



MUSANA

COMMUNITY DEVELOPMENT ORGANIZATION

— ANNUAL REPORT 2020





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DEAR MUSANA FAMILY,

2020 started off as a year of unmatched growth at Musana, reaching 112% self-sustainability in February and generating our highest local monthly income in our organization's history. With the launch of our replication campus in Kaliro District, we opened our fourth school, providing quality and affordable education in a new community! Between all of our schools, our student population grew from 2,282 to 3,484 and our full-time employees increased from 282 to 383. Unfortunately, like most of the world, the COVID-19 pandemic hit Uganda hard in March and one of the world's strictest lockdowns began. We saw hunger, idleness, and hopelessness spread across our communities. We started the COVID-19 Relief Fund and asked our Musana family to stand with us and meet the immediate needs of our Ugandan friends and family. With your support, we were able to prevent widespread hunger in our immediate neighborhoods, provide life-saving medical transport and health services, save countless lives by collecting blood donations, keep our staff on salary so that they could continue to support their families, and provide our students with workbooks to keep their spirits engaged and their minds active.

Despite the closure of our schools (our highest income-generator), the decrease in clients at our restaurant and guesthouse, and the decline of patients at our hospital due to COVID restrictions, we were still able to generate 65% of our operating budget locally. We are proud of the hard work from our team on the ground that fought hard to keep Musana's programs alive through such unfavorable circumstances.

We cannot thank our incredible Musana community enough for standing with us during unprecedented times. We are overwhelmed by the generosity of our Musana family and the love for the people of Uganda. Together, we will continue to empower more men, women, and children, to "be the change" in their communities.

WITH GRATITUDE,

Haril and Andrea Kazindra
Co-Founders and Directors

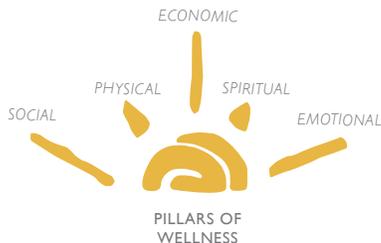
WHY MUSANA?

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.

"Poverty is not just a lack of money; it is not having the capability to realize one's full potential as a human being."

—AMARTYA SEN

With a focus on 5 pillars of wellness, Musana is able to lift communities out of poverty by empowering them to reach their full potential.



OUR MODEL



BUILD

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



SUSTAIN

We empower local leaders to drive economic and social growth of their communities through social enterprises that can generate 100% of the operating budget with local income.

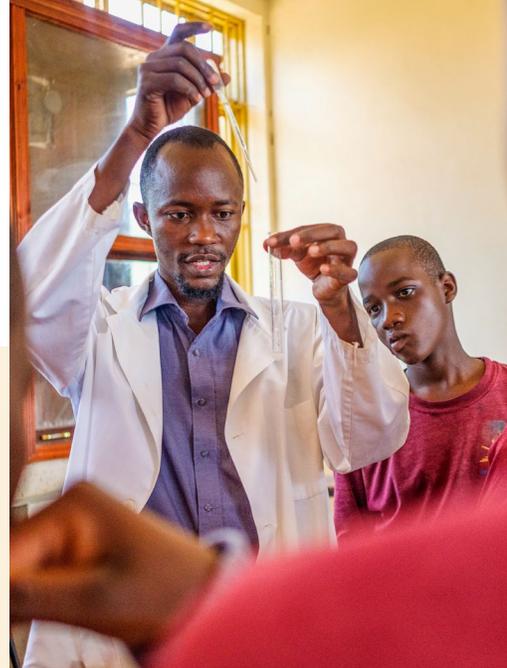


TRANSFORM

We transform lives by investing profits into further community development focused on improving standards of social services, granting scholarships, and employing community members so that they too can be self-reliant.

