



## Annual Report 2024

To improve the quality of life of  
individuals and communities  
through innovative development  
solutions.







2024 •

# InPact ANNUAL REPORT 2024



2026

2020

2018

2014

START  
2012







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## Board Chair's Message

As we unveil InPact's 2024 Annual Report, I am filled with pride and optimism for the remarkable strides we have made in advancing our mission to enhance the lives of individuals and communities across Uganda through pioneering development solutions. InPact continues to grow as dynamic organization, and 2024 marks a pivotal chapter in our evolution, showcasing our ability to broaden our influence and deepen our impact in Uganda's hardest-to-reach areas.

**Our strategic focus** on institutional excellence has been a cornerstone of this progress. Building on the governance and operational frameworks established with USAID's Civil Society Strengthening Activity in 2023, we introduced a comprehensive Performance Management System and automated key processes like data collection and reporting in 2024. These advancements have sharpened our efficiency, enabling us to deliver high-quality, evidence-based programs that respond to community needs with precision.

This year, we have also strengthened our role as a leader in sustainable development. Our initiatives in environmental conservation and community empowerment have gained momentum, with efforts like tree-planting campaigns that bolster ecological resilience while fostering local ownership. Additionally, our expansion into critical areas such as mental health integration—building on its 2022 launch—and entrepreneurship development, which began in 2021, reflects our holistic vision. These programs are scaling up to meet rising demand, ensuring long-term benefits for Uganda's communities.

**Kenneth Nyehoora Mugumya**

Chairman – Executive Board (2020 - 2023)



### Our success hinges on robust partnerships

*— with local leaders, government bodies, and international allies—that amplify our reach and reinforce our commitment to inclusivity.*

Looking ahead, I am confident that InPact will continue to lead with innovation, creating pathways to resilience and opportunity. On behalf of the Board, I extend my deepest gratitude to our team, partners, and the communities we serve for their unwavering dedication. Together, we are crafting a future where every individual can flourish.





## Executive Director's Report

In 2024, InPact has once again demonstrated the transformative power of integrated development solutions, touching thousands of lives in Uganda's most underserved communities. Reflecting on this year's achievements, I am inspired by the resilience of those we serve and the tireless efforts of our team and partners. This Annual Report highlights a year of expanded reach and profound impact, driven by our mission to advance health, economic resilience, and climate adaptation.

Our operational achievements this year are striking. In health, we provided much needed health services to over 35,000 women youth and men with over 88% directly linked to health facilities care services. Under the PEPFAR funded Humura project we empowered over 500 adolescents, young women, and Batwa community members with vocational skills, tying economic empowerment to improved health outcomes. Meanwhile, the Hi-Innovator program enrolled 1,820 entrepreneurs, sparking economic inclusion and job creation across the country.

These successes did not come easily. Funding constraints and logistical challenges pushed significantly disrupted some of our critical operations, but through determination and creative problem-solving synergies, our team carried us through. For instance, automating our monitoring and evaluation systems has streamlined how we track and report progress, ensuring transparency and efficiency even under pressure. This year builds on past milestones—like our mental health program's debut in 2022 and strategic planning in 2023—setting the stage for even greater impact.

I am deeply thankful to our staff, partners, and donors for their trust and collaboration. As we look to the future, I am eager to keep pushing forward—breaking down barriers, reducing stigma and empowering communities to take charge of their futures.



