**Phase 1 Application**

Democratic Republic of the Congo, Dominican Republic, Nepal, AND Uganda

Eligibility

Before you start, we would like to know some basic information about your organization to make sure you are eligible to apply for a Girls First Fund grant.

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| Please answer the following questions: | Yes/No |
| 1. Is your organization located in the Democratic Republic of the Congo, Dominican Republic, India, Nepal, Niger, or Uganda? | Yes |
| * 1. If you are in the Democratic Republic of Congo, is your organization located in Haut-Katanga or Tanganyika? |  |
| * 1. If you are in India, is your organization located in Jharkhand? |  |
| 1. Are you applying as an eligible organization/group? *Please note, we do not accept applications from individuals. Please reference the Girls First Fund***Guidelines for Applicants- Phase 1** *for a definition of eligible organizations/groups.* | Yes |

If you have answered ‘Yes’ to all the questions above, you are eligible to apply for a grant from the Girls First Fund. Please complete the Phase 1 Application below.

Instructions

Thank you for submitting a Phase 1 Application to the Girls First Fund. We look forward to learning more about your organization and the work that you do! The Phase 1 Application is the first step in the application process. Once we review your Phase 1 Application, we will either invite you to submit a Phase 2 Application or let you know that your organization has not been selected to move forward.

Before you start to fill out this form, we recommend that you read through the entire form and the Girls First Fund**Request for Proposals: Guidelines for Applicants- Phase 1**to learn more about the application process and the types of work the Girls First Fund is most likely to fund. You may download theGuidelines for Applicants- Phase 1 at girlsfirstfund.org.

Completed Phase 1 Applications are **due by December 31, 2018**.You may submit your application using one of the following options:

* [Online Application](https://girlsfirstfund.smapply.io/%5d): https://girlsfirstfund.smapply.io/
* Email:
  + Democratic Republic of the Congo: [RDCongo@girlsfirstfund.org](mailto:RDCongo@girlsfirstfund.org)
  + Dominican Republic: [RD@girlsfirstfund.org](mailto:RD@girlsfirstfund.org)
  + Nepal: [Nepal@girlsfirstfund.org](mailto:Nepal@girlsfirstfund.org)
  + Uganda: [Uganda@girlsfirstfund.org](mailto:Uganda@girlsfirstfund.org)
* WhatsApp: **+1-484-473-3318**
* Fax: **+1-484-218-3070**

We welcome you to fill out your application responses in English, French, Hindi, Nepali or Spanish - regardless of the language you choose to view the application in.  For example, you could view the application in Spanish and respond in English.

You have the choice to answer questions 12-24under **Section 4: Mission Alignment and Proposed Work**by sending us a video or audio file. Accepted video and audio files include: avi, mp4, wav, or mp3. All other sections must be answered in writing.

Please check the Girls First Fund website to find more information about the application process and learn about upcomingwebinars, Q&As, and other assistance to complete the Phase 1 Application.

**Please note, due to the number of applications received, not all organizations that submit a Phase 1 Application will be invited to complete a Phase 2 Application.** We will contact you by February 2019 if you have been invited to submit a Phase 2 Application. If you do not hear from us by the end of February 2019 that means you have not been selected to receive a grant at this time.

Section 1: Applicant Information

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| 1. **Organizational information:** | |
| Full name of organization | KABALE WOMEN IN DEVELOPMENT |
| Acronym or commonly used name of the organization (if different from full name) | KWID |
| Physical address of the office in the proposed working area (include city, state/province, country, postal code) | PLOT 110 KABALE MBARARA ROAD  KABALE  SOUTH WESTERN UGANDA  +256 |
| Postal address (if different) | P.O BOX 894, KABALE |
| Headquarters/head office address (if different) |  |
| Facebook (if applicable) | <https://www.facebook.com/kwid.kabale.9> |
| Website (if applicable) | [www.kwidug.org](http://www.kwidug.org) |
| Year organization was founded | 1996 |

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| 1. **Place an ‘X’ next to each statement that applies to your organization.***For a definition of terms, please refer to the Guidelines for Applicants- Phase 1.* | |
| **X** | We are a women-led organization. |
|  | We are a girl-led organization. |
|  | We are a youth-led organization. |
|  | We have never received funding from a large or foreign donor. |
| **X** | We work to advance girls’ rights. |
| **X** | We work to promote gender equality. |
| **X** | We work to improve girls’ access to and completion of 12 years of safe, free, and quality education. |
| **X** | We work to improve girls’ access to sexual and reproductive health education, information and services, including safe abortion and post-abortion care, where legal. |
| **X** | We mobilize families, communities, influencers, and opinion leaders to change attitudes and behaviors related to child marriage. |
| **X** | We advocate for laws, policies, and services that help prevent and respond to child marriage. |

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| **Organization registration and legal designation:** | | **Yes/No** |
| 1. **Is your organization legally registered in your country?** | | YES |
| 1. **If yes, what is the organization’s legal designation?***For example, is the organization a non-profit, association, other, etc.?* | | |
| NON-PROFIT ORGANIZATION LIMITED BY GUARANTEE | | |
| 1. **If yes, what is yourregistration number?** | 80020001146856 | |

