Naalya Food Bulletin

5th May, 2026

Rotary Kampala - Naalya

UNITE FOR GOOD

Issue 41 | RY 2025-26



Some of the Club members, led by project coordinator, Dr John Mugisa (R) and Club Projects Director Rtn Brian Mayanja (L), at the camp in Acholi Quarters on May 2.

RC KAMPALA - NAALYA

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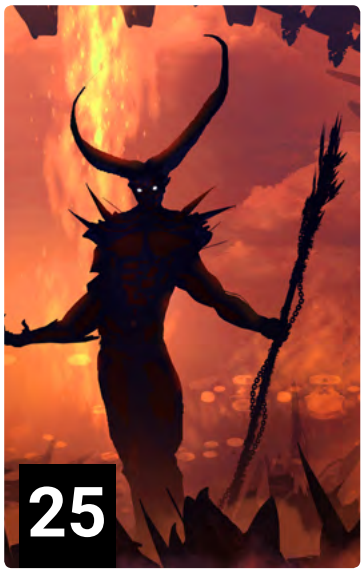
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Chef's Note

Dear Rotarians and Guests,

May is Rotary's Youth Service Month. It is the time when we formally celebrate what many of us already know: that young people are not Rotary's future; they are Rotary's present.

But this May, we have a chance to do more than celebrate. We have a chance to act on something urgent, something happening right now in a community not far from where most of us meet every week.

In Acholi Quarters, a densely settled community in Kampala's Nakawa Division, thousands of young people are carrying a weight that most of us have never had to carry.

Many are descendants of families displaced by the Lord's Resistance Army insurgency. The guns fell silent decades ago, but the trauma did not leave with them.

Recent studies show that approximately 58 per cent of young people in Kampala's informal settlements report symptoms of depression. Nearly 46 per cent have experienced suicidal thoughts. These are not statistics from a distant country. These are teenagers in our city.

Mental illness in communities like Acholi Quarters has long gone unnamed - called stubbornness, laziness, or witchcraft. With less than one per cent of Uganda's national health budget allocated to mental health, the burden falls almost entirely on families who have no tools and no support.

On May 2, the Rotary Club of Kampala Naalya, together with the Clubs of Bukoto and Kampala Seven Hills, returned to Acholi Quarters for the second time.

What they brought was not charity. It was a comprehensive, integrated response: mental health education, counselling, general health screening, HIV testing, TB screening, immunisation, cancer screening, and more - delivered through a coalition that included Dfcu Bank, KCCA, the Ministry of Health, and the clinical team from Butabika National Referral Hospital.

This second camp is part of a fully approved Global Grant project - Mental Health Support for Adolescents in Ghetto Communities (MSAG), Grant #2570450 - targeting 3,000 adolescents across Kampala's urban slum communities over two years.

The programme includes school-based screenings, teacher training, a toll-free helpline, psychosocial support clubs, and a direct referral pathway to Butabika.

The first camp, held last October, reached over 600 people. The second built on that foundation. The model works. The partnerships are in place. The question now is resources.

Rotary added Youth Service as its Fifth Avenue of Service in 2010 - not as a symbolic gesture, but as a declaration that young people are partners in our mission, not simply its beneficiaries.

This month, we honour that commitment through Interact, Rotaract, RYLA, and Youth Exchange. These are powerful programmes. But Youth Service Month also asks us a harder question: are we truly serving the young people who need us most?

The adolescents in Acholi Quarters are not Interactors or Rotaractors. Many will never attend a RYLA camp. But they are exactly the young people that the spirit of our Fifth Avenue was meant to reach - young people who deserve to grow up healthy, supported, and seen.

The MSAG project has a total budget of USD 59,000. The Rotary Foundation has committed USD 9,600. Carlsbad Hi-Noon has fulfilled its contribution. Several clubs have pledged support. But a significant amount remains to be raised - and that gap is the difference between a promising pilot and a fully resourced intervention that could serve as a national blueprint for adolescent mental health.

This is where you come in. Some 3,000 young people are not waiting for a more convenient moment. Rotary has already shown up twice. Let us make sure we finish what we started.

Happy Youth Service Month. Let us make it count!

Rtn. Peter Nyanzi
Bulletin Officer





RI President's Message



By Rtn. Francesco Arezzo

MAY 2026

Shoki Wafula did not know what to expect when he was forced to leave his birth country of Uganda for South Africa. What he found was a Rotary community that welcomed him with warmth and friendship.

That experience inspired him to help create a Rotaract e-club where young leaders from around the world could connect, develop their skills, and serve together.

Today, that community includes members across multiple continents who collaborate on leadership development, peacebuilding, and service initiatives.

For Wafula, the experience reinforced the lesson that meaningful service begins with people who feel connected, valued, and empowered to lead.

His story reminds us why Youth Service Month is so important. Through Rotaract and programs like Rotary Youth Exchange, young people build leadership skills, develop global understanding, and discover the impact they can make through service.

Rotary's Action Plan calls on us to enhance participant engagement. At its heart, that goal asks a simple question: How can we ensure that participation in Rotary is meaningful and fulfilling for everyone? Youth programs and Rotaract provide a powerful answer.

When clubs mentor Rotaractors, host exchange students, or support youth leadership initiatives, they create opportunities for members to share their experience in ways that feel personal and rewarding.

> "Youth programs show us how that happens in practice — when generations come together, share ideas, and work side by side in service.

These connections deepen members' sense of purpose and strengthen the bonds within our Rotary family.

They also create lasting pathways into Rotary. Thousands of young people complete Rotary programs each year, and they carry those experiences with them throughout their lives. Many remain eager to stay connected.

Organizations such as Rotex International, an association of former Youth Exchange students, help Rotary program alumni continue serving as mentors, leaders, and advocates for our youth programs.

As Rotex co-founder Hans Lee wrote in a recent reflection on Youth Exchange alumni, "exchange doesn't end when you return home."

When we welcome these young leaders into our clubs and activities, we strengthen the continuity of Rotary across generations.

During Youth Service Month, I hope every Rotary club reflects on how youth programs can enhance engagement for new and longtime members. Collaborate on service projects and invite youth voices into your planning and decision making.

Rotary's message to the world is that we can ***Unite for Good***. Youth programs show us how that happens in practice — when generations come together, share ideas, and work side by side in service.

