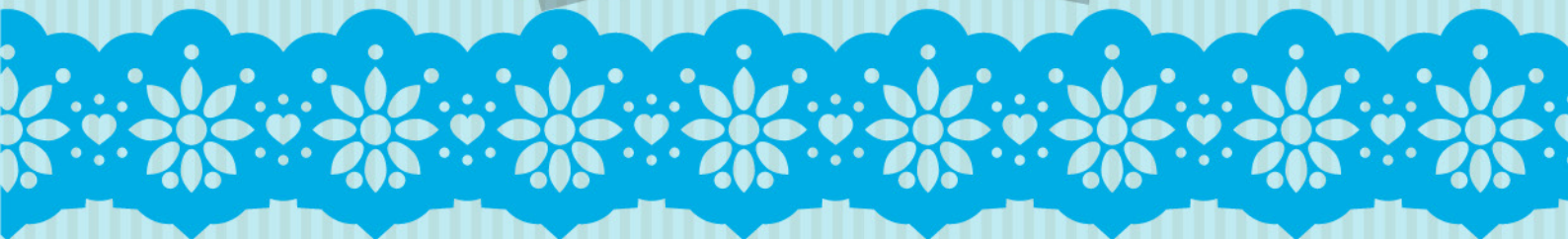




Sustaining Women's leadership



A NOTE FROM THE PROJECT LEAD

As we continue to walk with girls and young women, this scrapbook is a reminder that change is not always loud. Sometimes, change is a young woman learning to speak without fear. Sometimes, it is a girl choosing to return to school, a mother refusing to give up on her dream, a leader showing up while still healing, or a young woman using her platform to open doors for others.

The stories in this collection are not perfect stories. They are real stories. They carry fear, self-doubt, silence, failure, motherhood, conflict, healing, sisterhood, and courage. They show us that the girls and young women MEMPROW works with are not waiting to be "saved." They are thinking, questioning, learning, leading, and rebuilding themselves in the middle of life's many transitions.

Across these stories, one thing is clear: when girls are given safe spaces, mentorship, knowledge, and trust, they begin to see themselves differently. A timid girl becomes a news anchor. A young student grows into a confident leader. A mother becomes a law student. A young woman who once avoided conflict becomes a mediator. A girl who doubted her voice begins to use it for peace, justice, and community change.

This is the kind of change MEMPROW believes in. It is personal, but it does not stop at the individual. The confidence built in one girl moves into her school, her workplace, her family, her community, and the spaces where decisions are made. These young women are now mentoring other girls, leading student platforms, speaking on radio, supporting legal aid work, promoting dialogue, building mental wellness, advocating for climate justice, and taking up public leadership.

As a project lead, I read these stories with deep gratitude and responsibility. Gratitude because the girls trusted us with their journeys. Responsibility because their stories remind us that our work must continue to be intentional, safe, feminist, and girl-centred. We must keep creating spaces where young women can learn, unlearn, heal, lead, and become without shame.

To our partners and donors, these stories are evidence that investment in girls' leadership is not abstract. It produces real shifts in confidence, education, agency, decision-making, public participation, and community service. The impact may begin in a training room, a mentorship circle, a conversation, or a school club, but it grows into something much bigger: young women who believe they have the right to dream, speak, lead, and shape the world around them.

To the girls and young women who will read this scrapbook, may you find yourself somewhere in these pages. May you know that fear does not disqualify you, failure does not end your story, motherhood does not erase your ambition, and silence is not your destiny. Your voice matters. Your body is yours. Your dreams are valid. Your leadership is needed.

This scrapbook is therefore more than a collection of stories. It is a living record of becoming. It is proof that when girls are supported, they do not only change their own lives; they become the reason another girl believes change is possible too.

Lillian Nalwoga,
Programme Manager, MEMPROW





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"Finally, we cannot conclude our story without expressing our deepest gratitude to the incredible leadership of the club/ Network, the dedicated staff of MEMPROW, and all the inspiring ladies who mentored us through every stage of our growth and the Partners who keep investing in MEMPROW's Girl-led work for always seeing the hidden potential in us and push us into the spotlight at every given opportunity. Thank you for believing in us before we even knew how to believe in ourselves"

-a MEMPROW Girl-

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"Resilience is choosing to rise again, even when life changes your body, your routine, and your path."

-Margeret Nabagereka, Youth Councilor -

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"To every young girl starting out, perhaps sitting where I was in Senior One: trust the process and dive in with all your heart. Never let fear tell you that your voice doesn't matter, that you can't play the games you love, or that you are too young to lead. Take adventure by the hand, embrace the sisterhood around you, fiercely take up space, and make an impact at each opportunity you are offered!

