



MUSANA

COMMUNITY DEVELOPMENT ORGANIZATION

2 0 1 9 A N N U A L R E P O R T



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LETTER from our CO-FOUNDERS



Dear **MUSANA** Friends,

2019 was another incredible year of growth and transformation for Musana! Our community of Ugandan change agents made huge strides towards achieving our vision of seeing sustainable development through our social enterprises. Almost 48,000 people directly accessed our quality and affordable services and 282 employees received a monthly income, empowering them to support their families.

Our schools continue to be top-performing institutions in the region and as a result, parents flood our gates seeking an opportunity for their children to access our quality and affordable programs. In 2019, we educated over 1,400 students at our two primary school campuses and another 628 students at Musana Vocational High School. As our population has grown, our generous supporters have enabled us to build additional infrastructure for classrooms and dormitories, as well as improve our compounds with paved roads, walkways, and flowers. Everyone that visits our schools is blown away by the conducive learning environment we provide.

Musana Community Health Center received 30,125 patient visits throughout the year, providing affordable and quality health services to the community. An additional 15,400 people were reached through our village health outreaches. Patients line the hallways waiting to see our qualified and compassionate team of medical professionals and our reputation has spread across Uganda. Our favorite part of MCHC is that it serves people from all economic classes. The poorest people in the community access the same services as the top government officials and business leaders in Iganga!

In 2019, our skills training program for women expanded into a formal institute that is now called Musana Empowerment Center (MEC). We were able to buy a new site, develop it with better infrastructure, and furnish it with new equipment. Included in the new location is a salon open to the community for haircuts and hairdressing, shaving, and manicures/pedicures. The women that graduate from the program become confident, skilled, and innovative business women in the community. We are so proud of them!

One of our greatest achievements in 2019 was generating **≈\$1,300,000 of local revenue, covering 93% of our operating budget.** This includes all of our outreach programs like the 506 education scholarships and 15,400 people impacted through village outreaches. If you remove our outreach initiatives, we successfully generated **104%** of our program expenses locally.

After achieving our goal of 100% sustainability in 2018, we developed Vision 2020, the replication of our model in another community! In August, we held our annual Taste to Transform event in Colorado where we raised enough funds to begin building a school in a new location called Kaliro District. The school opened January 2020, providing our quality and affordable education to the people of Kaliro!

Because of you, our generous partners, our bold sustainable model of development is breaking the cycle of dependency in Iganga. Now we can do the same in other communities around Uganda and someday, around the world. Thank you for standing with us and empowering Ugandans to “be the change” in their communities.

Thank you and God Bless,

Haril & Andrea Kazindra

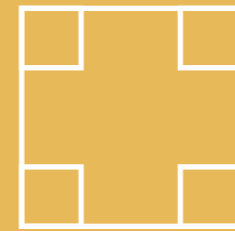
Co-Founders/Co-Directors

WHY MUSANA?

Musana tackles poverty through an integrated, holistic approach, using income-generating projects as a catalyst for change. We recognize the multifaceted and interconnected needs of the most vulnerable, bringing economic and social development together. Each enterprise meets a need in the community, working independently but in support of each other. All of Musana's initiatives work together to create a movement of sustainable solutions that are transforming communities throughout Uganda.



OUR MODEL



BUILD

We raise capital to build quality infrastructure for social enterprises focused on health, education, and skill development.



SUSTAIN

We are local leaders who are driving economic and social growth through sustainable social enterprises that generate 100% of our operating budget with local income!



TRANSFORM

We transform the lives of Ugandans by investing profits into community development; the standards of social services by offering quality and affordability; and the economy by employing hundreds of community members.

TOP TEN 2019 HIGHLIGHTS



1

REPLICATION! In 2019, Musana's dream of replicating became a reality. Throughout the year, Musana purchased 10 acres of land in the district of Kaliro and constructed a nursery and primary school on the new site, which opened in January 2020!

2

The expansion of Musana's Empowerment Center! We purchased a high school nearby our headquarters, revamped it, and moved our women's training programs to the new site!

3

We provided **506 scholarships** to the most vulnerable children in the area to receive an education at Musana's schools!

4

We **raised over \$500,000** at Taste to Transform, our annual fundraiser in Denver, Colorado!

5

Our vocational training program at Musana's high school was registered as a certified training site. In 2019, we **graduated 169 students** with vocational training certificates as tailors, plumbers, and electricians!



6

We **invested ≈\$1,460,000 in capital infrastructure** to expand and replicate our programs!

7

We **generated ≈\$1,300,000 in local income** from our social enterprises!

8

Musana Vocational High School was **registered by the Uganda National Examination Board** as a testing site for Ordinary-Level graduating candidates!

9

We **hosted over 50 organizations and 277 individuals** to learn about our sustainable development model!

10

We grew from employing 223 in 2018 to **282 full-time local Ugandan leaders** in 2019!

