



**VOLUNTEER REPORT FORMAT**

*To be submitted to CRS at the end of volunteer assignment and shared with the Host*

1.1 Assignment information

- a) Volunteer Name: **Katherine Cassidy**
- b) State of Origin: Maine
- c) Host Organization: KADIFO (Kamwenge District Farmers Organization)
- d) Assignment: Leadership Skills and Group Dynamics
- e) Dates of Assignment: December 1-9, 2016
- f) Number of days worked: 6

1.2.1 Objective 1 in your SOW: Provide leadership skills training for clusters of KADIFO groups.

- a) Progress with the objective: Because this was a hastily arranged assignment (I was moved out of Kasese in an emergency relocation to Kamwenge), I aligned with the KADIFO coordinators and went to work without a complete understanding of its reach across dozens and dozens of farmer groups throughout the Kamwenge District. Peter the coordinator was able to mobilize trainings in three places for three clusters of groups -- so nine groups in all were trained. Turnout was acceptable for the first cluster (52 farmers) and the third cluster (73 farmers), but was disappointing for the second cluster (18 farmers total over the two days). I revised the Leadership Training Manual specifically for the KADIFO farmers, and left copies with each of the group leaders who identified themselves to me.
- b) Expected impacts/results: Farmers seemed to relate to the material, which was presented in a series of segments that featured considerable response and involvement. All of the material was translated, one sentence and one idea at a time, into the local language. Overall, farmers appeared to understand why “leadership skills” hold value for farmers as they come together four times a year for quarterly business meetings. They realized that good, competent leaders are necessary to build stronger farmers’ groups -- and also that “good followers” are a necessary part of sustaining these stronger groups. The farmers were able to relate to and recognize ways to be good followers, a new role that they had not perceived before as significant.
- c) Recommendations: That when the groups who were trained come together, that the mantra that many farmers identified as relating to -- “Do what you can, with what you have, where you are” - that gets repeated often for farmers who were not exposed to that at these trainings.

1.3 Action Plan

Recommendation	Specific Action	Responsible person	By when
1. Provide a leadership training for Board Members.	Plan a 3-hour review of volunteer’s training highlights, using manual.	Peter (KADIFO coordinator)	February 1, 2017
2. Expand leadership training to additional groups.	Identify three more groups receptive to leadership skills training.	Peter (KADIFO coordinator)	March 17, 2017

3. Introduce community dinners to KADIFO group members.	Schedule dinners plus info-sessions for the 3 clusters who met volunteer. Several discussions and refresher trainings can be held during the dinners	Peter and Benon (coordinator and KADIFO chairperson)	March 17, 2017
4. Continue with climate change messaging.	Have Benon prepare remarks for farmers for post-dinner discussions as groups.	Benon (KADIFO chairperson)	March 17, 2017
5. Continue with informational radio outreach.	Invite Joseph, leader of Masaka group, to be guest presenter one Monday evening.	Benon (KADIFO chairperson)	February 1, 2017

#### 1.5 Number of people Assisted

- Through formal training (Classroom setup): 145
- Through direct hands on practical assistance (Do not double count)
- Out of these above, number of host staffs
- Training/assistance by field

Category	Total	Males	Females
Members/ owners	143 farmers	60 men	83 women
Employees	2	1	1
Clients/ Suppliers			
Family Members			
<b>Total</b>	<b>145</b>	<b>61</b>	<b>84</b>

#### 1.6 Gender

- What gender roles did you recognize in your host community? Did these roles play a part in your assignment? How? I was pleased to see that the majority of attending farmers were women (83 women, 60 men). The women in particular seemed keenly interested and involved in the leadership lessons, stories and “tips” that I imparted. After Day 1 of my first cluster training, the women organized to ask Peter if we could have a “conversation” as a group as part of Day 2, so they could tell me directly their concerns and needs for their households, as all of them seemed to struggle to raise enough school fees through subsistence farming. This was appreciated, and we made time for this discussion/conversation.



- b) How might CRS or the host organization improve opportunities for the women in this host or host community? Introduce some of the community-style dinners that we held five times for each of the five RPOs in the Nyabbani Area Cooperative Enterprise organization (member of KADIFO). The women in those RPOs particularly appreciated the dinners as a new way to strengthen the social fabric of the organizations. Three of the KADIFO staff -- Benon, Peter and Daisy -- all got to see the dinners in action on different evenings, so they are aware of the potential of these well-organized gatherings. The eating portion of a dinner, plus clean-up, can be accomplished within 45 minutes, leaving more daylight for the farmers to discuss current issues in an informal setting. One further idea: Promote a dinner as a "women's only" event -- and just see the possibilities for what comes out of that!

