

AWAGO Annual Report 2025

Strengthening
Communities
Through Knowledge,
Calm, and Leadership



AWAGO





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EXECUTIVE SUMMARY

2025 was a year of consolidation, partnership, and deepening impact for AWAGO.

In 2025, the African Women and Girls Organisation (AWAGO) continued to strengthen its position as a trusted, community-rooted organisation advancing mental well-being, educational access, and leadership development for women and girls in Uganda.

The year marked a shift from early-stage implementation toward institutional maturity and partnership-driven scale, as AWAGO expanded its reach through both direct programming and AWAGO+ collaborative initiatives. Across urban, peri-urban, and underserved communities, AWAGO programs consistently demonstrated that inner well-being is foundational to learning, leadership, and long-term resilience.

These engagements were unified by a shared approach that integrated Transcendental Meditation (TM) with education, mentorship, and community engagement to support sustainable personal and social change.

“When the mind settles, people do not just feel better, they make better decisions, rebuild relationships, and lead with clarity.”

Throughout the year, AWAGO worked with

- young women pursuing education and vocational training,
- teachers and school leaders,
- health workers and counsellors,
- youth entrepreneurs,
- refugee and trauma-affected women,
- and national and international partner organisations.

Together, these efforts reflect AWAGO's core belief: Lasting empowerment begins within and radiates outward into families, institutions, and communities.



About AWAGO

The African Women and Girls Organisation (AWAGO) is a Uganda-based organisation committed to expanding access to mental well-being and creating pathways for women and girls to thrive socially, economically, and emotionally.

Founded on the understanding that mental health is both a human right and a development priority, AWAGO works at the intersection of well-being, education, and community leadership. The organisation recognises that women and girls often carry disproportionate emotional, social, and economic burdens, and that addressing these challenges requires more than material support alone.

Rather than operating in isolation, AWAGO intentionally collaborates with schools, health institutions, civil society organisations, and international partners to ensure that programmes are locally relevant, culturally responsive, and scalable.

Access to mental wellness as a pathway to dignity, stability, and leadership.





2025 at a Glance

19,196

TM course

In 2025, AWAGO delivered sustained programming across its four pillars while strengthening institutional leadership, partnerships, and national visibility. Activities reached schools, health institutions, women's collectives, and community spaces across Uganda.

Alongside program delivery, AWAGO invested in internal coordination, reporting systems, and strategic partnerships, laying a strong foundation for future growth and scale.

22,620

Checking

9,667

10th Day of Checking

In 2025, AWAGO delivered repeated instruction, checkings, tenth day follow ups, and structured group support across all programs.

Programmatic Impact

Women Empowerment Collectives (WEC)



13,904

Total engagements delivered

7,374

TM course (Women & Youth)

6,530

Checking/Follow-ups

Women Empowerment Collectives formed the foundation of AWAGO's work in 2025.

Through group instruction, regular checkings, and continued follow-ups, women strengthened emotional balance, confidence, and clarity in daily life.

In communities marked by poverty and instability, these internal shifts are significant. Emotional calm strengthens decision-making. Stability enhances economic participation. Collective belonging reduces isolation.

Participants reported calmer homes, improved communication, renewed motivation for income-generating activities, and stronger self-belief.

For many women, the collectives provided a reliable space to restore inner steadiness while navigating caregiving, economic responsibility, and community leadership.

“

“I am calmer at home, more patient with my children, and confident in my decisions.”

”

Programmatic Impact

Heal the Healers



The Heal the Healers program addresses a critical but often overlooked reality: those who serve others frequently carry unaddressed stress themselves.

Healthcare workers, counsellors, teachers, social workers, and humanitarian practitioners operate in highly stressful environments marked by trauma exposure, emotional fatigue, and chronic resource constraints. Without structured support, this burden compromises both personal well-being and service quality.

Health professionals engaged in instruction and follow ups that helped reduce stress, prevent burnout, and strengthen emotional regulation.

“Before TM, I carried patients’ problems home. Now I leave work feeling light and peaceful.”

