





The Prophetic Witness

A Publication of the Conference of Consecrated Persons in Uganda

Issue 5

Volume 3

Jan - March 2022



The members of ARU Annual General Assembly in photo with the Apostolic Nuncio to Uganda, His Excellency Archbishop Luigi Bianco (Centre)

ARU Profile and Activities ... Continued ...

By Specioza Kabahuma, DST

V.Transformative Education and Faith (TEF) Programme
The programme offers a Diploma in Transformative Education and Faith (TEF). It was approved by the National Council for Higher Education (NCHE) It is offered by ARU through Uganda Martyrs University (UMU).

The Transformative Education and Faith (TEF) Programme is an educational programme of study of Purpose: The overall purpose of TEF studies is to help religious women and men to "Reclaim the values that uphold the identity of consecrated life". The course covers four major units as follows:

1) The Bible: Basic and fundamental to every Christian Spirituality 2) Theology: Helps students reflect and communicate God's Word, **3)Philosophy:** Helps develop a reflective awareness of the fundamental relationship between the human spirit and Christ the truth. 4) The Psychosocial or human formation studies: adds to the formation of personality and maturity which psychological is of great significance for a better expression of charism and mission of Christ in the Church. The programme **Objectives:** 1)To engage students in practical ways of critical thinking acquisition of skills of analysis of issues for transformation and spiritual conversion; 2)To awaken in the students a sound biblical perceptions of the realities in the contemporary world;

offer **3**)To new opportunities to students to acquire sound human and theological knowledge guided by Gospel values; 4)To help students learn and develop skills of transformative organizational leadership in communities and society.

VI. Capacity Building/Training

A.Formators' Course at Uganda Spiritual Formation Centre Namugongo (USFCN) (Nine months Course)

MODULE 1: Scripture and consecrated life

MODULE 2: History of consecrated life

MODULE 3: Critical Thinking (Logical / philosophical approach of analysis of issues

MODULE 4: Theology of Consecrated life

MODULE 5: Anthropology of Consecrated life

MODULE 6: Stages of formation MODULE 7: Psychology and Consecrated Life

MODULE 8: Sociological aspects of Consecrated life

MODULE 9: Canonical norms on Consecrated life

MODULE 10: Human Development

MODULE 11: Spiritual accompaniment

To be Continued in the next issue...

ARU AND UNIVERSITY OF KISUBI HOLD FIRST CERIMP STAKEHOLDERS' WORKSHOP

By ARU Reporter

Following the joint establishment of Center of Excellence in Research, Information Management and Programming (CERIMP) between Association of the Religious in Uganda (ARU) and the University of Kisubi (UniK) in September 2021 and the prompt induction of the recruited staff members in March 01-02, 2022; the two Organizations have gone ahead to hold the first ever stakeholders' workshop.

The two days stakeholders' workshop, which was both virtual via zoom and on site was held on March 11th - 12th, 2022, at Ulrika Guest House, Kisubi as a way of further strengthening the partnership.



CERIMP staff attending a virtual zoom workshop at Ulrika - Kisubi.

According to the Centre Manager, Sr. Elizabeth Nakayiza, RSCJ, (Ph.D), CERIMP was established to provide functional Innovative research, Information management and Programming for improving performance of the Association of Religious in Uganda (ARU). It will support the mission and apostolates of ARU members, Religious Institutes, activities of the Catholic Church, and the people of Uganda as a whole.



Participants in attendance of the first stakeholders' workshop at Ulrika, Kisubi.

The field of service delivery, which include but not limited to formation, education, health, spiritual/retreat, social/pastoral work and development projects. It will scale them over beyond the Catholic facilities to enrich Uganda Government Policy Plans (NDP-Phase three) and other players in the field including the United Nations (SDGs.)

The said first ever Research Centre will facilitate ARU to engage in intensive creative applied research, programming and advocacy that can significantly improve and equitably sustain the quality of life and offer holistic development that benefits the people and the entire ecosystem. The Center of Excellence in Research, Information Management and Programming (CERIMP) builds on the longstanding experiences of the Catholic Church and Religious Institutes in Uganda.



CERIMP Group discussions during the 1st Stakeholders' workshop at Ulrika.

