



# LEADING CHANGE UGANDA (LCU)

## ANNUAL REPORT 2025

*January - December 2025*

*Kampala, Wakiso and Luweero - Uganda*

Creating an Informed, Educated, Empowered and Just Society



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## Executive Summary

2025 marked a significant milestone in LCU's journey, demonstrating strong growth, accountability, and community impact. The organization strengthened its institutional capacity, expanded partnerships, and deepened community impact across its core programs. Through integrated interventions in microfinance, education, volunteerism, agriculture, women and girl's economic empowerment, and child support. LCU directly impacted over 312 beneficiaries and thousands indirectly, including 262 women engaged in microfinance and 50 children supported under the Education for All Program. Key interventions in agriculture, education, and financial inclusion have significantly improved livelihoods and resilience among beneficiaries.

Leading Change Uganda implemented key activities including community entry meetings, field monitoring, leadership engagements, and end-of-year reviews across seven women groups. The organisation reached 262 women and strengthened savings, governance, and livelihoods.

The organization strengthened financial systems through digital integration, enhanced visibility through its website launch, and established a fully operational head office in Nansana.

Strategic partnerships such as the Erasmus+ RiTE Project and Vocax Startup Hub have positioned LCU for long-term capacity building and entrepreneurship development. Despite challenges such as limited funding and growing demand, LCU continues to demonstrate strong community trust, transparency, and commitment to sustainable development.

Moving forward, LCU aims to scale its interventions to reach more communities, expand its Education for All Program to 300 children by 2030, and fully digitize its microfinance systems to enhance efficiency and accountability.

## About Leading Change Uganda

LCU is a non-governmental organization founded in 2013 and registered in 2016 with a mission to create a socially and economically empowered woman able to change her life and community. And our vision is to create an informed, educated, empowered and just society. LCU strives to empower women to effectively engage in social and economic development through training, access to education, information and other basic needs to improve their standard and quality of living.

## Objectives

1. To contribute towards poverty alleviation in Uganda.
2. To promote access to education and basic needs while imparting life and entrepreneur skills.
3. To promote sustainable development while strengthening and empowering communities to sustain the impact of our work.

## Word from the Executive Director



Dear Partners, Supporters, and Friends,

In 2025, Leading Change Uganda continued to witness the power of community-driven transformation. Across Wakiso, Kampala, and Luweero, women strengthened their livelihoods through savings and entrepreneurship, while children accessed education, care, and opportunities to thrive. These achievements have been made possible because of you.

To our partners, donors, and volunteers—thank you for your continued trust, generosity, and commitment. To our community leaders and stakeholders—your collaboration keeps our work grounded and impactful. And to the women and children we serve—you remain our greatest inspiration, demonstrating resilience, strength, and hope every day.

As we look ahead, the need remains great. Many women still face barriers to financial independence, and many children require continued support to access education and opportunity.

We therefore invite you to continue standing with us—by partnering, investing, volunteering, and advocating for inclusive development.

Together, we can build an informed, educated, empowered, and just society.

With gratitude,

Lillian Nanteza

Executive Director

Leading Change Uganda

### 2025 Key Impact Statistics

Indicator	Value
Total Women in Wangari Women Microfinance Scheme	262
Children Supported by the Education for All Program	50
LCU on the Farm - Total Animals Distributed	18
Loan Beneficiaries of the Wangari Women Microfinance Scheme	18

### Women Group Distribution

Group	Members
Vumba	100
Buwaali	75
Kikunyu	43
Kawaala	13
Kibiike	12
Nsekwa	12
Nansana	7

## Financial Report

### Income Sources

Source	Contribution
Donor Contributions (Uganda, Australia & Scotland)	Primary Source
LCU Internal Programs (LCU on the Farm & Wangari Women Revolving Microfinance Scheme)	Supplementary
In-kind Donations	Clothes, Equipment & Supplies

### Expenditure Breakdown

Category	Focus
Education Support	School fees, & materials
Basic Needs	Clothes, beddings & food
Program Implementation	Agriculture, Trainings, Mentorship & Microfinance
Administration	Office operations

## Key Achievements

### 1. Financial Management Systems

In 2025, Leading Change Uganda (LCU) strengthened its financial management systems through establishing an account with Relworx Limited enabling secure and transparent savings disbursement. This digital financial platform has improved efficiency in managing member savings, loan disbursement, and financial reporting. The system has enhanced transparency, accountability, and traceability of all financial transactions, reducing risks associated with cash handling. Through this platform, LCU successfully transitioned toward a cashless system, particularly in the disbursement of member savings via mobile money.

### 2. Organizational Growth and Infrastructure Development

The year 2025 marked a major milestone in LCU's institutional development with the establishment of its head office at Nansana Business Center on 1st September 2025. This office provides a centralized space for coordination, meetings, and administration of programs. In addition, LCU launched its official website ([www.leadingchangeuganda.org](http://www.leadingchangeuganda.org)), significantly improving visibility, communication, and engagement with partners and donors.

The organization received critical office equipment including laptops, printers, scanners, photocopiers, and furniture. These contributions from partners, particularly Ms. Grace Galloway from Scotland and LCU Directors, have strengthened operational efficiency and administrative capacity.



