



**REDEEM**  
INTERNATIONAL



# 2022 Annual Report

# A Note From the Founder and CEO



Dear friends,

If I had to summarize 2022 in one word, it would be **momentum**. In a single year, we doubled the number of Redeem Intervention Teams across Uganda and expanded our staff from 20 to 50. We added invaluable capacities to scale our work, support our teams, and measure our impact. We deepened and expanded our network of supporters and partners. And together, through your support, we changed the lives of over three hundred widows and orphans, restoring them to the life of safety and flourishing they were created to live.

In 2022, we deployed new Intervention Teams in Iganga and Mbale. Widows and orphans across Uganda suffer the theft of their land, but this crime takes different forms in different regions, and each of our teams must tailor their work to the unique culture, politics, and legal structure of their project area. National Director Juliet Musoke deserves a huge amount of credit for her leadership in launching and supporting the new Intervention Teams. And Team Leads Francis Ocira and Paul Woniaye did a great job adapting our model to their unique contexts.

Another highlight of 2022 was the signing of official Memoranda of Understanding (MOU) with the Ugandan Police Force and Directorate of Public Prosecution. These MOUs formalized our partnership with the justice system in Uganda to protect widows and orphans from land theft, and detailed how we will collaborate towards this goal. They give our teams important leverage when working with local prosecutors, police, and justice system officials in cases across the country.

To support our growth, we've added many new positions in the U.S. and on our National Team in Uganda. Later in this report, you'll meet two of these team members. Together, our new staff built and deepened our organizational infrastructure in the areas of finance, HR, data reporting, professional development, and more. In late 2022, we hired a Uganda-based director of monitoring and evaluation. With our Chief Operating Officer, she piloted a methodology for measuring victimization rates in our project areas, which will give us valuable insight into how our teams' work protects vulnerable people by creating a powerful deterrent impact.

The greatest joy of our work is to see widows and orphans restored to the life they were created to enjoy. At the beginning of 2022, Amina and Sarah\* were wondering if they could ever live on their own land in safety and peace. How could they ever get justice in a system that seemed stacked against widows at every turn? But today, because of you, they are living securely with their families in their homes, safe from their abusers. You enable our Intervention Teams to courageously and tenaciously pursue justice for Amina, Sarah, and many other widows and orphans like them.

Thank you for your faithful and generous support of Redeem, which has given us a strong foundation to grow and scale our work into the future. **Together, we are pursuing a future where widows and orphans will not need to be restored to their land—because they will never be victimized in the first place.**

Peace,

A stylized, handwritten signature in black ink, appearing to be 'JR'.

**JESSE RUDY**  
CEO and Founder

*Let the redeemed of the Lord tell their story, those  
he redeemed from the hand of the foe.*

(Psalm 107:2)

\*Client names throughout the report have been changed for privacy

# Mission, Theory of Change, and Intervention Model

## OUR MISSION

Redeem International exists to protect widows and orphans from violent abuse and exploitation.

## OUR THEORY OF CHANGE



LAW ENFORCEMENT  
LEADS TO DETERRENCE



DETERRENCE LEADS  
TO SAFETY



SAFETY LEADS  
TO PROSPERITY

## OUR INTERVENTION MODEL

### Prosecution

We partner with local police officers and prosecutors to investigate land theft cases, arrest perpetrators, and convict them of their crimes.



### Restoration

We partner with local courts and tribunals to safely return widows and orphans to the land that had been taken from them.



### Rehabilitation

We partner with local ministries and social service providers to ensure that land theft survivors can flourish in their newfound safety.



### Amplification

We partner with local media, as well as cultural, religious, and political leaders, to broadcast the results as a warning to potential criminals.



# Amina's Story of Redemption



Amina lost her father at five, her mother at nine, and her husband at 22. To be both an orphan and a widow was injustice enough, but to make matters worse, Amina's uncle took advantage of Amina's vulnerability, forcing Amina out of her home and claiming it as his own. Even with the help of local religious and community leaders, Amina was powerless to get her most valuable asset back.