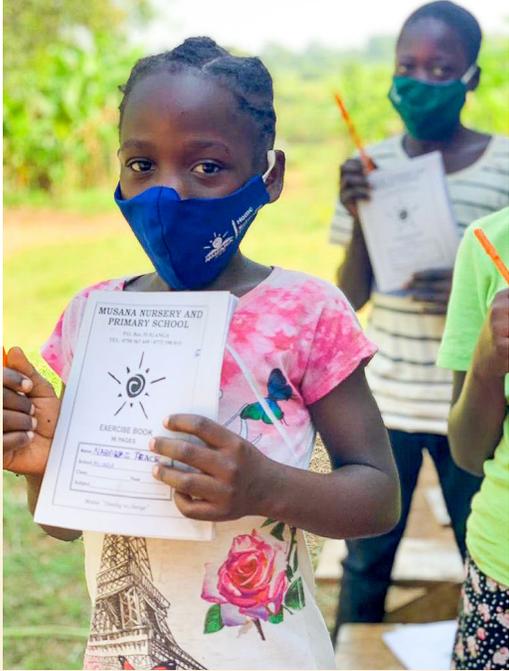


2020 HIGHLIGHTS



In January 2020 *we opened the Kaliro Campus to 682 nursery and primary school students!* In addition, we completed construction of the dining hall, additional dormitories and classrooms, and a beautiful school chapel.

2 We grew our staff of local leaders from 282 employees in 2019 to **383 full-time Ugandan employees** in 2020!



3 With the **\$268,221** raised for the COVID-19 Relief Fund, we **met new school health regulations, supported the salaries of 383 employees, distributed 3,008 sets of self-study materials to students at home, provided 1,000+ life-saving blood transfusions, transported 555+ patients to treatment centers, and supplied food for 18,600+ people facing hunger** in Eastern Uganda.



4 We rose to the challenge of holding an annual fundraiser amidst the local COVID-19 regulations in Denver, Colorado, and **safely held the 3rd annual Taste To Transform event where we raised \$460,228!**



5 We partnered with Uganda Orphans Fund and started **planning our next replication in Kamuli District!**



COVID-19 RELIEF & REHABILITATION FUND

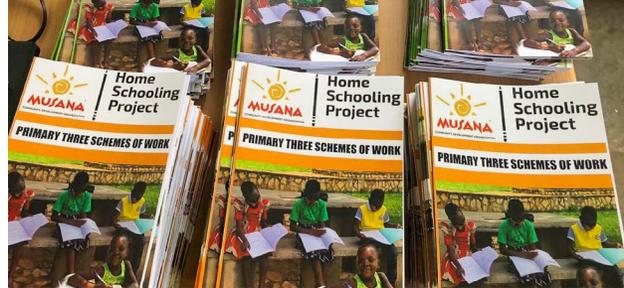
In March, COVID-19 was declared a global pandemic. The impact was sudden, with the most detrimental consequences taking root in rural areas already facing the challenges of poverty.

Like most of the world, schools in Uganda were closed, jobs were lost, community gatherings were prohibited, and new preventative health mandates were instituted. However, unlike many developed parts of the world, communities in rural Uganda had a lack of access to educational materials and increased difficulty accessing health care.

EDUCATION

15 million Ugandan children remained out of school through the end of the year, including 3,484 students who filled four of Musana's schools at the beginning of 2020. To respond to the urgent needs of our students, we made the decision to temporarily shift our model from growth and sustainability to relief and rehabilitation with a mission to reopen our schools and respond to urgent needs of the communities in and around Iganga. Through the generous donations of those looking outside their borders, the COVID-19 Relief Fund raised \$268,221 which allowed Musana to **successfully sustain the salaries of 383 full-time employees** and implement newly mandated safety measures across our campuses. By the end of the year, **we successfully met new preventative health regulations required to reopen our campuses.** In preparation for students to return, hand-washing stations were installed, temperature scanners were put to use, masks were made by women at Musana's Empowerment Center, isolation wards were prepared, and additional beds, desks and tables were purchased. The COVID-19 Relief Fund also provided for the **development and distribution of 3,008 sets of self-study materials to our students in nursery, primary and high school to encourage continued learning during school closures.**

Fortunately, the government resumed schooling for graduating classes in October, which allowed us to welcome 291 students back to campus!