 LCU Office Setup and Equipment

### 3. Capacity Building and Organizational Development

LCU prioritized staff capacity development through participation in global and local training programs. The Executive Director completed the McKinsey Forward Program, enhancing leadership and strategic skills. The team also benefited from monthly trainings by Funds for NGOs, covering fundraising, organizational management, and the use of artificial intelligence.

### 4. Partnerships and International Engagement

In 2025, LCU expanded its partnerships and international presence. The organization joined the Erasmus+ funded RiTE Project as an Associated Partner, focusing on strengthening vocational training systems. The Executive Director actively participated in international meetings and training sessions in Italy, Uganda, and Spain, gaining valuable knowledge and exposure.

LCU also established a partnership with Vocax Startup Hub & Training Centre, which will support entrepreneurship training for women beginning in 2026 thus enhancing capacity building and entrepreneurship opportunities.



 RiTE Study Visit in Uganda by the European Partners



*RiTE Professional Development Training for Educators at the University of Alicante Spain*



*RiTE Partners Kick Off Meeting at Cosvitec Offices in Naples Italy*

### **5. Wangari Women Program**

The Wangari Women Program continues to empower women through savings, loans, and financial literacy. In 2025, 262 women actively participated across multiple groups, strengthening economic resilience and community leadership.

The objective of the program is to strengthen financial independence, improve governance, promote income-generating activities, enhance education access, and build resilient communities.

The program implementation included activities such as community entry meetings, trainings, quarterly monitoring, leadership strengthening sessions, and end-of-year accountability meetings across Buwaali, Vumba, Kibiike, Kikunyu, Kawaala, Nansana and Nsekwa groups.

The program outcome included an improved savings culture, increased access to loans, strengthened governance, enhanced livelihoods, and improved household incomes.

The program's impact included that women gained financial control, invested in businesses, supported children's education, and improved living standards.

LCU implements the following key programs within the Wangari Women Program:

1. Education for All Program
2. Smile of the Child Program
3. LCU on the Farm Program
4. Wangari Women Revolving Microfinance Scheme
5. Community Reading Club
6. Volunteerism

### 1. Education for All Program

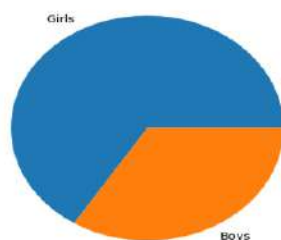
The Education for All Program remains a cornerstone of LCU's interventions, focusing on increasing access to education for vulnerable children. In 2025, the program supported 50 children with school fees and essential learning materials.

The beneficiaries included 33 girls and 17 boys across primary, secondary, and tertiary levels. Performance monitoring and engagement with families ensured that children remained in school and performed well academically.

Significant academic milestones were achieved, including completion of Primary Leaving Examinations (PLE) – 5 girls, Ordinary-Level (O-Level) - 2 girls and 4 boys, and Advanced - Level (A-Level) – 1 girl; examinations by the beneficiaries. Tomusange Daniel a student at Buganda Royal Institute graduated with a certificate in Electricals. The program continues to rely on partnerships with donors, with the majority of sponsorship coming from friends in Uganda, Australia and Scotland.

LCU aims to expand this program to support at least 300 children by 2030, ensuring long-term impact through education.

#### Gender Distribution






Buwaali



Vumba



Tomusange Daniel on his first day as an employee with Uganda Electricity Distribution Company Limited (UEDCL)

 Education for All Program Beneficiaries

## 2. Smile of the Child Program

The Smile of the Child Program continued to provide essential support to vulnerable children across LCU communities. In 2025, LCU distributed items such as clothes, scholastic materials, sanitary pads, and reusable sanitary products during Easter and Christmas celebrations. These distributions were made possible through contributions from friends and partners in Uganda, Australia and Scotland.

Beyond material support, the program promotes dignity, inclusion, and well-being among children and women, ensuring that they feel valued and supported within their communities.



*Buwaali Women Group End of Year Gifts*



*Vumba Women Group Gifts*



*Vumba Women Group End of Year*



*Christmas Gifts from friends from Scotland*

### 3. LCU on the Farm Program

The LCU on the Farm Program empowers women economically through agriculture. In 2025, the program implemented both crop farming and animal revolving initiatives, enhancing household incomes and food security.

Under the animal revolving model, members receive animals to rear and share offspring with LCU, enabling redistribution to other beneficiaries. A total of 18 animals were distributed across different groups; Nsekwa Women Group - 2 animals (1 goat, 1 pig), Buwaali Women Group - 1 goat, Vumba Women Group 11 animals (6 pigs, 5 goats) and Kikunyu Women Group- 4 animals (2 goats, 1 sheep, 1pig).

Additionally, three women from Kikunyu Women Group cultivated maize on 2 acres under a profit-sharing agreement. This initiative promotes sustainability and contributes to funding other programs such as Education for All.



*Nsekwa Women Group -Piggery Project*

*LCU ED harvesting coffee from LCU coffee farm in Balita*

### 4. Wangari Women Revolving Microfinance Scheme

The Wangari Women Revolving Microfinance Scheme continued to strengthen financial inclusion among women. In 2025, the scheme had 262 members across multiple groups.