Fearing she lacked the means to care for him, Amina's extended family took her young son away from her and back to the village. Crushed by tragedy, Amina collapsed into depression. She felt like her life was already over and considered suicide. A friend encouraged her to pray the words of Psalm 25. Raised in a Muslim community, Amina had never heard these words before. But she prayed them anyway, and found new hope:

***To you, O Lord, I lift up my soul; in you I trust, Oh my God.  
Do not let me be put to shame; nor let my enemies triumph over me...  
My eyes are ever on the Lord, for only he will release my feet from the snare.  
Turn to me and be gracious to me, for I am lonely and afflicted.  
The troubles of my heart have multiplied; free me from my anguish.  
Look on my affliction and my distress and take away all my sins.  
See how my enemies have increased and how fiercely they hate me!  
Guard my life and rescue me; let me not be put to shame, for I take refuge in you.***

Soon after, Amina was contacted by a man named Moses, who had learned of her case and offered to help get her home back. Moses—who is one of our Redeem investigators—insisted to a skeptical Amina that he would help her, not because he wanted money, but simply because God loves her.

Moses and the team helped Amina file a criminal complaint against her uncle. In August 2022, her uncle was arrested for stealing Amina's rightful home and using it for his benefit. The judge ordered that the home be returned to Amina, and in a ceremony attended by local leaders and covered by Ugandan TV stations, Amina officially took possession of her home. She also got her son back. A new chapter of her life had begun.



With Redeem's help, Amina has re-discovered her worth and her voice. She now shares her story at community events and educates others about the rights of widows and orphans. "I am now a landlord in Kampala," Amina says proudly. "Now no man can easily sway me with cheap lies."

# Sarah's Story of Redemption



Before Sarah's husband died in 2013, he granted her and their children a portion of his property as their inheritance. As is customary in that part of Uganda, the ownership of the land wasn't documented in writing or marked in any way. Without her husband to verify the boundaries of the land, Sarah and her children were left in a precarious position.

In 2020, after seven peaceful years on the land, Sarah's stepson—her late husband's oldest son from a previous marriage—began to harass her and her children. Claiming he owned more land than he had actually been given by his father, the stepson planted crops on Sarah's land. When Sarah's children started to build a house on the property, the stepson destroyed the house's foundation and threatened them with violence if they would try to build it again. Sarah sought the aid of local clan leaders and government officials, who tried to intervene on her behalf. **But the stepson knew that without any support from law enforcement authorities, the local leaders had no real power to stop him.** So the abuse continued.

In late October of 2022, Sarah attended a community engagement meeting held by Redeem's Iganga team. She approached our team and pleaded for help. Our team took Sarah as a client, and quickly got to work. Redeem investigated Sarah's claims and helped her file a case with the police. We facilitated police investigations by bringing witnesses to the police and transporting police officers to the scene of the crime. We were present when the police arrested the stepson for criminal trespass and intermeddling (i.e. interfering with someone else's rightful inheritance).

After two days in police detention, the stepson agreed to respect the boundaries of Sarah's land and promised not to harass her again. Local leaders, together with Redeem, organized a demarcation and reconciliation meeting on December 19, and invited the community to attend. At the ceremony, Sarah's family and the family of the stepson walked together around the property and placed markers in the ground at the corners of Sarah's land. Both parties signed a written agreement in front of police and the community. After the signing, police and community leaders educated the gathered members of the community about the land rights of widows and how to get justice if land has been stolen.

**A piece of paper and a concrete block may seem like insignificant objects. But for Sarah and her children, they signify a new future, where they can live, thrive, and prosper on their land.**

