oriented working tirelessly in order to achieve the assigned duties and responsibilities that are included but not limited to

- Conduct field visits to provide proof of the work being done
- To provide advice in line with gaps and/or weakness noticed
- To work jointly with the Diocesan Department of Education to write proposals for funding.
- Organize competitions via education weeks on yearly basis at primary and secondary levels for the sake of awakening students’ talents and commitments
- To share knowledge among all partners of education within the Diocese.

He helped GSS Nyarutovu Administration staff to resolve the conflicts they had as shown in a picture below;



We have coordinated all education work in the diocese and visited schools which are constructing new classrooms.



3 classrooms were built at Ngaru Primary school.

We organized and chaired different meetings for teachers, head teachers, and other stakeholders.



Head teaches and Pastors meeting

We organized Education week at School, Parish, Archdeacon and Diocesan levels. It was a good time for encouragement of Christian values and Rwandan culture for primary and secondary school students at schools owned by the Shyogwe Diocese. The church organises events and calls for them to participate and compete. Such an event was organised on the 13th June 2015 at Zion main hall where Rt. Rev. Dr. Jered Kalimba addressed people and challenged them accordingly.



Competition amongst primary and Secondary schools in Shyogwe Diocese

Education week ceremony



Bishop Dr. Jered KALIMBA addressed people during education week ceremony.

We developed 3 project proposals and sent them to the partners. We received 3000Euros from them.

In addition, we encouraged the teaching of religion and other Christian activities in our schools based on Christian ethics and values. This led us to celebrate events such as when the Rt. Rev. Dr. Jered KALIMBA, Bishop of Shyogwe Diocese confirmed a number of teachers and students;

The 24 people from Hanika TSS and G.S of Hanika are shown below.



Bishop Dr. Jered KALIMBA addressed people some of the people who received Diocesan Scholarships during confirmation service at Hanika TSS, who attended confirmation service at Hanika

At Group S. Nyarugenge and VTC Nyarugenge, 24students were confirmed and In T.T.C Muhanga and Groupe S Shyogwe 6 students also were confirmed during a different period.

The 39 graduates at Kabuga VTC received their certificate in Carpentry and masonry options.



Students' song during ceremony

graduates after receiving their certificate

Due to good collaboration with police, we helped the Weltwärts-volunteer get back some of his items which were stolen.



Mr. Lucas showing his items

Through WDA, Vunga VTC, and Hanika TSS received the support from the government of Rwanda in Skills Development Program as Skills Development Funds (SDF). And students were able to upgrade their abilities.



Vunga Students in SDF program

With support from Canadian friends we managed to construct a new dormitory at Vunga VTC which was highly needed there.



Progress of the students' residence

We are proud of Vunga VTC for its work that is transforming the area by teaching modern farming.



Vunga 's Banana plantation



We did advocacy for rehabilitation of Shaki School, which was destroyed by the wind, and is still in great need so that students can be there in the rainy season.

Innovations

TWIRERERE ABANA EDUCATION FUND is one of our innovations. In this year we put much effort in its coordination and raising money.

The second innovation is Education Week which we are preparing for the first time in Shyogwe Diocese. God willing it will be a successful one.

The 3rd innovation was ZEC where Diocese together with Gitarama Christians constructed 4 new Classrooms at Zion hill using the bank loan.

Hanika Anglican Integrated Polytechnic is also one of our innovation projects. It is an institution of high learning to teach technical skills that are highly needed in Rwanda.

Self-assessment

We are happy with the work done in this department providing good collaboration among the stakeholders.

Encountered challenges and proposed solutions

We have overpopulated classes in the schools which were built long ago. There is the need to reconstruct some of these old schools because they could collapse and fall on the students. These schools are: NYAKABUNGO, NTUNGAMO, GAHENGARI, MUREHE AND GISURA. So the proposed solution is to construct new classrooms starting with those which have the greatest need.