EDUCATION



2019 SUMMARY

- **THREE MUSANA SCHOOLS**
- **2,028 STUDENTS** EDUCATED
- **506 SCHOLARSHIPS** PROVIDED
- **154 UGANDAN** TEACHERS & SUPPORT STAFF
- **100% PASS RATE**





EDUCATION IMPACT

MUSANA NURSERY & PRIMARY SCHOOLS

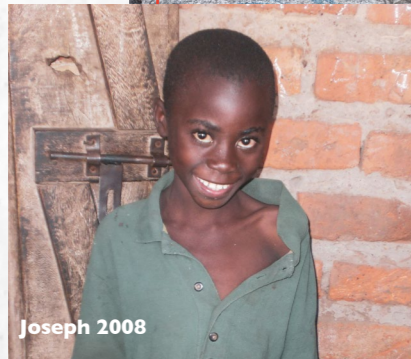
- **1,400 STUDENTS**
- **105 EMPLOYEES**
(64 teachers & 41 support team members)
- **416 STUDENTS ON SCHOLARSHIP**
(30% of student population)
- **22:1 STUDENT-TEACHER RATIO**
- **51% OF STUDENT POPULATION IS FEMALE**
- **80 STUDENTS SAT FOR PRIMARY LEAVING EXAMS**
(100% scored in Division 1 & 2, ranking Musana as a top school in the region)
- **60% OF STUDENTS SCORED IN DIVISION I**
(compared to the national average of 10%)
- **99% OF STUDENTS PASSED IN MATHEMATICS**
- **100% PASS RATE IN SCIENCE AND ENGLISH**
- **120% SUSTAINABILITY**
(generating \$475,791 in local revenue)



MUSANA VOCATIONAL HIGH SCHOOL

- **628 STUDENTS**
- **53% OF STUDENT POPULATION IS FEMALE**
- **71 STUDENTS TOOK THEIR O-LEVEL NATIONAL EXAMS**
(45 scored in Division 1 & 2 - 63%)
- **40 EMPLOYEES**
(29 teachers & 11 support team members)
- **82 STUDENTS ON SCHOLARSHIP**
- **22:1 STUDENT-TEACHER RATIO**
- **169 STUDENTS IN VOCATIONAL TRAINING COURSES**
(53 plumbing, 60 tailoring, & 56 electrical)
- **90% SUSTAINABILITY**
(generating \$193,106 in local revenue)

JOSEPH



JOSEPH'S STORY

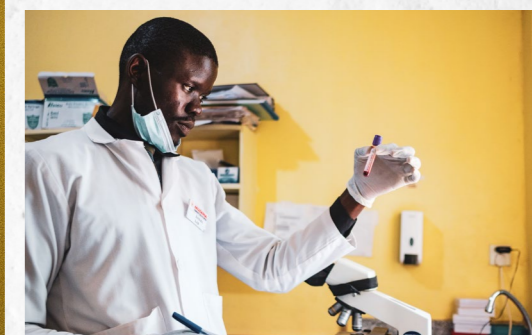
Joseph's father abandoned his family before Joseph was born, leaving his mentally disabled mother unable to provide for her children. With hope of a better future, Joseph was sent to an orphanage that promised to care for him. Unfortunately, the orphanage subjected Joseph and the many other children to the worst conditions imaginable. They were not going to school, were hungry, were not receiving health care, and were being abused by the people who were supposed to be taking care of them. It was these conditions, and these children, that inspired the foundation of Musana.

Joseph came to Musana when he was ten years old and immediately proved himself as one of Musana's most hard working, humble, and driven young men. He graduated from Musana Nursery and Primary School in 2013, receiving a top score on his Primary Leaving Exams. His performance qualified him to go to one of the best schools in the country for high school where Musana supported him on scholarship until he finished both his Ordinary-Level exams in 2017 and Advanced-Level exams in 2019. During his high school career, Joseph was the captain of the school's volleyball team, one of the best in the nation. He also continued to excel in his studies, scoring at the top of his class on the Uganda Certificate of Education O-Level exams. Joseph is currently waiting for the results of the exams taken in 2019 that will determine where he goes to university. He hopes to study civil engineering with the goal of helping Uganda develop without corruption. He also wants to help support his mother, step-father, and seven siblings. We have no doubt that his dreams will come true and are excited to see the man he continues to become!

HEALTH

2019 SUMMARY

- **30,125 PATIENT VISITS**
- **25 HEALTH OUTREACHES**
IN RURAL COMMUNITIES
- **15,400 COMMUNITY MEMBERS**
RECEIVED FREE HEALTH CARE
- **76% CHEAPER SERVICES** THAN OTHER
PRIVATE HEALTH FACILITIES IN IGANGA
- **100% OF PATIENTS** REPORTED FRIENDLY
AND COURTEOUS STAFF
- **96% SUSTAINABILITY**
(generating \$273,284 in local revenue)





HEALTH IMPACT

MUSANA COMMUNITY HEALTH CENTER

- **30,125 PATIENT VISITS**
- **83 PATIENTS** PER DAY ON AVERAGE

SERVICES PROVIDED:

- **148 MAJOR SURGERIES**
- **2,149 DENTAL CHECK-UPS** | 76% FREE
- **2,241 DENTAL EXTRACTIONS** | 69% FREE
- **1,249 FREE IMMUNIZATIONS** TO CHILDREN
- **43 CMES** (CONTINUING MEDICAL EDUCATION) CONDUCTED WITH OUR HEALTH STAFF
- **363 LIVES SAVED** WITH BLOOD TRANSFUSIONS
- **39 BABIES SAVED** IN OUR NICU
- **2,341 FORMS OF FAMILY PLANNING** PROVIDED
- **719 PATIENTS** SERVED IN OCCUPATIONAL THERAPY