**Together, we're not  
just changing lives;  
*we're building a lasting  
legacy of promise and  
possibility.***

**Emily Katarikawe**

Executive Director – InPact Uganda





**USAID Uganda Mission Director**

at the InPact booth during the  
USAID organized Together for  
Progress Event



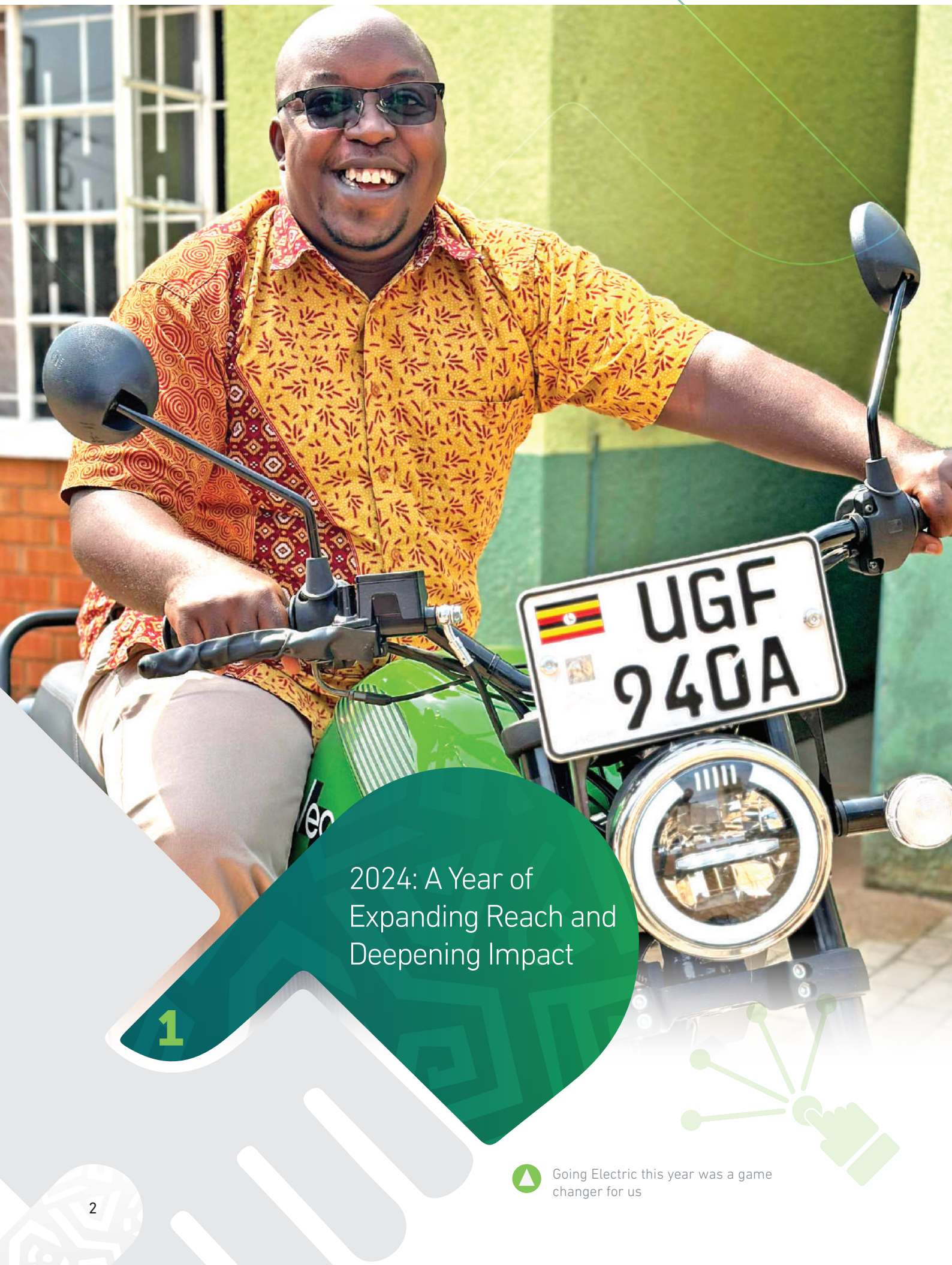


## **InPact's Mission:**

To improve the quality of life of individuals and communities through innovative development solutions.