AWAGO’s Heal the Healers model draws on established meditation-based stress reduction approaches, including Transcendental Meditation, to support professionals working under sustained pressure. Participants consistently report:

- Reduction in stress and anxiety
- Increased emotional resilience
- Improved self-regulation
- Enhanced cognitive clarity

Through internal program reflection and evaluation, AWAGO identified the following participant shifts:

- 63% reported increased self-esteem
- 55% reported increased self-efficacy
- 61% reported increased gratitude
- 59% reported reduced fatigue and worry

For professionals operating under continuous demand, these shifts contribute to improved service delivery, stronger decision-making, and greater personal sustainability.



Programmatic Impact

Super Teachers



When teachers are emotionally stable, classrooms change.

In 2025, AWAGO continued to train teachers across partner secondary schools and educational institutions in Transcendental Meditation (TM), equipping them with a practical tool to manage stress, strengthen focus, and improve classroom engagement.

While Heal the Healers focuses on mental health practitioners and frontline workers, Super Teachers focuses on educational institutions — shaping environments where young people spend the majority of their formative years.

Teaching is one of the most emotionally demanding professions. Educators navigate

- Academic pressure
- Administrative demands
- Large class sizes
- Personal family stress
- Community expectations

Without structured support, burnout becomes common and classroom effectiveness declines.

Super Teachers addresses this gap by strengthening educators from within.

“

“We have seen a clear difference in staff attitude. Teachers are more united, punctual, and motivated since learning TM.”

”





Nurturing Emotional Stability in Early and Formative Years

Safe Starts focuses on the earliest and most formative stages of emotional development. It is grounded in the understanding that stress patterns often begin in childhood and adolescence, and that early intervention strengthens lifelong resilience.

While 2025 was primarily a year of consolidation across other pillars, AWAGO implemented a focused Safe Starts engagement in Kamuli District, led by Ruth Auma, in collaboration with a local partner organization.

This engagement centered on children and adolescents between approximately 3 and 15 years, creating structured environments that promote calmness, emotional regulation, and positive behavioral development.

The Kamuli Safe Starts initiative introduced Transcendental Meditation in an age-appropriate format within a structured community setting. The objective was to provide children with tools that support

- Emotional self-regulation
- Reduced anxiety
- Improved focus
- Better peer interaction
- Positive classroom behaviour

The initiative was implemented in partnership with a local organisation to ensure community trust, contextual relevance, and sustainability.



SPONSORED GIRLS PROGRAM

Education as a pathway to stability, dignity, and long-term leadership.

In 2025, AWAGO supported 26 sponsored girls to pursue formal education and professional training across multiple accredited institutions in Uganda. These young women were enrolled in programs spanning nursing, midwifery, early childhood education, journalism, fashion and design, and health sciences, reflecting AWAGO's commitment to supporting diverse and meaningful career pathways.

For many of these girls, sponsorship represented more than access to education. It marked a transition from uncertainty to stability, allowing them to focus on learning without the constant pressure of financial insecurity.

"When the mind settles, people do not just feel better, they make better decisions, rebuild relationships, and lead with clarity."

Scale and Reach in 2025

AWAGO's Sponsored Girls Program is intentionally designed as a holistic support pathway, not a tuition-only scholarship.

In 2025, sponsorship support typically included

- tuition and institutional fees
- scholastic materials
- accommodation or upkeep support where needed
- access to Transcendental Meditation (TM)
- mentorship and regular follow-up

A Holistic Sponsorship Model

The 26 sponsored girls studied across six key institutions, including nursing and health training schools, vocational institutes, and higher education programs.

Collectively, this represents dozens of academic semesters supported, with several students completing full academic years, others entering their first year of training, and some reaching the final stages of certification.



A Holistic Sponsorship Model

Across achievement reports submitted by sponsored girls, consistent outcomes emerged. Students reported improved concentration, stronger emotional balance, increased confidence, and renewed motivation to complete their studies.

Nursing students described developing compassion, discipline, and professionalism during both classroom learning and clinical placements. Students in education, journalism, and creative fields reported greater clarity, confidence, and long-term planning.

Transcendental Meditation played a central role in these outcomes. Many girls shared that regular practice helped them remain calm during exams, manage academic pressure, and maintain focus throughout demanding semesters. Several students also introduced TM practice to peers within their institutions, extending impact beyond the sponsored cohort.



Asuru Faridah **Certificate in Nursing Graduate** **International School of Nursing and** **Midwifery Maya**

Asuru Faridah completed her Certificate in Nursing in 2025 after a rigorous academic and clinical journey supported through the AWAGO Sponsored Girls Program. From the beginning of her training, Asuru demonstrated strong commitment to learning, compassion for patients, and discipline in her studies.

Alongside her studies, Asuru maintained a consistent TM practice, which she credits with helping her remain calm, focused, and emotionally balanced throughout demanding academic and clinical periods. She shared that meditation supported her concentration, reduced stress, and strengthened her resilience.

Today, Asuru stands as a clear example of how her journey reflects the long-term value of investing in women who are prepared to deliver compassionate, community-centred health care.





Nabakka Sauyah
Finalist, Certificate in Nursing
Mengo School of Nursing and Midwifery

Nabakka Sauyah approached the end of her nursing training in 2025 with confidence shaped by both academic discipline and emotional growth.

As she progressed toward completion, she described how the combined support of sponsorship and Transcendental Meditation strengthened her ability to remain calm, organized, and focused.

Nabakka's story illustrates the importance of sustaining support through to the final stages of training. Sponsorship did not end at admission, it continued through to near graduation, reinforcing consistency and perseverance.

She represents the transition from student to healthcare professional, grounded not only in knowledge, but in emotional steadiness.

"Before I fully committed to meditation, I struggled with stress and pressure. Now I feel stable, confident, and ready to serve my community."



Nanyonjo Swamusa
First-Year Nursing Student,
Wakiso Comprehensive Institute of Health Sciences

In 2025, Nanyonjo Swamusa completed her first semester of nursing training, beginning a three-year academic pathway that will conclude in 2027.

Her foundational courses included anatomy, infection prevention and control, patient care, and professional ethics. As an early-stage beneficiary of the Sponsored Girls Program, her journey demonstrates the importance of timely intervention.

Beyond her own studies, Nanyonjo began informally introducing meditation to fellow students at her institution, creating small peer practice groups. This ripple effect reflects AWAGO's broader vision, empowerment that extends beyond the individual.

Her story represents the beginning of the pipeline, where early support prevents interruption and builds long-term resilience.

"Since I started practicing TM, my concentration and memory have increased. I stay positive and focused even when the workload is heavy."





Nassanga Madiinah

Certificate in Fashion and Design, YMCA Comprehensive Institute

Nassanga Madiinah represents the diversity of pathways within the Sponsored Girls Program. In 2025, she pursued a Certificate in Fashion and Design at YMCA Comprehensive Institute, combining creative expression with entrepreneurial training.

Her coursework included entrepreneurship, communication skills, handcraft, and pattern drafting, equipping her with both technical ability and business knowledge.

Nassanga's long-term goal is to launch her own fashion enterprise, applying both creativity and discipline to generate income and contribute to her community.

"Meditation has helped me balance my academic work with personal growth. It gives me focus and reduces stress as I build my future."

Her story demonstrates that empowerment is not limited to one profession. Through sponsorship, AWAGO supports young women to enter healthcare, education, media, and entrepreneurship, strengthening multiple sectors at once.



Nakaweesa Tracy

Certificate in Early Childhood Education, YMCA Comprehensive Institute (First Year, 2025)

In 2025, Nakaweesa Tracy began her Certificate in Early Childhood Education at YMCA Comprehensive Institute, marking the start of a professional pathway focused on shaping the lives of young children at their most formative stage.

Beyond academic knowledge, Tracy described how the training strengthened her sense of responsibility and commitment to becoming a devoted and disciplined educator.

She shared that regular Transcendental Meditation practice helped her remain calm, consistent, and emotionally stable during her first year of study. This stability allowed her to remain focused and ambitious as she adapted to the demands of teacher training.

Her long-term vision is to become a determined and focused educator who nurtures children holistically, combining technical teaching skills with emotional awareness and compassion.

"Since I started practicing TM, my concentration and memory have increased. I stay positive and focused even when the workload is heavy."



IMPACT EVIDENCE AND LEARNING

**AWAGO's work is supported by
evidence-informed learning
alongside lived experience.**

*Published Research and evaluations
associated with Transcendental Meditation
programming in Uganda indicate:*

92% of women reporting reduced
stress and anxiety

85% reporting increased emotional
resilience

70% improvement in community
engagement and economic
participation among participants
accessing integrated services.

Among female
youth

63% reported increased
self-esteem,

55% increased
self efficacy,
and

61% increased
gratitude.

*These findings reinforce participant
narratives and strengthen accountability.*



**Across all programs, stories
reflected transformation
rooted in inner calm.**

Teachers rediscovered joy and
professionalism, women rebuilt
confidence and family harmony,
health workers restored
compassion, and young women
envisioned stable futures.

*These stories demonstrate how
inner well-being supports
sustainable change across
personal, professional, and
community life.*



AWAGO+

Strategic Partnerships
for Collective Impact





**Expanding reach
through
collaboration,
integration, and
shared purpose.**

In 2025, AWAGO deepened its collaborative model through AWAGO+, a partnership framework designed to integrate mental well-being into education, entrepreneurship, trauma recovery, and youth leadership initiatives led jointly with other organizations.

Through AWAGO+, AWAGO worked across youth entrepreneurship programs, girls' leadership networks, professional mental health spaces, and community healing initiatives, extending its impact beyond direct beneficiaries and into institutional systems.

Integrated Partnerships for Trauma Healing & Community Resilience

Through formal partnership with ATOP MeaningfulWorld (Association for Trauma Outreach and Prevention) and APR (Alliance for PTSD Recovery), AWAGO expanded its trauma-informed Transcendental Meditation (TM) programming in Namuwongo, one of Kampala's most densely populated and economically marginalized communities. This partnership, formalized through an MOU in April 2025, strengthened coordination, accountability, and long-term sustainability of the work.

Namuwongo is home to many women who carry invisible burdens, survivors of domestic violence, refugees from the Democratic Republic of Congo and South Sudan, mothers living with chronic illness, and families navigating extreme poverty. While economic hardship is visible, the emotional toll is often silent but profound: insomnia, anxiety, depression, PTSD, anger, and hopelessness.

Approximately 100 women were trained per month in Transcendental Meditation. In April alone, 125 women attended introductory lectures, and 100 completed the 5-day TM course. Additional follow-up cohorts included 50 women, with ages ranging from 18 to 50 years.

Teaching was led by experienced TM teacher Judith Nassali, who provided ongoing instruction, group supervision, and detailed field reporting.



The transformations reported were immediate and deeply personal.

The work of AWAGO+ is grounded in published research. Uganda-based studies have demonstrated that TM practice is associated with a 63% increase in self-esteem, 55% increase in self-efficacy, 61% increase in gratitude, and 59% reduction in fatigue and worry, alongside significant reductions in PTSD symptoms and anxiety. What these numbers represent in Namuwongo is more than data, they represent mothers sleeping peacefully, choosing non-violence, reconnecting with purpose, and re-engaging in livelihood opportunities.

Source: Published research article –
<https://doi.org/10.1080/07399332.2024.2358789>

A consistent observation throughout 2025 was that emotional regulation precedes economic empowerment. Once the nervous system stabilizes, women are better able to participate in savings groups, skills training, small enterprises, and community leadership initiatives. AWAGO+ therefore serves as both a trauma recovery intervention and a foundational layer for sustainable development.



Kabagenyi Rose Mary, age 49, who has lived with chronic illness for over a decade, shared:

"I have been experiencing sleepless nights for a long time due to my illness. I was worried about my children and my family. After learning TM, it was a miracle to spend a night uninterrupted. I am so grateful for this program."

Another participant, a survivor of prolonged domestic abuse, reflected:

"I thought the only way to end this situation was to end his life. But after learning TM, I was able to forgive him. I feel relieved. I feel peaceful and calm."

Such statements are not isolated. Women reported improved sleep, reduced anger, increased patience with their children, improved communication within families, and renewed interest in economic activity. As stress reduced, clarity returned. As emotional balance improved, decision-making strengthened.



STRONG MINDS

In September 2025, AWAGO initiated talks with StrongMinds, a leading mental health organisation working to treat depression among women and adolescents in Uganda and across Africa. This engagement reflected a shared understanding that those delivering mental health services must also be supported in maintaining their own emotional resilience.



During these engagements, AWAGO provided structured Transcendental Meditation (TM) training to 16 StrongMinds team leaders, including 12 women and 4 men, representing various operational and programmatic departments. The training was conducted over a four-day intensive introduction, followed by structured follow-up and a tenth-day checking session in November 2025.