WOMEN'S HEALTH:

- **274 BABIES DELIVERED**
- **724 WOMEN** PROVIDED FREE PRENATAL CARE
- **179 WOMEN** REGISTERED WITH OUR NORMAL DELIVERY CARD PROGRAM
- **401 WOMEN** PROVIDED BIRTH CONTROL



OUTREACHES

- **25 OUTREACHES CONDUCTED** PROVIDING FREE SERVICES IN MALARIA TESTING, HIV TESTING, DENTAL CHECK-UPS/ EXTRACTIONS, FAMILY PLANNING, NUTRITION SCREENINGS, HEALTH TALKS, DISABILITY SCREENINGS, AND MATERNAL HEALTH
- **15,400 COMMUNITY MEMBERS** PROVIDED FREE HEALTH CARE- 63% WOMEN
- **2,922 PEOPLE TESTED** FOR HIV AND RECEIVED COUNSELING
- **3,978 MALARIA TESTS**
- **1,789 MALARIA CASES TREATED**
- **1,212 HEPATITIS B TESTS**
- **720 DENTAL CHECK-UPS**
- **162 PEOPLE** GIVEN ACCESS TO OCCUPATIONAL THERAPY SERVICES
- **79 PEOPLE** SENSITIZED ABOUT CHILD PROTECTION
- **331 PEOPLE** SCREENED FOR CANCER
- **754 EYE EXAMS** AND 268 PAIRS OF GLASSES PROVIDED
- **261 UNITS OF BLOOD COLLECTED**

PROJECT RESTORE

- **185 HEALTH SCHOLARSHIPS** PROVIDED FOR DIRE HEALTH/DISABILITY SITUATIONS, INCLUDING SEVERE CASES OF MALARIA, ANEMIA, HYDROCEPHALOUS, CLEFT LIP AND PALLET, DERMATOLOGICAL CONDITIONS, HEPATITIS B, HIV/AIDS REVIEW AND TREATMENT, AND HEARING/VISUAL IMPAIRMENT CORRECTIONS
- **38 SURGERIES PROVIDED FOR FREE**

AFFORDABILITY & SUSTAINABILITY

- **76% CHEAPER SERVICES** THAN OTHER PRIVATE HEALTH FACILITIES IN IGANGA
- **\$3 FOR OVERNIGHT CARE**
- **\$8 FOR PRENATAL AND DELIVERING A BABY** | 90% CHEAPER THAN OTHER PRIVATE HEALTH FACILITIES IN IGANGA
- **\$67 FOR A C-SECTION**
- **FREE CONSULTATIONS**
- **FREE BLOOD TRANSFUSIONS**
- **96% SUSTAINABILITY**
(generating \$273,284 in local revenue)

WHAT DO THE PATIENTS SAY?

- **100% REPORTED** FRIENDLY AND COURTEOUS STAFF
- **95% REPORTED** PROFESSIONALISM BY MEDICAL PRACTITIONERS
- **91% REPORTED** SHORT WAIT TIMES
- **97% REPORTED** EXCELLENT OR GOOD OVERALL COMFORT
- **91% REPORTED** EXCELLENT OR GOOD HYGIENE

CALVIN



Calvin Now



Calvin Before

CALVIN'S STORY

Meet **Calvin**, a boy who has become a celebrity at Musana. Behind his infectious smile is a story of redemption and healing. Calvin was staying with his grandparents in a semi-permanent brick house while his single mother earned a living in Kampala as a housekeeper. As a child, Calvin became sick and complications crippled both of his arms. At the time, the cause was unknown, and he continued to engage in daily activities. He learned to eat, drink, write, and adjust using only his legs. Calvin attended a school in Jinja for a term, but was taken out when he became sick and developed convulsions. His grandparents were advised to seek medical help. They attended an outreach in a nearby village hosted by another organization where they were referred to Musana Community Development Organization. The family obliged and Calvin was channeled to Musana's social work department. With the generosity of medical professionals in the capital city and an outside partner, Calvin was diagnosed with bilateral flail (a motor neuron disorder characterized by a weakness of the upper limbs) and received surgery to ensure his condition did not worsen. He was then sent back to Musana for rehabilitation. With the commitment and care of Musana's doctors, occupational therapist, and physiotherapist, Calvin is gaining strength in his arms! Although it is still undetermined whether he will have full use of his arms, we are grateful that his condition cannot worsen. In February 2020, Calvin started school at Musana Nursery and Primary School on scholarship through our Shine Program. We are excited to have him at Musana and can't wait to see him continue to learn and grow!