When we invest in young people, we are not only shaping future leaders. We are building a stronger, more connected Rotary today.

President's Message



RTN CHARLES OWEKMENO
Unite For Good President
2025-2026

Dear Rotarians, Rotaractors, and Guests,

Welcome back from the weekend and from the International Labor Day celebrations. This day reminds us of the dignity of work and the value of service, both of which lie at the heart of Rotary.

We celebrate all our members and the wider Rotary family who dedicate their time, energy, and talents to serving humanity.

I extend heartfelt thanks to everyone who supported and attended our second Mental Health Outreach at Acholi Quarters on Saturday 2nd May 2026.

Special appreciation goes to Rtn. Brian Mayanja and PP John Mugisa for their extraordinary leadership.

I also wish to commend the Kikomando Buddy Group for their excellent leadership throughout April. Their creativity and teamwork culminated in a memorable fun fellowship hosted jointly with the Rotary Club of Bukoto.

Such moments of joy strengthen our bonds as Rotarians and remind us that fellowship is the foundation upon which service is built.

As we step into Youth Service Month, I encourage us all to be intentional in engaging and mentoring young people.

Rotary's future lies in the hands of the next generation, and it is our responsibility to guide, inspire, and empower them.

Let us be intentional in ensuring that our youth feel included, valued, and supported in their journey of leadership and service.

> "As we step into Youth Service Month, I encourage us all to be intentional in engaging and mentoring young people.."

Looking ahead, I remind you of two key upcoming events that require your presence and participation. On 30th May 2026, we shall hold our Club Retreat, a time for reflection, planning, and strengthening our bonds as a team.

On 30th June 2026, we shall celebrate the Installation of President Christine Amucu, a milestone that marks continuity and renewal in our leadership. Please mark your calendars and plan your availability accordingly, as your presence will make these events truly memorable.

I warmly congratulate all members who are celebrating birthdays and anniversaries this week. These personal milestones are a reminder of the joy and blessings that enrich our Rotary family.

For those who are unwell or caring for loved ones, I send my prayers and wishes for strength, healing, and speedy recovery. You remain in our thoughts and hearts.

As we begin this new week, let us carry forward the spirit of service, and the joy of celebration. May we continue to inspire one another and make a difference in the lives of those we serve.

Wishing you a fulfilling and impactful week ahead.

YOURS IN SERVICE ABOVE SELF,



TEAM TALK

Rotary Begins at Home: *Inspiring the Next Generation This Holiday*

BY **AG FRANCIS LUBUULWA**

When the school term ends in Uganda, the change is immediate. The early morning rush to beat traffic, the hurried school runs, the long drives through Kampala's traffic all slow down. Homes feel different.

There is more conversation at the dinner table, more laughter in the compound, more presence. For many parents, it is simply a joy to have their children back from boarding school.

But for Rotarian parents, it should be something more. It should be an opportunity to bring Rotary home.

Because if Rotary is truly about service above self, integrity, and fellowship, then the first place these values must live is not at club meetings; it is at home.

The challenge, however, is real. Teenagers are not particularly interested in lectures about values. They are even less interested in being "taught" Rotary.



> "Instilling Rotary values in our children is less about instruction and more about experience."

They are watching, questioning, and quietly evaluating whether what we say matches what we do. Instilling Rotary values in our children is less about instruction and more about experience.

It starts with something as simple and as profound as the Rotary Four-Way Test. All Rotarians can recite it. But how many have translated it into a language a teenager understands?

"This thing you're about to post—is it true?"
"The way you handled that disagreement with your friend—was it fair?"
"If you follow through on that promise—will it build trust?"
"Will this decision make things better or worse for others?"

Suddenly, the Four-Way Test is no longer a framed statement recited at meetings.

It becomes a real-life guide, something that applies to friendships, social media, peer pressure, and personal decisions. And when discussed in everyday situations not as a lecture but as a conversation, it begins to take root.

But values alone are not enough. Teenagers need to experience what we believe.

This is where many of us unintentionally fall short.

We attend projects, contribute financially, attend fellowships, but often leave our children out of that experience. Not deliberately, but by habit. Yet one small shift can change everything: invite them in.

Bring them along to a Rotary community visit; not just to observe, but to participate. Let them hand over items, interact with people, ask questions, and even feel a little uncomfortable.

That is where growth happens. Afterwards, don't rush home in silence. Ask them what stood out. What challenged them. What they would do differently. You might be surprised by how much they see.

Even within the home, service can be nurtured in simple ways. Encourage them to identify a need nearby; a neighbour who needs help, a younger child who needs support with schoolwork, a small act of kindness within your community.

Support the idea, but let it be theirs. Ownership creates connection. And connection builds purpose.

Of course, not every child will immediately gravitate toward structured Rotary pathways. And that is okay. For those who show interest, Interact clubs in secondary schools offer a powerful introduction to service, leadership, and fellowship. But the goal is not to push, it is to expose.

Share stories, not instructions. Talk about what Interact looks like. If possible, connect them with other young people already involved. Teenagers listen differently when the message comes from their peers. And for those already in Interact, the next step is depth—encouraging them not just to attend, but to lead, to think, and to initiate.

As parents, our role is not to control the journey but to guide it. And perhaps the most important truth is this: children are drawn to what feels real.

If Rotary in your life looks like an obligation, meetings to attend, contributions to make, roles to fulfil, your child will see it the same way.

But if they see joy, meaning, and genuine connection, if they hear you speak with passion about a project that changed lives, if they notice the friendships you have built, if they see you living out integrity even when it is inconvenient, they will become curious.

Interest is not forced. It is inspired. So, this school holiday, instead of asking, "How do I teach my child Rotary?", perhaps we should ask, "How do I let my child experience Rotary through me?"

Sit with them a little longer. Listen more than you speak. Share stories, not sermons. Invite them into your world of service.

> "...if they see you living out integrity even when it is inconvenient, they will become curious.."

And most importantly, live in a way that quietly makes them say, "There is something meaningful here." Because Rotary is not something our children inherit. It is something they discover, often by simply watching us.