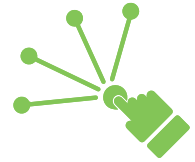
## 2024: A Year of Expanding Reach and Deepening Impact

1



Going Electric this year was a game changer for us





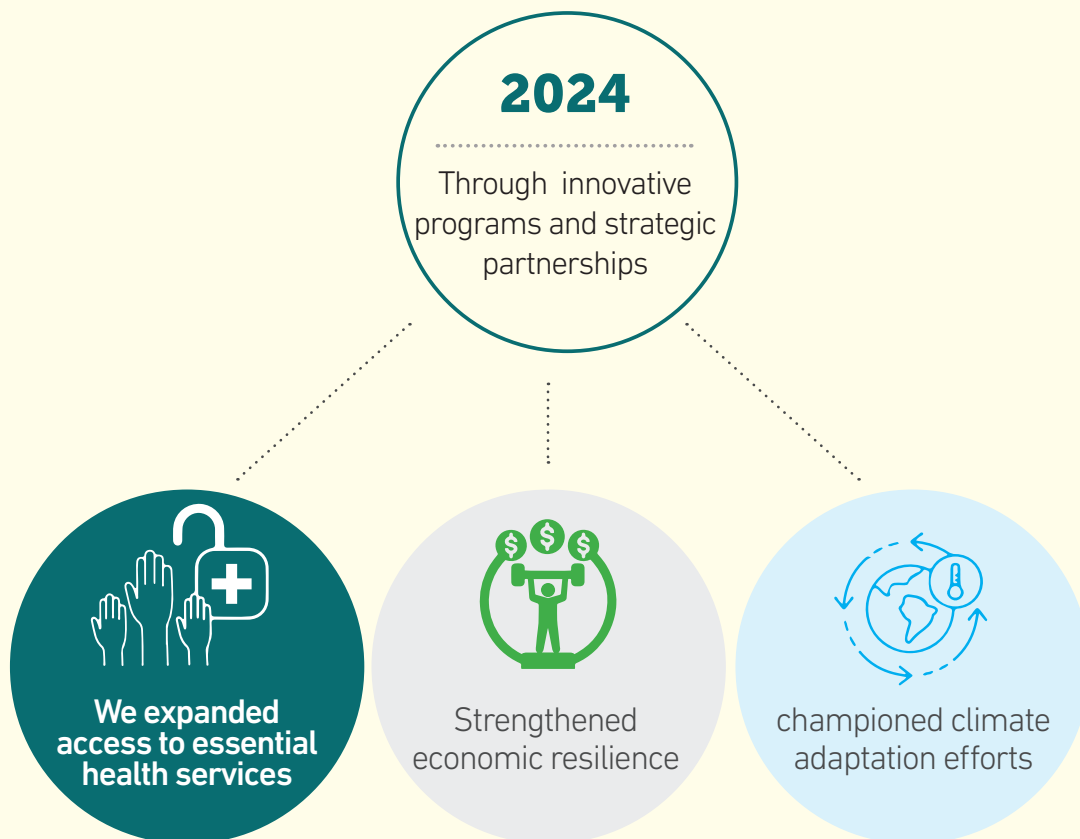
## 2024: A Year of Expanding Reach and Deepening Impact

In 2024, InPact deepened its commitment to transforming lives in Uganda's hardest-to-reach communities. Through innovative programs and strategic partnerships, we expanded access to essential health services, strengthened economic resilience, and championed climate adaptation efforts. This year, our reach extended further than ever before—bringing life-changing interventions to thousands while reinforcing our mission of sustainable, community-driven development.

From advancing mental health care to integrating economic empowerment with health outcomes, every initiative has been guided by a vision of holistic well-being. We witnessed the power of collaboration in action, as our partnerships

with local leaders, government institutions, and international allies unlocked new opportunities for impact. Through resilience, adaptability, and data-driven solutions, we overcame challenges and continued to pioneer change where it is needed most.

This report reflects not only our achievements but also the inspiring stories of the individuals and families whose lives have been uplifted. As we look ahead, we remain committed to scaling our impact, strengthening community-led solutions, and ensuring that no one is left behind in our pursuit of a healthier, more prosperous future for all.





*"Together  
for  
Progress"*



**USAID**  
FROM THE AMERICAN PEOPLE

Institutional  
Excellence  
and Systems  
Strengthening

2







# Institutional Excellence and Systems Strengthening

Building on the foundational institutional capacity support provided by USAID/Civil Society Strengthening Activity (CSSA) in 2023 - which established core governance mechanisms, operational frameworks, and strategic planning capabilities - In 2024 the Institutional Capacity Optimization Project focused on systematizing performance management and enhancing service delivery effectiveness through data-driven decision-making processes.

The centerpiece of this transformation was the development and operationalization of a comprehensive Performance Management System (PMS) that cascaded organizational objectives to individual performance metrics. This system institutionalized regular performance appraisals and development planning, facilitating evidence-based staff development and creating feedback loops for continuous improvement. The automation of human resource management processes, supported by increased HR personnel capacity, strengthened talent management and retention while optimizing administrative efficiency.

Critical advancements in monitoring and evaluation infrastructure included the implementation of an

automated M&E framework enabling real-time data collection and analysis. The development and operationalization of Beneficiary Satisfaction Guidelines ensured systematic feedback collection and response mechanisms, while the integration of data management systems supported evidence-based decision-making across program portfolios. The institutionalization of a Collaboration, Learning, and Adaptation (CLA) framework strengthened knowledge management and organizational learning processes. The flagship "Together for Progress" initiative organized by CSSA demonstrated this commitment to strategic partnership development, resulting in expanded private sector engagement and enhanced resource mobilization capabilities for InPact.

These systematic improvements in institutional capacity have positioned InPact to deliver higher quality programming with improved efficiency and effectiveness. The integration of automated systems, strengthened human resource management, and enhanced M&E capabilities provides a robust foundation for sustainable organizational growth and increased development impact.



InPact's Executive Director giving opening remarks at the USAID organized Together for Progress Event

InPact Management and Program Leads at during an internal review and strategy meeting

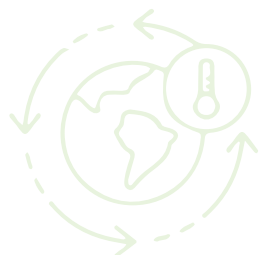






Strengthening  
Community Climate  
Resilience

3



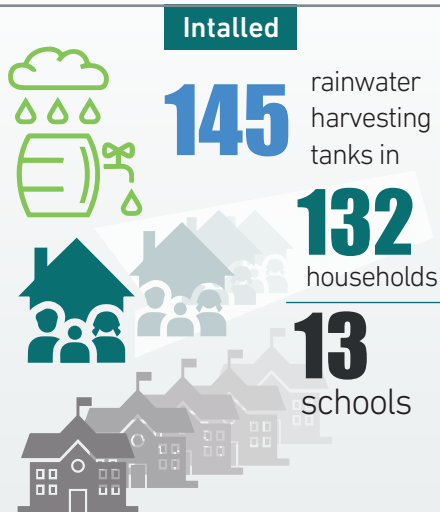




# Strengthening Community Climate Resilience

InPact's integrated climate change resilience, mitigation, and adaptation project in Kibaale District delivered substantial improvements in water access, economic empowerment, and environmental sustainability for households and schools in water stressed communities. The initiative directly reached 5,655 beneficiaries (3,313 females, 2342 males) through water infrastructure development, environmental conservation and livelihood initiatives.

## Key achievements



increasing consistent access to clean water, reducing water collection time from an average of one hour to 15 minutes and decreasing average travel distance from 5km to 1.5km. As a result of this intervention, clean water access improved by 10 percentage points in the target communities, along with additional health benefits specifically a significant reduction in water-related health issues.

an 85% survival rate, combining economic benefit of fruit harvesting with ecosystem restoration. Through nature-friendly enterprise development, 204 low-income women and youth received training in sustainable livelihoods such as beekeeping and rabbitry. The introduction of cost-effective livelihood interventions using local materials proved particularly successful. Average household income increased by 28%, while the establishment of Village Savings and Loan Associations (VSLAs) strengthened financial resilience.

The success of this integrated project demonstrated the effectiveness of combining climate-resilient infrastructure, environmental conservation, and economic empowerment initiatives at the community level. By simultaneously addressing water security, environmental degradation, and household poverty, the project established sustainable foundations for community resilience in Kibaale District. The high level of community engagement and adoption of locally-adapted solutions suggests strong potential for long-term impact and provides a replicable model for similar water-stressed regions.