SKILL DEVELOPMENT

2019 SUMMARY

- **MOVED** INTO OUR NEW EXPANDED EMPOWERMENT CENTER
- **122 WOMEN GRADUATED** WITH SKILL AND BUSINESS TRAINING
- **EMPLOYED 155 WOMEN** IN FULL AND PART-TIME WORK
- **SOLD 11,200 PIECES** OF MERCHANDISE
- **SERVED 32,556 PLATES** OF FOOD AT SOL VIEW
- **HOSTED 277 GUESTS**
- **GENERATED A TOTAL OF \$353,549** IN LOCAL INCOME FROM OUR GUESTHOUSE, MERCHANDISE, RESTAURANT, AND SKILLS TRAINING



SKILL DEVELOPMENT IMPACT

MUSANA EMPOWERMENT CENTER

TRAINING PROGRAM

- **107 WOMEN TRAINED** (46 IN TAILORING, 14 IN KNITTING, 47 IN HAIRDRESSING)
- **122 GRADUATES** (15 FROM CLASS OF 2018)

MERCHANDISE PRODUCTION

- **19 WOMEN EMPLOYED** FULL-TIME
- **136 WOMEN** IN 4 VILLAGES EMPLOYED PART-TIME
- **PROVIDED A DAILY INCOME** OF 3X MORE THAN THE AVERAGE WOMAN IN RURAL UGANDA
- **SOLD 11,200 ITEMS**
- **190% SUSTAINABILITY**
(generating \$76,161 in local revenue)

SOL VIEW

- **24 EMPLOYEES**
- **HOSTED 237 MEETINGS** FOR GROUPS AND ORGANIZATIONS THROUGHOUT IGANGA
- **HOSTED 39 CELEBRATIONS, CONFERENCES, AND EVENTS**
- **SERVED 32,556 PLATES** OF FOOD
- **123% SUSTAINABILITY**
(generating \$176,873 in local revenue)



GUEST HOUSE

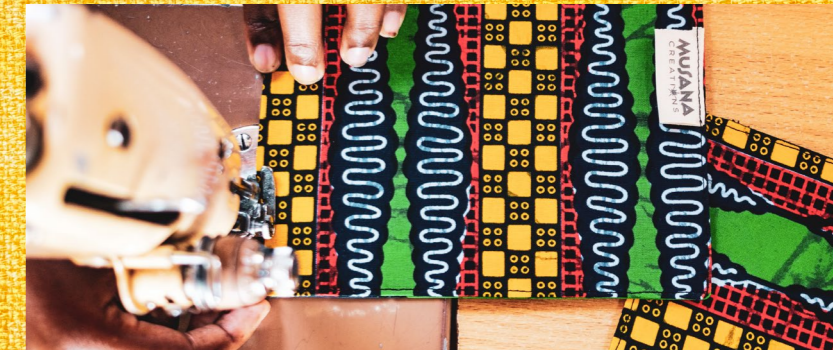
- **277 VISITORS**
- **HOSTED 29** INTERNATIONAL TEAMS
- **HOSTED AN ADDITIONAL 34** GROUPS WHO CAME TO LEARN ABOUT MUSANA'S MODEL
- **172% SUSTAINABILITY**
(generating \$92,260 in local revenue)

MERCY'S STORY

After losing her father at a young age, **Mercy's** mother was left with nothing. With no means to provide for herself and her children, they struggled to survive. By the time Mercy reached 16 years old, due to desperation, she married an abusive man and moved in with his family. When Mercy got pregnant, she was forced to work in the fields and suffered from more abuse and beatings by her in-laws. Once she had her baby girl, she knew she had to protect her child and decided to leave her husband. A single mother to an infant with no means to provide for herself, Mercy once again fought to make ends meet. It was not until she met Annet, the Head of Musana's Women's Programs, that she found hope. After hearing Mercy's story, Annet invited her to join Musana's training program, reassuring her that she, Mercy, was capable of making change in her own life. Mercy came to Musana's Empowerment Center and was trained in tailoring and business skills. Seeing her passion and skill, Mercy's mother bought her a sewing machine and agreed to help with childcare while she worked. Today, Mercy is one of Musana's finest tailors, not only surviving, but thriving. She is able to take care of her daughter and even provide for her mother. People that knew Mercy before she came to Musana are shocked when they see her. She is confident, independent, and has dedicated her life to Jesus.



MERCY



CAPITAL IMPACT

CAPITAL DEVELOPMENT FINANCIAL BREAKDOWN

High School	\$610,600
Replication- Kaliro	\$277,647
Bukona Campus	\$245,614
Land	\$174,375
Busei Campus	\$61,769
Empowerment Center	\$54,902
SolView	\$22,584
Health Center	\$11,249
Vehicles	\$9,298
Guesthouse	\$396

TOTAL

\$1,468,434



CAPITAL DEVELOPMENT BREAKDOWN

REPLICATION

KALIRO

- **PURCHASE AND SITE CLEARING** OF 10 ACRES OF LAND IN THE DISTRICT OF KALIRO
- **CONSTRUCTION OF A NURSERY AND PRIMARY SCHOOL INCLUDING:**
 - **A NURSERY BLOCK** (4 CLASSES)
 - **A PRIMARY CLASSROOM BLOCK** (6 CLASSROOMS)
 - **9 STAFF HOUSES**
 - **BOYS AND GIRLS DORMITORIES** (FOR 300 STUDENTS)
 - **AN OFFICE BLOCK**
 - **A PAVILION** (WAITING AREA)
 - **THE BEGINNING PHASES** OF A CHURCH, A DINING HALL, AND A KITCHEN



EDUCATION

MUSANA NURSERY & PRIMARY SCHOOL BUSEI

- Finalizing and furnishing the expansion of the church
- Finishing the replacement of the roofs, renovating, and repainting of all buildings
- Landscaping, designing, and constructing the school compound, including the addition of outdoor meeting areas
- Renovation of the kitchen and installation of stainless steel stoves
- Installation of additional water source
- Furnishing classrooms with desks, benches, and whiteboards
- Office furniture and IT equipment, including a projector, laptops, and printers
- Improvements to playground