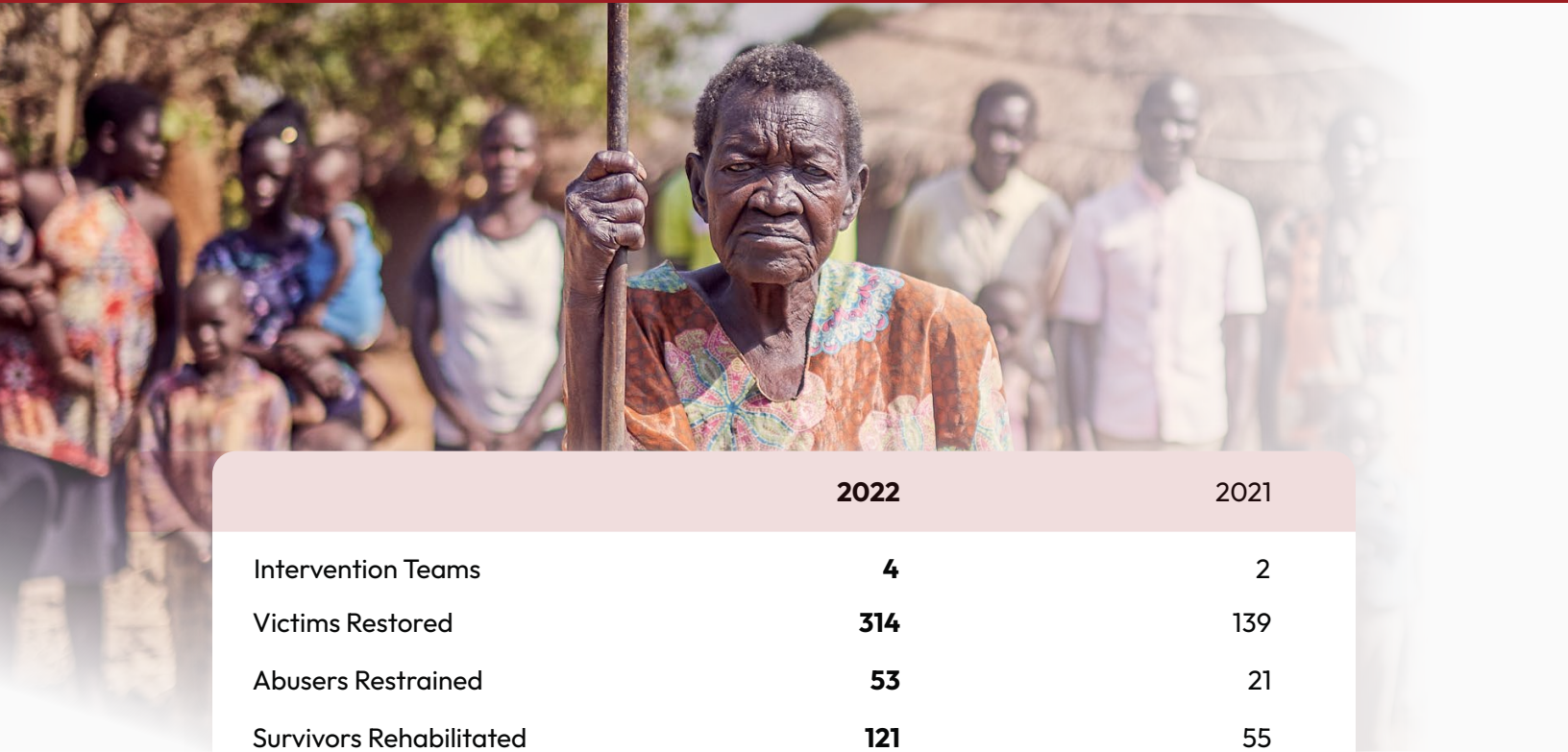


Boundary stone being placed on Sarah's property



Sarah signing the demarcation agreement with police and community witnessing

# 2022, By the Numbers



	2022	2021
Intervention Teams	4	2
Victims Restored	314	139
Abusers Restrained	53	21
Survivors Rehabilitated	121	55
Beneficiaries Served	1607	1172
Total Staff	50	20

## PROJECTED IMPACT

By intervening in individual cases and broadcasting their results, Redeem's Intervention Teams create a powerful deterrent impact that will prevent future abuses and protect entire populations.

ABUSES PREVENTED

**170,000**

PEOPLE PROTECTED

**1,135,000**

*\*Numbers are based on demographic data, population trends, and a projected 50% victimization rate reduction in the communities served by our four active Intervention Teams.*

# Our Story So Far

Date	Event
February 2020	<b>Redeem International launched</b>
October 2020	<b>Gulu Team deployed</b>
March 2021	<b>First arrests made on Palm Sunday</b>
April 2021	<b>Wakiso Team deployed</b>
June 2021	<b>1000th beneficiary served</b>
February 2022	<b>MOU signed with Ugandan Police Force</b>
April 2022	<b>Iganga Team deployed</b>
October 2022	<b>Mbale Team deployed</b>
December 2022	<b>MOU signed with Directorate of Public Prosecutions</b>

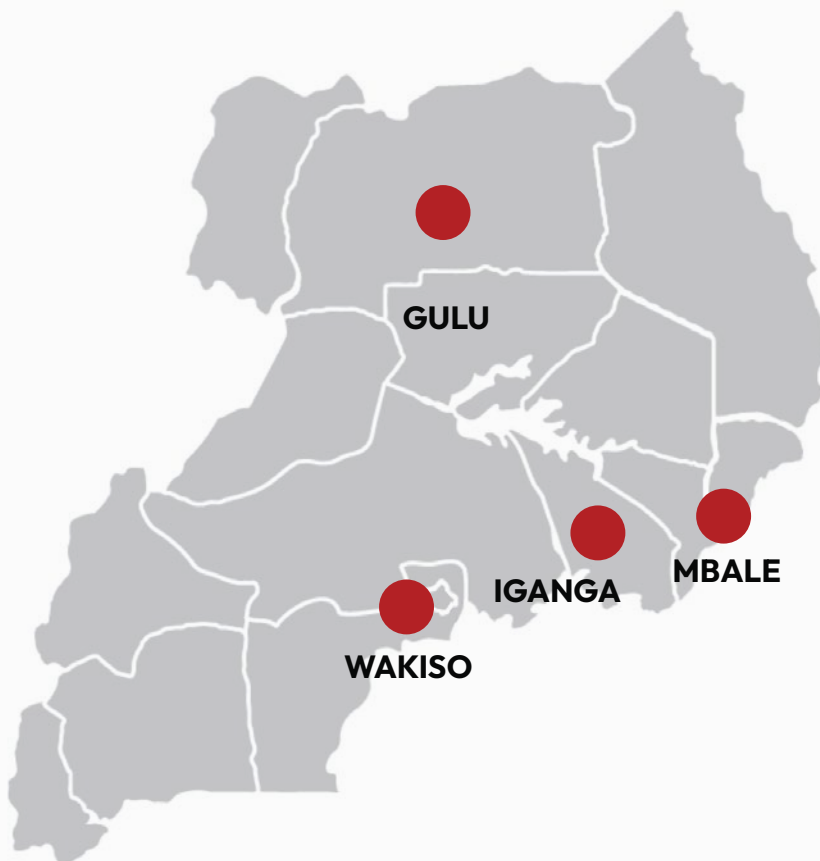


The Wakiso Team's first client celebrates her legal victory with a Redeem social worker



National Director Juliet Musoke orients new staff at the April 2022 onboarding

## OUR INTERVENTION TEAMS



COO Greg Tarrant and Uganda's Director of Public Prosecutions sign MOU.



The Iganga Team educates the local community about widows' rights and shares the positive outcome of a recent case

## New Staff Spotlight: Eve Achan, Social Work Subject Matter Expert



After completing university education in social work, I did an internship in Northern Uganda, which at that time was facing civil war. I started working with vulnerable women who were living in camps for internally displaced people (IDP). Many of these women had severely malnourished children. Some had lost their husbands to war or sickness. The experience was difficult, but it opened my eyes to the suffering of vulnerable people, and it gave me a passion to help them. I served in several roles helping refugees and IDPs in that area.

From there, I went to the UK to obtain a master's degree in global mental health. As a social worker, I encountered many people with mental health issues, but there were few resources to support them. I wanted to learn how to give holistic care to the people I serve. After obtaining my degree, I came back to Uganda and worked on a project supporting child survivors of sexual violence, as well as their parents.

In 2022, I was contacted by someone at Redeem International about the role of Social Work Subject Matter Expert. I didn't hesitate to say yes. This role seemed like the perfect match for my professional passions and personal background. I know firsthand the struggle of widows and orphans in Uganda. I grew up as an orphan, supporting my mother who lost my father around the time I was born.

My job at Redeem is to support our social workers across our Intervention Teams and help them understand how to support our clients. We serve widows and orphans from very diverse circumstances and with very diverse needs. We put empathy at the forefront, because there is no way we can respond to the needs of our clients without putting ourselves in their shoes. I tell our social workers to ask themselves: "If I were going through the situation of my client, what would it look like for me?"

Our clients have been through unthinkable trauma. To recover and thrive, they need to imagine a better future ahead. We empower them by challenging them to use their minds and abilities to begin to think about a sustainable future for themselves and their families. We help them identify the local resources in their communities to remedy their immediate needs and get long-term support. Social support and a feeling of safety are big factors in their holistic well-being. You can't prosper unless you feel safe.

Before our clients graduate from our rehabilitation program, our social workers write them letters. The letters are so lovely. The social workers write about the difference between where the clients started and where they are now. The clients have moved from depression to confidence, from fear to fearlessness, from powerlessness to being able to raise their hand and speak for themselves. They also give letters to the orphans: "You are like my son now." It shows the profound connection that our social workers make with our clients. I have noticed our social workers tearing up while writing these letters.

The picture above shows a moment of connection that I made with one of our clients in Iganga, during a visit to that team. The client in the picture had a court hearing that day, and we were very concerned that she wasn't emotionally ready for it. Before the court session began, the client went off by herself and stared at the horizon, looking confused and overwhelmed. I went over to her and asked if I could hug her. She said yes, and embraced me so hard it almost hurt. I said to her, "it's OK, don't worry about what you will say." It was emotional for both of us. We stood side-by-side with her in court. She did great.



# New Staff Spotlight: Greg Tarrant, Chief Operating Officer



In 2009, I had a phone call with Jesse Rudy that changed the trajectory of my life.

Jesse and I became friends as college roommates at John Brown University, and stayed in touch after graduation. Our professional paths diverged after college; Jesse went into law and I got an MBA. After a couple of years in finance, I moved down to Mexico with my wife Paloma and opened a small language school.

One day, I read these words from the book of Isaiah:

***If you spend yourselves on behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday***  
— Is. 58:10

I felt a disquiet in my soul, like God was calling me to do what the verse was describing.

Around that time, I called Jesse to catch up on life. He had recently begun a new role as Uganda Field Office Director for International Justice Mission (IJM). He told me about the work he was doing to protect widows and orphans from violence. At the end of the conversation, he made an off-hand comment about how he could really use people like my wife and me to help. I couldn't get that out of my mind. After a lot of conversation with Paloma, I called Jesse back and asked if we could come to Uganda and be a part of the project. Within months, we were headed to Uganda as part of a one-year volunteer fellowship. It was a transformative experience that uncovered a deep passion to serve and protect the vulnerable.

The volunteer experience led to a variety of other roles at IJM, including Field Office Director in Bolivia and Kenya, where I worked to combat child sexual abuse and police corruption. Then I returned to the U.S. to be the Vice President of Financial Planning at IJM's corporate office. After two and a half years in that role, I was thinking about the next step in my career when I learned that Redeem was looking for a Chief Operating Officer. I jumped at the opportunity to serve with Jesse again, replicating a model to protect Ugandan widows and orphans that I had seen firsthand. I joined Redeem in April of 2022.

My job is to keep the train on the tracks. I make sure all our systems work, from financials to data reporting. By helping Redeem run efficiently and effectively, we can scale our work across Uganda. I also make sure that we can measure the changes in victimization rates in all our project areas. By collecting this data, we can better deploy our resources to provide protection to more and more vulnerable people.

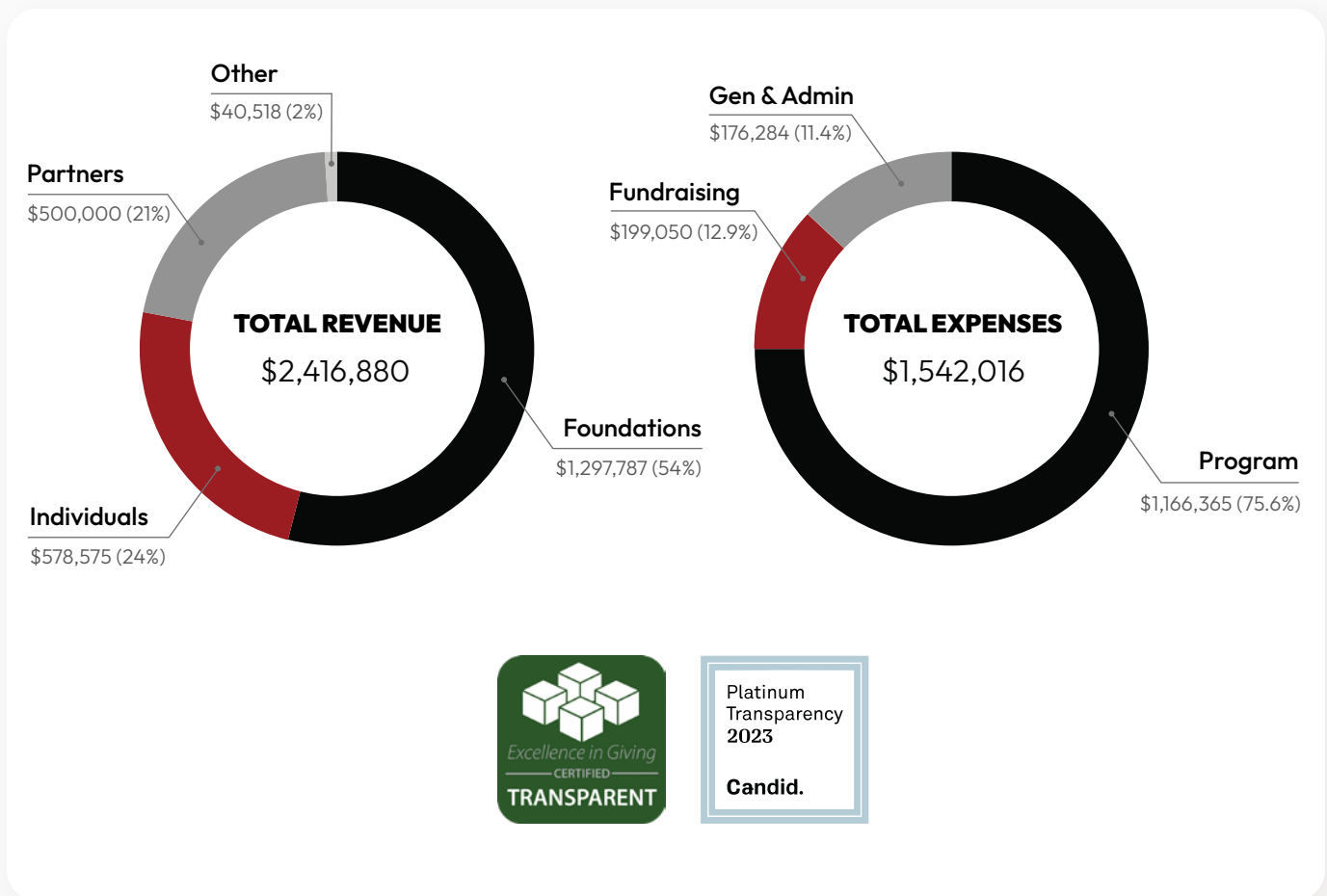
As I read the stories of Jesus, I see him constantly looking for the vulnerable and marginalized and helping them flourish. We get to do this same work at Redeem. There's something that's preventing Ugandan widows and orphans from flourishing, and we get to help remove those obstacles so that they can be all they were created to be. It is inspiring and deeply meaningful work, and I am so grateful I am a part of it.