Section 2: Contact Information

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| 1. **Founder(s):** *Please list your organization’s founder(s) and indicate their current role and if they are still actively involved in theday-to-day decision-making of the organization. Add additional lines as needed.* | | | | |
| **Founder(s) name** | | **Year of birth** | **Gender identity** | **Current role and responsibilities** |
| **1.** | **TUMUHEIRWE FLORENCE** | **1963** | **FEMALE** | **EXECUTIVE DIRECTOR** |
| **2.** |  |  |  |  |

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| 1. **Head of organization:** *Please provide the following information for the head of your organization. This is the person authorized to sign contracts on behalf of the organization (i.e. CEO, Executive Director, or equivalent).* | | | | | | | | | | | | | |
| **Full name and job title** | | | TUMUHEIRWE FLORENCE, EXECUTIVE DIRECTOR | | | | | | | | | | |
| **Responsibilities within the role** | | | | | * The Executive Director shall be responsible for all program, financial, administrative and personnel matters relating to KWID projects * The Executive Director shall be responsible for the process of recruitment and supervision of all other staff in positions approved by the Board * Identify, assess and inform the board of the internal and external issues that affect the organization * Act as a professional advisor to the management in all aspects of the organization * Foster effective team work between staff, the board, resource persons and members * Represents the organization in fora * Acts as a spokesperson of the organization * Develop operational plan which incorporates the organizational goals and objectives * Ensure that the operations of the organization meet expectations of the beneficiaries, members, the board and Donors * Oversee the efficient and effective day to day operations of the organization * Draft organization policies for approval and prepare procedures to implement the policies, review existing policies on regular basis and recommended changes to the board as appropriated. * Provide support to the board by preparing meetings, minutes and reports. * Oversee the implementation of human resource policies, procedures and practices including developing of Job descriptions for all staff and volunteers * Ensure that all correspondences relative to the work of the organization are properly carried out and that a systematic archive over such correspondences as well as other documents relating to the activities of the projects is properly maintained | | | | | | | | |
| **Year of birth** | | 1963 | | **Gender identity** | | | FEMALE | | **Year started with organization** | | | | 1996 |
| **Email** | [ftumuheirwe1@gmail.com](mailto:ftumuheirwe1@gmail.com) | | | | | **Telephone #** | | +256772428430 | | | **Skype ID** |  | |
| **What is the best way to reach this contact?** *(i.e. phone, email, a messenger app, such as WhatsApp, Viber, WeChat, etc.)* | | | | | | | | | | By mobile phone | | | |

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| 1. **Contact person # 2:** *Please provide the name of at least one other contact who will be involved in implementing the proposed work. This person must be different from the founder and head of organization previously listed.* | | | | | | | | | | | | | |
| **Full name and job title** | | | LIBERTY CHRISTOPHER, PROGRAMS OFFICER | | | | | | | | | | |
| **Responsibilities within the role** | | | | | * Coordinate all program activities * Prepare project and periodic specific work plans to guide implementation of activities * Continuity identify key development needs of communities in the area of operation to strengthen KWID ‘s programming work * Identify capacity development needs of partners and stakeholders * Organize and conduct planning meetings with partners and beneficiaries * Ensure effective use of donor funds allocated for KWID activities * Mobilize and organize beneficiaries, partners and other stakeholders for training and participation in project activities * Ensure that local government, partners and beneficiaries have a clear understanding of KWID’s Vision, Mission, Goals and policy/strategy focus and strategies for their realization * Maintain effective program reporting, monitoring and evaluation systems * Ensuring proper programme implementation * Participate in project baseline surveys, mid and end of project evaluations * Keep track of good practices of KWID’s work, capturing beneficiary voices * Participate in the preparation of project proposals for funding * Prepare and provide project reports in a timely and accurate manner including activity reports, monthly reports, quarterly reports, donor reports and annual reports * Ensure timely submission of organizational and donor reports to the supervisor according to provided timelines * Ensure cost effective use of all KWID’s resources in line with organizational policies and values * Submit monthly time sheet and timely accountability for funds advanced for implementation of project activities | | | | | | | | |
| **Year of birth** | | 1992 | | **Gender identity** | | | MALE | | **Year started with organization** | | | | 2010 |
| **Email** | [owochris60@gmail.com](mailto:owochris60@gmail.com) | | | | | **Telephone #** | | +256787719533 | | | **Skype ID** | Christopherliberty2 | |
| **What is the best way to reach this contact?** *(i.e. phone, email, a messenger app, such as WhatsApp, Viber, WeChat, etc.)* | | | | | | | | | | By mobile phone | | | |

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| 1. **Financial contact:** *Please provide the name of the person responsible for the organization’s financial matters.* | | | | | | | |
| **Full name and job title** | | KEBIRUNGI MACKLEANE, ACCOUNTANT | | | | | |
| **Responsibilities within the role** | | | | * To prepare regular finance plans, budgets and reports * Examine financial statements to ensure accuracy * Ensure that financial statements and records comply with laws and regulations * Prepare tax returns and ensure prompt payment * Inspect account books and accounting systems to keep up-to-date and track all the organization’s finances * To make best practices recommendation to management * Suggest ways to reduce costs, enhance revenues and improve profits * To organize and maintain financial records * To work with external auditors to ensure accurate auditing of all the accounts run by the organization * Any other duty given by the Executive Director | | | |
| **Year of birth** | 1996 | | **Gender identity** | | FEMALE | **Year started with organization** | 2017 |