MUSANA NURSERY & PRIMARY SCHOOL BUKONA

- Expansion and completion of staff housing with roofing and verandas
- Construction and furnishing additional girls and boys dormitories (for an additional 300 students)
- Construction and furnishing of a new classroom block (6 classrooms)
- Installation of an additional water source
- Purchase of generator, construction of generator shelter, and electrical installation
- Construction and furnishing of a church (holds 500 people)
- Painting and electrical installation of all new buildings

MUSANA VOCATIONAL HIGH SCHOOL

- Site clearing for skill development training facility and administrative/ A-level classroom block
- Construction and furnishing of skills training center with plumbing, electrical, and agriculture training materials
- Purchase of generator, construction of generator shelter, and electrical installation
- Construction and furnishing of girls and boys dormitories
- Finishing compound wall fencing
- Kitchen renovations and installation of stainless steel stoves
- Construction of administrative/ A-level classroom block
- Furnishing computer lab with additional computers
- Furnishing new classes with desks

HEALTH

MUSANA COMMUNITY HEALTH CENTER

- Construction of advancements in maternity ward
- Improvements to plumbing
- Compound additions
- Installation of security cameras

SKILL DEVELOPMENT

EMPOWERMENT CENTER

- Purchase of a vacant high school nearby Musana headquarters
- Renovating and furnishing structures into classrooms, dormitories, a merchandise production center, and a salon
- Installation of plumbing and electricity

SOL VIEW

- Upper floor renovations for additional seating
- Installation of water tank and plumbing improvement
- Renovating hotel rooms and staircase





THE FUTURE IS NOW!

VISION 2020: PAVING THE WAY FOR REPLICATION!

Musana Community Development Organization's bold model of development has transformed the community of Iganga, Uganda. Bringing economic and social development together, our education, health, and skill development initiatives reached 100% sustainability in 2018, directly impacting 40,000 lives. With this success, in 2019, we introduced Vision 2020, Musana's first replication into other areas of Uganda, starting with the rural district of Kaliro, Uganda (30 km away from Iganga Town). Due to a high demand for quality education in Kaliro, Phase 1 of replication would be a nursery and primary school to provide a unique, quality education to 1,000 Ugandan children living in Kaliro. In 2019, Musana successfully purchased 10 acres of land and constructed the school to open in January 2020. Mobilization of the community also took place to introduce the people of Kaliro to Musana's unique model of development and the services that would be available to them. The gates of Kaliro campus opened on January 27th, 2020 with an initial enrollment of 673 students. The community of Kaliro has embraced Musana's initial presence and is already pressuring the growth and continuation of more Musana programs!

ACCOMPLISHMENTS IN 2019:

- Purchasing 10 acres of land
- Planning and construction of a nursery and primary school
- Furnishing the school with desks, bunk-beds, and all scholastic material for opening in January 2020
- Hiring a staff of 30 local Ugandans
- Marketing the school for student enrollment to start school January 27, 2020

WHAT'S NEXT IN 2020 AND 2021?

Throughout 2020, we will continue to improve the infrastructure of ALL of our schools and hospital in Iganga. We will also continue with Phase 2 of our replicated campus of Musana Nursery and Primary School in Kaliro with the construction of additional classrooms, boys and girls dormitories, a dining hall, library and computer lab, administrative building, staff housing, and a playground. We will also continue to fulfill our dream of replication into other parts of Uganda, including the district of Kamuli in 2021. In 2020, Musana will acquire land and an inactive primary school in Kamuli. Throughout the year, Musana will renovate the school, mobilize the community, and hire a staff to open Musana Nursery and Primary School- Kamuli Campus in February 2021.

FINANCIAL REPORTS

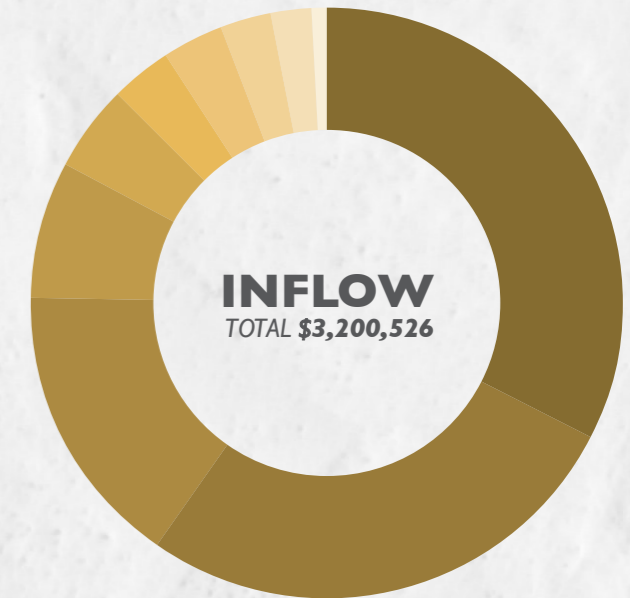
CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Assets	
Checkings/Savings/Cash	\$437,816
Other Current Assets	\$254,412
Fixed Assets	\$3,988,825
TOTAL Assets	\$4,681,053
Liabilities	
Current Liabilities	\$56,072
Deferred Capital Grant Income	\$2,775,965
Fund Balances	
Unrestricted	\$1,825,757
Temporarily Restricted	\$23,259
TOTAL Liabilities & Fund Balances	\$4,681,053