We are also asking for support for the “TWIRERE EDUCATION FUND” which is one of the solutions we have available to the Education Department because it will solve many problems concerning school infrastructure, teaching materials, training of the teaching and administration staff.

We need more volunteers in this department who can offer their skills to the Rwandans.

The Shaki School which was destroyed by the wind is still not rehabilitated. Through Twirere abana Education Funds we will help this school so that they can rehabilitate it to allow students to be there in the rainy season.

Planned activities and envisioned general policy

To coordinate all educational activities in the diocese and to visit all schools and give advice on how to improve the quality of education where necessary. The details are shown in our action plan.

Expected challenges and mitigation measures

- A very large number of learners in primary schools.
- A small number of students in our Technical schools may cause closure in the future.
- Advocacy to our partners and good collaboration with all stakeholders. To construct new classrooms starting with those with the greatest need.

Partial Conclusion

We are thankful to the almighty God and all who have contributed in one way or another to the Department of Education of Diocese of Shyogwe and Rwanda in general. We are calling you in particular to join us in transforming the lives of Rwandan people by educating today and future generations.

EVANGELISM DEPARTMENT

EVANGELISM is the one in different departments in Shyogwe Diocese. The main purpose of this Department is to proclaim The Good News of Jesus to all unreached and to make discipleship started at grassroots churches level.

In 2015 we have done many activities and this report shows the summary of them and the activities focus on 5 parts are: Send the Word of God in the parishes, seminaries/Training, Conventions, Meeting, and Sunday School/ Children Activities.

Send the Word of God in the parishes

In 2015 year, we visited 13 Parishes: Gikomero, Rugendabari, Nyamagana (Musamo), Ngaru, Muyebe, Shyogwe, Cyimana, Mutara, Shaki, Gisanga, Kirombozi, Hanika, Butansinda.

When we visited those parishes we preached the Good News of Jesus and we didn't forget to encourage all members to be involved in cells group program because it is way we can show our own ship for our Church.

We also encouraged the parents to help their children in spiritual life until in they families and to send them in Sunday school program at the churches.

Seminaries/Training

In this activities we attended different seminaries in order to build capacity, :we planned the pastors' wives retreat, we attended the trauma hilling program, and I trained different groups in leadership especial at grassroots churches.

-In collaboration with diocesan partners from England, 100participants (Pastors and Catechists) from two archdeaconries Hanika and Shyogwe were trained on Galatians Book

Meeting

I attended different meeting about Evangelism work: some for pastor's meeting, evangelism committee at diocesan level others meeting related on PEAR convention .For this convention

many time and different places (Kigali, Diocesan office, and GSS) we met with different people.

Convention

In 2015 especial fourth term we have to prepare The PEAR convention in Shyogwe Diocese. It took place on 30/11 – 4/12/2015 and 450 pastors attended this convention. Everything was going well like, food, lodgments, topics, etc. Before to close the convention we done a memorial activity of tree plantation at Shyogwe land.





Sunday school activities

In 2015 the activities of Sunday school focalize on training of teachers. In collaboration with Ligue pour la Lecture de la Bible and PEAR we trained 50 teachers.

Training in Nyamagana District

Two time in August and December in each parish have to give time the children in purpose to promote the child s' talents .For December time we prepared the guide line sent in each parish and this program planed according Christmas day.

The children presented their gifts in choir

In 4 terms I visited Diocesan schools: TTC MUHANGA, SAINT PETER COLLEGE OF SHYOGWE, GROUPE SCOLAIRE OF SHYOGWE, and I have been invited to preach in Saint Joseph and High School of Nursing at Kabgayi place.

Other activities

As it is our task as A Church we continued to preach in Muhanga and Mpanga Prisons .Its good work because the prisoners need a word of liberation and encouragement.In Evangelism committee we written a project proposer and we sent it to CMI in hope that if they found it we will have possibilities to do many things related on this Department.As assistant pastor at Zion Parish I did different activities at that Parish.