**Section 3: References**

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| **Reference contacts***: We would like to hear from others about your amazing work! In the table below, please provide contact information for two references who know about your work and can speak to us about your organization.Please ensure these references do not work inside of your organization. References can come from, for example, a previous/current funder, a community member who has benefited from your organization’s work, or a peer organization or government official with whom you partner to carry out your work.Please note, that the Girls First Fund reserves the right to contact other organizations and individuals about your work.* | | | | | | |
| 1. **Reference # 1:** | | | | | | |
| Full name and job title | | MIKE WHITLAM, | | | | |
| How they know your organization | | FUNDER, COORDINATOR CLICK RUKIGA | | | | |
| Email | [m.whitlam@btinternet.com](mailto:m.whitlam@btinternet.com) | | Telephone # | +441895678169 | Skype ID |  |
| 1. **Reference # 2:** | | | | | | |
| Full name and job title | | MUHUMUZA MONICA, SENIOR WELFARE AND PROBATION OFFICER | | | | |
| How they know your organization | | WE HAVE BEEN WORKING WITH HER OFFICE AS PROBATION OFFICER KABALE DISTRICT LOCAL GOVERNMENT | | | | |
| Email | [monicamuhumuza@gmail.com](mailto:monicamuhumuza@gmail.com) | | Telephone # | +256777959492 | Skype ID |  |