The author is Assistant Governor, and Past President of Rotary Club of Kampala - Naalya




Rotary
District 9213
District 9214
Rotaract
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District 9214
TAIPEI
2026
LAST CALL
TO THE
END OF EARLY BIRD
ROTARY INTERNATIONAL CONVENTION
TAIPEI, TAIWAN
Registration fees:
26th June - 15th Dec 2025: 475 (Early Registration)
16th Dec 2025 - 31st Mar 2026: $575
1st Apr - 17th June 2026: $675
Register and pay in full by 15th December 2025 to secure the lowest registration price at https://convention.rotary.org
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Rotary District 9213
https://rotaryd9214.org



Mental Health Integrated Medical Camp II: Over 1,000 Lives Touched

BY **PROJECTS TEAM**

ON SATURDAY, 2ND MAY 2026, BANDA B1 IN ACHOLI QUARTERS, NAKAWA DIVISION WITNESSED MORE THAN A MEDICAL OUTREACH. IT WITNESSED HOPE IN ACTION.

The 2nd Edition of the Mental Health Integrated Medical Camp, organized by the Rotary Clubs of Kampala Naalya, Kampala 7 Hills, and Bukoto in partnership with DFCU Bank, became a remarkable demonstration of what can happen when compassion, leadership, and community service unite for a common cause.

From early morning, the atmosphere carried a spirit of transformation. Before medical services began, teams from Kampala Capital City Authority (KCCA), alongside volunteers and community members, led a large-scale community clean-up.

Drainage channels were cleared, waste collected, and garbage transported to designated dumping sites, restoring a sense of cleanliness and dignity to Acholi Quarters.

The exercise sent a powerful message: healthy communities begin with healthy environments.

Following the clean-up, the medical camp commenced and quickly became a lifeline for hundreds of residents. By day's end, the outreach had reached nearly 1,000 beneficiaries, making it one of the most impactful integrated health outreaches the community has seen.

> "In the absence of accessible care, many turned to alcohol and illicit substances, not as recreation, but as desperate self-medication.."

Residents received a wide range of services, including mental health awareness and counselling, HIV testing and counselling, general health screening and treatment, family planning, cancer screening, dental care, eye care, immunisation, legal aid, sickle cell screening, and blood donation. The outreach reflected the broader Rotary–DFCU Bank partnership vision, which prioritises mental health, blood donation, and sickle cell screening as essential pillars of community healthcare.

Yet beyond the numbers, the camp's greatest impact was deeply human.

- It was in the young person who found courage to speak openly about mental health struggles.
- It was in a young girl or mother who received menstrual hygiene education and reusable sanitary pads.
- It was in vulnerable families who received clothing and medical support.
- It was in women who received eye care support and left with renewed confidence for school and daily life.

For many residents, the camp became a reminder that they are not forgotten.



The initiative was made possible through strong partnerships with DFCU Bank, Kampala Capital City Authority, Butabika National Referral Mental Hospital, Reach A Hand Uganda, Rotary Blood Bank, Maisha Care, and Space Medium Youth Initiative.

Together, these organisations turned service into tangible impact, restoring hope to hundreds of lives.

Special recognition goes to Dr. Chris Oundo, DMO Nakawa, whose coordination ensured the smooth implementation of the outreach.

Special appreciation is also extended to Dr. John Mugisa of Rotary Club Kampala Naalya, whose leadership played a central role in the camp's success.

The outreach was honoured by the presence of key Rotary leaders, including Vincent Kiyingi, President of Rotary Club Bukoto; Kenneth Mugumya, President of Rotary Club Kampala 7 Hills; and Assistant Governor Hope Tumwesigye, whose encouragement inspired volunteers and community members throughout the day.

Special gratitude also goes to PAG Aubrey Agaba for coordinating the Rotary–DFCU Bank partnership, which continues to build healthier and more resilient communities.

Rotary's Global Grant: A Bold Step Forward

Among the most inspiring highlights of the event was the launch of the Mental Health Global Grant Project (GG2570450) titled: Mental Health Support for Adolescents in Ghetto Communities (MSAG)
The project was designed by the Rotary Club of Kampala Naalya in partnership with Rotary Club of Carlsbad Hi-Noon (USA), with Butabika National Referral Mental Hospital serving as a key implementing partner.

> "The project targets 3,000 adolescents across Kampala's urban slum communities through integrated outreach clinics..."

The project represents a bold and timely response to the growing mental health challenges affecting vulnerable adolescents living in underserved urban communities.

Acholi Quarters will serve as the pilot community for the initiative before the project expands to other ghetto communities across Uganda. The goal is to strengthen mental health and psychosocial support systems for adolescents by increasing access to counselling, awareness programs, early interventions, and community support structures.

Demonstrating Rotary fellowship and commitment to sustainable service, the Rotary Club of Bukoto, Rotary Club of Kampala 7 Hills, and Reach A Hand Uganda are collaborating on the implementation of the project.

The Rotary Club of Kampala Naalya is now calling upon more members, development partners, healthcare institutions, and organizations to join this transformative initiative through funding support, technical expertise, partnerships, and scaling efforts.

At a time when mental health challenges among young people continue to rise, the launch of the MSAG project marked more than the beginning of a programme;
The 2nd Edition of the Mental Health Integrated Medical Camp therefore became more than a one-day outreach.
It became a symbol of what Rotary stands for: Compassion. Partnership. Leadership. Sustainable impact.

- Nearly 1,000 lives were touched.
- A community was cleaned and renewed.
- Healthcare was brought closer to the people.
- Mental health conversations were opened.
- And a bold new vision for adolescent mental health support was launched.



Through every act of service, every consultation, every donated item, and every volunteer effort, one truth became clear: When communities come together in service above self, hope rises, dignity is restored, and lives are transformed.