Members actively participated in savings, loan acquisition, and financial literacy trainings. A total of 18 members accessed loans for farming (10), education (4), and business development (4).

The transition to a digital financial system through Relworx Limited enhanced transparency, efficiency, and accountability. This shift supports LCU's long-term vision of building a fully digital microfinance system.



**Nsekwa Women Group**



**Vumba Women Group**




**Kikunyu Women Group**



**Kibiike Women Group**



 Buwaali Women Group

#### 5. Community Reading Club

The Community Reading Club promoted literacy, leadership, and talent development among the children, youth and women.



#### Case Study: Story of Change

##### Story of Change: Stitching a New Future – The Journey of Namata Annet

Namata Annet, a member of the Nsekwa Women Group, joined the Wangari Women Program with no stable source of income and struggled to meet her family's basic needs; however, through group savings and access to a small loan, she started a tailoring business that now provides a steady income, enabling her to support her children's education and contribute to her household. Beyond financial growth, she has gained confidence and leadership skills, now

serving as the group's Treasurer—demonstrating how access to financial opportunities can transform vulnerable women into empowered earners and community leaders.



*Annet receiving a sewing machine and materials from LCU*

#### Story of Change: Investing in a Future Healthcare Worker



Steven Magezi's journey is a powerful story of resilience and hope which reflects the transformative impact of education support through Leading Change Uganda. In 2020, his education was nearly cut short after his father lost his job and developed a chronic illness, leaving the family unable to afford school fees. At this critical moment, Leading Change Uganda stepped in, enabling Steven to continue his Advanced Level education where he excelled academically, scoring 11 points in BCM and earning government sponsorship to pursue a Diploma in Nursing. Despite this achievement, significant financial gaps remained—but the organization continued to support him throughout his training. Today, Steven is in his final semester, expected to graduate in June 2026, and is on track to become a healthcare professional. His story demonstrates how

targeted support not only restores hope but also creates long-term community impact through empowered, skilled individuals.

#### Story of Change: Investing in a Future Leader



Nkalubo Micheal's journey is a powerful testament to the transformative impact of investing in education. Growing up in extreme poverty in Wakiso District, Micheal lived in a fragile mud house that repeatedly collapsed during heavy rains and assumed adult responsibilities at a young age, caring for his siblings and growing food to sustain his family. His future was uncertain until Leading Change Uganda identified him through the Education for All Scholarship Program at a critical stage in Primary Seven. With sustained support, Micheal successfully completed both a Certificate and Diploma in Accountancy, gaining not only academic qualifications but also confidence, purpose, and hope. Today, he is actively volunteering with the organization, committed to giving back to his community while pursuing further studies toward a university degree and CPA qualification. Micheal's story reflects the ripple effect of donor support—transforming one vulnerable child into a future professional and community change-maker.

#### Challenges and Lessons Learned

Despite the progress made, LCU faced challenges including limited financial resources, increasing demand for support, livestock losses and the need for more structured systems and staffing. These challenges highlight the importance of strengthening partnerships, improving fundraising strategies, and building internal capacity.

#### Acknowledgement

Leading Change Uganda sincerely appreciates the invaluable support of its donors, directors, partners, and volunteers throughout 2025. We are especially grateful to our friends, including **Ms. Linda Mitchell, Ms. Grace Galloway, Mr. & Mrs. Brenker, Ms. Rhiannon Taylor, Ms. Thelma Fyall, Ms. Mary Poxon, Ms. Barbara Patrick and Ms. Meg Annand** whose in kind contribution has supported the Smile of a Child Program through provision of clothes, sanitary reusable pads, sanitary pads, lingerie, baby blankets, sweaters, sleeping mats, dolls,

stationery, tailoring materials, laptops, printers and photocopiers etc. And we are also grateful to our donors sponsoring the 50 children of the Education for All Program whose financial contributions have made the education of these children possible; our partners, including **Vocax Startup Hub Training Center** for their collaboration and technical support; and our dedicated volunteers, including **Mr. Nkalubo Micheal, Ms. Lillian Nanteza, Mr. Alex Bwowe, Ms. Florence Namubiru and All our Group Leaders** whose time, skills, and commitment strengthened our programs. Together, this collective support has been instrumental in empowering women, supporting children, and advancing sustainable development within the communities we serve.

### Conclusion and Way Forward

The year 2025 was a transformative period for LCU, marked by growth in infrastructure, systems, partnerships, and program impact. The organization remains committed to empowering women and children through sustainable, resilient and community-driven approaches. The program demonstrated strong impact and sustainability potential, positioning women groups for continued growth in 2026.

Moving forward, LCU will focus on scaling its programs, strengthening financial systems, and expanding partnerships to achieve its vision of creating an informed, educated, empowered and just society.

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You Tube: [www.youtube.com/@LCU-p9g](http://www.youtube.com/@LCU-p9g)

Tik tok: @leadingchangeuganda



***"Together, we are creating an informed, educated, empowered, and just society—one woman, one child, and one community at a time."***