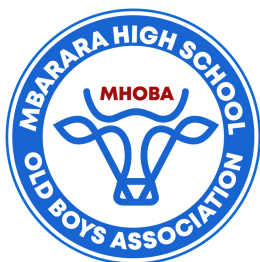
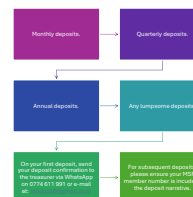


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Beneficiary Account Name	MBARARA HIGH SCHOOL OLD BOYS ASSOCIATION LIMITED
Beneficiary Number	UGX 111 000 006 9245- Solidarity Fund
Branch Name:	KOLOLO BRANCH
Beneficiary Bank Name:	HOUSING FINANCE BANK LTD
Beneficiary Bank Address:	INVESTMENT HOUSE, PLOT 4 WAMPEWO AVENUE
Beneficiary Bank Swift	P.O.BOX 1539 KAMPALA, UGANDA, TEL: +256 414 259651/2, FAX: +256 414 341429 HFINUGKA

You can make your contributions by way of:



1347 Bulabira Flats Lane (Off Bulabira Road), Najjera 1, Kira Town Council, Kampala-Uganda: MHOBA@gmail.com

***Final Decision Action Note #4***

**Pillar #4: Network and Collegiality.**

**1. Background**

At its Annual General Meeting on March 2025, Mbarara High School Old Boys Association (MHOBA) elected a new Executive Committee. The tenure of the new ExCom is expected to run for a two-year until December 31, 2026. The MHOBA ExCom (2025-2026) is Comprised as follows:

Godber W. Tumushabe	Chairman
Deus M. Mukalaazi	Vice Chairman
Nicholous Turyahabwe	Secretary
Jacob Kabigumira-	Treasurer
Ezra Mugume	Publicity Secretary
Edwin Babimpa	Cohort Representative 1960-1980
James M. Mugume	Cohort Representative 1981-1990
Bruce Tushabe	Cohort Representative 1991-2000
Obed Beinomugisha-	Cohort Representative 2001-2010
Difasi Nasasire	Cohort Representative 2011-2020

In his acceptance speech, the new chairman of the Association outlined 4 strategic areas of action that will form the agenda of the ExCom. At its first meeting on April 3, 2025, the ExCom reviewed the Chairman’s proposed agenda and adopted the following areas to constitute the Association’s programme of work. These are:

- i) Association Strengthening (Pillar #1)
- ii) School Governance and Performance (Pillar #2)
- iii) Collective Investments (Pillar #3)
- iv) Networking and Collegiality (Pillar #4)

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The ExCom undertook to develop Action Notes to elaborate the rationale and range of actions to be pursued under each pillar. Decision Action Notes are therefore instruments of the ExCom designed to achieve two interrelated objectives;

- a) To elaborate modalities for implementation of relevant decisions of the ExCom.
- b) To outline rights and privileges, duties and responsibilities of the Association members as well as modalities for participation by the members and Alumni.

The first version of this Action was shared with MHOBA members and Alumni for consultation purposes. Following on the consultations and review of the inputs submitted, this Action Note constitutes the final decision of the ExCom on this work stream. The Note provides modalities for establishing MHOBA and Mbarara High School Old Boys Alumni into a strong network able to dominate the space of old boys and old girls of schools within within Chaapa's peer group.

## **2. Rationale for the Action**

At its 2<sup>nd</sup> meeting, the ExCom of MHOBA resolved to invest in strengthening networking and collegiality among the old boys of Mbarara High School. Activities under this pillar are complementary to Pillar #1 actions in so far as they focus on mobilizing and supporting networking and collegiality across the entire Mbarara High School Alumni beyond the subscribed members of the Association.

The approach of the Association to consider the entire Mbarara High School Alumni as an ecosystem of members with diverse but mutual interests and dispositions connected by our school history. This pillar therefore represents MHOBA's commitment to serve the entire Mbarara High School Old Boys alumni beyond the subscribed members of the Association.

Over the years, Mbarara High School Old Boys have not invested significantly in organizing ourselves into an active and functional old boys' network. However, the deficit diminished substantially over the last 2 years with the mobilization around the Re-build Addis Initiative and the eventual formation of Mbarara High School Old Boys Association (MHOBA). Lessons from other alumni networks in Uganda and elsewhere clearly show that we can't wait any longer.

There are at least three major reasons for investing in strengthening networking and collegiality among Mbarara High School alumni:

First, a strong, credible and vibrant network of old boys is the foundation for creating a shared vision for both the school and the alumni association. Around the world, school-based alumni associations create the most dynamic forms of organizations that invest in their previous

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schools, build effective networks across economic and professional geographies, while supporting members to excel in business, professional and personal endeavors.

Second, an expanded and well-coordinated alumni network will undoubtedly create opportunities for mutual support—socially, professionally, and financially. Such alumni network will also enhance the association's capacity to undertake ambitious projects including collective investment, infrastructure projects, mentorship programs, and welfare support systems, among others.

