



VOLUNTEER PROJECT REPORT

1.1 Assignment – UG88

Volunteer – **Richard R. (Rick) Wills**

Host Organization – Alito Joint Farmers Multipurpose Cooperative Society

Assignment – Leadership and Management Training

Dates – 10/07/2016 – 02/08/2016

Number Days of Training – Project – 24 days With groups – 16 days

1.2.1 Project Specific Objective 1

To streamline the leadership and management for new farmer group leaders with emphasis and roles and responsibilities of leaders and association members.

Progress – Excellent progress was made in creating awareness and developing basic knowledge and skills in the four functions of management, planning, organizing, leading and controlling. The leaders were charged with going back to their respective groups and developing plans to improve the functioning of their group and to work with the directors of Alito cooperative to assist in implementing the specific objectives of the cooperative.

Likewise, the function and skills of effective leaders were discussed by analyzing leaders they identified and discussing the skills and behaviors which made those leaders effective. Each participant identified specific skills which they were to take back to their groups and utilize.

We also identified and discussed the responsibilities that members of cooperatives have to keep the cooperative strong, vital and functioning.

Expected Impact- I believe with the interest and sincerity shown by the participants that significant improvement will be made in both management and leadership skills at the board of directors, group and subgroup levels.

Recommendations- I recommend that directors follow-up group leaders and have them report on specific actions and activities they are implementing as a result of attending the sessions.

1.2.2 Project Specific Objective 2

To train farmer groups in conflict resolution, group dynamics and group cohesion.

Progress – WE discussed that the formation and acclimation of groups go through four predictable stages known as **forming, storming, norming and performing** and that conflict is a normal part of group interactions. We discussed various skills of dealing with conflict and how to resolve conflicts to the acceptance of all involved.

We also discussed the skills to build unified teams and that good management and leadership are critical issues in building and keeping group cohesion.

Expected Impact- I expect the leaders present to have a much better ability to work with their local groups to the benefit of their groups and Alito Joint Cooperative as a whole.

Recommendations-- I recommend that directors follow-up group leaders and have them report on specific actions and activities they are implementing as a result of attending the sessions.

1.2.3 Project Specific Objective 3

To create awareness on the importance of collectively working together.

Progress – Because cooperatives are a business owned by the members we discussed the importance of members working and sticking together for the good of their business. We stressed that as a member of a cooperative you have responsibilities to the cooperative itself and to the other member owners of that



cooperative. We also stressed that one of their key responsibilities as a member is to select qualified board members to oversee their investment in the cooperative.

Expected Impact- I expect on the leaders to go home and share with their group members their role as members and the importance of their continuing to work together to promote the cooperative.

Recommendations- I recommend that directors follow-up group leaders and have them report on specific actions and activities they are implementing as a result of attending the sessions

1.3. Action Plan

Recommendation	Specific Action	Responsible person	By when
1. Long Tern (5 Year) Plan	Develop 5 year goals for financial condition, human resources, production & marketing	Christopher Okwang, Board Chair in close collaboration with the management team	October 31, 2016
2. Develop Annual Plans and Specific Objectives	Create annual objectives to move toward meeting 5 year goals. Delegate objective areas to local groups.	Christopher Okwang, Board Chair in close collaboration with the management team	December 31, 2016
3. Create and implement Communications Plan	Establish and share dates and locations of meeting to be held with cooperative members	Christopher Okwang, Board Chair in close collaboration with the management team	January 31, 2017

1.4 Participants

Category	Total	Males	Females
Members/ owners	340	212	128
Employees	6	4	2
Clients/ Suppliers	0	0	0
Family Members	0	0	0
Total	346 (100%)	216 (62%)	130 (38%)

1.5 Gender Roles

I was pleasantly surprised that there was a very solid representation by women overall in the project with 38% of the total participants being female. The Vice Chairperson of the Alito Joint Cooperative Board is female, likewise a significant number of the group and subgroup leaders are female. The number of females varied by location, but in all but one meeting the females were active participants in



the discussions and avid learners. Of the 58 cooperative members when Alito registered as a CBO/NGO 16 or over 27% were female.

I do not feel any specific action to promote females is necessary in Alito Joint Cooperative.