MOTHERS' UNION DEPARTMENT

Mothers' Union is one of Shyogwe Diocese departments working for women. Our vision is of a world where God's love is shown through loving, respectful, and flourishing relationships. The Aim & Purpose is to demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of the family in its many forms. The work of Mothers' Union/Women Department, contributes so much to the church and National development. When someone educates and supports a woman, he/she supports the whole family. The beneficiaries of Mothers' Union are all church members and the community members around the church. Everything done for a woman is also benefited by her husband, their children in few words all their family members and neighbors.

PLANNED ACTIVITIES

1. Reporting and Action plan
2. Visiting parishes and welcoming new MU and FU members
3. Parenting program and Health Mums Program activities
4. Meetings and trainings
5. Youth and women training
6. Single Mothers support
7. Office work and communication with different partners

CARRIED OUT ACTIVITIES

1. Reporting and Action Plan

For this point, we finished an annual report of 2014 summarizing all achieved activities and we also planned the 2015 activities and its budget.

We made different reports of activities and especially we finished an action plan for 2016-2018 Mother' Union activities.

This action plan will help us to know a way forward for these three years.

2. Visiting Parishes and welcoming new Mothers' Union and Fathers' Union

RUGOBAGOBA AND NYAMAGANA parishes was been visited in order to welcome new Mothers' Union and Fathers' Union members.

For Rugobagoba, we had 18 new Mothers' Union members. The work of mothers' Union there is good because it is their firs members and they are committed to work for God and the Church in general.

For Nyamagana Parish, we had 26 new Mothers' Union members in Mwali Chapel and 54 Fathers' Union members. This is very important for this parish, because we hope that the FU and MU members are going to work together in order to construct their families even their parish.



This photo shows 26 new MU members of MWALI Chapel NYAMAGANA parish.



We visited MUYEBE parish and attend a Sunday school celebration. In this parish, women are motivated to educate children especially in Sunday school.

The photo above shows women and children from Muyebe parish.

Runda parish renewed a Committee and a new committee were blessed.



The elected women are really committed to work for God through Mothers' Union.

Mpemba parish, the women there are focusing their work on Children's education/Sunday school program. With a parish committee and MU committee we discussed a lot about the Mother 'Union work in that parish and we ended up by saying that they have to change strategies to reach out families. The young people there are going to be approached and especially girls to be trained on reproduction health and Rwandan feminine values. This will help them to have young Mothers' Union members in the future and committed.

3. Healthy Mums Program

HMP in Shyogwe Diocese started in November 2013 with 3 groups meaning 60 women but now the number is 260 in four Zones: GITARAMA, GIKOMERO, SHYOGWE, HANIKA, and RUNDA -RUGOBAGOBA

It is for helping vulnerable women who are pregnant or has children less than one year. We are helping women to know how they can well educate their children and also support their own initiatives regarding economic transformation.

The program has now 7 workers full time that is:

1. UWIZEYE Claudine (Health Mum Program Coordinator)
2. DUSHIMIMANA Clementine (Health Mum Project Field Officer)
3. UWIMANA Prisca (VTC Head Teacher)
4. NIRAGIRE Speciose (GITARAMA ZONE Supervisor)
5. KAYIRERE Beatrice (SHYOGWE Zone Supervisor)
6. DUSENGIMANA Jose (HANIKA Zone Supervisor)
7. NYIRABENDA Drocelle (GIKOMERO Zone Supervisor)
8. IGIRANEZA Dinah (Runda Zone Supervisor)

The Program has now three projects we are working in which are:

1. Healthy Mums Project
2. Early Child hood Education
3. Vocational Training

PLANNED AND CURRIED OUT ACTIVITIES

Planned activities	Realized activities	Problems/challenges	How problems have been resolved?/Proposed solution
I. Recruitment of supervisors and Health Agents	Recruitment of 5 supervisors in different zones (Hanika, Gikomero, Gitarama, Shyogwe, and Runda-Rugobagoba) has been completed. And 6 new Health agents have been identified as volunteers and their total number is 13.	There were many candidates in such a way that selecting few of them was not easy because each wanted to be on the list.	Church leaders have collaborated with Mothers union coordinators and established criteria for the selection and this has made it easier.
II. Identification of beneficiaries of 6 new Groups of Healthy Mums Project .	Establishment of 6 groups has taken place in 5 parishes: 1 group in Hanika parish, 2 groups in Gitarama Parish, 1 Group in Shyogwe Parish, and 1 Groups in Runda parish and 1 Group in Rugobagoba Parish	Many people need to join the groups and yet the number required was limited.	We have considered eligibility criteria
III. Preparation of a form that contains relevant information to	We have collected all necessary data to have baseline information for 260 beneficiaries. We now have the	None	None

complement on beneficiaries details	real picture of our beneficiaries		
IV. Meetings with supervisors	Meetings and workshops were organized and we discussed how we can improve our activities and shared experiences from different groups : now they know how to organise themselves in their work; they make weekly plan , report , and think about being innovative in their work in order to achieve our goals of cultivating capacities of Healthy mums beneficiaries.	Supervisors need different skills to help healthy mums' project groups cause positive and sustainable impact.	4 training sessions have been organised and we had opportunity to share experiences with Healthy mums project workers of Kigeme Diocese where the programme started before and the coordination of Embrace Rwanda played a central role in guiding project workers to have same vision and objectives

<p>V. Zones meeting for health agents</p>	<p>We have 13 Agents of health in all zones and every zone has one day of agents' meeting. The discussion was about the successful running of the HMP activities in the groups and the preparation of the reports.</p>	<p>Some groups have mums with problems in their families. They bring those problems to the Agents of Health because they think that there is other support in terms of money and they are disappointed because that is not the project approach. For example, we experienced the problem of mums who get birth without health insurance and who came to us asking if we can help them but that was in vain.</p>	<p>We have conducted regular visits aimed to help beneficiaries change their mind sets</p> <p>We have encouraged beneficiaries to initiate small income generating projects in order to respond to their needs themselves.</p>
<p>VI. Zones workshops for beneficiaries</p>	<p>We have beneficiaries in 13 groups of Healthy mums project. Groups are in 5 zones which are Gikomero, Hanika, Shyogwe, Gitarama, and Runda. Every group has 20 beneficiaries and they meet one day a week. Their meeting last for 3 hours and is facilitated by an agent of health. The aim is to cultivate capacities of the</p>	<p>- Sometimes, the mums are absent and they lose skills in different topics discussed during the workshop.</p> <p>-There are some mums who wish to sell their small</p>	<p>We encouraged them to respect project activities and try to listen to them when they express their challenges</p> <p>- We have continued to explain to beneficiaries the</p>