Above all, I want to leave you with the ultimate truth that has anchored my own journey: 'The fear of the Lord is the beginning of wisdom.' Let God guide your steps, and remember to always carry yourself with dignity—because 'to be beautiful means to be yourself, and that requires self-respect.' Honor God, respect your own worth, and you will be absolutely unstoppable. You harbor an incredible amount of power within you—MEMPROW is the key that unlocks it!"

-Anne Mary, Student-

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MY BECOMING

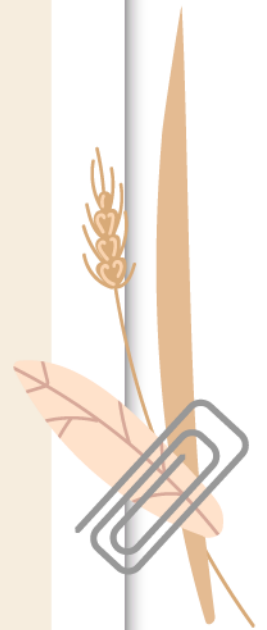
My name is Asianzu Sharon Sasha. I am 26 years old, a mother, and a third-year student at Makerere University School of Law. My journey has been one of resilience, growth, and learning to believe in myself again.

Moving from West Nile to Kampala was not just a change of place: it was a big shift in my life. I had to adjust to a new environment while balancing motherhood, school, and the pressure of rebuilding my future. There were moments of fear and self-doubt, but I kept reminding myself that my dream was still valid.

One of my proudest achievements is joining Makerere University School of Law. I failed the law pre-entry exams twice, but I did not give up. In 2024, I tried again and passed. That moment taught me that failure is not the end of the journey, and persistence can open doors.

MEMPROW has been part of my growth. Through safe spaces, mentorship, and trainings, I built my confidence and self-esteem. I learned that my story is not something to hide, but something that can give strength to another young woman. Today, I confidently seek opportunities, speak about myself, and use my voice with purpose.

I now volunteer as a paralegal with the Public Interest Law Clinic at Makerere University and I am part of the Young Leaders Forum by Friedrich Ebert Stiftung. These opportunities remind me that I am still becoming. To my fellow young women: do not give up on yourself. Your journey may not be easy, but your dreams are still possible.





Kia Allen Olai here!!! A 22 year old law student at Uganda Christian University. I remember joining MEMPROW in my 2017 at my high school (Bishop Cipriano Kihangire SSS) as a very naive girl from my primary school in Kasese. On one of those days in school their happened to be a MEMPROW mentorship session, and there I saw the kind of women I admired and wanted to become. That's where my journey to being bold, a go getter and resilient individual fighting for women's rights started.

The training influenced my journey into leadership where from 2017 I became a class representative, later I became a prefect eventually awarded outstanding leader 2019/2021 and eventually Leader of the year 2022/2023. This all stems from the mentorship I got from MEMPROW's leadership training and upto date I embody the knowledge and skills of leadership always ready to take up spaces of advocacy because of the mentorship I get from MEMPROW.



My name is Lunkuse Winfred. I am 26 years old, a graduate of Kampala International University where I studied a Diploma in Mass Communication, and I later upgraded to a Bachelor's Degree in Journalism and Media Studies from Metropolitan International University. I currently serve as the KIU campus representative on the MEMPROW Girls' Network Executive.

I joined MEMPROW while in my first year at campus. At that time, I was very timid and often afraid to express myself. Through different MEMPROW trainings, I started learning about confidence, self-worth, and the importance of owning my voice, my choices, and my body. These spaces helped me understand that body autonomy is not only about making decisions for oneself, but also about having the confidence to set boundaries, speak up, and believe that my voice matters.

Being part of the MEMPROW Girls' Network gave me the opportunity to grow from a shy young woman into someone who can support and influence others. Through the school mentorship programme, I



have visited different schools and spoken with girls about issues that affect their lives, confidence, safety, and choices. I am grateful that through MEMPROW, I can now be part of another girl's journey of change.

MEMPROW also helped me understand conflict transformation in a personal way. I had to transform the fear, self-doubt, and silence within me into confidence, courage, and leadership. The trainings, especially on personal branding, encouraged me to go back to school and upgrade my education. This decision has added value to my work at Uganda Broadcasting Corporation, where I work as a news anchor under Star FM, a Luganda-based radio station.

To young girls and young women, I encourage you to believe in yourself and surround yourself with people who help you grow. Your voice is powerful. Your body is yours. Your dreams are valid. When you gain confidence, make positive choices, and transform the conflicts within and around you, you become a source of change for others too.





LEARNING TO FACE CONFLICT WITH CONFIDENCE

My name is **Atim Joan Jovia**. I am 25 years old and a lawyer. Before joining MEMPROW spaces, I struggled with self-confidence and speaking out. I often held back, even when I had something important to say. MEMPROW gave me a safe community where women and girls could openly discuss issues that many communities fear to talk about.

Through MEMPROW, I participated in a training on **Conflict Resolution and Management**. That training helped me understand myself better. I realized that in moments of conflict, I am naturally an avoidant person. But I also learned that conflict does not always require one response. Sometimes you need to face it directly, sometimes you need to negotiate, and sometimes you need to pause, observe, and understand where the conflict is coming from – even when it is within ourselves.

Every time I leave a MEMPROW space, I feel like a stronger version of myself. My confidence grows, my communication improves, and I meet women who challenge and inspire me. These spaces have helped me become more aware of how I show up, not only as a young woman, but also as a lawyer working with people in difficult and emotional situations.

One moment I am proud of was successfully mediating a maintenance case between a husband and wife. At first, the conflict seemed to be about child support, but as the conversation continued, I realized there was a deeper issue. The husband had stopped providing for the children because he wanted his wife to return to him. It was not only about the children; it was also about unresolved pain in the marriage. Using the skills I had learned, I was able to identify the hidden conflict and guide the conversation with patience.

This experience taught me that conflict can be emotional, layered, and sometimes hidden. I have learned the importance of listening deeply, taking breaks when emotions are high, and giving people time to rethink their decisions. To other girls and young women, I want to say: conflict is part of life, but it does not have to break you. Learn how to identify it, seek support, and speak up when you are struggling. Sisterhood matters, and there is always a safe space for you.

My name is
Atuhaire Annet.

Before the opportunity from MEMPROW to learn about conflict management and resolution. I didn't understand how conflicts can be an issue to resolve most especially to us the peace makers. I thought that it is indeed grace to run away from a conflict whenever given a chance to do so.

But after the conflict management Session I learnt that conflicts are part and partial of life and that we can never run away from them.

I understood different ways and methods of resolving conflicts something I didn't know before.

This has today shaped my way of looking at conflicts and how to perfectly resolve them with ease and understanding.

I understood that it is sometimes okay to leave some conflicts unresolved because not resolving them is also sometimes a solution in its own.

And I understood that some conflicts require understanding of what the other party wants and that sometimes negotiation is a better way to handle conflicts.

I want to thank you MEMPROW for such awakening programmes and sessions it has been such a big addition on Me on my understanding and expansion of knowledge. I thank you.



My Journey with MEMPROW

(Nyachwo Monica, 25 years, Nsambya)

When I first started with MEMPROW, I was still a student. Honestly, I didn't know how strong I really was or that I could actually take on challenges in my life.

Around that time, I had just taken a new job in a field I didn't study. It was completely new to me, and I didn't even realize I had imposter syndrome. I kept disqualifying myself, feeling like I wasn't good enough, and struggling to keep up.

Then MEMPROW came in. I got training on leadership, personal branding, emotional intelligence, and financial literacy. But what really changed me was being in a room with other young women. Seeing them share their stories so confidently, listening to guest speakers, it woke something up in me.

One moment I'll never forget: during a session on financial literacy and branding, I asked a question that ended up revealing all my hidden fears. Instead of judging me, the guest speaker and the other ladies encouraged me and gave me advice. I left that room feeling like a different person.

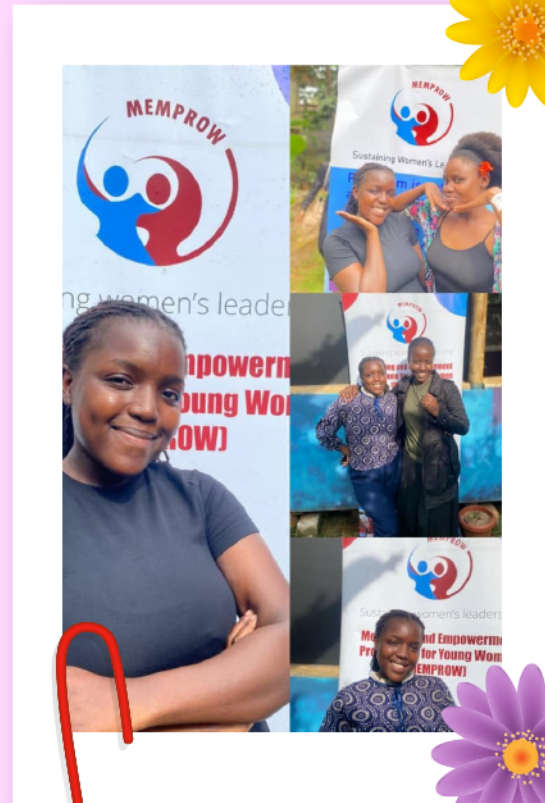
I went back to work and did what they told me. I read up on my new role, asked a lot of questions, gave myself time to learn, and even dressed the part. Three months later? I'm confident. I know what I'm doing. And I will never be afraid of switching careers again. Imposter syndrome has nothing on me anymore. I will never disqualify myself from an opportunity.