RC Naalya and Partners Launch Phase 2 of Comprehensive Health Camp in Acholi Quarters













RC Naalya and Partners Launch Phase 2 of Comprehensive Health Camp in Acholi Quarters















RC Naalya and Partners Launch Phase 2 of Comprehensive Health Camp in Acholi Quarters













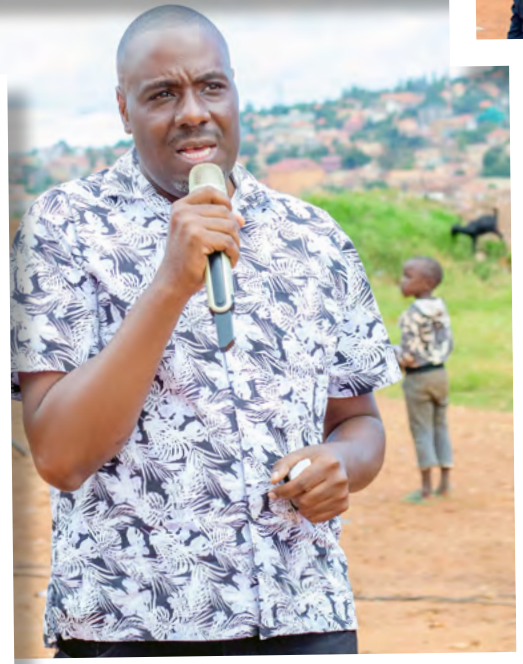
RC Naalya and Partners Launch Phase 2 of Comprehensive Health Camp in Acholi Quarters















Shock as RC Lukaya Is Punished Over Alleged Corruption

THE TERMINATION OF TWO CLUB OFFICIALS AND THE THREAT TO DISSOLVE AN ENTIRE CLUB SENDS A MESSAGE EVERY ROTARIAN IN UGANDA CANNOT AFFORD TO IGNORE.

BY **EDITORIAL DESK**

On April 16, 2026 letter from Christian Pepera, Stewardship Manager at The Rotary Foundation (TRF), landed in the inboxes of the President of the Rotary Club of Lukaya and the District 9214 Rotary Foundation Chair. Its contents were blunt and consequential.

The Foundation's Board of Trustees had made a decision: two members of the Rotary Club of Lukaya - the club's 2022–23 Treasurer, Abdu Kasozi, and the initial primary contact of Global Grant GG2232901, Charles Tamale - were to have their Rotary membership terminated.

Any Rotary or Rotaract club that retained either man would itself face termination. The club was given until 1 May 2026 to terminate Tamale's membership or cease to exist.

The backstory matters. GG2232901 was a Water, Sanitation and Hygiene (WASH) project worth approximately USD 41,000, designed to bring clean water access, improved latrines, and maternal health equipment to communities in the Lukaya region.

The funding drew on club contributions, District Designated Funds from District 9214 and its international partners, and a matching award from TRF's World Fund.

Someone had extended their hand to trust us with that investment. That trust was violated.

Before the April 2026 decision, District 9214 had already been required to refund the misused funds out of its own resources - a financial and reputational blow that the entire district absorbed because of the actions of a few.

> "The club was given until 1 May 2026 to terminate Tamale's membership or cease to exist."



That repayment is what eventually triggered the Trustees' review, the attribution of responsibility, and the penalties that followed.

The individuals implicated have not only been expelled; they are permanently barred from membership in any Rotary club, anywhere in the world.

Not About them but us

It is tempting, when reading about another club's fall from grace, to treat it as a distant cautionary tale. Resist that temptation. District 9214 is our district. The Rotary Club of Lukaya is one of us. The international partners who co-funded

GG2232901 looked at Uganda and saw Rotarians they could trust. What happened in Lukaya is a wound on every club in this country - on the credibility we carry when we knock on a donor's door, write a grant application, or invite a community to believe that Rotary will deliver.

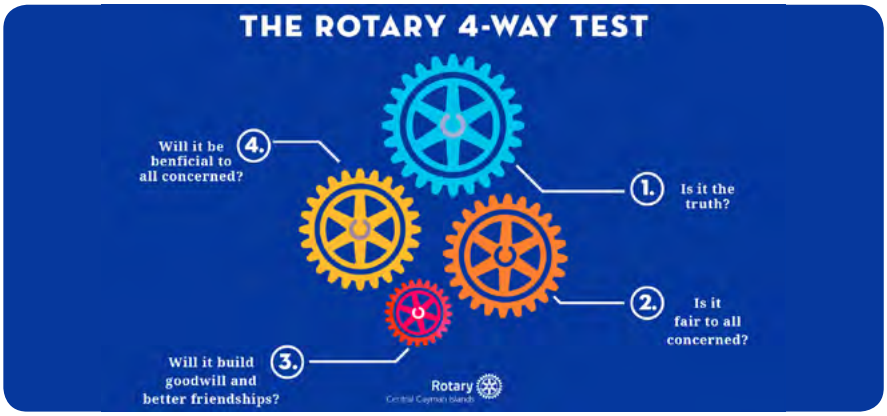
District 9213 Executive Secretary Kaziro Kyambadde, in his communication to Rotarians, put it plainly: "Misuse or mismanagement of funds not only affects those directly involved but also risks damaging the credibility of clubs, districts, and the wider Rotary fraternity."

Indeed, the ripple effect of a single act of corruption travels far - into board rooms where future grants are being considered, into communities that begin to wonder whether Rotary's promises are real, and into the hearts of newer members who joined because they believed this organisation stood for something.

> "None of that can be undone. But every club in Uganda can decide, right now, what kind of servant it it will be..."

Rotary Values

Rotary's Four-Way Test is not a badge or a slogan to be recited at the opening of a meeting. It is a working standard: Is it the truth? Is it fair to all concerned? Will it build goodwill and better friendships? Will it be beneficial to all concerned? When club officials handle grant funds, every one of those questions is in play - at every disbursement, every receipt, every report submitted to The Rotary Foundation. The moment a treasurer or a project contact decides that corners can be cut, or that funds can



be misappropriated, they are not simply breaking a rule. They are answering "no" to every clause of the 'test' they recite at every meeting.

For Rotaractors, especially those who are newer to the movement and still forming their understanding of what Rotary stands for: the Foundation's response to Lukaya is your clearest lesson in what accountability looks like in practice. Rotary will not protect you from consequences of your own misconduct. It will not shield a club to spare embarrassment.

The same institution that writes the grant cheque will terminate your membership and shut your club down if you betray its trust. That is not a threat - it is the guarantee that makes TRF grants worth having in the first place.

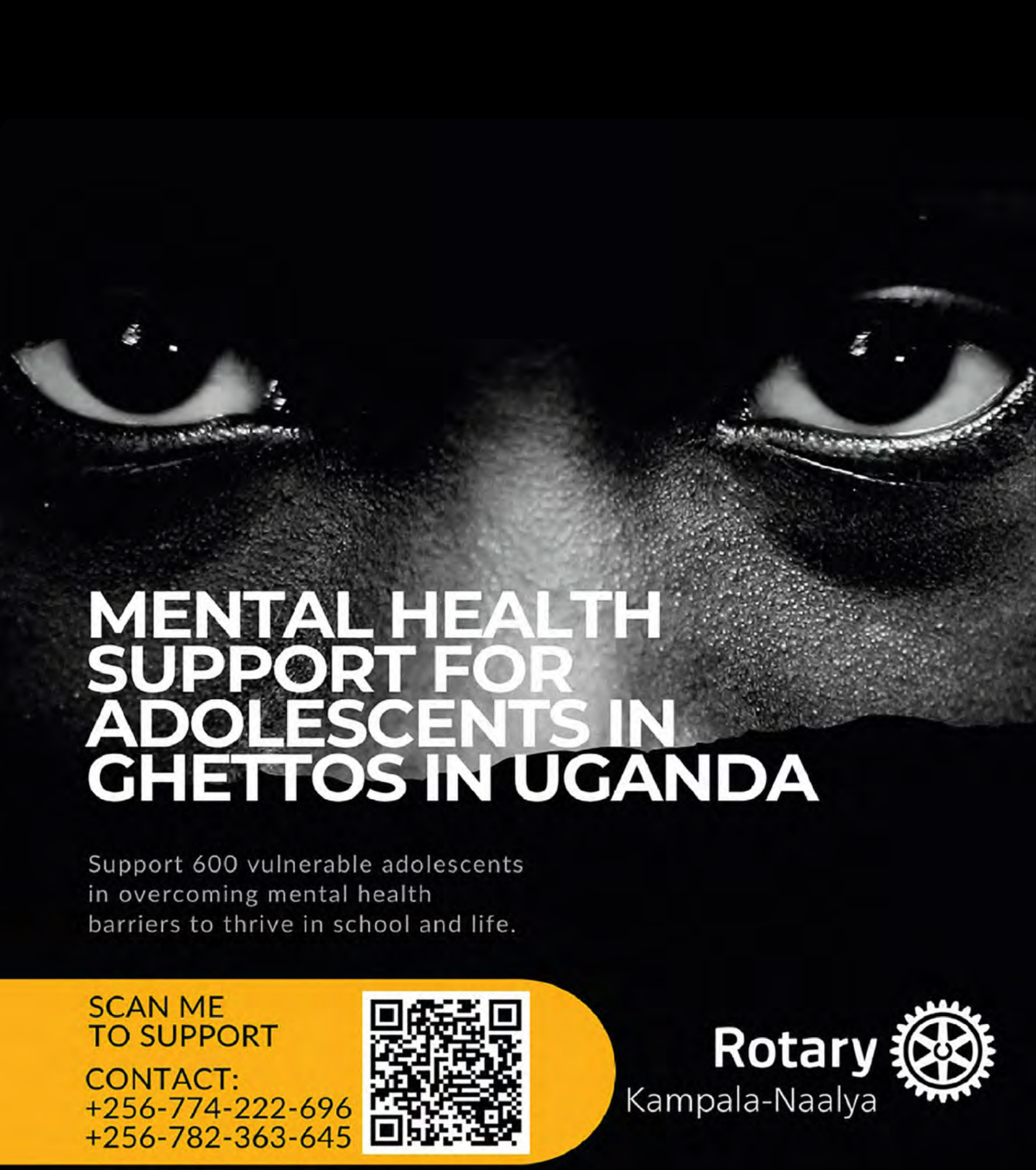
The Practical Work of Stewardship

Clubs like Kampala Naalya that are implementing Global Grants have to understand that good stewardship is not mysterious. It requires that every expenditure be documented, that financial records be open to scrutiny, that project contacts and treasurers report accurately and on time, and that no individual - regardless of seniority or standing within the club—operates without oversight. Clubs handling Foundation grants should treat MOU requirements not as bureaucratic obstacles but as the minimum floor of responsible practice. Every club should have an internal audit function, however informal, and every outgoing board should hand over complete, accurate records to the one that follows.

The Rotary Club of Lukaya paid a severe price. District 9214 paid a financial one. The communities of Lukaya who needed that WASH project may have paid the heaviest price of all - in delayed infrastructure and diminished goodwill. None of that can be undone. But every club in Uganda can decide, right now, what kind of servant it it will be.

Wear the Rotary pin because you mean what it represents. Handle every shilling that passes through your club as if the families in your project community are watching—because in every way that matters, they are.

Rotary's values are not aspirational decoration. They are the load-bearing walls of this institution. Hold them up, and Rotary holds. Let them crack, and the collapse is not only yours to bear.


MENTAL HEALTH
SUPPORT FOR
ADOLESCENTS IN
GHETTOS IN UGANDA
Support 600 vulnerable adolescents
in overcoming mental health
barriers to thrive in school and life.
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Rotary
Kampala-Naalya



#SolRise

Beyond Rights: It's Time to Talk About Worker Well-Being

BY **RTN JACKLINE MUTIIMBA**

Every year on International Workers' Day, we celebrate workers' contribution to economic and social progress. But behind the productivity metrics, deadlines, and performance targets lies a quieter reality: the mental and emotional state of the people doing the work.

This year, the conversation needs to go deeper.

The Human Side of Work We Don't Talk About Enough

Consider this:

Sarah is a high-performing employee. She meets her deadlines, shows up to meetings, and delivers results.

But behind the scenes, she is constantly overwhelmed, struggling to switch off after work, and quietly battling burnout.

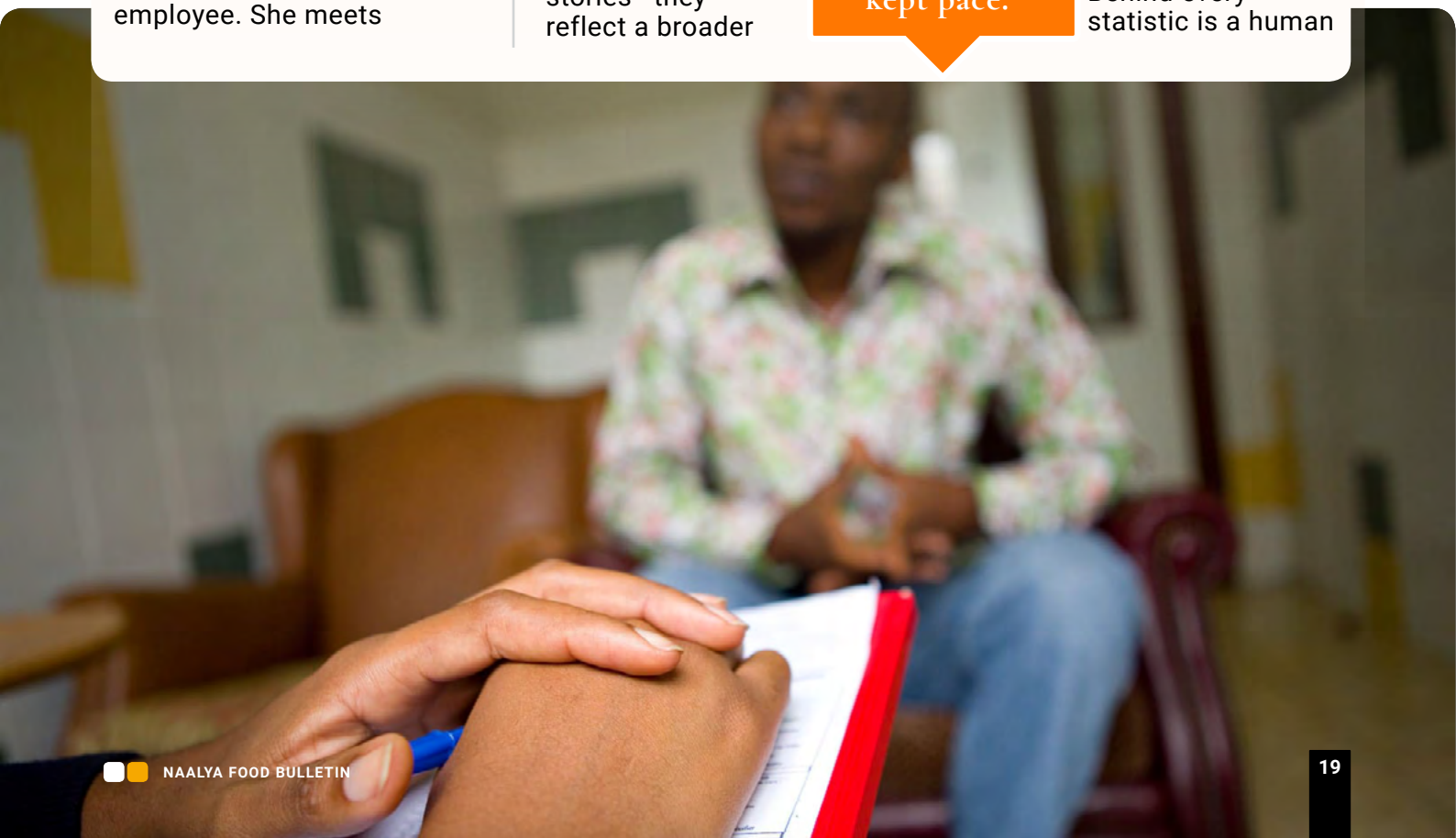
James works in a fast-paced environment where long hours are the norm. Taking a break feels like falling behind. Speaking up about stress feels like weakness.

These are not isolated stories—they reflect a broader global trend. According to the World Health Organization, an estimated 15% of working-age adults live with a mental health condition—and workplace stress and burnout are rising across industries.

A joint study by the World Health Organization and the International Labour Organization estimates that 12 billion working days are lost every year due to depression and anxiety, costing the global economy nearly $1 trillion annually in lost productivity.

> "The modern workplace has changed—but support systems have not always kept pace."

Behind every statistic is a human



story — someone trying to keep up, stay afloat, and be "okay" at work.

Why This Matters Now More Than Ever

The modern workplace has changed—but support systems have not always kept pace.

- Remote and hybrid work have blurred the line between personal and professional life
- Economic pressures have increased job insecurity
- Digital connectivity has created an "always-on" culture
- Performance expectations continue to rise

The result? People are working more but not necessarily thriving more.

Mental health is no longer a "soft issue." It is a core business risk and a human imperative.

Redefining Labour Day: From Worker Rights to Worker Well-Being

Labour Day has long been about fair wages, reasonable hours, and safe working conditions. These remain critical.

But today, we must expand that definition.

A truly supportive workplace is one where:

- Employees feel psychologically safe to speak up
- Workloads are manageable and humane
- Rest is respected, not penalized
- Mental health support is accessible and normalized

Because a safe workplace is not just physically safe—it is emotionally sustainable.

What This Looks Like in Practice

Forward-thinking organizations are already shifting from awareness to action:

1. Normalizing Mental Health Conversations
Leaders who openly acknowledge stress and burnout create space for honesty. This reduces stigma and builds trust.

2. Designing Work, Not Just Managing It
Rather than pushing employees to absorb mounting pressure, organizations are redesigning roles, workflows, and expectations to reduce unnecessary strain.

3. Prioritizing Flexibility with Accountability
Flexible work is most effective when paired with clear expectations—allowing employees to perform without sacrificing their well-being.

4. Investing in Support Systems
Access to counseling, mental health days, and wellness programs is becoming a baseline expectation—not a luxury.

The Employee Lens: Small Shifts, Big Impact

While organizations must lead, individuals also play a role in protecting their well-being:

- Setting boundaries around work hours
- Taking breaks without guilt
- Asking for support early, before reaching breaking point
- Recognizing that rest is part of productivity, not its opposite

A Moment for Reflection

This Labour Day, it's worth asking:

What does "decent work" really mean in today's world?

Is it just about earning a living—or also about sustaining a life?

Final Thought

At its core, work is human.

And when we protect mental health, we are not just improving workplaces—we are improving lives.

Because the future of work is not just productive.
It is healthy, balanced, and humane.

SolRise — Rise Strong





ELDER'S EYE

Not Spectators: Rotary's Call to Shape the Future

BY PP GODFREY OKELLO-OMODING

Mother Earth offers important lessons about youthfulness that human beings can draw from. It is in the youthful stage of a river, for instance, that power is generated.

Similarly, in the youthful stage of human life, energy is at its peak—and it is here that so much, both good and bad, is nurtured and done. This month, Rotary has given us an opportunity, through a theme dedicated to youth service, to reflect on that reality. It means a great deal.

What you plant in the youth is what you harvest. Neglect it, and you reap in equal measure. Leaders—politicians in particular—are fond of declaring that the future belongs to the youth.

Yet if they truly assign the future to the young, they must invest in them. That investment must be holistic and, above all, must instil values. Whatever material resources are invested in the youth without values will not endure. This failure is increasingly manifesting as a crisis in many families.

To engage the youth effectively, the right preparation and investments must be made. As Rotary, this month presents an opportunity to take stock of what we are investing in the youth—or what we are planning to invest. This may be in the form of skills, knowledge, values, or availing opportunities for youth involvement and engagement.

> "As Rotary, this month presents an opportunity to take stock of what we are investing in the youth."

Reflecting on youth service begins with understanding what kind of youth service we mean. Is it youth-led or merely youth-incorporated? Is it a deliberate set of programmes into which young people are drawn to participate, or is it youth-formulated and youth-led?

In either case, the question arises: are the youth the ones co-opting others, or are others co-opting the youth? The nature of that relationship must be clearly defined so as to foster ownership and accountability.

Defining the relationship gives purpose to the kind of youth service being pursued. In a truly engaging youth service, character is both distilled and instilled—and this goes a long way in building and strengthening that service.

Youth service today must build character, because the future needs people of character. Unfortunately,



the quick-fix approach to character formation is becoming fashionable—and it lacks resilience. When confronted with the storms of life, it falls apart.

For society to benefit from its youth as an arm of service, it must carry out various forms of induction, mentoring, and training.

Some of these may be viewed as unpleasant by young people themselves, given increased global connectivity and exposure. There is no shortage of imitation, much of it ill-suited to prevailing local conditions.

Levels of development differ, and so do the nature and nurturing of character.

> "At the very least, think of one small thing you can do for youth service this month."

Cultures differ as well. Each society is obliged to define a path for its youth—and that begins at home.

The paths society sets are simultaneously intended to produce well-rounded character—character ready to navigate the future across its social, economic, political, relational, cultural, and spiritual dimensions. These paths originate from different sources and require filtering and sequencing. This is where Rotary comes in.

The role of Rotary and Rotarians in youth service is complementary. As members of society, Rotarians share a collective concern. Their contribution lies in building character that advances the spirit of humanity. That spirit must be planted where it is lacking, and nurtured where it already exists.

As you reflect today on the kind of youth service you envision, do so with a deep sense of appreciation—because you are playing a part. You are not a spectator.

Like a farmer tending crops through pruning, manuring, weeding, watering, and guarding against birds and pests, there is much to do in the parallel work of youth "farming."

This month's theme invites you to identify where you can do better. At the very least, think of one small thing you can do for youth service this month.





OUT TO LUNCH

Had Iran been Uganda, what would we have done?



BY **RTN DENIS JJUUKO**

When the planners of the war on Iran sat down to make their final decision, they perhaps envisaged a quick win. Fly in, kill the leader and a few others, and the country would collapse. Your chosen leaders would then take over and pledge allegiance — after all, you are the world's superpower. Oil would flow wherever you want it.

As the leader of America, Donald Trump would be expected to stand somewhere in the White House and announce how the greatest military on Earth has performed. The new leaders in Tehran would repost his every post.

A red carpet would soon be rolled out at the White House where the new leaders in Tehran pledge allegiance to the Americans and their Israeli backers.

Washington would announce the end of sanctions and beckon American companies to take on the reconstruction of Iran. A date for a return visit to Tehran would be announced. Donald Trump would step on the improvised steps of Air Force One and utter the word 'freedom' while clenching his fist.

At a speech in Tehran where schoolchildren are waving paper flags of Iran and the USA, he would warn others of what would come if they don't fall in line.

Fox News would declare him the greatest leader America has ever had. Trump would demand the Nobel Prize committee award him. He has saved the world from potential nuclear weapons. Hollywood writers would scramble to script a blockbuster.

> "Iran invites comparison with Africa — or at least with individual African countries, since the continent is not homogenous."

However, Iran seems to have had different ideas. The writers are writing now — but not the grand movie. American contractors are waiting, unsure when their reconstruction deals will be inked.

Trump posts one thing after another, perhaps once in a while remembering the famous quote from Sun Tzu's The Art of War: the best way to win a war is not to fight.

Iran defied the odds. Two military powers have



dropped thousands of bombs on its facilities and leaders, yet it has been able to fight back and even force ceasefire talks in Islamabad, Pakistan — even if they ended without a deal.

Iran invites comparison with Africa — or at least with individual African countries, since the continent is not homogenous. Is there one that can stand up to the world powers? Perhaps none. Our natural resources are not used strategically.

In fact, they have been a source of endless wars. Look at the Democratic Republic of Congo, for example.

I consider it the richest country on earth, yet it cannot even complete the Inga Dam or construct bitumen-standard roads. Uganda, a potholed nation, is helping it in its eastern parts.

Nigeria had to wait for a private individual to build a mega oil refinery. The country preferred to export crude and import refined products. If one businessman can mobilise resources and build a refinery, what about a country? The same can be said of every oil-producing country on the continent. We have conditioned ourselves to export raw materials and import everything.

The Iranians didn't wait to import everything. They built their Shahed drones, developed their missile programme, and created a system that did not depend on a single strongman whose assassination would bring everything down.

> "They also understood leverage. Their location gave them the Strait of Hormuz, through which 20 per cent of the world's oil passes."

They built universities, and the fact that they are forcing Americans to the negotiating table suggests they did not fill key positions based on blood ties or who could praise their leaders loudest.

They also understood leverage. Their location gave them the Strait of Hormuz, through which 20 per cent of the world's oil passes — a chokepoint that could not be ignored. They understood that their geography gave them the means to fight back, or to take the war to the enablers of their adversaries.

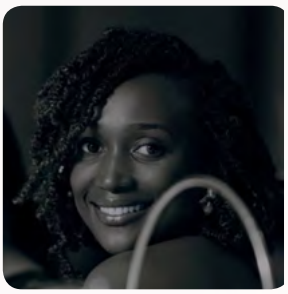
They didn't spend half their time blaming the Americans for the economic sanctions imposed on them. They prepared for a war they knew would come.