	<p>beneficiaries through discussing different topics and we encouraged them to be confident and become more responsible.</p> <p>-They are educated on Children's good health and how to take care of children. When children grow up, mums are encouraged to take them in nursery schools.</p> <p>- Mums learnt how they can prepare nutritious food in their families and are encouraged to have kitchen gardens. By now 232mums have kitchen gardens and small domestic animals have been distributed to 160 mums from 8 healthy mums groups 41 of those animals delivered and are ready to be re-allocated to new beneficiaries. These domestic animals will help them get manure for fertilizing their</p>	<p>domestic animals because of other needs.</p> <p>-Many mums in the church have a poor thinking that family planning is a not biblically accepted. This constitutes a big challenge.</p> <p>-We have mums who have big families and consequently it is not easy for them to buy health insurance.</p>	<p>philosophy behind the project that the animal should not be sold but has to be kept and produce and this is intended to teach children start income generating activities right from his/her childhood stage</p> <p>- We went on to educate them on this topic and debated it together</p> <p>- we encouraged all mums to save money progressively before the time of paying and using Health insurance</p>
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	<p>lands for cultivation basically for vegetables growing.</p> <p>-We have started a campaign to encourage mums to grow spinach and Sukumawiki in their kitchen gardens</p> <p>-Mums have been encouraged practice family planning program which helps them to appropriately bring up their children; currently 142 mums have adopted family planning.</p> <p>- They are mobilized to have Health Insurance for the whole family which helps to get medical treatment, and 188 mums have got health insurance.</p>		
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<p>VII. Promotion of Initiative of self-employment</p>	<p>- The promotion of self-employment is the way to encourage mums to have the culture of saving. Before ending their meeting they bring savings together and take them to the bank. Today, 260 beneficiaries saved 800,350 Frw and they are encouraged to start income generating activities.</p> <p>- In order to create new Job , twenty women are being trained in sewing</p> <p>- Gathering HMP beneficiaries in self-sustainable groups in order to enable them to analyze and solve their problems by themselves. Healthy mums beneficiaries have been urged to work together accomplishing some social</p>	<p>- They are not trained in saving and credit and they think that they need a big amount of money to start income generating activities.</p> <p>-Many beneficiaries from different zones want to be trained.</p> <p>-We need to start other options but we don't have means</p> <p>- They have a wish to do many activities but they don't have sufficient means</p> <p>-They are not trained in saving and credit</p>	<p>We conducted workshops to educate them on the relevance of saving and credit and have the habit of planning for the future.</p> <p>-We plan to submit the project to Embrace Rwanda</p> <p>-We ask them not to be discouraged and to rejoice for what they have been able to accomplish and we convince them that they will accomplish many things if they remain united.</p> <p>-We organized workshops to educate them on the relevance of saving and credit and have the habit of</p>
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	<p>activities</p> <p>-We have started Spring board family that unites health agents and nursery schools teachers in the sense of encouraging them for the culture of saving from the little income people can get. This has started in Gikomero zone and they have so far managed to save 58,000 Rwf and they opened bank accounts to effectively manage they savings</p> <p>- All workers of Embrace Rwanda in Shyogwe and Kigeme Diocese have been encouraged to shape their future and they have initiated Saving and Credit association called “TODAY FOR THE FUTURE” (TOFU). This association aims also to play a role in helping other people other than Embrace Rwanda’s workers</p>		<p>planning for the future.</p>
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	to improve their social economic life		
VIII. Early childhood for bright Future	-We currently have 2 nursery schools supported by healthy mums program at Gikomero and Hanika parishes where we have 180 children including some of healthy mum's project and others from the surrounding community.	-Many children need to enrol in nursery school but some cannot make it because the number of teachers in nursery schools is very limited as a result of limited means to provide incentives and other basic materials to run nursery schools.	We have advocated for them through Embrace Rwanda programme and we are grateful that the programme is planning to participate in adding a number of nursery school.
IX. Workshop and training. a. Workshop on Healing the Next Generation program and Training on trauma healing and counselling to all workers of healthy mums program in Shyogwe Diocese	-We participated in 3 days workshop on Healing the next generation program. We were together with Embrace Rwanda Coordinator and the counsellor by profession coming from UK. - In collaboration with Kigeme Diocese Workers, we are preparing a document that will be helping in the training and counselling project direct and indirect beneficiaries.	Time was very limited to finish all the training content	we look forward to having another training session