INFLOW

Uganda Program Income	\$1,295,730
Fundraising	\$741,836
Corporate, Non-Profits, and Church Partners	\$355,166
Individual Donations	\$225,414
Donations for Capital Development	\$156,167
SHINE	\$154,125
Grants from Other Organizations	\$130,000
U.S. Team Trips and Interns	\$106,875
Other Income	\$35,213

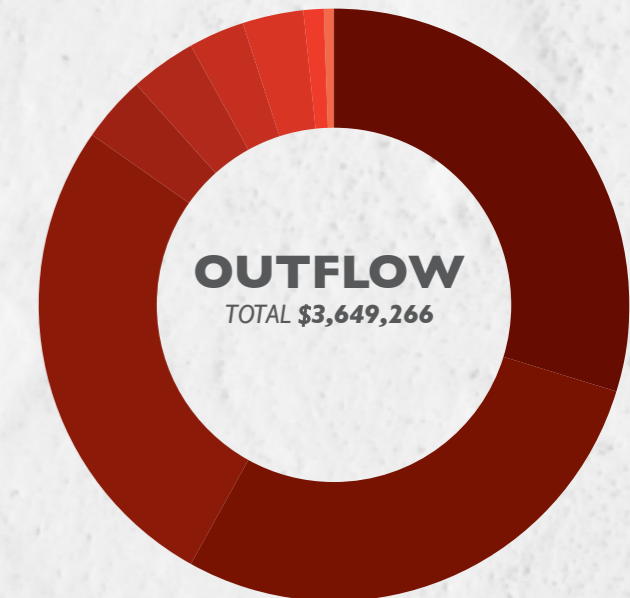
TOTAL **\$3,200,526**



OUTFLOW

Uganda Capital Development	\$1,468,434
Uganda Program Expenses	\$1,397,475
U.S. Other Program Expenses	\$177,491
U.S. Fundraising	\$189,106
U.S. Admin & General Expenses	\$162,876
Depreciation	\$168,751
U.S. Team Trips and Interns	\$69,403
Other Expenses	\$15,730

TOTAL **\$3,649,266**

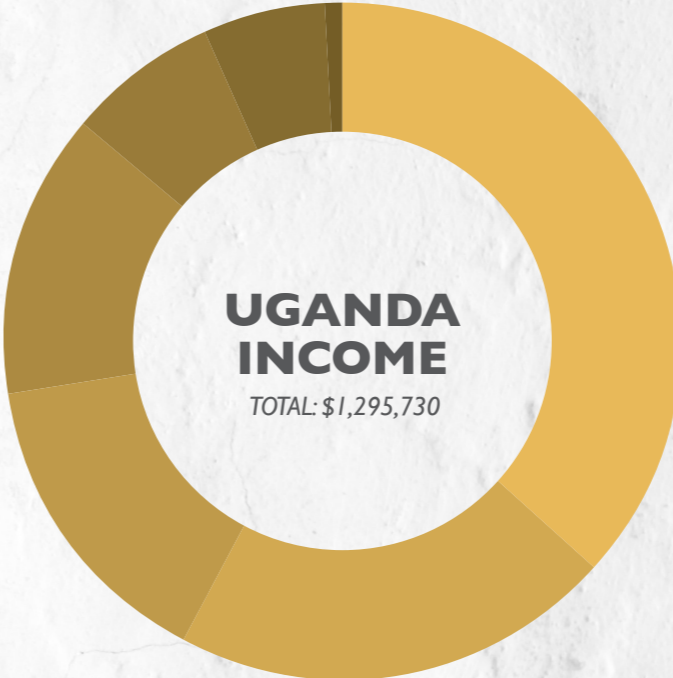


\$1,556,629 in grants were sent from the US to support capital and operating activities in Uganda.

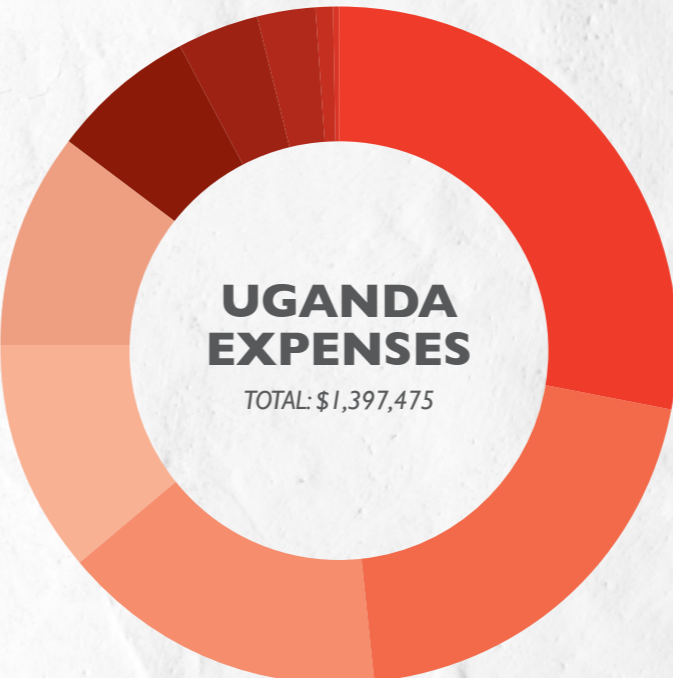


**UGANDA
OPERATIONS'
SUSTAINABILITY**

93%
SUSTAINABILITY



Nursery and Primary Schools	\$475,791
Health Center	\$273,284
High School	\$193,106
Sol View	\$176,873
Guesthouse	\$92,260
Merchandise	\$76,161
Empowerment Center	\$8,255
TOTAL	\$1,295,730