Finally, a strong, vibrant and cohesive alumni network will increase the association's visibility and influence in key sectors, positioning it as a valuable platform where members connect, collaborate, and contribute meaningfully to self, society and the development of Mbarara High School and the country.

### **3. Areas of Focus and Action**

#### **3.1. Members welfare and social support**

A social support scheme is a vital pillar in any vibrant Old Students Association. It fosters unity, compassion, and long-term engagement among members. Here is why it's important;

- Strengthens **Bonds and Brotherhood**

Life after school can take members in different directions, but shared experiences from the past remain a powerful link. A support scheme helps nurture these bonds by showing care in times of need, celebration, or hardship.

- Provides a **Safety Net**

Members may face challenges such as illness, bereavement, job loss, or financial difficulties. A structured support system ensures that help is readily available, promoting collective resilience.

- Encourages **Active Participation**

When members see the association as more than a social club—something that truly supports their well-being—they're more likely to stay active, contribute financially, and engage in programs.

- Builds a **Culture of Giving Back**

A social support scheme instills a spirit of giving. As members receive support in

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times of need, they're also encouraged to support others when able, creating a cycle of goodwill.

- Promotes **the Association's Image and Values**

A compassionate and responsive association reflects positively on the values taught in school and builds the credibility of the alumni body in the larger community.

Mbarara High School Old Boys are among the most generous and compassionate beings on planet earth. Their empathy levels are unrivalled and they always come through to support each other in times of need. However, this support is not structured. The lack of structure and organization has sometimes seen some members get more support than others and sometimes others total ignored. This state of events is dangerous for the unity of the association as some members may feel left out and discriminated. Also, because we cannot afford to look on when or members lose their loved ones, its very difficult not to collect condolences; but because this is done haphazardly and hurriedly (as we cannot plan for death), quite often few members come through and others don't. This places a burden on those who are naturally empathetic yet together we would make the load lighter.

**i) Establish a MHOBA SOLIDARITY FUND (MSF)**

This shall be a fund under the Welfare Committee. The Fund shall have a separate account but shall be managed by the Executive Committee. The Chairman shall appoint three members from within the committee to manage the fund and shall also appoint signatories to the Fund Account.

The fund will borrow heavily from insurance principles where the logic is to leverage on the numbers and pool resources to cover eventualities of death and where the eventuality does not happen the person cannot make a claim of the one as a saving.

Upon the death of a qualifying person, the Solidarity Fund Management Committee shall just withdraw the funds from the account and pass it on to the member.

**FOUNDATIONAL GOVERNING PRINCIPLES FOR THE SOLIDARITY FUND**

**a) Legal Status**

- i) MHOBA Solidarity Fund (MSF) also hereinafter referred to as “the Fund is programme of Mbarara Old Boys Association (MHOBA) also hereinafter referred to as “the Association” and shall be governed in accordance with the MHOBA Memorandum and Articles of Association, this Action Note and any regulations developed and approved by the MHOBA ExCom or the Annual General Meeting.
- ii) The Annual General Meeting of MHOBA may, upon the recommendation of the ExCom, by resolution decide to register and incorporate MSF under appropriate legislation to confer upon it appropriate legal status.

**b) Purpose of the Fund**

- iii) The main purpose of MHOBA Solidarity Fund is to provide social and welfare support in casde of loss of a member or a qualifying relative as the case may be.
- iv) Upon commencement, the Fund will replace the regular harambe contributions run on Alumni WhatsApp groups, hence alleviating emergence fundraising contributions that have hitherto been the practice.

**c) Eligibility for Participation**

- v) Participation in MSF is open to all Mbarara High School Alumni, not withstanding whether one is a member of MHOBA.
- vi) Participation in the Fund shall be by way of **voluntary mandatory monthly contribution** by any interested Alumni.

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- vii) A member of the Association or Alumni shall participate in the Fund in his own right. By implication, where two or more participating contributors lose a qualifying relative, the Fund shall contribute to each member accordingly.

**d) Commencement**

- viii) Contributions to the Fund shall commence with the month of June 2025 but payout to an eligible member shall only commence upon reaching target of UGX5,000,000.
- ix) Upon the commencement of the Fund, if a situation arises where the agreed contribution is to be made and the Fund does not have the committed amount, the contributors to the Fund shall make contributions to top and deliver the committed amount to the beneficiary contributor.
- x) A member of the Association or Alumni who wishes to participate in the Fund after it has started shall start from the month when they chose to participate, without being required to make contributions for the months when they had not joined.

**e) Mandatory Monthly contributions**

- xi) A member of MHOBA or an Alumni who is not a member of the Association who wishes to participate in the Fund shall make the following contributions.
  - i. MHOBA Members: UGX 30,000 per month
  - ii. Alumni who are not members of the Association: UGX 40,000 per month. The additional UGX10,000 is to cover the cost of administering the Fund.
- xii) The monthly mandatory contribution shall be paid not later than the last dat of every month for which it is due.
- xiii) A contributor to the Fund shall have a right to make lumsump payments in advance as they deep appropriate.