Women supported by InPact receiving offgrid manual washing machines through our partnership with The Washing Machine Project (TWMP)





in collaboration with

**18 Health facilities**

Achieved significant milestones in **Kanungu** and **Rukungiri** districts of southwestern Uganda.

**HIV care**



**Over**

**6,300**  
**individuals**  
were tested for HIV,

**94 new cases**

identified and promptly linked to care.

**Tuberculosis (TB) care**



**2,100**  
**clients**  
were screened

**26 new cases**  
diagnosed and initiated on treatment.



Prevention efforts **focused on**  
reducing new HIV infections

**601 clients**  
initiated on  
**Pre-Exposure  
Prophylaxis (PrEP)**

Expanding Access to  
HIV and TB Prevention  
and Care Services

**4**





## Expanding Access to HIV and TB Prevention and Care Services

In this third year of implementing the USAID/Uganda funded Local Service Delivery Activity (LSDA), InPact in collaboration with 18 health facilities achieved significant milestones in Kanungu and Rukungiri districts of southwestern Uganda. Over 6,300 individuals were tested for HIV, with 94 new cases identified and promptly linked to care. Innovative approaches, including index testing and the Social Network Strategy (SNS), enhanced case detection among high-risk populations. In tuberculosis (TB) care, more than 2,100 clients were screened, with 26 new cases diagnosed and initiated on treatment. Prevention efforts focused on reducing new HIV infections, with 601 clients initiated on Pre-Exposure Prophylaxis (PrEP) and 808 HIV self-testing kits distributed. Key and priority populations, totaling over 3,200 individuals, accessed tailored HIV prevention services, reducing infection rates in high-risk groups.

InPact further strengthened community-based care, tracing and returning 539 lost-to-follow-up g Antiretroviral Therapy (ART) clients to treatment and facilitating viral load testing for 515 individuals to monitor treatment progress. Gender-based violence (GBV) interventions linked 301 survivors

to post-GBV care, addressing both physical and emotional recovery needs. Through its Drop-In Center, InPact provided more than 1,600 key and priority populations with comprehensive health services, including HIV testing, ART initiation, and mental health support. Mental health integration proved particularly impactful, as 38 sex workers received treatment for depression, promoting adherence to HIV care and overall well-being.

To prevent mother-to-child HIV transmission, 762 pregnant women were referred for antenatal care, including HIV testing and prevention of mother to child transmission of HIV (PMTCT) counseling, significantly reducing infant transmission risks. Collaborative efforts included stakeholder engagements, Quality Improvement learning sessions with different stakeholders led by Uganda Protestant Medical Bureau (UPMB), and support visits by USAID and the Ministry of Health, which improved overall program performance. These achievements highlight InPact's dedication to improving health outcomes through community-focused, evidence-driven interventions, reinforcing its role as a critical player in addressing public health challenges in hard-to-reach communities.



**808 HIV  
self-testing  
kits** distributed.

Over  
**3,200**  
individuals

accessed tailored HIV prevention services, reducing infection rates in high-risk groups.





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Economic  
Empowerment as a  
Catalyst for Health  
Equity





## Economic Empowerment as a Catalyst for Health Equity

This year, InPact deepened the integration of economic resilience into its health interventions, recognizing that sustainable livelihoods are essential for improving health outcomes in marginalized communities. Through the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) funded Humura project we focused on equipping adolescents, young women, and the Batwa indigenous minority group—populations at high risk of HIV infection—with entrepreneurial skills while linking them to essential HIV and TB prevention services. Additionally, psychosocial support was a critical component, addressing the mental health needs of participants, including survivors of gender-based violence.

Through targeted interventions, InPact enrolled and trained over 500 adolescents, young women, and Batwa community members in vocational skills such as confectionery and hairdressing. These livelihood opportunities reduced economic dependence and exposure to high-risk behaviors, fostering greater autonomy and well-being. The project also facilitated health service delivery, particularly in HIV and TB prevention, ensuring that at-risk populations could access and utilize available services. Mental health remained a key priority, with 44 participants completing therapy

through the Interpersonal Psychotherapy Group (IPT-G) model—achieving a remarkable 97% recovery rate.

A strategic emphasis was placed on reaching the Batwa, an indigenous minority group in Uganda that has long faced systemic marginalization, displacement, and socioeconomic hardships. Traditionally forest dwellers, the Batwa were evicted from their ancestral lands without sustainable alternatives, leaving them vulnerable to poverty, poor health, and social exclusion. Recognizing these unique vulnerabilities, InPact prioritized the inclusion of Batwa girls in the project, ensuring they received tailored support suited to their cultural context.

The Humura project demonstrated that economic empowerment directly strengthens health-seeking behaviors. Participants who established micro-enterprises were three times more likely to seek preventive health services. Among the Batwa community, stable income streams transformed the traditional donor-recipient dynamic, with participants showing increased agency in healthcare decisions. This evidence confirms that economic stability fundamentally reshapes how marginalized communities engage with health systems.



Skilling of women and youth



**Adolescents, young women, and Batwa community members** in vocational skills such as confectionery and hairdressing.







A total of  
**16,226**  
individuals

were **screened**  
and **assessed** for  
depression,

**13,751**  
**Women**  
& **girls**

**2,515**  
**Men &**  
**boys**

**13,375** (11,231 females and  
2,144 males)

were successfully **enrolled** and treated  
for depression using Interpersonal Psy-  
chotherapy for Groups (IPTG)

Strengthening  
Integration of Mental  
Health Services

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# Strengthening Integration of Mental Health Services

In 2024, the Mental Health Support Programme made significant strides in enhancing mental health services. The project successfully expanded its reach beyond Kanungu District to Rukungiri District, targeting communities with high rates of gender-based violence (GBV) and HIV prevalence. A total of 16,226 individuals were screened and assessed for depression, including 13,751 women and girls and 2,515 men and boys. Of these, 13,375 (11,231 females and 2,144 males) were successfully enrolled and treated for depression using Interpersonal Psychotherapy for Groups (IPTG) – a proven, manualized, and community-based talk therapy model that emphasizes relationships as both the root of and source of recovery for depression. IPTG is well-studied in low- and middle-income countries and is recommended by the WHO as a first-line depression intervention in resource-poor settings. The program resulted in a notable increase in individuals seeking mental health support, particularly among marginalized populations such as commercial sex workers.

The Programme, in its third year of implementation, achieved impressive outcomes, conducting 1,272 IPTG sessions in communities and 66 in schools, enrolling 12,716 individuals in community IPTG and 659 in school IPTG. Furthermore, several radio talk shows were held, and information, education, and communication (IEC) materials were distributed to raise awareness about mental health. Our continued work with trained community champions, teachers, and empowered local leaders to facilitate therapy sessions and address mental health issues directly within their communities not only improved access to mental health services but also contributed to a supportive environment that reduced stigma associated with seeking help.

The integration of mental health services into existing healthcare and educational frameworks proved effective. The introduction of mental health IPTG in the Drop-In Center (DIC) significantly improved access to mental health support for vulnerable populations, including commercial sex workers and boda boda riders, providing therapy to over 310 individuals. This safe space fosters healing, reduces stigma, and encourages community engagement, enhancing overall mental well-being. Collaboration with the Rukungiri District Education Department resulted in the enrollment of 659 depressed adolescents from 17 schools in IPTG, highlighting the positive impact on academic performance and self-esteem among learners. Additionally, partnerships with organizations such as TASO and local community development offices facilitated over 250 client referrals, enhancing the sustainability of mental health services.

The Mental Health Support Programme's success underscores InPact's commitment to addressing the multifaceted health challenges in hard-to-reach communities, delivering transformative outcomes. By integrating mental health services into broader health and educational frameworks, expanding access to care for vulnerable populations, and fostering collaborations with stakeholders, the program has not only improved mental health outcomes but also laid the groundwork for more honest conversations and investment in mental health. In a field long shunned by health and development service providers, this initiative is breaking barriers, reducing stigma, and creating a supportive environment that prioritizes mental well-being as an integral part of holistic community health.