Nursery and Primary Schools	\$394,898
Health Center	\$284,015
High School	\$214,211
Outreach	\$156,517
Sol View	\$143,937
Admin/Overhead	\$96,175
Guesthouse	\$53,668
Merchandise	\$40,155
Empowerment Center	\$10,569
Replication Expenses	\$3,330
TOTAL	\$1,397,475

THANK YOU
TO EVERYONE
IN THE
MUSANA
FAMILY WHO
INVESTED IN
OUR MODEL
IN 2019!

Corporate and Organizational Partners

Amazon Smile
Apple
B Hawkins, Inc
Bradbury Family Partnership
Commvault Systems
Coors Brewing Company
D C Knight & Company, Inc.
Dolifka Investments
Dolifka Land Co. L.P.
DP Assets, LLC
Engineered Demolition Inc
Heronema Homes
HR, Inc.
Jewell Autobody & Paint Co., Inc
JPMorgan Chase & Co.
Kroenke Sports Charities
Little Man Ice Cream
Love Pop Experience
Macdonald Real Estate Co
MorganRosel Wealth Management LLC
Nanke Energy LLC
Noble Energy
Packing Express
Peak Asset Management LLC
Pershing
Prosperion Partners LLC
Sage Advisory Services Ltd. Co.
Saje Network Systems
Steel Rhino Property Inspections
Stevinson Lexus
The Loft Coffee House
Thrivent Financial
Titos
Total Quality Logistics, LLC
Townsend Retirement Planning
Tran-P Properties LLC
US Bank
We The Light Photography

Foundations

Benevity Community Impact Fund
Bright Funds Foundation

CHI Colorado Foundation
Commonwealth Charitable Fund
Community First Foundation
Cornerstone Education & Research Foundation
Daily Service Foundation Inc
Encana Cares (USA) Foundation
Fidelity Charitable
Janus Henderson Foundation
Kettering Family Foundation
Key Bank Foundation
McDowell Family Foundation
Morgan Stanely Global Impact Fund
National Christian Foundation
Records-Johnston Family Foundation
Schwab Charitable Fund
Segal Family Foundation
SEI Private Trust Company
The Community Foundation Serving Boulder County
The Denver Foundation
The Stup Family Trust
Vanguard Charitable
Verizon Foundation

Church Partners

Cherry Hills Christian
Discovery Christian Church
Flatirons Community Church
Greenwood Community Church
Journey Church Colorado Montview
Boulevard Presbyterian Church
Riverside Community Church
Southland Christian Church

Individuals \$1,000+

Aaron Medlock
Adam and Denise Miller
Adam and Jamie Sayers
Aimee Shepherd
Allen and Melanie Fuller
Amanda Davies
Amber and Jim Swanson
Amy and Travis Kirschke
Andrew and Alissa Bourg
Andy Apostol
Ann and E Kerr

Annie Warren
Barry and Chris Hubbard
Ben Stratton
Beth Mckay
Blaine and Laura Dolifka
Brannon Brown
Brian Rech
Caine Knapp
Cary Johnson
Cassie Durfee
Catherine Smith
Chad and Jackie Scherer
Charles and Rochelle Messick
Cherri McKinney
Chris and Barbie Christensen
Christian Carson
Christina Carter
Christine Buckler
Christy Noffsinger
Chuck James
Colleen and Dave Messenger
Curtis Brouwer
Damon Belloni
Dan Visser
Daniel Kelley
Darrell and Joan Grytness
Dave and Ellen Conner
Dave Hardy
David and Julie Hersh
David and Kay Morrison
David Chiow
David Frakes
David Winkelmann
Dean Bernard
Deborah Mackey
Deidre and Chuck Greene
Denise Stirm
Diane Mueller
Donna Petrocco
Donnie and Debra DeYoung
Emily Kobylarczyk
Eric and Janet Marine
Erin and Bob Moser
Gary Bayer
Geno and Pat Pauline

George and Pam Dyer
Georgia and Robert Maloney
Gina and Arturas Karnisovas
Glen and Diane Stewart
Glenn Fuller
Heather and Bryon Weber
Jacob Partin
Jacque and Hayden French
James Wulliman
Jane Allen
Janet Horton
Jason and Kristin Mink
Jason Groom
Jay and Diana Redington
Jeff and Suzette Fitzgerald
Jefferey Watkins
Jeffrey and Elizabeth Holtgrewe
Jeffrey and Marilyn Ackermann
Jeffrey and Nancy Holliday
Jenna Wagner
Jennifer Cerf-Deyle and Michael Deyle
Jennifer Lopez
Jennifer Taber
Jennifer Zimmerman
Jenny Binning
Jerald and Karen Schoenhals
Jeremy and Donna Baskin
Jeremy Pfaff
Jill Kudrycki
Jim and Cathy Pearce
Joceyln Malone
Jodi and John Gawf
Joe Hsin
Joel Mecklenburg
John and Diane Leede
John and Leslie Haworth
John and Pam Babb
John Burchfield
John Robb
John Woolley
Josh Dutton
Justin and Krista Ochocki
Justin Mihalcin
Karl Friedman
Kathleen Pinkowski
Katrina Crenshaw

Keith and Amy Kasten
Kelsey Davies
Kim and Jeff Long
Lanny and Dinah Hall
Larry and Mary Ann Harper
Laura Schulz
Lazar Gintchin
Libby Reeves
Lindsey and Scott Zimmerman
Lisa Simmons
Lois Melkonian
Lynn Gentry
Lynne Van Horne
Margarita Kontny
Mark Fisher
Mary Albrechtsen
Mary Jo Gensemer
Matt and Lindsey Gompert
Matt and Maggie Davis
Maureen Johnson
Mel Strand
Melinda Younger
Melissa Overboe
Meredith and R. Stewart
Michael and Susan Young
Michael Coors
Michael Sells
Micki and Stuart Elliot
Mike and Ashley Perry
Mike and Nancy Severns
Misty Hymel
Mitch and Misti Black
Nancy Haynes
Nicole Huang
Pamela Ancell
Paul and Jean Wagenaar
Peter and Connie Haney
Peter Vanicek and Liliane Brantes
Porter Morgan
Renee Bernabe
Tad and Nancy Polumbus
Richard Auth
Richard Will
Rick and Suzanne Moser
Rita Baysinger
Robert and Michelle Humbach

Robert Rensink
Ron Wessel
Ryan and Emily Frank
Scott Spuler
Sean and Michele Crowley
Seth and Breeze Gunderson
Shaylin Seymour
Sherill Sedillo
Sherry Meschko
Stefan and Janette Wenger
Stephen and Brenda Paul
Stephen Chuck
Steve and Allison Schovee
Steven and Sue Henderson
Steven Daughtry
Stewart and Debra Pirnack
Susanne Morris
Ted and Linda Blank
Thomas and Daria Ladtkow
Thomas and Joanne Davidson
Tim and Casey Payne
Tim and Whitney Visser
Tracy Tafoya
Travis Garvin
Trevor Dolifka
Tricia and Dave Morgan
Tyler Olsen
Vito Solimene
Walter Peters
William and Whitney McIntosh
William Fiedler
Zara Swingle



OUR LEADERSHIP

Ugandan Board Members

Ivan Kisige
Beth Baleke
Dr. Peter Kawanguzi
Edward Kimalyo
Loida Nambi
Haril Kazindra
Andrea Kazindra
Patricia Pauline

U.S. Board Members

David Morrison - President
Don Dolifka - Vice President
Bob Moser - Treasurer
Jodi Gawf - Secretary
Tom Ladtkow
Bob Rensink
Jennifer Cerf
Jacque French
Paul Brunner
Wally Peters
Geno Pauline - Ad Hoc
Stew Pirnack - Ad Hoc

Uganda Team Administration

Haril Kazindra- Co-Founder/Country Director
Susan Akunu- Head of Administration
Yona Ibanda- Public Relations & Senior Advisor
Irene Batebi- Human Resource Management
Andrew Mukisa- Internal Auditor
John Mary Mungere- Head of Accounts
Isaac Mugabi- Procurement and Estates Officer
Philip Aine- Accounts Officer
Keneth Mpiima- Guest Relations Officer

Outreach Department

Moses Okipi- Head of Outreach
Florence Nabaganzi- Social Worker
Joash Paul Ndizaawa- Social Worker
Ronald Mali- Social Worker
Edward Maganda- Social Worker
Hosea Satati Uziah- Pastor

Education

Mike Nalugoda- Head of Primary Schools
Moses Ntawu- Principal at Bukona Primary Campus
Henry Ngobi- Deputy Head Teacher at Bukona Primary Campus
Damalie Namwende- Deputy Head Teacher at Busei Primary Campus
Esther Agwang- Head of Academics at Busei Primary Campus
Irene Nakagolo- Head of Nursery Section at Busei Primary Campus
Derrick Alifuna- Deputy Head Teacher at Vocational High School
Abdalah Mbulu- Director of Studies & Head of Programs at Vocational High School

Health

Carol Agasha- Hospital Administrator
Dr. Jesse Naalya- Head Clinician/ Medical Officer
Dr. Ivan Munigwa- Medical Officer
Gloria Joanita Kwaga- Physiotherapist
Patrick Nsubuga- Dental Officer
Catherine Tino- Head Nurse
Susan Kibodyo- Hospital Administrative Assistant

Skill Development

Annet Kanyuago- Head of Women's Empowerment Center
Patrick Kamukama- SolView General Manager
Harun Wansadha- SolView Chef & Guesthouse Manager
Patrick Opolot- SolView Store and Procurement Manager
Eria Kirunda- SolView Food and Beverage Manager

Stateside Team

Andrea Kazindra- Co-Founder/Executive Director
Leah Pauline- Co-Founder/Impact Director
Erin Moser- Development Director
Tami Hall- Development Associate
Susie Knight- Community Engagement Coordinator
Kelly MacDonald- Merchandise and Volunteer Coordinator
Ellen Conner- Bookkeeper
Lesley Williams- CPA





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