**f) Consequences of default**

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- xiv) A contribution that is not paid during the course of the month for which it is due shall attract a penalty of UGX10,000 per month for every month it remains unpaid.
- xv) A contributor who is in default for six consecutive months will lose his participation in the Fund and shall forfeit any contribution made at the time.
- xvi) A participating member who loses his participation status on account of payment default shall be required to register afresh as a new participant should he chose to do so.

**g) Eligible Payouts from the Fund**

- xvii) The MSF is meant to extend financial assistance and social solidarity ONLY in case of loss of a member or a qualifying relative. **For the avoidance of doubt the Fund shall not be extended to cover sickness or illness of any nature.**
- xviii) The qualifying relatives shall be:
  - a) Biological children.
  - b) Legally adopted children.
  - c) Spouse.
  - d) Biological Parents.
- xix) The MSF Management Committee may at its discretion and on case by case basis extend assistance to a contributor who loses a relative falling outside the degrees of relationship described in this section if the Committee is satisfied that such assistance would still fall within the parameters of qualifying relative as the case may be.
- xx) A Member shall be required to submit names of their qualifying relatives to the Fund Management Committee at the time of joining the Fund. The data submitted shall be used for the purpose of effective running of the Fund only and shall be protected in accordance with the data protection laws of Uganda.

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- xxi) If a member dies, the MSF shall extend support of UGX 5,000,000 to his family to support with burial ceremonies.
- xxii) If a member loses a qualifying relative, the MSF shall extend financial support of UGX 3,000,000 to the member.
- xxiii) On a member losing a qualifying relative or a member dying, on top of the financial contribution, the Fund Management Committee shall utilize not more than UGX 1,000,000 to arrange for common means of transport and ensure physical representation of MHOBA at the burial and other burial ceremonies like vigil and requiem mass as appropriate.
- xxiv) If at anyone time the fund is short of money and there is need to support a qualifying member, members shall pool resources to top up.

**h) Fund Managment and Accountability**

- xxv) The Fund shall be operated from a designated MHOBA Bank Account exclusively opened up for the Fund purposes and the ExCom shall be under an unequivocal obligation to ensure that the fund bank account is not used for any other purposes.
- xxvi) The the Fund shall be operated on insurance principles with such modifications as may be appropriate to ensure adherence to the purpose for which it is established.
- xxvii) At the end of each calendar year which shall be the financial year of the Fund, any funds that may not have been utilized (paid out), shall remain the property of the fund and owned in common by all members for the sole purpose of meeting the Fund's purposes and objectives. For avoidance of doubt, no member may claim ownership of funds on a pro rata basis as an individual whether that individual has ever benefited from the Fund or not.
- xxviii) The Fund Management Committee shall ensure that any funds that are not immediately available for payout shall be held on an interest bearing account or may be invested as appropriate to ensure the growth of the Fund.

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- xxix) The Fund Management Committee shall prepare and submit annual reports to the ExCom about the operations of the Fund, including any proposals to improve the management of the Fund.
- xxx) The Auditors appointed to conduct annual financial audits of MHOBA shall be the auditors for the Fund.

**i) Fund Management Committee**

- xxxix) A Fund Management Committee (the Committee) appointed by the ExCom shall oversee the management of the Fund on behalf of the Contributors and the Association.
- xxxixii) The Fund Management Committee may on a regular basis as appropriate convene physical or virtual meetings to update contributors on the operations of the Fund.

**j) Maximum Threshold Months of Contribution**

- xxxixiii) The ExCom may upon recommendation of the Fund Management Committee determine that the Fund has built up adequate reserve Funds to ensure its sustainability and operability and hence decide to stop the monthly contributions.
- xxxixiv) Whenever such a decision is made, the number of months covered by the longest contributing member shall become the **maximum threshold months of contributions** that each contributor will have to reach before ending his mandatory monthly contributions.
- xxxixv) Once the Maximum Threshold Months of Contributions has been determined, every contributor shall only stop making the mandatory monthly contributions upon reaching the threshold and may then stop the contributions.

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**k) Rules Governing the Fund**

xxxvi) The Fund Management Committee may, develop and present to the contributors or the ExCom as the case may be, additional rules and procedures to ensure the efficient and transparent management of the Fund as may be deemed necessary and appropriate.

**3.1.1. OBs Monthly Hangouts**

The OB's Monthly Hangouts are monthly (every last Friday of the month) informal spaces where OBs will be mobilized and encouraged to meet for a meet, greet, drink and chat experiences. The OBs Monthly hangouts may be hosted by an OB or an OB business owner in collaboration with the association.

**3.1.2. Mbarara High School Diaspora Connect**

MHOBA will be deliberate in developing a database of all OBs in the diaspora and encourage them to connect with the Association and the School via appropriate electronic media.

This will be done through a snow ball method.

**3.1.3. Partnership with Chaapa League**

During the first quarter of the term of Office, the ExCom will engage with the leadership of Chaapa League to agree on the scope of partnership and support towards the League.

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<b>Beneficiary Bank Swift Code:</b>	HFINUGKA

You can make your contributions by way of:

