



UNIVERSAL COALITION OF AFFIRMING AFRICANS UGANDA (UCAA_UG)

Using Faith- Based Strategies To Promote Inclusion And Human Rights For All.

Call for Applications: Organisational Capacity Development Support for Two LGBTQI+-Led Organisations in Uganda.

Background

LGBTQI+-led organisations in Uganda are operating in an increasingly difficult environment. This, among others, affects the movement's sustainability, resilience, governance, and effectiveness. Organisations are expected to respond to increasing community needs while working with limited financial, technical, and institutional resources.

As part of its commitment to strengthening the wider LGBTQI+ movement in Uganda, the Universal Coalition of Affirming Africans Uganda (UCAA-UG) invites applications from LGBTQI+-led organisations interested in receiving Organisational Capacity Development (OCD) support. We also hope this support will be crucial in supporting organisations with fundraising, as Organisational Capacity is an area of donor interest.

Purpose of the support

The support is intended to help two selected organisations: assess their current organisational capacities, identify priority areas for institutional strengthening, and develop practical systems and at least one governance document that support their sustainability and effectiveness.

An Organisational Capacity Development expert will work with each selected organisation to:

1. Conduct a comprehensive Organisational Capacity Assessment (OCA);
2. Develop an Institutional Strengthening Plan (ISP) based on the findings of the assessment; and
3. Develop or strengthen at least one priority governance document identified through the assessment and ISP.

Expected support for selected organisations

Each selected organisation will receive:

- A participatory Organisational Capacity Assessment;
- An Organisational Capacity Assessment report identifying strengths, gaps, risks, and priority capacity needs;
- A practical Institutional Strengthening Plan with recommended actions, responsibilities, priorities, and proposed timelines;
- Support to develop or strengthen at least one priority governance document arising from the assessment.
- Please note that this support does not come to your organisation directly. UCAA hires the OCD expert who will lead the process. UCAA will cover the cost of the entire activity.



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Eligibility

An organisation may apply if it:

- Is led by LGBTQI+ people and primarily serves LGBTQI+ communities in Uganda;
- Is currently operating in Uganda, has a physical address and is legally registered at any level;
- Has been in existence for five years or less;
- Has an identifiable leadership and governance structure;
- Has staff and Board who can participate consistently in the capacity assessment and strengthening process;
- Is willing to participate openly and actively in the assessment process;
- Is willing to provide the information and organisational documents reasonably required for the assessment;
- Is committed to implementing the Institutional Strengthening Plan; and
- Is willing to dedicate sufficient staff and leadership time to the process.

Faith-based LGBTQI+ organisations and transgender-led organisations are particularly encouraged to apply.

An organisation does not need to own or rent an independent office. Organisations hosted by another organisation may apply, provided that they can identify their physical operating location and explain the hosting arrangement.

Required application information and documents

Interested organisations should submit:

1. An application, not exceeding two pages, explaining:
 - 1) The organisation's name, address, background, mission, and principal activities;
 - 2) The organisation's geographical area of operation;
 - 3) Why the organisation needs this support;
 - 4) What the organisation hopes to achieve through the capacity-development process; and
 - 5) The organisation's commitment and availability to participate in the process.
2. Names and contact details of board members or members of the organisation's equivalent governance body.
3. A copy of the organisation's registration certificate, where the organisation is formally registered.
4. Names and contacts of two references from organisations, donors, networks, fiscal sponsors, or other partners that have previously supported or are currently supporting the organisation.



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Selection criteria

Applications will be assessed according to:

- Eligibility as an LGBTQI+-led organisation operating in Uganda
- Demonstrated organisational capacity needs;
- Clarity of the challenges described in the application;
- Potential for the support to strengthen the organisation's sustainability and effectiveness;
- Commitment of the leadership, board, and staff to participate in the process;
- Willingness to implement the resulting Institutional Strengthening Plan;
- Completeness and credibility of the information submitted; and
- Consideration of diversity within the LGBTQI+ movement, including leadership, geographical location, organisational size, and communities served.

Priority consideration will be given to faith-based LGBTQI+ organisations and transgender-led organisations. However, all eligible LGBTQI+-led organisations are encouraged to apply.

Confidentiality and protection of information

UCAA-UG recognises the sensitive legal and security environment in which LGBTQI+ organisations operate in Uganda. Information submitted through this application process will be handled confidentially and used only for assessing applications and implementing the capacity-development support.

Applicants should not submit personal identification documents or information that is not specifically requested. UCAA-UG may contact the listed references and board members only as necessary for application verification.

How to apply

Applications and all required documents should be submitted by email to: **Irene Nanyonjo**
Email: irene@ucaaug.org. Please use the following email subject line: Application for Organisational Capacity Development Support – [Name of Organisation]

Applications must be submitted by **25 September 2026**

Applications received after the deadline or applications that do not provide sufficient information may not be considered. For any **inquiries** about this call, please reach out to Irene Nanyonjo at irene@ucaaug.org.