Section 4: Mission Alignment and Proposed Work

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| **Please use this section to tell us more about your organization’s values, previous experience, and proposed work.** *If you are a new organization, please provide examples of your founders’ and program leaders’ previous experience and work.*  *Please note, the word limit is a suggestion to help you understand the level of detail we are looking for in each answer.  It is okay to exceed the word limit, if needed.* |
| 1. **Please tell us about your organization.**  * Why was your organization formed? * What are your organization’s mission, vision, and values? * What are the main goals of your organization? * How, if at all, has your organization’s work changed over time?   (Please limit your response to 250 words) |
| Kabale Women in Development was established to mobilize and encourage women and girls to participate meaningfully in socio-economic, legal, cultural and political aspects at all levels for improved standards of living. Her major aim is to equip women and girls with knowledge, skills and values to enable them address hindrances to their advancement.  **Vision:** A developed society free of social injustices  **Mission:** Empowering women and other vulnerable persons to address hindrances to their advancement  **Values:** We value people, we are responsive, we are stewards, transparency and love and care for Orphans and other vulnerable Children (OVC)  **Objectives:**   * To increase access to service delivery in the area of girl child education and maternal health * To influence key decision makers, power holders and opinion formers for changes in policies, systems, attitudes and practices that will work in poor people’s favor to support them receive required services * To empower community members through activism and awareness creation of their rights, roles and responsibilities to increase their capacity to effectively engage in socio-economic and political aspects that pertain their lives   KWID has evolved from a small women’s music, dance and drama group to a Community Based Organization (CBO) implementing three strategies in one sub county of Kamwezi to a districts (Kabale and Rukiga districts) based organization. The organization now operates at a regional level in Kigezi partnering with local, national and international institutions and organizations  The names will change from formerly Kabale Women in Development to Kigezi Women in Development after approval by the General Assembly in January 2019. |
| 1. **Where will you carry out your work with a Girls First Fund grant?** *Please be specific by listing each of the state(s)/province(s), districts, and cities/towns/villages where you will work. The Girls First Fund welcomes applications from organizations working in the same districts and encourages collaboration among organizations near one another.*   (Please limit your response to 150words) |
| KWID will carry out the activities with the Girls First Fund in South Western Uganda, Kigezi Sub-region, Uganda. We shall focus on two districts of Rukiga and Kabale. In Rukiga district, we shall work in Kamwezi and Kashambya Sub Counties. In Kamwezi, we shall focus on the six parishes (Kyogo, Kyabuhangwa, Kashekye, Kibanda, Kigara and Rwenyangye) Kashambya (Kitanga, Kitunga, Nyakashebeya, Rutengye, Bucundura and Kafunjo). In Kabale district we shall work in Maziba sub county (Birambo, Karweru, Kavu, Nyanja, Kahondo and Rugarama parishes) and Kitumba sub county (Bukora, Mwendo, Bushuro, Kitumba and Bwama parishes). |
| 1. **How long have you worked in the communities where the proposed work will take place?**  * What month and year did you start working in the proposed communities? * Please include an example of one of the most recent activities you have carried out in the proposed communities.   (Please limit your response to 150words) |
| In March 1996 and June 2017 in Rukiga and Kabale districts respectively  We run weekly OVC life-skills sessions to provide children with an opportunity to play and develop life skills in five aspects (Physical, Mental, Health, Economic and Social). We are facilitating OVC clubs where children express themselves in a safe environment and creating awareness on their rights and responsibilities. We also facilitate caregivers’ meetings to encourage community discussion to identify and find solutions for issues affecting progressive child well-being with a gender lens. We engage adolescent groups to encourage them to access health services in health aspects of family planning, HIV/AIDS, TB and Nutrition  We are implementing the Health Systems Advocacy project in partnership with Amref Health-Africa aimed at enabling communities to realize their right to the highest attainable sexual and reproductive health. We have reached out to over 3,680 community members in sensitizations about health rights and responsibilities concerning sexual reproductive health engaging community groups not limited to village savings and loan associations, boda-boda cyclists and women groups. We have oriented senior women and men teachers to re-activate School Health Clubs in 7 sub counties of Kabale district. We have influenced district and sub county budgets to plan for youth friendly corners, procurement of family planning commodities and accommodation for health workers |
| 1. **Please describe the specific situation of girls in the communities listed above and talk about how the issues they face contribute to child marriage and early unions.***Please talk about the specific problems facing at-risk, married, and/or formerly married girls in your community.*   (Please limit your response to 300words) |
| According to National Population and Housing Census 2014, in Kabale district (Rukiga was a constituency), 1 in 15 (6.5%) of girls aged 12 – 17 had ever been married. In addition, 1,374 Females aged 10-17 have ever been married (4.1%). 3,420 Females aged 10-19 have ever been married (8.4%). In Kabale Municipality, 202 Females aged 10-17 have ever been married (5.5%), 437 Females aged 10-19 have ever been married (9.2%). In Ndorwa East, 3.5% have ever been married that is 321 Females aged 10-17, 7.0% of Females aged 10-19 who have ever been married, 773. In Ndorwa West Constituency, 464 Females aged 10-17 have ever been married which is 4.6% and 1,183 Females aged 10-19 have ever been married, 9.5%. In Rukiga Constituency, 387 Females aged 10-17 who have ever been married, 3.7% and 1,027 Females aged 10-19 have ever been married, 8.2%.  High school drop-out-rate amongst girls, gender inequality, alcoholism, poverty and lack of information contribute to child marriages. Families in Kabale and Rukiga still believe that boys are more important than girls.There is little emphasis on girl-child education and some families see girls as commodities/source of bride-wealth. Girls indulge in cross-generational sex with boda-boda men and sugar daddies in exchange for money and gifts. Some community members still believe that girls should get married after first menstruation.Lack of information is at almost all levels, amongst children, parents, community members and leaders. There is a communication gap between parents and children as parents focus on making ends meet without guiding their children especially about puberty. Some community members and leaders are not yet sensitized enough about the vice of child marriages, its drivers and socio-economic consequences. There is also low family planning uptake of girls at 0.8% (526 of the 12208) and lack of youth friendly centers for comfortable access to Sexual and Reproductive Health services |
| 1. **Please tell us about the population of girls (aged under 18) and young women (aged 18-24) you engage with, or provide services to, in your programs and activities.Be specific about who you will engage with, using a grant from the Girls First Fund.** Please describe:  * the populationof girls you engage in your programs and activities. * why it is important to work with these specific groups of girls. * how you reach them so that you can engage them in your programs and activities.   *Please let us know if you work with at-risk, married, and/or formerly married girls. Be sure to specify the types of girls you work with or plan to work with. For example, this can include groups such as nomadic girls, orphans, refugee or displaced girls, out-of-school girls, married girls with mobility restrictions, etc. It could also include groups associated with a specific race, caste, ethnicity, religion, gender identity, sexual orientation, social class, disability, national origin, etc.*  (Please limit your response to 300 words) |
