



# Tending To The Well

A Wellness Policy Orientation Session with the NCHRD-U

Team

Last year, [CivSource Africa](#) under the [Mopane Leadership program](#) had the opportunity to facilitate a wellness experience retreat for the [National Coalition for Human Rights Defenders \(NCHRD-U\)](#) team. As service providers in the eco system of human rights work, their safety, wellness and wellbeing are usually ignored and forgot about yet too face challenges burnout and fatigue. It is therefore imperative that development partners and institutions think about the wellness and wellbeing of service providers while making their workspace and operating environment accommodative and cognizant of people's safety and well-being.

Before the retreat, the NCHRD-U team had limited knowledge and understanding of the importance of wellness and later on a wellness policy and its impact on employee well-being. Nevertheless, we were glad and impressed that they had thought about staff wellness and well-being and acted upon this thought by reaching out to CivSource Africa to support this process under its [wellness experience retreat initiative](#). First forward, we hosted the wellness retreat in July 2023 and during this retreat, we birthed something beautiful and magical – “[The National Coalition Well-ness Policy](#).” The birthed soul “Policy” was baptized through a baptism and naming ceremony with God's parents/guardians to ensure its growth and functionality.



**NCHRDs-UG** @NCHRD\_UG · 44m

🌱 Today we had our wellness meeting together with a team from [@CivsourceAfrica](#) where we launched the [@NCHRD\\_UG](#) Wellness Well Charter. [#TogetherWeDefend](#)



Ford Foundation and 29 others





Six months down the line, the team found itself in need of revisiting and reorienting the policy that was crafted and approved back in 2023. As custodians of the baptism ceremony, it was our moment to once again don our stoles and accompany the team as they brought the ‘child’ (policy) back to the altar for its ‘baptism’ (orientation session) – a role we embraced with joy.

In the course of the session, Allen Asiimwe, Grace Kabatangale, and Amooti skillfully conveyed the purpose and advantages of the wellness policy, underscoring the organization’s dedication to fostering the overall well-being of its employees. They illustrated their points with examples and case studies, showcasing how prioritizing wellness could positively impact individuals and the organization at large. Additionally, they shed light on diverse wellness strategies aimed at creating an organization with a soul, along with resources accessible for organizations and employees interested in wellness. Instances such as mental health support, fitness activities, and stress management workshops were cited as contributing to institutional wellness on a collective level. We elucidated how these initiatives could pave the way for a healthier and more productive work environment.

From the observations of the facilitators, the orientation session proved to be informative and inspiring. It steered up a conversation, engagement, and passionate sharing among the team that the Executive Director had not seen and experienced in a while. The process unearthed so many “undiscussable” issues that the team had been struggling with. The process and methodology of delivery enabled the team to resolve some of these and set actions geared toward being an organization that prioritizes wellness for the team.

The team also realized the importance of taking care of their physical and mental well-being, not only for their benefit but also for their ability to effectively contribute to the organization’s mission.

The session not only raised awareness about the importance of employee well-being but also provided practical tools and resources for individuals to prioritize their wellness. Because gifting is part of CivSource Africa’s DNA, we closed the session with a gift to the NCHRD-U. The gift was a printed copy of their Wellness Policy.

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***Dear Reader, note that these are not the only ways to achieve wellness and well-being for teams and organizations. Wellness can mean very many different things to different people and organizations. All you need to know is what works for you, and you do it.***

***If an individual is not well – the people around them cannot be well – the organization cannot be well. Wellness begins with you.***

***Self-care is the password to your Wellness Journey.***