COMMUNITY HEALTH

BLOOD DONATIONS

In March 2020, the Uganda Blood Bank was hit with a major blood shortage, putting the lives of patients with malaria, sickle cell anemia, and mothers giving birth at stake. With volunteer donors as the only source of blood, Musana Community Health Center spearheaded educating and mobilizing communities in and around Iganga to donate. From April through June, three blood donation tents were set up to collect blood and provide health education to the community.

TRANSPORTATION

At the onset of the pandemic, the Ugandan government banned public transportation and instituted a nationwide curfew in an effort to curb the spread of the virus. As a result, patients living in rural areas faced extreme difficulty accessing health services, many in need of care for childbirth, malaria, typhoid, dental care, and sickle cell anemia. Adjusting to the evolving needs of the community, Musana's Social Work Department repurposed two school vans into interim ambulances that successfully transported 555+ patients to medical facilities for life-saving care!

FOOD PACKAGES

Food shortages and reduced food portions became an increasing challenge for families as they suffered the impact of lost jobs and supporting children who were no longer receiving meals from school. To combat hunger and malnutrition, Musana's Social Work Department distributed food packages to those in dire need of nutrition.

1,385
UNITS OF BLOOD
COLLECTED

1,000+
LIFE-SAVING BLOOD
TRANSFUSIONS

1,500+
PEOPLE RECEIVED
HEALTH EDUCATION



2,659
FOOD PACKAGES
DISTRIBUTED

36%
DISTRIBUTED TO
MUSANA BOARDING
STUDENTS & STAFF

18,600+
PEOPLE FED



OUR
SUSTAINABLE
SOLUTIONS

EDUCATION

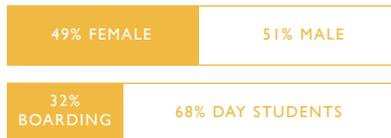
HEALTH

SKILL DEVELOPMENT



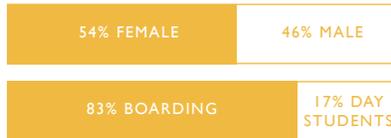
2020 EDUCATION IMPACT

NURSERY & PRIMARY SCHOOLS



- **3 Schools** (Busei, Bukona, Kaliro)
- **2,447 Students**
- **849 Scholarships Provided**
- **157 Ugandan Employees**
(94 Teachers / 63 Support Staff)
- **26:1 Student-Teacher Ratio**
- **56% Sustainability**

VOCATIONAL HIGH SCHOOL



- **923 Students**
- **365 Scholarships Provided**
- **57 Ugandan Employees**
(43 Teachers / 14 Support Staff)
- **22:1 Student-Teacher Ratio**
- **533 Students in Vocational Training Courses**
(130 in Plumbing, 160 in Tailoring, 204 in Electrical, 39 in Brick Laying & Concrete Practice)
- **73% Sustainability**

*All data is based on first-term enrollment.



AN AWARD FOR *INNOVATION*

At the start of the year, Stanbic Bank held the National Schools Championship, an education initiative empowering participants to write a business proposal focused on agriculture or business innovation.

A group of motivated students from Musana Vocational High School entered the competition with their idea to locally produce liquid soap that could be used in households to enhance hygiene. With the sudden arrival of COVID-19, their idea became hyper-relevant and could serve an urgent need in their community.

The team's liquid soap idea qualified for the Eastern Region Championship where they came in 4th out of 21 participating schools and won \$140 to be used as seed capital for the start-up! Following the competition, the team of students invested the capital into production and by July were making deliveries of their soap to the community, including supplying Musana campuses with soap for newly installed hand-washing stations!



2020 HEALTH IMPACT

MUSANA COMMUNITY HEALTH CENTER

- **24,144 Patient Visits**
- **67 Patients Per Day** on Average
- **45 Staff Members**

KEY SERVICES PROVIDED:

- **162** Major Surgeries
- **494** Life Saving Blood Transfusions
- **2,064** Dental Check-Ups
- **1,546** Dental Extractions
- **19** Continuing Medical Education (CMEs) Conducted with Staff
- **982** Occupational Therapy Sessions
- **1,680** Free Immunizations for Children & Pregnant Women
- **3,269** Family Planning Visits
- **847** Women Received Free Prenatal Care
- **276** Babies Delivered
- **33** Babies Saved in our NICU