## Strategic Entrepreneurship Development and Impact

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Entrepreneurs from  
this year's Cohort 4 of  
the NSSF Hi innovator  
Program







## Strategic Entrepreneurship Development and Impact

In fiscal year 2024, InPact demonstrated robust performance in executing the Hi-Innovator program, driving measurable impact in job creation and entrepreneurial resource allocation, with strategic emphasis on women-led enterprises. The program, a strategic partnership between the National Social Security Fund (NSSF), the Mastercard Foundation, and Outbox Uganda, leverages InPact's expertise as a technical partner hub to deliver comprehensive business support services.

Our three-pillar approach encompasses catalytic seed funding distribution, capacity building for entrepreneurship support organizations, and strategic partnerships with financial institutions to optimize access to patient capital. This integrated strategy has yielded significant results across key performance indicators. Operational highlights for FY2024 include achievement of 1,820 entrepreneur enrollments and successful graduation of 299 participants from our advanced business development curriculum. The program facilitated \$20,000 in seed funding for 15 high-potential

ventures, with 47% representation from women-led enterprises, while strategically selecting and preparing 23 ventures for investment readiness.

Our portfolio management framework implements a comprehensive approach to business optimization, encompassing operational assessment, growth opportunity analysis, resource optimization, and strategic guidance. This systematic methodology is designed to enhance performance metrics, maintain stakeholder confidence, and ensure strategic alignment while facilitating risk mitigation and scalability assessment.

The program demonstrated consistent quarter-over-quarter growth throughout 2024, successfully launching and integrating three diverse entrepreneurial cohorts. This expansion reflects our commitment to inclusive growth across demographic segments, geographic regions, and industry sectors.

Golden Bees Limited, one of the businesses supported by InPact pitching to an Investments Committee for USD 20000 seed funding.





Equitable  
Immunization  
Access

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▲ Supporting immunization campaigns in hard to reach communities





## Equitable Immunization Access

InPact's commitment to enhance immunization efforts in Uganda significantly scaled in 2024 with the roll out of the Covid-19 Delivery Support (CDS III) project. This project is part of a broader initiative funded by Gavi under the Uganda National Expanded Program on Immunization (UNEPI), aimed at strengthening routine immunization and addressing the pressing need to reach zero-dose and under-immunized children in hard-to-reach communities. The CDS III project - originally established to respond to the COVID-19 pandemic but subsequently restructured to integrate COVID-19 vaccination efforts into broader immunization programs with the goal of helping countries achieve national coverage rates - aligns with the Health Systems Strengthening (HSS) grant and the Equity Accelerator Fund (EAF), both of which are pivotal in overcoming barriers

to equitable access to immunization services. InPact's implementation of CDS III is particularly focused on the Kigezi and Ankole sub-regions, where it aims to foster demand generation for immunization at the district and community levels, especially among equity reference groups that face significant barriers to vaccination. This initiative builds upon the success of the 2023 PATH-funded Yerinde (Protect Yourself) project, which played a crucial role in advocating for increased funding and enhancing HPV vaccination coverage in the Ankole sub-region. While Yerinde's focus was specifically on scaling up HPV vaccination, CDS III expands this successful approach to encompass all routine immunization vaccines, creating a more comprehensive strategy to improve vaccination coverage across multiple antigens.



InPact staff conducting health education sessions as part of our activities to strengthen health equity.



## Reinforcing Maternal and Child Health

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Supporting  
immunization  
campaigns in hard to  
reach communities (i)d





## Reinforcing Maternal and Child Health

The Uganda Health Activity (UHA), implemented by InPact as a subgrantee in Kanungu District, has demonstrated remarkable progress in strengthening health services and outcomes from April to December 2024. Through a comprehensive approach focusing on maternal and child health, UHA has successfully mobilized community health workers, implemented innovative Group Antenatal Care (G-ANC) initiatives, and executed targeted outreach programs to reach vulnerable populations.