A SUMMURIZING TABLE

No	ZONE	NUMBER OF CHILDREN			NUMBER OF ANIMALS				ECBF		HEALTH				PISE
		Pregnancy	0-3 years	4-6 years old	Un Pregnancy	Pregnancy	Delivered	Given out	In school	Out of school	In family planning	Out of family planning	Kitchen garden	Health Assurance	Amount saved(RWF)
1	SHYOGWE (2 Associations))	6	46	15	10	1	8		8	36	16	24	39	26	99,100
2	GIKOMERO(3 Associations)	4	49	37	24	20	16		22	38	31	26	60	42	298,800
3	HANIKA (4 Association)	1 6	57	46	40	21	17		27	36	37	43	72	60	234,900
4	GITARAMA (2Associatons)	3	44	19	-	-	-		15	17	28	12	39	33	95,300
5	RUNDA (2 Associations)	1	41	16	-	-	-		9	14	30	10	22	27	72,250
TOTAL		30	237	133	74	42	41	7	81	141	142	115	232	188	800,350

Trainings in Healthy mums Program



All Shyogwe Diocesan Healthy mums' program workers have been trained on different topics and had opportunity to share experiences with their fellow colleagues of Kigeme Diocese where the programme started from.

Group visits

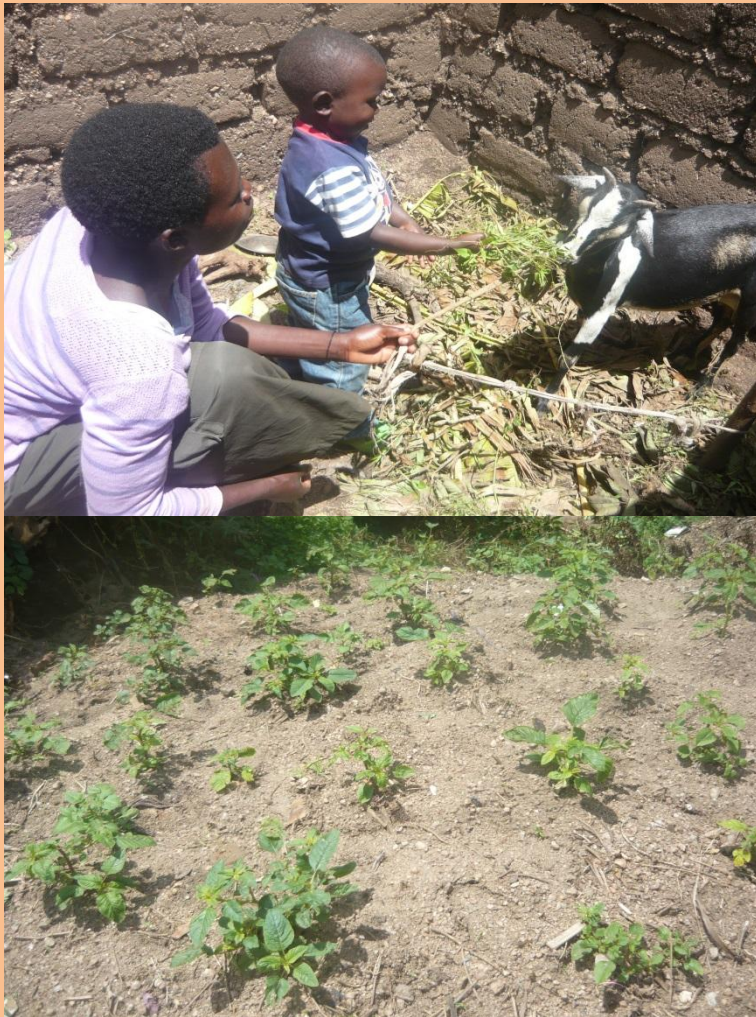






The above 6 photos show Healthy mums' beneficiaries who participated in various meetings and workshops organized in different

Domestic animals and kitchen gardens



The domestic animals have enabled Healthy mum's beneficiaries to get manure for fertilizing their lands basically for vegetables growing. Some of the children have developed the spirit of ownership in the form of taking care of given animals.



Single mothers of Gikomero zone were urged to work together in order to accomplish some social activities. The above photo was taken when they were working on their farm as this is their culture of digging for one another.

Early Childhood for bright future (ECEBF) project



We currently have 2 nursery schools at Gikomero and Hanika parishes including Children of healthy mum's project and others from the surrounding community

VOCATIONAL TRAINING



In order to create new Job, 10 young girls and 15 women were been trained this year in sewing.