1.6 Volunteer Contributions: \$ 3,0125

Preparation – 50 hours

Value of materials contributed- \$ 75.00

1.7 Host Contributions

Meals – \$ 970.15

Translation – \$ 208.96

Copying - \$ 65.67

Total \$1,244.78

1.8 Additional Information regarding Alito Joint Cooperative

Company directors

No	Name	Title	Emil/contact address
1.	Okwang John Christopher	Chairman/ Director	johnchristopherokwang@gmail.com
2.	Moro Joseph	Project Manager	Josephmoro57@gmail.com
3.	Obaro Alex	Procurement Officer	0787685253
4.	Christin Doi	Marketing Officer	0782380753
5.	Omara Walter	Production Officer	walteromaritim@gmail.com

Management Team

No	Name	Qualification	Year with organization	
1.	Okwang John Christopher	Certificate in theology	17	Director
2.	Moro Joseph	Degree in Education	10	Project manger
3.	Ocol Charles Lwanga	Degree in Business Administration	2	Accountant



4.	Omara Walter	Diploma in Crop production and management	4	Field Extension
5.	Otim Morrish	Diploma in crop production and management	3	Field Extension
6.	Anyango Sarah	Diploma in crop production and management	1	Field Extension
7.	Aciki Naomi	Diploma in crop production and management	5	Field Extension
8.	Okwir Denis	Certificate in Gen Agriculture	2	Field Extension
9.	Obong Nelson	Certificate in driving	3	Tipper driver
10.	Ocen Tonny	Certificate in motor vehicle technician	2	Double cabin driver
11.	Okello Moses	'O' level certificate	1	Tractor operator
12.	Olwee Dicken	'O' level	2	Store keeper
13.	Ocaka Santo	Machine Operator (oil miller)	7	Machine operator

1.9 Recommendations for CRS

I have no recommendations. I was very pleased with the CRS organization and their people. I had several questions about certificates of attendance for the sessions, is this possible?



FOR IMMEDIATE RELEASE

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McLean County Volunteer Travels to Uganda to Share Skills with Local Farmers

Farmer to Farmer program promotes economic growth and Agricultural development in East Africa

Rick Wills, an Instructional Assistant Professor in the Agriculture and Marketing Departments at Illinois State University from McLean, Illinois travelled to Uganda for 4 weeks to share his technical skills and expertise with local farmers. Rick's assignment is part of Catholic Relief Services' Farmer-to-Farmer (FTF) program that promotes economic growth, food security, and agricultural development in East Africa.

“Northern Uganda is a very interesting area. It is still recovering from the civil war that ended only a few short years ago in this section of Uganda. Most of the farmers are subsistence farmers trying to grow enough food to last their families through the year” said **Wills**. “It is an area where access to a team of oxen to help plow your 2 – 3 acres is “modern” technology since on most of the farms everything is done by hand.”

“Alito Cooperative's main goal is to help farmers see agriculture as a business and use modern (for northern Uganda) farming techniques such as planting in rows and spacing the seeds. The Ugandans are wonderful people who are looking for ways to improve the lives of their families. I was glad that I could be a very small part of their journey forward.”

Funded by the U.S. Agency for International Development (USAID), the five-year program matches the technical assistance of U.S. farmers, agribusinesses, cooperatives, and universities to help farmers in developing countries improve agricultural productivity, access new markets, and increase their incomes.

In Uganda, **Wills** worked with **Alito Joint Farmers Multipurpose Cooperative Society** in **management and leadership** training and giving technical assistance to **local cooperative group leaders** to enable them to **improve their abilities to effectively lead their local subgroups of the widespread northern Uganda cooperative**. Over 340 beneficiaries were reached in a series of 2 day seminars across the Lira district of northern Uganda.

Wills's volunteer assignment is one of nearly 500 assignments that focus on agriculture, food security and nutrition in Ethiopia, Tanzania, Kenya and Uganda. This is the first time CRS has been involved in the 28-year-old Farmer-to-Farmer Program funded by the U.S. government.



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 U.S. volunteers will travel to East Africa for anywhere from one to six weeks, their expenses covered by USAID.

“One thing we are certain of is 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 for everyone involved.”

For more information, visit 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 nearly 100 countries, without regard to race, religion or nationality. For more information, please visit crs.org or crsespanol.org.