The establishment of 25 Group Antenatal Care (G-ANC) groups has emerged as a cornerstone of UHA's maternal health strategy, serving 318 pregnant and lactating mothers during the reporting period. These groups transcend traditional healthcare delivery by creating supportive communities that encourage

early and consistent antenatal care attendance. The impact is evidenced by the impressive rate of institutional deliveries, with 88.3% of G-ANC participants choosing to deliver at health facilities. Through targeted community sensitization efforts that addressed prevalent myths and misconceptions, the program achieved a 6% increase in early antenatal care attendance.

UHA's commitment to reaching underserved populations materialized through 17 comprehensive outreach sessions, benefiting 1,948 individuals across hard-to-reach communities. These sessions delivered essential services including immunizations, family planning consultations, and nutritional assessments, effectively bridging critical healthcare gaps in vulnerable populations. A key achievement has been the successful tracking and re-engagement of Outpatient Therapeutic Care (OTC) and immunization defaulters, ensuring continuity of care for those requiring ongoing medical support.

The program has established robust foundations for sustainable health improvements by strengthening the relationship between healthcare facilities and their communities, while simultaneously raising community health awareness. The UHA's strategic focus on capacity building, healthcare accessibility, and community engagement has yielded tangible improvements in health outcomes across Kanungu District, demonstrating the effectiveness of integrated approaches in addressing complex healthcare challenges in rural Uganda.

**25**

**Group  
Antenatal  
Care**

(G-ANC) groups has emerged as a cornerstone of UHA's maternal health strategy,

**serving**

**318**

**pregnant  
and lactating  
mothers during the  
reporting period.**



## Statement of Comprehensive Income

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InPact Board Finance and  
Audit Committee Meeting





# Statement of Comprehensive Income for the Year Ended 31 December 2024



INCOME	Yr ended 31/12/2024		Yr ended 31/12/2023	
	Ushs	USD	Ushs	USD
Grants and Donations	1,395,583,351	382,351.60	1,397,351,413	382,836.00
Other Income	38,441,655	10,531.96	90,195,663	24,711.14
<b>TOTAL INCOME</b>	<b>1,434,025,006</b>	<b>392,883.56</b>	<b>1,487,547,075</b>	<b>407,547.14</b>

EXPENDITURE	Yr ended 31/12/2024		Yr ended 31/12/2023	
	Ushs	USD	Ushs	USD
Program Costs	1,155,629,844	316,610.92	1,152,052,429	315,630.80
Administrative Costs	166,898,243	45,725.55	178,639,351	48,942.29
<b>TOTAL EXPENDITURE</b>	<b>1,322,528,087</b>	<b>362,336.46</b>	<b>1,330,691,781</b>	<b>364,573.09</b>

<b>FUND BALANCES CARRIED FORWARD</b>	<b>111,496,919</b>	<b>30,547.10</b>	<b>156,855,295</b>	<b>42,974.05</b>
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Board Committee Meeting



▲ InPact's senior management and program managers attending an annual program review, workplanning and budgeting workshop

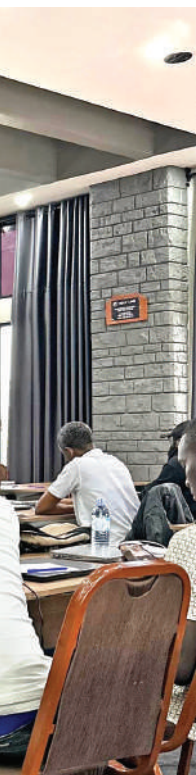


▲ InPact's communications team undergoing a training on web campaigns and crowdfunding



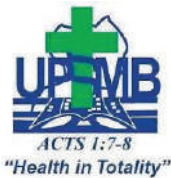


▶ InPact's Executive Director as a panelist at the National Health Promotion and Disease Prevention Conference 2024



▶ Women entrepreneurs in the Women Accelerator Window

# Our Partners







**InPact**

INNOVATION PROGRAM FOR  
COMMUNITY TRANSFORMATION

**Main  
Operational  
Focus Areas**



**Empowering People,  
Transforming Communities**





**Innovation Program for Community  
Transformation (InPact)**

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