| We shall work with girls between 10 to 17 years of age since the legal age of marriage in Uganda is 18. They will be 180 secondary school girls and 1220 girls from 61 primary schools because majority of girls in this age bracket are in these institutions and because Uganda supports universal primary and secondary education those who are out of school are in the wrong place so we have to look for them using community development officers/ probation officers and bring them back to school  It is important to target these girls because most girls in this age bracket experience child marriage. Child marriage affects all aspects of a child’s life and violates children’s rights recognized nationally and Internationally. It is associated with significantly negative consequences on girl’s physical and psychological wellbeing; and general development of girls including education opportunities and out-comes. In spite of government supporting universal primary and secondary education, many girls are increasingly dropping out of school. The completion rates for both at primary and secondary level remain behind those of boys estimated at 66% and 24% compared to the boys at 68% and 52% respectively. Child marriage and teenage pregnancy are the major causes of school dropout (Bantebya, Muhanguzi and Watson 2013). Low primary level completion rates and the very low progression to post-primary education imply that a large number of girls leaving school with limited ability to be productive in the labor market (UNICEF 2014) thus their economic capabilities and employment opportunities and / or options are limited (Rubin et al., 2009) leaving marriage as the viable option.  We will reach these girls through school health clubs. Oriented senior women teachers who will be equipped with knowledge and skills to re-activate school health clubs with a gender lens will mobilize girls to join school health clubs where most activities aimed at minimizing early marriage will be implemented. |
| 1. **How do you ensure that your programs and activities are important to girls (aged under 18) and young women (aged 18-24), relevant to their needs, and responding to the challenges they face?**   (Please limit your response to 200 words) |
| Activities start with a baseline survey including needs assessment where beneficiary needs like girls and young women’s needs are considered. Active participation of beneficiaries like girls and young women (G&YW) is encouraged and emphasized to ensure that programs are responsive in terms of intervention choice, prioritization and allocation of resources. We use community feedback to re-design project interventions, timing and venue. This feedback is always supported by real time adaptation of projects to tailor G&YW’s needs. G&YW are empowered to always provide feedback and suggest changes that will suit their needs better and not shy away. Feedback comes through dialogue meetings, general assemblies, and heads of beneficiaries we engage as well as through suggestion box at KWID offices. We also review performance data during staff meetings and other fora to inform implementation of quality services that respond to G&YW’s needs.  KWID has adequate policies, written documents, protocols and tools that articulate well how to deal with G&YW. Services offered at KWID are offered at times and places convenient for beneficiaries. They are conducted in consultation with beneficiaries. We get to understand girls’ preference of locations, hours, venue, day of operation and prioritization of interventions preferred by the G&YW we serve |
| 1. **Please describe any other groups or categories of population that you engage, or provide services to, in your programs and activities.** *For example, at-risk, married, or formerly married boys; families and community members; other influencers, opinion leaders, and policy makers. If you do not engage with any categories of population besides girls and young women, you may state “not applicable” and skip this question.*   (Please limit your response to 150 words) |
| We engage various populations not limited to adolescent girls and boys, orphans and other vulnerable children, and their care givers, female sex workers from Kamwezi Sub County. We also engage community champions, Health Unit Management committee members and Village Health Teams, Community Development Officers, health workers from health centers in Kamwezi sub county, Maziba, Kaharo, Kyanamira, Kitumba, Buhara, Kamuganguzi and Rubaya sub counties. We also engage members of parliament, cultural and religious leaders, District local leaders, executive and media house representatives. We engage youth, boda-boda, village savings and loan associations and women savings groups. |
|  |
| 1. **How do you involve community members and groups in designing and delivering your programs and activities?** *Please describe which local community members and groups you work with to design and deliver your programs and activities, and how you work with them. Be sure to explain how you include their perspectives and input, and how you involve them in decision-making throughout the design and delivery of your programs and activities.*   (Please limit your response to 150 words) |
| We involve community members in needs assessment, priority setting, contributing ideas and possible solutions using participatory methods like focus group discussions, community dialogue meetings and interface meetings  We also involve all beneficiaries in identifying needs, and project implementation through their leadership structures like Orphans and other vulnerable children led committees, care givers committees, SHC committees. We have a children’s voice where children inform us what went well, what did not please them, what needs to be changed, what they enjoyed and how we can serve them better.  Community champions carry out social audits in health centers to identify gaps in meeting girls’ needs. They document findings which are discussed and documented in a position paper. This forms a basis for the interface meetings.  We facilitate interface meetings between community members and duty bearers to present issues that need to be addressed. Duty bearers make commitments to change the situation. |
| 1. **How do you ensure that girls and other children you may work with are safeguarded and protected from harm when participating in your programs and activities?** *Please describe your approach to child protection and safeguarding, as well as any policies or procedures you have in place.*   (Please limit your response to 150words) |
| We embrace international conventions like United Nations Convention and the convention on elimination of violence against women; Organization for African Unity charter on the rights and welfare of the African child, National laws, policies, frameworks and guidelines in place to safeguard girls and children.  We have a Child Protection policy which is signed by all staff, volunteers and consultants who engage directly with girls and other children. Our policy was developed to ensure children are protected from all forms of abuse, violence, and exploitation, including harmful practices.  Our programs are in line with the National Development plan and contributing to the National Strategy to End Child Marriage and Teenage Pregnancy 2014/2015-2019-2020 and the Child Protection Program whose objective is to ensure that all children are protected from all forms of abuse and that caregivers, teachers and other adults within the home and other institutions uphold children’s rights |