4. Meetings and trainings

I attended different meetings organized by the Diocese and other partners. I attended training on Project proposals elaboration organized by the Diocese and a conference on Mothers' Union sustainability organized by PEAR. All these trainings helped me to have added skills in my work. Form that I am preparing different project proposals in order to sustain ourselves.



This photo shows a team of Shyogwe Diocesan department coordinators and other Managers after a Project proposal elaboration training with our Bishop.

I attended Shyogwe CD and Synod and presented a summary of 2014 activities. We attended different meetings organized by the Diocese and MU PEAR.

A training on Trauma Healing and Counseling were organized by UEM and 5 women from Mothers' Union were trained as trainers in Trauma Healing and Counseling.

Such training was organized by Embrace Rwanda International society and 7 Mothers' Union members were trained to be trainers. From all of these trainings, we realized that the church

needs Trained counselors and people needs this kind of support. We realized that even if we are supporting our people socio-economically, they also need trauma counseling because many of their problems were caused by unknown traumatic events. So, we want to train more people in the parishes so that they can help them in order to have a full development.

These are the trained MU members by UEM to be trainers:

1. KAGWERA Eugenie
2. UWIZEYE Claudine
3. YANDEREYE Rose
4. Rev. MUKAMWIZA Charlotte
5. UWAMAHORO Yvonne

A concept note of that were prepared and we are writings proposals for submit to different supporters so that we can start this activity of Trauma Healing and Counseling by January 2016.

One day training on “How Mothers’ Union can work in parishes” was done for Pastors wives in their initiative meeting.

We had a common understanding on new strategies on MU work which are teaching youth and women in order to have healthy families and living in harmony.

Everyone has given a book as a helper in those teachings which name is “NI IKI TUBUZE MU RUGO RWACU?” This book is very rich in everything needed in their teachings.

This come after a retreat organized by Mothers’ Union for Pastors and their spouses.

We realized that if Pastors spouses are involved in Mothers’ Union activities, the achievements will be.

A training of Pastors and their wives on complementarities between husbands and their wives were occurred in June and there were an official opening of Fathers’ Union.

5. Youth and women Training

We ended up a short training in MYTEC in January of 27 trainees in carpentry.



This is a photo of a Graduation day of 27 trainees in MYTEC on the support from WDA trained in carpentry.

We are training 9 young girls in sewing and 2 in knitting. We also started a training of 15 women in sewing from August 2015. These are vulnerable women; hope that after that training they will have skills to help them in their family life.

6. Single Mothers support

We supported 40 single Mothers of Gikomero parish by giving them goats. This was been appreciated by Muhanga District very much and they planned to give them cows.



This photo shows one of Single Mothers beneficiaries.

We also started a new group of 23 single Mothers in Butansinda Parish. We visited them and shared many things regarding their behavior change and stand strong in order to well educate their children and not having the following pregnancies.

They are about starting saving and credit program and Mothers' Union department will see how to work with a parish in order to

Support them.



This photo is showing the single Mothers of Butansinda Parish.

7. Office work and communication with different partners

Quarterly reports, 2014 annual report were produced.

Mothers 'union 2015-2018 Action plan were produced and sent to a Mothers 'union worker who will come from Bread for the world May 2016 to work for Mothers' Union to help her to have an idea of activities and plan.

We also made different communications with MU friends and partners.

Encountered Challenges and Proposed solution

Challenge	Proposed solution
Financial challenge	<p>we are still straggling by preparing proposals to look for support</p> <p>A proposal of supporting the MU workshop in Muhanga were sent to CMS Ireland and they promised that they will provide a support</p>
In some parishes, women are not motivated because some Mothers' Union representatives misused their money	We are working with parish leaders and mothers' Union leaders to solve the problem and in some parishes, it was solved.