The main objective of the stakeholders' workshop for CERIMP is to initiate a nation-wide network of all member Institutes of ARU to identify the major issues, challenges or problems needing research. This is in response to CERIMP's first objective to operationalize the research program which will significantly involve ARU and the University of Kisubi (UniK) as key stakeholders, forming a technically and geographically diverse network of researchers from religious institutes and other academic institutions. Many, including the clergy and the invited lay people, turned up for the stakeholders' workshop.



Group prentations of CERIMP staff during the 1st stakeholders' workshop at Ulrika.

It is the hope of the twin organizations: (ARU and UNiK) that the newly born Centre of Excellence in Research, Information Management and Programming (CERIMP) is successful in all ways.

ARU COMMISIONS SPIRITUAL FORMATION PARTICIPANTS AT NAMUGONGO



The newly commissioned participants share a light moment, with Sisters and the Apostolic Nuncio to Uganda His Excellency Archbishop Luigi Bianco (Centre)

By ARU Reporter

The Association of the Religious in Uganda (ARU) through Uganda Spiritual Formation Centre (USFCN) and Formation Ministry of the Religious in Uganda (FoMRU) Commissioned 34 participants on February 28, at Namugongo.

The commissioning ceremony commenced with a Eucharistic Celebration and it was graced by His Excellency, Archbishop Luigi Bianco, Apostolic Nuncio in Uganda as the Main Celebrant.



His Excellency Archbishop Luigi Bianco, the Apostolic Nuncio Celebrates Mass during the graduation of participants.

Sr. Mary Lydia Apili Bwor, LSMIG; the Secretary General of ARU congratulated the newly commissioned participants for persevering from the beginning up to the end. "The gift of faith and courage made the participants of 2021/2022 at USFCN together with their facilitators to complete the curriculum successfully. Therefore, go and bear fruits that will last forever." she remarked.

Sr. Rita Nabukalu, SMR, the Directress of USFC urged the newly commissioned participants on the importance of being prepared all the time. "God does the planning; we do the preparing."

The ARU - FoMRU Coordinator, Sr. Mary Pauline Namuddu - LSOSF also congratulated the participants and urged them to BE WITNESSES of God's Love and Mercy. She also appealed to them to become servant leaders in various ways and levels and to use the acquired skills from critical thinking in order to make a difference and inspiration for greater heights.

The participants reported to the Centre for Formation and Renewal courses on April 12, 2021 and have gone through a spiritual formation and renewal training for a period of nine months under the theme "Be still and know that I am God" (Psalms 46:10).

The training basically revolves around the core values of ARU which include; Love, Obedience, Integrity, Humility, Contemplative prayer, Team Spirit, Community and Respect with the Mission to lead participants to awareness of God's unconditional love (Agape) for them and entire humanity through agents and processes of transformation.

Priests, Sisters and Brothers from different countries and different congregations attended the training with Uganda taking up the biggest number of participants, followed by Kenya, Cameroon, India and South Korea. Focus is on the newly Commissioned members, as ARU networks look forward to reap abundant fruits!



Participants accompanied by His Excellency the Most Rev. Luigi Bianco, Apostolic Nuncio and other representatives cut the cake.

SISTERS EMPOWERED BY SISTERS' BLENDED VALUE PROGRAM (SBVP)



Catholic Sisters attending project management and blended value program at Association of the Religious in Uganda, Secretariat (ARU). Photo by ARU Communications

By ARU Reporter

Catholic Religious Sisters from Congregations different across convened at the Secre-Uganda tariat of Association of Religious in Uganda (ARU) for a five days project management and sister blended value program training. The training is intended to increase capacity building in social entrepreneurship among Catholic Sisters to turn their social ministries into sustainable social enterprises. The project training is funded by the Conrad N. Hilton Foundation and implemented by Strathmore University Business School in partnership with the Association of the Consecrated Women in Eastern and Central Africa (ACWECA). The training, which commenced on Monday March 20, 2022, ended on Friday March 25, 2022.







STAFF ATTAIN HANDS-ON SKILLS FOR SELF-SUSTENANCE



The CCCU staff on practical training of hands-on skills at ARU Secretariat, Nsambya. Photo by ARU Communications.

By ARU Reporter

The staff from 44 Child Care Institutions (CCIs) of Catholic Care for Children in Uganda (CCCU) convened at the Association of the Religious in Uganda (ARU) Secretariat, Nsambya - Kampala for 11 - days Central training by KULIKA. The training, which commenced on March 1- 12, 2022, aimed at empowering the staff on how to come up with different income generating activities for self-sustenance.