| 1. **If preventing and responding to child marriage and early unions is a new area of work for your organization, please describe how your organization’s previous experienceprepares you to work onending child marriage and early unions in your community.**   (Please limit your response to 200words) |
| N/A  Preventing and responding to child marriage and early unions is not a new area of work for our organization |
| 1. **Please describe the main strategies and activities you will carry out with a grant from the Girls First Fund to improve the lives of girls, including preventing and responding to child marriage and early unions.**   This is a description of the work you plan do with a grant from the Girls First Fund. Your programs and activities may fall under one or more of the below overarching strategies. We recognize that you may use other strategies that are specific to the communities you work in, and we encourage you to talk about them here.   * **Advancing girls’ leadership by working directly with girls** to buildtheir decision-making and solidarity. * **Mobilizing families, communities, and influencers** to change attitudes, behaviors, and norms related to gender equity, child marriage, and early unions. * **Providing direct services to at-risk, married, and formerly married girls**, including education, sexual and reproductive health (including safe abortion and post-abortion care, where legal), livelihoods and economic empowerment, justice, and other services. * **Advocating for the establishment and implementation of effective laws and policies** to prevent and respond to child marriage and early unions. * **Other:** please specify   *If you will specifically work on education, abortion rights, or girls’ leadership, with a grant from the Girls First Fund, please be sure to describe these activities in your answer. Please see theGuidelines for Applicants- Phase 1 for more information on how to fill out this section.*  (Please limit your response to 500 words) |
| **Strategy 1: Mobilizing communities and influencers to change attitudes and norms related to gender equity, child marriage, and early unions**. Community engagement creates an enabling environment since the decision to marry girls early is in the hands of family and community elders. Also, the resulting stigma and sanctions for failing to meet social expectations are administered by the broader community.  Girls rarely have power to decide on their own if, when or whom to marry. Thus, parental education and community mobilization attempt to change social norms and forge a more supportive, less punitive environment for girls and families who are willing and ready to change the custom of early marriage. Enlisting parents and community members helps to mitigate possible unintended consequences of girls’ participation in programs, and also reinforces a program’s messages and activities.  **Strategy 2: Improving girls’ access to SRH education, information and life-skills**  To equip young girls to better know themselves, their world and options, to end their social and economic isolation, enabling them to act and advocate for themselves in both the short- and long-term. Empowered girls will aspire to stay in school as an alternative to marriage. They will also be viewed differently by parents and community members, making it unacceptable to marry them at young ages  **Activities**  Conduct baseline survey in the catchment area  Conduct multi-stakeholder Inception meetings  Orientation of senior women teachers to re-activate school health clubs (SHC)  Organize Sub County and District MDD Competitions in schools to empower girls to know and claim their right to choose the time to get married  Sensitization of community-members using SHC Music Dance and Drama groups  Life skills training to teach girls about re-usable pads making, decision-making and other relevant SRH topics  Referral of victims of early marriage for counseling and redress  Organize dialogue meetings with local, cultural and religious leaders to respond to structural drivers of child marriage  Run Spot messages on local radio stations  Conduct radio talk shows on local stations about child marriage  Support campaign on Girls Education Movement to facilitate re-entry of girls back to school  Map organizations that conduct activities related to child marriage prevention to form network of organizations  Conduct bi-annual regional Child marriage Advocacy working group meetings to write a position paper about child marriage  Conduct a bi annual stakeholders’ meeting with district key staff and local media houses to discuss and have a way forward on issues presented in the submitted position paper.  Commemoration of international and National events on Child Marriage  Production and dissemination of IEC materials  Midterm and Final evaluation to assess project performance |
| 1. **Please tell us about your long-term vision of change.**    * What will be different because of your work?    * How will girls’ lives be improved after ten years? After three years?    * Who else will benefit from this change?   (Please limit your response to 300words) |
| Vision: A society free from child marriage and early unions  Goal: Ending early marriage and unions for prosperity and social economic transformation.  Objectives   * To promote an enabling environment to end child marriage and early unions by improving girls’ access to SRH education, information and life-skills. * To influence changes in dominant thinking in regard to social and cultural norms that cause, drive and perpetuate the practice of child marriage and early unions   The activities proposed promote a holistic approach which recognizes not only the risk factors but also the norms, beliefs, social and economic systems that create and sustain the conditions where child marriage thrives. We recognize the roles different stakeholders play to create a protective environment for children. We focus on influencing individual, relationship, community and societal level attitudes. Changing individual attitudes and beliefs that support child marriage (CM). History of witnessing CM in the family at family and community at large. We aim at changing relationships where associations with children and peers, married family environment that are supportive of CM. At community, we aim at tackling tolerance of CM and lack of support from leaders and duty bearers. At societal level, inequalities based on gender, religious and cultural beliefs.  After implementation of the mentioned activities, we hope to see; empowered girls, Increase in knowledge of negative consequences related to child marriage at all levels; Increase in ideal age of marriage for girls; More supportive attitudes for girls having a decision-making role in marriage; Increase in age at marriage for girls (and boys); and Smaller proportions of girls marrying before age 18.We believe that merging new efforts with existing platforms, partnerships, resources in the education, health, and legal sectors—both with governments and the private sector actors will launch large-scale, effective and sustainable interventions.  An empowered girl who marries at the right age will significantly contribute to the socio-economic and political development of her life, family, community and society. |
| 1. **Is there anything else about your organization and the work you plan to do that you would like the Girls First Fund to know about?**   (Please limit your response to150 words) |
| KWID, a 23-year-old women led organization has been and is a renowned advocacy champion in several areas including rights and Sexual and Reproductive health advocacyin the Kigezi Sub-region in several ways evidenced below:  <https://chimpreports.com/kabale-teenage-pregnancies-worry-local-leaders/>  KWID is a member of several networks including Women of Uganda Network (WOUGNET) and Prevent GBV Africa which gave us the regional toolkit to commemorate the 16 days of activism against GBV <http://preventgbvafrica.org/member/kabale-women-in-development-kwid/>  <https://16dayscampaign.org/organization/kabale-women-in-development/>  <https://voiceofkigezi.com/csos-citizens-in-kabale-not-happy-with-underfunding-in-health-budgets/>  KWID on TV West <https://youtu.be/uOcZzpFHxWg> |

