

HAND OVER SPEECH BY BWAMBALE DAVID KONGOLO AT RWEFRA OFFICES IN BUKOTO DATED THE 12TH DAY OF JUNE 2021:

The President elect Mr. Felix Milly Kabyanga and your entire Executive, the distinguished members of the outgoing Executive Committee, the Chairman and members of the Independent Electoral Commission, ladies and gentlemen.

Today is yet another history being made in our Association. It marks an end of an era of our leadership as the old executive committee and the ushering in of a newly democratically elected leadership that is going to lead us for the next two years. God is good and may his name be exalted forever for his goodness to us.

I take the honour to congratulate you upon having won your election and also thank you for having accepted to serve our association.

Leadership at Rwe fra is a calling. I say so because it is voluntary and yet your expected to work full time. There is no monetary gratification but your expected to keep moving and perform at the highest level. There are no privileges, it is a responsibility throughout but that is what makes it exciting, that all the time your service is aimed at trying to make a difference to humanity by working towards achieving our mission of social economic transformation of the members and communities back home.

There is no better reward that comes your way than when you look back and realize that your service made a positive impact in one's life. That should create a sense of satisfaction to us.

I also take the honour to congratulate the members with whom I served with.

Like I have always said, I could not get any better team than you. You served with diligence and to the best of your abilities. The results are indeed there for every one to see. We built this association from scratch and by God's grace today we are handing over a going concern solid entity with a brand that speaks for itself. I will forever cherish the journey that we walked together. The good memories at our EC page will have a lasting impression in my life. I made friends in you and to some of you the friendship might be the one that will last longest in my life. While today might feel bitter and sweet because we are imaginary splitting after 3 years of togetherness, we must all collectively pledge our full loyalty and support to the incoming team for the betterment of our association. Our legacy will only stand if this team performs. So go out there and work harder than before for them to succeed.

In our journey of leadership at Rwe fra there was strict adherence to the following core values which are even enlisted in our constitution as the pillars upon which we stand. I will reiterate them here for emphasis purposes.

- **Integrity.**

This is the first step to true greatness. It is the cement that has held us together. Having high moral values. You lose it you have lost everything.

- **Mutual respect for each other.**

Your simply leaders meant to guide the association not super stars, not governors. Consult amongst yourselves across the board before making decisions and have a collective responsibility over your decisions.

- **Equality and nondiscrimination.**

There are no social stratas in Rwefra. We are all equal no matter your social or economic standing in society. Keep your standings to yourself. We endeavor to act fairly and humane towards every each other.

- **Transparency and accountability.**

The members are entitled to know at any one time what you're doing, what your planning to do and how you intend to do it. They also deserve quick and accurate accountability of their resources. Do not create room for the members to start doubting the authenticity of your figures. You will automatically lose the respect and credibility before them.

- **Independent.**

Our decisions and actions are purely ours. We don't expect any external interference in our operations as Rwefra. This has saved us a lot and has earned us repute as nonpartisan entity.

- **Unity and solidarity.**

This is where our pride is. We are Rwefra and Rwefra is us. That un dying spirit that has made us stand up against any challenge. We are unshakable. We are achievers. Nothing is impossible in our vocabulary. It is our resolute to pursue our objectives and vision. Please never do anything that will make members question their belonging and loyalty to Rwefra.

If you keep these values close to you Rwefra will achieve the heights that it deserves.

I wont dwell much on our achievements over the years because those are in our reports over the years. I will only highlight and bring to your attention the challenges ahead or unfinished business which you must tackle immediately you begin your mandate.

1. The Constitutional is still under review. I am part of the team that has been working on it. It is actually done but it must be approved by the general assembly. You can also think of adding on the team or These are administrative issues that you will handle.
2. The Strategic Plan.
As you must have noted from the auditor's report money was dispensed for this. A consultant in the names of keygan was hired. Take it up and ensure this is done to its logical conclusion.
3. Land purchase at Lyemubuzi.
A resolution was passed to purchase 3-5 acres of land at this site. Money is available on account to make this a reality. As usual I never

put myself at the fore front of financial matters. Our outgoing trusted Secretary General Sam Kiriaghe is in charge of this. We shall work hand in hand with you to make sure this is a realized. The reason we have not paid is that the entire chunk of land is sold as one solid block of 48 acres. My assurance to you is that we are almost there.

4. A member called Uben offered Rwefra an office space in Kasese Municipality. Kindly follow it up as it is part of our agenda to have physical presence in most of the districts in the Rwenzori region.
5. The audited accounts. The accounts as promised during the AGM are out. These must be presented in the GA for debate and approval.

Liabilities and Assets.

We have no known debt as Rwefra. The assets and all what we have as Rwefra are all in the report of the treasurer which will be handed over to you.

I thank you Mr President and all those who participated in the last campaigns that we had. We thank God they all ended smoothly. I took notice of the good ideas that were flowing from all those who shared their manifestoes with us the members. Indeed, Rwefra is gifted with brilliant people. My request and prayer is that take time to internalize those ideas and see how you can purge them together with your own ideas for the benefit of the association.

Do not also hesitate to contact the vision bearers of those ideas for their smooth implementation if adopted.

I also thought it important that I should leave you with some advice. It is just advisory the onus is purely yours to take or leave.

- 1) Be afraid to fail. I know most people have said to you do not be afraid to fail. Please ignore that advise. You should be afraid of failure that you are willing to do anything to succeed.

Fear of failure will motivate you. Fear of failure makes you sharp even if it keeps you sleepless. Remember your now the destiny bearer. Do not accept to fail. All eyes are now on you.

2. You will not please everyone. Whatever you do there will be people who will criticize you so just do what you can.

3. Be gentle with gentle people and tough with tough people otherwise one prank person can bring down the entire team if not well managed.

4. Ideas don't come out fully formed. They will become clear as you work on them. You just have to get started.

5. Do not be afraid to dream big but remember dreams without goals are just dreams.
6. Be the candle to the association. The candle burns itself to give light to others.
7. Finally make God the Almighty your guide. Seek for his wisdom as you lead us. Do not be fooled that it is easy but when you trust in the lord everything becomes possible.

With that I have all the confidence that you will steer our association to greater heights.

Once again let me take the opportunity to thank the IEC team for the job well executed. You stood out for your innovations, you raised our standards and we are proud of you guys.

To our members. You have been such an inspiration and pillars to lean on. Your support and loyalty have never been in question. Thanks for the honor that you accorded us to serve you. I cannot thank you more than enough personally I cannot ask for more. You have been such a great family. On a personal note, I thank you for the choice of gift that you gave to me. Every time I wake up and look at it, I feel loved and cherished.

We did our part. If it was never good enough our apologies to you. If it was good enough, please keep the tabs on by supporting this great team that you assembled to lead us into the next horizon.

I wish the new leadership the very best of luck.

Good bless you God bless Rwe fra.

Dated at Kampala this 12th day of June 2021.

BWAMBALE DAVID KONGOLO-CHAIR PERSON-RWEFRA.