These team leaders operate in high-demand environments, working closely with vulnerable populations experiencing depression, trauma, and chronic stress. As such, the collaboration focused on strengthening

- Emotional regulation
- Stress recovery capacity
- Mental clarity under pressure
- Sustainable energy levels
- Long-term burnout prevention

The engagements did not end with initial instruction. A peer support WhatsApp group was established to encourage consistent practice, and a structured tenth-day checking session reinforced correct practice and deeper understanding. This continuity ensured that TM was integrated sustainably rather than treated as a one-time workshop.

This collaboration represents an important evolution in AWAGO+ positioning. While much of AWAGO's work focuses on community beneficiaries, the StrongMinds engagement demonstrates the organization's capacity to operate at the institutional level, supporting professional teams within established mental health systems.



Uganda Counselling Association

In 2025, AWAGO initiated engagement with Uganda's formal mental health ecosystem through collaboration with the Uganda Counselling Association (UCA) and participation in the second edition of the Counsellors and Therapists' Picnic.

This engagement marked an important step in positioning AWAGO not only as a community-based implementer but also as a contributor to professional dialogue on practitioner well-being and complementary mental health approaches.

The Counsellors' Picnic brought together licensed counsellors, therapists, psychologists, and mental health practitioners from across Uganda. Within this space, AWAGO introduced Transcendental Meditation (TM) as a structured, evidence-based practice that supports stress recovery, emotional regulation, and resilience among professionals working in high-burden environments.

During interactions at the picnic, practitioners expressed interest in practical tools that help maintain emotional balance without adding to the workload. TM was presented not as a replacement for therapy models, but as a complementary practice that strengthens practitioner capacity and reduces burnout risk.

The event also created space for dialogue on the ethical integration of well-being practices within Uganda's counselling framework. Through this engagement, AWAGO strengthened relationships with sector leaders and reinforced alignment with national mental health standards.



JA UGANDA

In 2025, AWAGO deepened its collaboration with JA Uganda under the Social Equity Program (Year 3), supported by the Z Zurich Foundation. This partnership marked a significant milestone in integrating mental resilience into structured youth entrepreneurship programming across underserved communities.

Operating across 10 communities, including Ntinda and Kalagi, the Social Equity Program reached young women and youth navigating unemployment, economic instability, and limited access to opportunity. Through this collaboration, AWAGO embedded Transcendental Meditation (TM) into entrepreneurship bootcamps as a foundational resilience tool.

Entrepreneurship environments can be high-pressure, particularly for youth facing financial and social vulnerability. By embedding TM within the curriculum, AWAGO contributed to stabilizing participants internally, ensuring that economic skill-building was reinforced by emotional resilience.

Each training cycle concluded with youth-led social impact projects, allowing participants to apply entrepreneurial skills directly within their communities. The launch of 133 projects signals tangible application beyond classroom learning.



728 youth trained
672 JA DEEP completions
133 community-driven social impact projects launched

These figures reflect more than participation metrics. They demonstrate sustained engagement and completion within a structured economic empowerment pathway.

The integration of TM strengthened participants' ability to

- Maintain focus during intensive bootcamps
- Regulate stress while developing business ideas
- Collaborate effectively within project teams
- Build confidence in presenting and implementing social impact initiatives



International Mental Health Day 2025

In October 2025, AWAGO participated in the national commemoration of International Mental Health Day, held at Kitezi Church of Uganda Grounds under the leadership of Uganda's Ministry of Health.

The 2025 national theme, "Access to Mental Health Services: Improving Mental Well-Being in Emergencies and Catastrophes" focused attention on strengthening community-based mental health responses in contexts of vulnerability and crisis.



Representing AWAGO at the official national event were

- Specioza Kiwanuka, Country Director
- Aine Mbabazi Alexandria, Human Resource Manager

Their participation followed a formal invitation from Dr. Hafswa Lukwata, Assistant Commissioner for Mental Health Integration, Ministry of Health, reflecting recognition of AWAGO's contribution to preventive and community-rooted mental wellness approaches.

The national gathering brought together

- Government officials
- Mental health practitioners
- Professional associations
- Civil society actors
- Development partners

This platform underscored a growing national consensus:

Mental health must be integrated into education, community systems, and emergency response structures.