Section 5: Finances

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| --- | --- |
| 1. **Organization bank account:***Your organization is* ***not*** *required to have a bank account. However, the Girls First Fund will only wire money to a registered organizational bank account. We cannot make grant payments to a personal bank account. If your organization does not have a bank account, you may use a fiscal sponsor. We will require detailed information about your fiscal sponsor if you are invited to submit a Phase 2 Application. For additional information, reference theGuidelines for Applicants- Phase 1.* | **Yes/No** |
| **Do you have an organizational bank account?** | **Yes** |
| **If no, does your organization plan to use a fiscal sponsor if awarded a grant?** |  |

|  |  |
| --- | --- |
| 1. **Financial management practices:** | **Yes/No** |
| **Does your organization have audited financial statements available for the last two years?** | **Yes** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. **Annual budget:** *Please fill in the following information for the previous, current, and next fiscal years.* | | | | | |
| **Fiscal year start & end date *(DD/MM/YYYY – DD/MM/YYYY)*** | | | 1ST JANUARY – 31ST DECEMBER | | |
| **Local currency** | UGX | | | | |
| **Fiscal Year (FY) budget in local currency.**  This could also be referred to as your **annual**  **Operating budget**. | | **Previous FY** | | **Current FY** | **Next FY** |
| **Income:**  The total amount of money **received** by the organization, including grants from donors, individual donations, income generation, government funds, etc. | | 354,076,790 | | 254,175,896 |  |
| **Operating costs**:  The total amount of money **spent** by the organization. | | 339,804,062 | | 232,290,664 |  |
| 1. **Do you expect a significant increase or decrease in income over the next year? If so, please explain why.** | | | | | |
| We expect an income decrease because the project funded by USAIDRHITES SW/EGPAF ended on 30th November 2018 | | | | | |

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| --- | --- | --- | --- | --- | --- | --- |
| 1. **Funding history:** | | | | | | |
| **If applicable, please list the three largest donor(s) you have received funding from over the last three years.***It is okay if you do not have any previous funders.* | | | | | | |
| **Donor organization** | | **Donor location** | **Contact person** | **Grant amount** | **MM/YYawarded** | **Duration (in months)** |
| ***Ex.*** | *Girls First Fund* | *USA* | *Jane Smith* | *USD $25,000* | *March, 2017* | *36 months* |
| **1.** | USAIDRHITES SW/EGPAF | USA | Edward Bitarakwate | USD $98,454.19 | July 2016 | 36 months |
| **2.** | Ministry of Internal Affairs, Netherlands through AMREF Health Africa | Netherlands | Mr. Abenet Berhanu | USD $ 88,062.45 | May 2017 | 24 months |
| **3.** | Programme for Accessible health Communication and Education(PACE) | Uganda | Susan Mukasa | USD $ 50,212.5 | December 2012 | 36 months |

Section 6: Staffing, Governance and Decision-making

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1. **What efforts do you currently take to promote diversity, equity, and inclusion within your organization?** *In other words, how do you approach issues of diversity, equity, and inclusion in governing body, organizational leadership, and staff composition? How do you proactively consider factors such as gender identity, sexual orientation, age, race/ethnicity/caste, religious affiliation, social class, disability, etc.?We understand you may focus on a particular community/group – if this is the case, please explain your reasoning. Be sure to also include numbers or percentages of staff and governing body members that fall within the different categories you describe.* | | | | | | | |
| KWID is a non-profit, non-political organization with no political affiliation. KWID embraces diversity, equity and inclusion right from her constitution, core values and code of conduct, gender policy, child protection policy, human resource policy and other related written documents. KWID has a zero tolerance policy for any type of bullying or harassment. Our organizational core values published on our website and office, shared publicly so that someone interested to interact with the organization can read them. We serve all beneficiaries without discrimination according to gender, race, sex, nationality, religion and socio-economic or political status. We have been serving both Ugandan and Rwandese beneficiaries since 1996 without discrimination. As a women-led organization, we encourage equity and advocate for it in all our programs and have brought men on board to also champion this cause. KWID creates opportunities to listen to the voices directly from community, orphans and other vulnerable children, grassroots, young leaders in rural areas, under-served and/or marginalized populations within Kabale and Rukiga districts.  KWID’s staff is comprised of 71% Females and 29% Males, the board of governors 66.6% Females and 33.3% Males, Brach Executive Committees 16.6% Males & 83.3% Females and out of 42 KWID Members, 83.3% are Females and 16.7% are Males. We are careful to select a diverse and inclusive set of community cadres to work with at grassroots level.  KWID focuses on girls, young women and vulnerable women through its mission of empowering women and other vulnerable persons to address hindrances to their advancement. This is so because of the pre-dominantly patriarchal society of the catchment area where women and girls are dominated in almost all spheres ranging from social, economic, political and others. We believe that equity will be achieved if both females and males are given equal opportunities and a leveled playing field/ enabling environment for both to exploit their potential to the maximum in equal measure. | | | | | | | |
| 1. **Please fill out the following information about each group of people listed below:** | | | | | | | |
|  | **Total number** | **Number who are/identify as female** | **Number who are/identify as male** | **Number of adolescent girls**  **(under 25)** | **Number of full-time** | **Number of part-time** | |
| ***Example*** | *10* | *8* | *1* | *1* | *6* | *4* | |
| **Staff members** | 7 | 5 | 2 | 1 | 7 | 0 | |
| **Volunteers** |  |  |  |  |  |  | |
| **Governing body** | 6 | 4 | 2 | 0 | n/a | n/a | |
|  | | | | | | | **Yes/No** |
| 1. Does your organization have a governing body? *For example, a board of directors. You are not required to have a governing body. However, if you are invited to submit a Phase 2 Application, you will be asked questions about how your organization makes decisions and who is involved in decision-making.* | | | | | | | **Yes** |
| 1. **Please describe how girls and young women are involved in your organizational governance, including in:**  * The design, implementation, monitoring, evaluation, and/or learning of your programs and activities. * Making decisions about your organization and its strategies, programs and activities. * Making decisions about how your organization’s funds are used. * Representing your organization through external events, networks, etc. | | | | | | | |
| Girls and young women are involved in planning, implementation and evaluation of KWID programs and activities as primary stakeholders because in all our development processes, we use participatory methods like focus group discussions, dialogue meetings and review meetings and all the structures we work with like the orphans and other vulnerable children (OVC) led committees, OVC Clubs, care givers committees, branches, the secretariat and the board are led by women and girls  All organizational bank account signatories of KWID are females and we use the above structures to set priorities and approve work plans and budgets for the organization.  The chairperson of the Executive Committee and the Executive Director who are both Females represent the organization in external meetings, are the spokespersons of the organization. | | | | | | | |