Greg takes notes during a December 2022 pilot of Redeem's survey methodology

# Financials

	2022	2021	2020
Revenue	\$2,416,880	\$1,204,322	\$445,296
Expenses	\$1,542,016	\$575,687	\$238,046
Assets	\$1,809,228	\$887,322	\$266,687
Liabilities	\$64,446	\$18,915	\$26,168
Equity	\$1,744,781	\$868,406	\$240,519



\* Redeem's fiscal year runs from April 1 to March 31. Data through March 31, 2022, is drawn from audited financials. Remaining data for April 1 to December 31, 2022, is drawn from preliminary, unaudited financials.

# Leadership

## OUR BOARD OF DIRECTORS



**Daniel Enarson**  
[Chair]

FOOD FOR PEACE  
OFFICER, USAID



**Stacy McMahan**  
[Treasurer]

CHIEF FINANCIAL  
OFFICER, IJM



**Sheila  
Musiime**

DEPUTY GENERAL  
COUNSEL, WORLD BANK



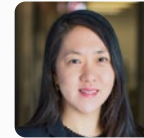
**Cathy Njoya**

DIRECTOR OF STRATEGIC  
PARTNERSHIPS,  
SAMARITAN'S PURSE



**Phillip Langford**

CHIEF OPERATING  
OFFICER, DOVETAIL  
IMPACT FOUNDATION



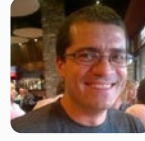
**Michele Lee**

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**David Hazelton**

RETIRED PARTNER,  
LATHAM AND  
WATKINS LLP



**Gruia Pitigoi-Aron**

SENIOR VICE  
PRESIDENT, PRODUCT,  
THE TRADE DESK

## OUR LEADERSHIP TEAM

**Jesse Rudy**

FOUNDER/CEO

**Juliet Musoke**

COUNTRY DIRECTOR

**Beatrice Kibbedi**

DIRECTOR OF OPERATIONS

**James Komakech**

GULU TEAM LEAD

**Innocent Mudebo**

WAKISO TEAM LEAD

**Greg Tarrant**

CHIEF OPERATING OFFICER

**Francis Ocira**

IGANGA TEAM LEAD

**Paul Woniaye**

MBALE TEAM LEAD

**Jeff Atherstone**

CHIEF ADVANCEMENT OFFICER



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### Give Online

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### Questions about Giving?

[advancement@redeeminternational.org](mailto:advancement@redeeminternational.org)

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