But here's the biggest thing MEMPROW gave me: they taught me how to be a "girl's girl." I learned that as a woman who can access knowledge, I have a responsibility to stand up for other women whether they're vulnerable girls in my community, girls at school, or women at work. I will not sit back in silence or act like I don't care when I have the power to help another woman change her life.

What am I most proud of? Just showing up every day in a role I once thought I wasn't good enough for. That's my win.

My message to other girls and young women: Don't wait until you feel ready. You already have more in you than you know. Ask for help, be patient with yourself, and never forget you can lift others as you rise.

Thank you, MEMPROW. You showed me I am enough.





My name is **Nakku Christine Ssenoga**, and I am a student at **Makerere University** pursuing a Bachelor's degree in Library and Information Science. I am passionate about personal growth and leadership.

Before joining activities with **MEMPROW**, I sometimes lacked confidence in expressing my ideas, especially in situations involving disagreement or conflict. Like many young women, I sometimes doubted whether my voice was strong enough to create positive change in my community. I also viewed conflict as something negative that should always be avoided.

Through MEMPROW, I received training in conflict transformation, dialogue, leadership, active listening, and peaceful problem-solving. The sessions gave me practical skills and a new understanding that conflict, when handled constructively, can become an opportunity for growth, healing, and stronger relationships.

Since participating, I have become more confident in speaking up, sharing my ideas, and helping others resolve misunderstandings peacefully. I have learned to listen with empathy, communicate respectfully, and approach challenges with patience and understanding. These skills have strengthened my confidence both in my education and personal life, and they continue to shape my dream of becoming a guidance counselor.

The moment I am most proud of is realizing that I can positively influence others by promoting dialogue and peace. Being able to apply what I learned to support peaceful conversations among my peers showed me that even small actions can create meaningful change.

My message to other girls and young women is: **Never underestimate the power of your voice. Your ideas, experiences, and leadership matter. Growth begins when you believe in yourself, keep learning, and use your voice to create peace and positive change in your community.**

Favorite reflection: *"Peace begins when we choose to listen, understand, and transform challenges into opportunities for growth."*

STORY BY SHAMIM KAYALE

The workshop was excellent. The biggest take away for me was learning how to adapt my communication style to different personality types. I also learnt how to handle difficult tasks. Moving forward, I plan to use these tools ~~at~~ my work place, home and in ^{my} social life.

I spent some time reflecting on the leadership workshop and the main theme was fostering psychological safety to drive innovation. I learned some practical strategies for facilitating more inclusive brainstorming sessions. I am trying these out in clubs, groups that am in and I know these people feeling empowered to share their ideas.

The workshop helped me to start focusing and lay out my goals plus planning on ways to achieve them. I started setting habits, socialising more, investing more, saving, which has helped me to visualise my goals.

**Teopista Nandawula, 26 yrs -
Kyengera**

Before joining MEMPROW activities I had low self-esteem, limited awareness about mental health and selfcare, limited access to safe places for learning and personal growth, lack of knowledge about rights especially girls and women's rights, lack of wellness routines and stress management.

The wellness sessions provided psychosocial support, mental health awareness, stress management techniques and a supportive environment that promoted personal growth and emotional resilience.

I have become more confident in myself and able to express my thoughts and feelings. My mental wellbeing has improved and I now manage stress. I have also gained important life skills such as teamwork, communication and problem solving.

I am proud that I learned how to manage my emotions and make better decisions in different situations. I can now handle stress and challenges calmly instead of feeling overwhelmed.

"Do not let fear or negative opinions stop you from achieving your dreams. Your potential is valuable."

"Mental wellness matters; it's okay to rest, heal and seek guidance when life becomes difficult."

"Self-care is not selfish; it's necessary."