Section 7: Budget Information

The Girls First Fund is offering initial 12-month grants. Please refer to the following chart to determine the suggested funding request amount in American dollars (USD) for an organization of your size. This is only a guideline. We would like to understand how much funding you need to carry out your programs and activities and to accomplish your goals. If you would like to request a grant that is more than the suggested amount, you will need to explain why.

|  |  |  |
| --- | --- | --- |
| Current annual organizational budget in USD | Recommended funding request amount for 12 months in USD | 1. Place an ‘X’ next to the range your organization currently fits within. |
| $0 – $5,000 | $5,000 |  |
| $5,001 – $10,000 | $10,000 |  |
| $10,001 – $20,000 | $15,000 |  |
| $20,001 – $35,000 | $20,000 |  |
| $35,001 – $50,000 | $25,000 |  |
| $50,001 – $75,000 | $30,000 |  |
| $75,001 – $120,000 | $35,000 | X |
| $120,001 – $160,000 | $40,000 |  |
| $160,001 – $225,000 | $45,000 |  |
| $225,001 + | $50,000 |  |

|  |  |  |
| --- | --- | --- |
| Requested grant amount: | | |
| 1. Please insert the total grant amount you are requesting in USD | | USD $35,000 |
| 1. If the grant amount requested is more than the recommended amount, please explain why.  * Providea justification for the increased amount by describing what you would do with the increased amount and why you need the increased amount to accomplish your goals. * Tell ushow your organization’s financial management practices will help you to utilize the increased amount of funding responsibly. | | |
| N/A | | |
| 1. Proposed budget:*The Girls First Fund offers core support and project support grants depending on what type of organization you are and the work you are proposing. Regardless of whether you receive a core support or project support grant, we would like to understand how you plan to use the grant funds. Please note, this is only meant to be an estimate of how you would plan to spend the funds. If you are invited to submit a Phase 2 Application for a project grant, we may ask for more detailed budget information. Please provide a budget estimate in your local currency.* | | |
| Budget category | Budget amount | Budget category definition |
| Staff | UGX 23,760,000 | Includes salaries, employee benefits, and stipends for staff and volunteers implementing the proposed work. |
| Programs and activities | UGX 103,600,000 | Includes direct expenses associated with implementing the proposed programs and activities. |
| Other | UGX 2,140,000 | Includes all other costs including other personnel, travel, equipment, contractors, supplies, rent, utilities, auditors, insurance, etc. |
| Total in local currency | UGX 129,500,000 |  |

Section 8: Declaration

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| --- | --- | --- |
| 1. Applicant Declaration*For your application to be considered, this section needs to be completed.* | | **Yes/No** |
| I confirm that I have completed this application on behalf of the applicant organization and that the information given in the application is true. | | **Yes** |
| Name: | **TUMUHEIRWE FLORENCE** | |
| Position: | **EXECUTIVE DIRECTOR** | |
| Organization: | **KABALE WOMEN IN DEVELOPMENT** | |

Thank You! And, Next Steps

Thank you for submitting a Phase 1 Application. You will receive a confirmation that we have successfully received your completed Phase 1 Application. If your organization is selected to continue, we will request that you complete a more detailed grant application. The Phase 2 Application includes the following:

Additional questions asking for more details about your organization and its work

* Copy of your most recent registration document *(if applicable)*
* Copy of your government approval/endorsement documents *(if applicable)*
* Copy of your formation and governing documents *(if applicable)*
* Copy of your past two years of externally audited financials *(if applicable)*

If you are using a fiscal sponsor, you will also be asked to submit:

* Memorandum of Understanding (MOU) with, and accompanying documents from, your fiscal sponsor
* A fiscal sponsor application