Had the Iranians been some of Africa's leaders, they would be blaming colonialists while sending their children to western universities and stashing whatever money they could lay hands on in Swiss banks.

Research and development would mean nothing. The most energetic labour force would be exported as domestic workers, urged to save and return as job creators.

Had we been Iran, how would we be strategically using the River Nile, Lake Victoria, the near-perfect weather we sing about, and all the resources we have?

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PK's CORNER

All we can do is wrestle with our demons

BY **RTN PAMELA KAWADDWA**

Not pray them away overnight.
Not outrun them.
Not smile so hard the pain
forgets our address.
No;
we meet them
in the middle of our becoming.

They arrive uninvited,
wearing faces of fear,
voices of yesterday,
hands heavy with every doubt
we ever swallowed.

And the world says,
"Be strong."
But strength?
Strength is waking up
when your spirit feels bruised
and choosing breath anyway.
Strength is standing
while your knees
remember every fall.

See, demons don't always
look like monsters.
Sometimes they look
like comparison.
Like regret.
Like the echo that says,
you should have been
further by now.
And we wrestle,
not to destroy them,
but to understand
what they came to teach us.
Because every grip,
every struggle,
every moment we refuse to quit
carves resilience into our bones.

Listen;
you are not weak for fighting battles
no one else can see.
You are a warrior
in invisible wars.
You rise.
You fall.
You rise again.
And one day you realize
the demons didn't come to end you;
they came to introduce you
to your own power.

So, fight.
Not with hatred.
Not with shame.
Fight with hope clenched in your fists
and faith steady in your chest.
Because all we can do
is wrestle with our demons…
and in the wrestling,
become the person
they never expected
to survive.

Till again,

~pkwy

Rotary
Kampala - Naalya

THEME

AGRICULTURE IN THE FACE OF CLIMATE CHANGE

MISSES AND WINS.

SPEAKERS



PAG Herbert Oloka



Rtn Brian Mayanja

TUESDAY 05TH MAY | **7:00 PM** | **NDERE CULTURAL CENTRE**


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Kampala-Naalya
Happy Anniversary
CP Francis & Rtn Rita Lakor
Wishing you many more wonderful years together filled with endless joy and beautiful memories
01.05.2026
www.RotaryKampalaNaalya.org

Object of Rotary

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

FIRST

The development of acquaintance as an opportunity for service;

SECOND

High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignifying of each Rotarian's occupation as an opportunity to serve society;

THIRD

The application of the ideal of service in each Rotarian's personal, business and community life;

FOURTH

The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service

Fun Facts

Chapati

If bread were a person, chapati would be the humble aunt who shows up at every family gathering, feeds everyone without complaint, and somehow never gets enough credit. No yeast. No oven. No elaborate twelve-step fermentation ritual. Just flour, water, heat, and a pair of honest hands, and yet, in its quiet, unassuming way, the chapati has managed to conquer the world.

The Chapati story begins roughly 3,000 to 5,000 years ago, according to archaeological evidence, which reveals that the ancient inhabitants of what is now India and Pakistan were grinding wheat and cooking flat cakes on stone griddles.

The word itself is a delightful admission of honesty. "Chapati" derives from the Hindi/Urdu word chapatna, meaning "to slap" or "to flatten." In an era when breads bore noble names inspired by gods, kings, and distant cities, someone looked at this humble flatbread and said, essentially, "it's the thing we slap." And the name stuck.

What set the chapati apart from its leavened cousins was its magnificent practicality. It required no yeast (a mercurial ingredient at the best of times), no oven (a luxury most households could not afford), and no waiting. You could make one in minutes, fold it, tuck it under your arm, and walk for three days across a mountain pass. Soldiers loved it. Traders swore by it. It was, in every sense, the world's first fast food.

And so, borne on the wings of trade winds and the sandalled feet of Indian Ocean merchants, the chapati sailed westward and southward, landing on the Swahili Coast like a delicious ambassador. In Kenya, Tanzania, Uganda, and Zanzibar, it was welcomed with open arms and, crucially, a generous pour of oil. Here, the chapati underwent its East African glow-up: layered, flakier, slightly crispy at the edges, and altogether more indulgent. Uganda, in particular, took the chapati and made it its own - the perfect accompaniment to beans, rolex wraps, and the kind of Sunday morning that deserves a slow, ceremonial breakfast.

Little wonder that two of this club's Buddy Groups derive their name from the humble chapati – Rolex and Kikomando.

A Citizen of the World

Wherever Indian labour and enterprise settled, the chapati followed loyally behind. Today, you can find some version of it from Albania to Zimbabwe. It is, without exaggeration, one of the most widely eaten breads on the planet.

In South Asia, the ability to roll a perfectly round one is considered a domestic virtue – a must-have skill for a girl who describes herself as 'wife material.'

There is a poetry to the chapati that no other can match – it is the bread of the road, of the soldier, of the bachelor, of the grandmother who makes three dozen before sunrise without breaking a sweat.

It has no pretensions. It simply asks for flour, water, a pinch of salt, a few drops of cooking oil on a hot surface, and your full, attentive presence — because, as any seasoned chapati maker will tell you, the moment you walk away is precisely when it burns.

From the ancient India to the bustling roadsides of Kampala, the chapati has travelled far and asked for very little in return. It is, at once, a food of kings and commoners, of 'corporates' and boda boda riders, and an ever-present at premium buffets. The little 'slapped' thing, it turns out, has always been rather extraordinary.

Now, if you'll excuse me; please allow me to sort out this rolex of mine when it's still hot.

Jokes of the week

1. "Parents are only humble when you are helping them learn how to use electronic gadgets; you can even send them for a glass of water from the kitchen and they'll go running."

2. "But surely, why did the new Rotarian take a ladder to the DISCON? Because he was told that the theme was 'Reaching New Heights of Service'; and he didn't want to take any chances."



KATOGO BUDDY GROUP IN CHARGE

OUR MEMBERS



Dr Lakor Francis



Enid Kabunga



Fathila Nanozi



Grace Mutungi



Herbert Oloka



Jimmy Mayanja



Joachim Buwembo



Johnson Akanyijuka



Lillian Keno



Ruth Mugisha



Pamela Kawaddwa



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