1.6 Value of volunteer contribution in **\$ 1,175**

- a. Hours volunteer spent preparing for assignment - 20 hours.
- b. Estimated value of all material contributions volunteer contributed to host during assignment - \$5 for printing leadership manuals.

1.7 Value of hosts' contribution in **\$ 253.79**

- a) Meals - \$5
- b) Transportation for participants: \$ 206.86
- c) Lodging
- d) Translation
- e) Other (Specify), Training venue- \$ 41.93

1.8 Host Profile Data:

Did you obtain any data that supplements or corrects the data in the existing host information as detailed in the SOW? Please list it. No. I feel that I only got a small glimpse of the KADIFO organization. The wrap up meeting with Benon and Peter was very informative, as Benon detailed the much larger scope of projects that KADIFO is involved with, and is also seeking support for -- I am impressed!

1.9 Recommendations for CRS: Please let future volunteers assigned to Kamwenge know that the in-town Club Afreka hotel now has a new (since 2015) sauna and steam bath facility and gym, including fitness classes, that is free for those staying at Club Afreka (including at Deborah's complex). I was not aware of this until too late in my two-week stay to make use of the sauna, but someone could really enjoy two weeks of it.



1.10 Press Release

**FOR IMMEDIATE RELEASE**

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## **Lubec Leadership Trainer Works with Farmers in Uganda**

### **Farmer-to-Farmer program promotes economic growth and agricultural development in East Africa**

**LUBEC, Maine, December 13, 2016---** Katherine Cassidy, a former Maine state legislator from Lubec who is a leadership training expert, travelled to Uganda for three weeks to share her technical skills and expertise with local farmers. Cassidy's assignment is part of Catholic Relief Services' Farmer-to-Farmer program that promotes economic growth, enhanced nutrition through access to healthy food, and agricultural development in East Africa.

**"This was my second Farmer-to-Farmer experience in Uganda,"** said Cassidy. "But it was my first time training farmers under a tree. These farmers are organized into local groups to become stronger together. By learning about leadership and group dynamics, farmers can have more impact on working together to determine their own futures."

Farmer-to-Farmer matches the technical expertise of U.S. farmers and professionals in agribusinesses, farming cooperatives, and universities with farmers in developing countries to assist them in improving agricultural productivity, accessing new markets, and increasing their incomes. Farmer-to-Farmer is funded by the U.S Agency for International Development (USAID).

In a world where 80% of food is produced by farmers working on small farms or fisheries, the movement to share proven farming and business skills can improve the quality and quantity of the world's food supply. For communities in the developing world who often struggle to produce enough food, this can improve access to a reliable source of food and better nutrition. For the farmers, it can strengthen their path to prosperity.

The goal of Cassidy's assignment was to help farmers understand that they are stronger working together, that otherwise farming families have little chance of increasing their livelihoods. She worked with **nearly 150 maize, bean and coffee farmers who seek to shift**

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**from subsistence farming to farming as a business.** Most of **Cassidy's** time was spent in the **western Kamwenge district**, working with the Kamwenge District Farmers Organization.

This is Cassidy's third volunteer assignment with Farmer-to-Farmer and is one of nearly 500 assignments that focus on improving approaches to local agriculture practices, expanding production of quality food crops and nutrition in Ethiopia, Tanzania, Kenya and Uganda. The program, funded by the U.S. government has been running for nearly 30 years.

CRS is partnering with five U.S. institutions to tap into the rich diversity of the U.S. agriculture community: the National Catholic Rural Life Conference, Foods Resource Bank, National Association of Agricultural Educators, American Agri-Women, and the University of Illinois' College of Agricultural, Consumer and Environmental Sciences.

The volunteers travel to East Africa for anywhere from one to six weeks.

"We are certain that this program will be beneficial not just to the farmers in East Africa but also to the volunteers from America," said Bruce White, CRS' director for the program. "It's going to make the world a little bit smaller and a whole lot better for everyone involved."

For more information, visit [farmertofarmer.crs.org](http://farmertofarmer.crs.org)

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***Catholic Relief Services** is the official international humanitarian agency of the Catholic community in the United States. The agency alleviates suffering and provides assistance to people in need in more than 100 countries, without regard to race, religion or nationality. CRS' relief and development work is accomplished through programs of emergency response, HIV, health, agriculture, education, microfinance and peacebuilding. For more information, visit [www.crs.org](http://www.crs.org) or [www.crsespanol.org](http://www.crsespanol.org) and follow Catholic Relief Services on social media: [Facebook](#), Twitter at [@CatholicRelief](#), [@CRSnews](#) and [@CRSnoticias](#), [Instagram](#), [Pinterest](#) and [YouTube](#).*