

## Hope Artisans

Since the humble beginnings of Ubuntu in Rwanda in 2005, development has been possible mostly thanks to the Rwandan employees that succeeded themselves and devoted their hearts and energy to building the future of the widows and orphans of the small community of Imena village in Kimironko. Remember that there are 148 widow's families and 18 orphan reconstituted families, for a total of 742 people.



Today, I want to acknowledge the dedication of the employees of Centre César, thanks to whom this Community Center of trainings grows, more solid, softly rooting itself in the life of the village. As the Center grew and developed, we have had to hire people to put in place different programs as well as to insure that the premises are clean and maintained and hire also trainers for different skills to teach. They support the widows of the board of directors who are also very much involved in all our programs. After 6 years, we now count 15 employees (only two are not from the village). They are young and responsible for a household. On top of maintaining hope and building the

future, they give food and lodging to more than 50 people which represents a significant improvement in the life of our community.

Since this is a first employment for the majority of them, training on the job is provided so they will become efficient and attain a professionalism that benefits all the Centre César's members. Furthermore, the experience they are acquiring represents a serious asset for them. They seriously aim at becoming professionals, many going to University or college by night. It is very stimulating to give training to such dynamic and visionary youth.



The year 2011 has been one mainly of restructuring as well as reorganisation and decentralisation of the general administration towards an administration individual to each program. Effectively, the programs are now managed by a widow of the board and an employee, with the collaboration of our accounting agent and under my supervision. I have thus moved from being a founder, a coordinator to becoming more of a supervisor.



The time they have been employed by the Center varies from 2 to 6 years. The monthly total wages including taxes and social benefits is 1,500,000 FRW, so approximately CDN\$ 2,500 for those 15 people. The members of the support staff earn around \$65 per month and the administration employees earn between \$100 and \$165 per month.

Thanks to their dynamism and their sense of belonging to the Center, we are still going forward, in spite of the difficulties we encounter. This year we have also started to generate small incomes in most of the programs. These incomes have mainly been used for the program expenses, first steps towards self sufficiency, our main goal not only for the widows, the orphans and the programs, but for the Centre itself!

*Maman Nicole*