Wardens and Administrators from Child Care Institutions under CCCU attained hands-on skills that will enable them to be self-reliant in their various child care institutions and they will in turn transfer the knowledge and skills to other Institutes' members and Communities where they serve.

Sr. Leocardia Turyahebwa, MSMMC, revealed that they learnt many skills that will help them be self-reliant, "We have learnt many things which among others is food processing. I personally have learnt how to make yoghurt using cheaper products within my means. This skill will help us secure food for selfsustainability." She added.

Sr. Elizabeth Asuru, LSOSF, Administrator, Nkokonjeru Providence home; Buikwe District noted that she learnt how to make soya milk from soya beans and it is nutritious alternative diet.



Practical skills being translated

The hands-on skills that were imparted to the staff include; piggery production, poultry management, cattle management, recording and cost benefit analysis, mushroom growing, wines and juice making and agronomic practices of assorted crops.

The staff participants appreciated the Association of the Religious (ARU), Catholic care for Children Uganda (CCCU) and KULIKA for the great initiative of imparting such excellent hands-on skills. They promised to maximise the skills aquired for the betterment of their communities and institutions.



Participants serve yoghurt after acquiring practical skills in yoghurt production at ARU Secretariat



MAKERERE BUILDS BENEFICIARY CAPACITY IN CHILD PROTECTION



The staff and participants of the AACSS share a memorable moment during the workshop at ARU Secretariat. Photo by ARU Communications.

By Celestine Lindrio, MSMMC

All Africa Conference Sister to Sister (AACSS) conducted the third AACSS-Beneficiaries training in Child Protection from February 06 -19, 2022, at the Secretariat of the Association of the Religious in Uganda (ARU). A total of 80 participants got trained in Child protection and child safe guarding all together from all three trainings.

According to the National Coordinator, AACSS, Sr. Celestine Lindrio, "This training is an empowerment for the effectiveness of the sisters' ministry in the mission. Workshops such as child protection and child safe guarding have been organized for sisters with the purpose of creating the spirit of connectedness and working as members of the same family as Consecrated persons. While Taking into consideration the current challenges of child abuse and human trafficking, which are big concerns as the Holy Father Pope Francis encourages the religious to take part in advocating for the protection of children and humanity at large."

The Makerere University Department of Social Work and Social Administration's practice -oriented child-protection and safeguarding course is a tailor- made hands- on training intended to benefit professionals working in child protection in Uganda. The course aims at equipping professionals in child protection with prerequisite required knowledge and skills in child protection and safeguarding issues, to enhance their capacity to build a functional protective environment for children in their respective duty stations.

The course consists of the following modules: Introduction to Child Protection (PCPC I); Legal framework and policy guidelines in Child Protection (PCPC II); Formal and informal Child Protection systems (PCPC III); Prevention and response strategies to Child Rights Violations (PCPC IV); and Child Safeguarding (PCPC V).

Sr. Celestine also appreciates GHR Foundation represented by Kathleen and the AACSS Executive Director Sr. Rosemary Jeffrries who have worked with remarkable that led to the three phases of AA-CSS-beneficiaries training in child protection and child-safeguarding.

The training was delivered to Sisters, Brothers and lay people under the auspices of the All-Africa Conference Sister to Sister (AA-CSS) program. The participants were of diverse backgrounds and came from different congregations.

The Makerere University Department of Social Work and Social Administration aims at improving the understanding of key concepts in child protection and child safeguarding by the participants of the course and to enhance their ability to apply them in their day- to- day work.

The training was facilitated by two experts in child protection and safeguarding with a broad experience in delivering similar trainings in Uganda and other East African countries, namely, Dr Ronald Luwangula and Dr Esther Nanfuka Kalule from Makerere University.

The participants were also asked to share what they would do differently in their practice based on the knowledge they had gained during the training. Their views reflected deep appreciation of the course content and its applicability in their various works.