MY BIGGEST WINS AND TOUGHEST LESSONS

My name is Nabagereka Margret. I am a MEMPROW Girl, Students Coordinator with the MEMPROW Girls' Network, a climate advocate, and a young elected leader from Wakiso Subcounty Local Government. I previously served as Youth Councillor LC3, and I am now proud to be transitioning into the role of Woman Councillor LC3. My journey has been one of courage, resilience, and learning to lead even when life is changing around me.

Before and during my leadership journey, I struggled with self-discovery and self-censorship. There were moments when I doubted my voice, held back my ideas, and wondered whether I was strong enough to lead in spaces where young women are often underestimated. Through MEMPROW, I found mentorship, sisterhood, and safe spaces that reminded me that my voice matters, even when it shakes.

My journey was also tested during pregnancy and postpartum recovery. I had to balance motherhood, leadership, work, and community expectations while still healing physically and emotionally. Even on voting day, just three weeks after delivery, I showed up with

courage because I refused to let motherhood or recovery stop my dreams. As a new mother without my own mother to guide me, I faced moments of loneliness, but the care and support from my MEMPROW sisters helped me feel seen, supported, and strong again.

One of my proudest achievements is transitioning from Youth Councillor to Woman Councillor while overcoming judgment, fear, pregnancy-related challenges, and postpartum struggles. This journey has taught me that pregnancy is not weakness, motherhood is not the end of ambition, and women can lead, inspire, and create change at every stage of life.

To other girls and young women, I want to say: never allow your circumstances to define your future. Your challenges do not reduce your value or your ability to lead. Stay resilient, keep building yourself, and continue pursuing your purpose. Leadership, motherhood, education, and personal growth can coexist. Every girl deserves the chance to rise, shine, and make impact in her community.



My name is Lyton Namata, and I am a student at Makerere University Business School.

MEMPROW has played a significant role in shaping who I am as a young leader. Through the mentorship and guidance I received, I grew in confidence and developed leadership skills that I carry with me to this day. I came to understand that my ideas had value and that I had something meaningful to contribute to my community.

One of the most lasting impacts MEMPROW had on me was the sense of purpose it planted in my heart. Knowing how much mentorship had changed my own life, I felt called to extend that same support and opportunity to other young people. That conviction led me to co-found iLead Mentorship Hub, a space dedicated to helping young people, especially girls and young women, grow in leadership, build confidence, and believe in the possibilities ahead of them.

Through iLead, I now have the honour of supporting others in their journeys across leadership, entrepreneurship, and personal development. Watching young people step into their potential and pursue their goals with courage is something I do not take for granted.

The achievement I hold closest is knowing that the mentorship I received did not end with me. It continues through every young person I have the privilege of walking alongside.

To every girl and young woman who reads this: you are capable, and your dreams are worth pursuing. Seek out opportunities to learn, welcome the guidance of mentors, and as you grow, extend that same grace to others. One opportunity, and one person who believes in you, can set the course of your entire life.



A JOURNEY OF GROWTH, LEADERSHIP, AND SISTERHOOD

My name is Murungi Annamary. I am 21 years old and currently a student at Makerere University. My journey with MEMPROW started when I was still in Senior One, after my elder sister encouraged me to join as soon as I got to school. At that time, I was young, shy, and still trying to understand who I was. I did not know the power and voice I carried within me.

MEMPROW became a safe space where I learnt, unlearnt, and grew. Through trainings, camps, galas, advocacy walks, debates, and mentorship sessions, I was exposed to leadership, reproductive health, body autonomy, gender-based violence, and the importance of challenging harmful gender roles. These spaces were full of learning, laughter, friendship, and sisterhood.

One of the biggest turning points in my life was when MEMPROW trusted me, even as a young Senior One student, to attend the Wasichana wa Africa Girls Summit in Kenya. That experience opened my eyes to the world and made me believe that I could take up space beyond my school and community. I also loved the moments when MEMPROW gave us space to express ourselves through football, especially during galas where we played, won medals, and broke stereotypes.

Over the years, I have changed from a quiet girl into a more confident, focused, and articulate young woman. MEMPROW helped me build confidence, teamwork, social skills, and the courage to speak up. I have learnt to love myself, embrace my body, support other girls, and believe in the power of sisterhood.

To every young girl, especially one who is still afraid to speak or take up space, I want to say: trust the process. Do not let fear convince you that your voice does not matter. Take every opportunity seriously, embrace sisterhood, respect your worth, and allow yourself to grow. I am proud to be a MEMPROW girl because MEMPROW helped unlock the power I did not yet know I had.





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This is a publication by Mentoring and Empowerment Programme for Young Women (MEMPROW)



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