INSTITUTIONAL GROWTH AND LEADERSHIP



SPECIOZA KIWANUKA **COUNTRY DIRECTOR**

In April 2025, AWAGO welcomed Specioza Kiwanuka as Country Director. Her appointment marked an important step in strengthening national leadership coordination, operational oversight, and accountability across programs.

Her leadership has supported clearer internal alignment, stronger external representation, and deeper engagement with partners and stakeholders at the national level.

As part of its long-term capacity-building strategy, AWAGO invested in developing future leadership and technical expertise within the organisation. **Seven** sponsored girls were supported to undertake a six-month **Teacher Training Course** in Thailand, after which they will return as certified Transcendental Meditation teachers.

This investment directly strengthens AWAGO's ability to deliver programs at scale while also creating professional pathways for young women within the organisation's ecosystem.



During this training period, AWAGO's Executive Director served as a Course Leader, contributing to mentorship and quality assurance. This role reinforced institutional leadership, ensured alignment with Maharishi's values and standards, and strengthened the organisation as a whole.

AWAGO also convened its first ever Annual General Meeting (AGM) in 2025. This milestone brought together Board members, leadership, staff, and members to reflect on progress, review organisational performance, and strengthen accountability. During the AGM, members elected new Board members, reinforcing governance oversight and participatory leadership.



JUDITH NASSALI
CHAIR PERSON



TEDDY NASSALI
VICE CHAIR PERSON



SARAH ACOM
ASS. SECRETARY



GRACE NANKYA
SECRETARY



NIGHT KICONCO
MEMBER



SPECIOZA KIWANUKA
MEMBER



Recognition and Sector Credibility

In 2025, AWAGO's Transcendental Meditation Governors were honored by the Global Mother Divine Organization for outstanding achievement in teaching.

This recognition reflects not only individual dedication but also institutional quality and adherence to high teaching standards.

Additionally, national-level participation in Ministry of Health platforms, Uganda Counselling Association engagements, and structured partnerships under AWAGO+ further strengthened institutional credibility within Uganda's mental health ecosystem.



AWAGO Governors have supported the implementation across

- Schools
- Hospitals
- Trauma-affected communities
- Women's empowerment groups
- Youth leadership programs



With Gratitude

This year has been marked by growth, partnership, resilience, and strengthened institutional foundations. From trauma healing tents in Namuwongo to youth entrepreneurship bootcamps, from sponsored girls progressing in professional education to national mental health platforms, each milestone was made possible through collective commitment.



We extend sincere appreciation to include

- Our sponsors and individual donors who continue to invest in long-term transformation
- Institutional partners under AWAGO+, including JA Uganda, Girl Up Initiative Uganda, Africa Education and Leadership Initiative, StrongMinds, Uganda Counselling Association, ATOP MeaningfulWorld, Alliance for PTSD Recovery, and secondary school networks
- The Ministry of Health and national mental health stakeholders
- Our Board members and governance leadership
- Our teachers, staff, and volunteers
- The communities that trust us with their well-being

*As we reflect on 2025,
we do so with deep
gratitude.*



As we move into 2026, AWAGO's focus is clear:
Deepen quality.
Strengthen systems.
Expand responsibly.

Our priorities include

- Supporting the return and deployment of newly certified TM teachers
- Strengthening governance following our first AGM
- Expanding structured Safe Starts programming
- Scaling trauma-informed partnerships under AWAGO+
- Deepening youth resilience integration within the entrepreneurship ecosystem.





Income Statement

Donations
\$812,356

Expenses

Administration & Operations	\$194,650
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Programs

Super Teachers	\$110,323
Heal the Healers	\$54,638
Transforming Lives	\$60,719
Scholarships	\$115,618
Other Trainings	\$21,758

\$362,788

Institutional Development	\$85,608
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Total Expenses

\$643,046

All amounts are reported in US Dollars and converted at an exchange rate of 1 USD = 3,700 UGX.



Our Commitment

At AWAGO, we remain anchored in a simple but powerful belief:

Lasting empowerment begins within.

When women are calm, they lead.

When girls are supported, they thrive.

When teachers are steady, classrooms change.

When communities heal, development accelerates.

We move into 2026 with strengthened leadership, formalized governance, expanded partnerships, and renewed commitment.

Thank you for walking this journey with us.

Together, we continue to build a Uganda where mental well-being, dignity, and opportunity are accessible to all.



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