SISTERS CONTRIBUTE TO SCALE DOWN COVID-19 SPREAD

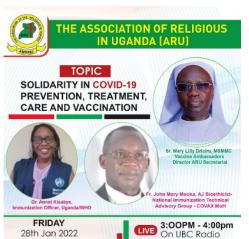


Catholic Sisters distribute COVID - 19 posters in a bid to combat the spread of COVID -19 at the ARU, Secretariat, Nsambya. *Photo by ARU Communications*

By ARU Reporter

An average of 38,292 doses of COVID -19 Vaccines were administered each day in Uganda, in the recent weeks, according to Routers COVID-19 tracker. At this rate, another 10% of the population will be reached. The Catholic Sisters' milestone contribution cannot be underestimated in this remarkable achievement after joining the government of Uganda through launching the network of Catholic Sisters Ambassadors Vaccine Campaign. Since November 19, 2021 to date, the sisters in the medical field joined hands with those in the media apostolate to provide a critical support to combating COVID-19 spread, mitigate Vaccine hesitancy and encourage Vaccine uptake among the people of Uganda. They have reached the masses through the media; Radio and Television programmes, Video, Social Media and Information Education Communication (IEC)

productions of fliers and posters. Guided by the theme: Solidarity in COVID Prevention, Treatment, Care and Vaccination, the Radio programmes that became interactive made great impact on the people. Hence positive response in the Vaccine uptake. Slowly, the COVID -19 scourge that dominated headlines world over are fading out. The sisters have enjoyed close collaboration with the Ministry of Health and the World Health Organization (WHO), Uganda.



"The Catholic Sisters with male religious could not bear hearing the desperate voices in the healthcare centers. Schools, places of worship and local communities where they serve. The consecrated persons became partners in COVID-19 interventions not onlookers," according to a press statement.



From Right is Sr. Mary Lilly Driciru, Dr. Annet Kisakye and Fr. John Mary Mwooka during the COVID-19 talk show Campaign on UBC Radio

The dwindling curves of COVID-19 infection rates, death cases have reduced to eight (08) per day, with nineteen (19) cases, after the stressful lockdown. There is an increase in Vaccine Uptake, with a downward trend in COVID-19 crisis. To date, there are 163,862 cases of COVID virus, 3,595 deaths, with 100, 163 recoveries. 19.4% of the country's population has been vaccinated. With this positive achievement, the Catholic Sisters and their male counterparts are determined to excel in their interventions.



CONSECRATED WOMEN AND MEN: CALLED TO PARTICIPATE IN THE SYNOD OF PRESENCE



Consecrated Women and Men share a memorable moment with the Archbishop of Kampala Archdiocese, Most Rev. Paul Ssemogerere (centre) at Rubaga Cathedral on 06/02/2022

By ARU Reporter

Association of Religious in Uganda (ARU) and its networks joined the bigger community of the religious in the Archdiocese of Kampalato commemorate the day of prayer for women and men in consecrated life on the feast of the Presentation of our Lord in the Temple.

Sunday February 6, 2022, became the remarkable day in order to highlight the gift of consecrated persons for the whole Church. The Archdiocese of Kampala hosted the consecrated persons and organized the celebration of World Day for Consecrated Life.

Archbishop Paul Ssemwogerere of Kampala Archdiocese, who presided over the event exclaimed; "... it is the design of God to be here. This interaction is a sign of working together. Pope Francis like me wonders how the Church would be without the religious men and women who greatly support and work for the church!" The day attracted over 500 consecrated per

sons and societies of apostolic life in Rubaga Cathedral.

The Archbishop further thanked the clergy and religious for their contribution towards the salvific mission of the church through its sanctification and presence through the evangelical councils –a call to holiness (Lumen Gentium 39). "This calls us to set our minds to things above, Col.3:1-2, be holy for I'm holy, Lev.19: 2ff, we should love God with all the mind and strength as spelled in the book of Deuteronomy and the Gospel of Mathew."

He (the Archbishop) invited the consecrated persons to love their charisms while rendering pastoral ministries. He urged the Pastoral Coordinator of the Archdiocese of Kampala to engage the Association of Religious and Societies of Apostolic Life in Uganda to participate in the synod of presence. In conclusion, the prelate castigated the heartbreaking occurrences in Uganda, where many are imprisoned without trial, with violation of court orders, widespread theft,

and kidnaps. "People are made in the image and likeness of God, all ought to be respected by all. Let all citizens make use of true freedom and emulate Mother Mary, the perfect model of faith." Meanwhile, the Vicar for the religious, Fr. Richard Nnyombi, informed the congregation that there are 70 Institutes of religious serving in the Archdiocese of Kampala. "The diversity is a blessing to the Archdiocese of Kampala. The Synod will help to discover this richness in this mother Diocese in Uganda."



Sr. Lydia Apili Bwor, LSMIG Secretary General, ARU
The Secretary General of ARU, Sr.
Lydia Apili Bwor, LSMIG used the
available platform to introduce
members, structure and functionalities of ARU to the then newly
installed prelate of the Archdiocese of Kampala and present the
transitioning Executive leadership
to the fellow religious. Sr. Lydia thanked the Archbishop for



A Crossection of Consecreted Catholic Sisters at Rubaga Cathedral



From right is Sr. Anamaria Nankusu, RSCJ the outgone President/chairperson. ARU and the new President, Mother Maria Speranza Namusisi. IHMR. **Photo by ARU Communications**

for being a father to the consecrated persons and members of apostolic life in Uganda.

"The religious call is born in the Church where it bears fruit through care for the common home and responding to the cry of the poor." She also called all to embrace the Synod on Synodality with the theme: Communion, Participation and Mission.

The out-gone President /Chairperson, ARU, Sr. Anamaria Nankusu, RSCJ, reminded the congregation about the motto of ARU: No longer strangers but friends. "Out of the 114 registered institutes, 70 come from the Archdiocese of Kampala. Thank you for loving and supporting our mission as a conference in Uganda. With love and thanks, I call upon the incoming President of ARU. Thank God, that providentially, both of us are here today. We take this occassion of introducing ourslves especially -

to the new and young members of this congregation gathered here to-day who may not know who we are. We welcome the new President Mother Maria Speranza Namusisi, IHMR." Mother Speranza was happy to be part of the event. She observed that God calls and sends as He will. "I trust in the support of the outgoing President and strength of the Network..."

The day was graced with the presence of the Emeritus Nuncio,

His Excellency Augustine Kasuja, the clergy, consecrated persons and members of apostolic societies.

The day of the Consecrated women and men also known as Candlemas Day originated from way back in 1997, when Pope Saint John Paul II instituted it. On this day, candles are blessed symbolizing Christ who is the light of the world. So too, those in consecrated life are called to reflect the light of Jesus Christ.



The staff of ARU with neighbouring community members hold lit candles after celebrating the day of the consecreted on February 2, 2022 at ARU Secretariat

High-End Stake-holders review Performance



Staff members of Catholic Care for Children Uganda, closing the high-end stakeholders' meeting at the ARU Secretariat, Nsambya. **photo by By ARU Reporter**

By Caroline Nansukusa, CCCU

Catholic Care for Children Uganda (CCCU) held a two-day performance review meeting from March 22-25, 2022 at the Secretariat of the Association of Religious in Uganda (ARU). High-End Stakeholders from different Child Care Programs' Leaders who make and influence decision making for programs attended the meeting.

The stakeholders included; the Superiors General, Priests in-charge of Child Care Institutions / Programs on behalf of the Dioceses, Chairpersons of the Boards of Governors, and Chair persons of the Institutions' Child Protection Committees. All these represented the 17 Religious Institutes who partner with CCCU.

The meeting aimed at revisiting the implementation of the previous resolutions made at a similar meeting in 2020, presenting the status report of CCCU 2020-2021. The meeting presented the individual performance of each Child Care institution (CCI) and the overall performance and later paved way forward for the next phase of CCCU operation.

The meeting was onsite and it was participatory from both the hosts and the attendees. The content of the meeting included: Status Report of CCCU, External Evaluation Report of CCCU program, Importance of Monitoring and Evaluation (M&E) in an Organization, CCCUs' Annual M&E Report for 2022, and De-institutionalization, Re-purposing and Residential CCIs and conclusive Resolutions and Action points.



Sr. Maria SSperanza Namusisi, the incoming President of ARU, address members at the CCCU Stakeholders' high-end meeting



Bro. Hilary Kazoora, a member of ARU Excutive Committee, address members of CCCU during the meeting. Photo by ARU reporter.



A call to Combat Trafficking in Persons (TIP)



Some of the survivors of human trafficking share a light moment with Fr. Sewavah Charles Lwanga and Sr. Mary Lilly Driciru, MSMMC shortly before sharing their experiences with the World at Radio Maria Uganda during the commemoration of TIP.

According to the United Nations

By Mary Lilly Driciru, MSMMC

The Association of Religious in Uganda (ARU) with partners: (Talithakum Network, Africa Faith and Justice Network (AFJN), John Paul II Justice and Peace Centre (JPII-JPC), Uganda Episcopal Conference: Departments of Justice and Peace and Lay Apostolate jointly commemorated the Feast Day of St. Josephine Bakhita for Catholic International Day of Prayer for Victims and Perpetrators of Trafficking in Persons (TIP) on February 8, 2022. Uganda team joined Talithakum in a virtual commemoration to follow this international event. Later in the day, the said team went live on Radio Maria Uganda. Guided by the theme: "The Power of Care: Women, Economy, Human Trafficking," the presenting team utilized the Radio Programme from 6.00-9:30 p.m EAT. The programme was punctuated with overview

of the theme, statement from the youth who are potential victims of Human Trafficking, Testimonies of Survivors of Human Trafficking, Holy Mass, Holy Rosary and it concluded with an interactive Talk show on Human Trafficking and concerted efforts to combat exploitative labour externalization. The statement of the day says; "Human trafficking is one of the deepest wounds inflicted by the current economic system. Wounds that affect all dimensions of life, personal and community. The pandemic has increased the "business" of human trafficking and has exacerbated the pain: it has favored the opportunities and socio-economic mechanisms underlying this scourge, worsening the situations of vulnerability that involved the people most at risk disproportionately women and girls. The latter, particularly penalized by the dominant economic model with gaps between men and women."

Strategic Plan 2022-2025 "Entity for Gender Equality and the Empowerment of Women (UN-Women)" with a general improvement in the condition of women globally, until the arrival of the pandemic, inequalities in all the most important areas of life: health, work, education and politics remain significant. Below, some unequivocal data:



The participation rate, between the ages of 25-54, in the workforce is 90% for men and just under two thirds for women; for 2.7 million women there are important legal obstacles, as well as cultural, to equal employment opportunities. The global wage gap between women and men is estimated at 23%; women do three times more unpaid domestic and care work than men; women aged 25-34 have a much higher risk of poverty than men.

The economic fallout expected to push an additional 47 million women and girls extreme poverty in 2021, into reversing decades of progress. in parliaments, on average, women represent only a quarter of the seats; 30% of young women do not study, do not work, do not follow any training courses (while for young men it is 13%); two thirds of illiterate people in the world, are women; 245 million women and girls over 15 years have suffered physical and/or sexual violence by their partner in the last year; only 13% of the anti-COVID fiscal, labor and social protection measures concerned the economic security of women. ("Entity for Gender Equality and the Empowerment of Women (UN-Women)", Strategic Plan 2022-25, pages 3-4)





Pictorials of the human trafficking senstization at Radio Maria Uganda, with testimonies from survivors of Trafficking in Persons (TIP)

ARU Blest with New Executive Committee

By Mary Lilly Driciru, MSMMC

The New Executive Committee that was elected in the last General Assembly were inducted on March 17, 2022. This event was preceded by handover ceremony on the previous day. Fr. Prof. Odubuker Picho Epiphany, MIDM, and Assistant Human Resource Commissioner in Public Service of Uganda, Mr. Samuel Eitu, conducted the induction for the team and other staff members at the Secretariat of the Association of Religious in Uganda.

The annual General Assembly of November 3th-7th, 2021 culminated in the election of new Executive Committee at the Secretariat at ARU. However, due to practical reasons, the team convened early this year.

The new Executive Committee Members are: Mother Maria Speranza Namusisi, IHMR- The President of the Conference, she is assisted by: Fr. John Bosco Kamoga, CSSp, the committee chairpersons are: Mother Noeline Namusoke, DM, Bro. Hilary Kazora, BSCL, Br. Casio Aizire, FIC, Sr. Genevieve D'Silva, DMC, Br. Aloysius Kiiza, BSJW and Mother Grace Angelina Aciro, LSMIG.

"...PEACE BE WITH YOU" "HE IS TRULY RISEN ..." OUR REASON TO STAY HOPEFUL HAPPY EASTER 2022



From right is the Chairperson, ARU, Sr. Speranza Namusisi and members of the executive during induction at ARU Secretariat. Photo by ARU Communications.

The topics handled during the induction included: Management, Leadership and Administration skills. According to the facilitators, induction is sort of orientation where the team members learn to exercise collegiality, understand the nature of their business, promote

work culture, take a look at policies and procedures, rules and regulations. Besides, it creates sense of belonging, reduces labor turnover, removes anxiety, bias and confusion about organization details and brings about development of favorable public image.



A cross section of the executive and ARU staff during the induction at ARU Secretariat. Photo by ARU Communications.

Pictorial of the major events

























Our Partners





