OUTREACH

In the most rural areas of Iganga, access to health care is challenging. In response to the needs of these communities, Musana's Social Work Department partners with Musana Community Health Center and remote village leaders to organize health outreach events. During health outreach events, social workers and health practitioners travel to rural areas of Iganga to provide free services including malaria and HIV testing, dental check-ups and extractions, family planning, prenatal care, nutrition screenings, vaccinations, and counseling. Prior to the COVID-19 lockdown in March, our team **provided outreach services to 660 people.**

PROJECT RESTORE

Project Restore seeks out the most vulnerable children and adults in dire health, and those living with disabilities, to provide them with proper medical attention through surgeries and rehabilitation. The dream is that once they are "restored", they will be able to live independent lives and give back to their communities. In 2020, medical assistance was provided for 88 people suffering from severe cases of malaria, anemia, hydrocephalus, cleft palate, dermatological conditions, Hepatitis B, HIV/Aids, and hearing and visual impairment.

REHABILITATION & DISABILITY SERVICES

A unique focus at Musana Community Health Center is one led by the Rehabilitation & Disability Services Department. The department is aimed at improving the quality of life for individuals with disabilities and to promote inclusion among the community. Our full-time physiotherapist provides inpatient and outpatient treatment for fractures, pediatric conditions, stroke recovery, and chronic illness management, among other conditions. Our occupational therapist concentrates on community-based rehabilitation and parent education programs. By partnering with other local organizations to mobilize individuals with disabilities, and parents of children with disabilities, we create a support network and improve access to services. In 2020, the **Physiotherapy & Occupational Therapy Clinic conducted 982 visits, treated 366 new patients, and visited 444 patients that required home care.**

AFFORDABILITY & SUSTAINABILITY

- **Musana health services are 76% cheaper on average than other private health facilities in Iganga!**
 - \$11 for prenatal care and delivery (90% cheaper than other private health facilities in Iganga)
 - \$136 for a c-section
 - \$5 for dental extraction
 - Free consultations
 - Free blood transfusions
 - Free immunizations

98% SUSTAINABILITY,
GENERATING \$251,431 IN LOCAL REVENUE!



MAIMUNAH'S STORY

In 2019, 10-year-old Maimunah lives with a congenital amputation of her right leg. When she was identified by our occupational therapist, she was living with her father, who was a truck driver, and mother who cared for her and her three siblings. Maimunah's disability and her parents' limited financial resources restricted her access to education.

In 2020, our Rehabilitation & Disability Services and Social Work Department enrolled Maimunah in our Education Scholarship Program and provided her with a wheelchair. At school, Maimunah quickly made friends who helped her maneuver around campus, class and in the dormitory. She had a joyful spark that lit up the room!

Three short months after her arrival to Musana, schools were ordered to close due to COVID-19. During school closures, our Social Work Department organized home visits and Maimunah was provided with health check-ups, food packages, and reading materials. It's now almost a year since schools were closed and Maimunah expresses how much she misses school, her friends and her teachers. She is eager to get back and plans to work hard to become a teacher so that she can also impart knowledge to other learners in her community!



2020 SKILL DEVELOPMENT *IMPACT*

MUSANA EMPOWERMENT CENTER

(Open January through mid-March)

114 students enrolled in training and 65 students will return to campus for final exams in March 2021. Students who return after March will have future opportunities to take exams and graduate after COVID-19 restrictions are lifted.

- **62 in tailoring**
- **5 in knitting**
- **47 in hairdressing**

161% SUSTAINABILITY,
GENERATING \$17,096 IN LOCAL REVENUE!

MERCHANDISE PRODUCTION

(Open January through mid-March)

- **22 Women employed full-time**
- **136 Women employed part-time**
- **Women earned an income 3X higher**
than the average woman in rural Uganda
- **6,802 Items sold**

74% SUSTAINABILITY,
GENERATING \$17,308 IN LOCAL REVENUE!





SOL VIEW

(Open full year with limited seating)

- **12 Full-time employees**
- **28,266 Plates of food served**

118% SUSTAINABILITY,
GENERATING \$118,689 IN LOCAL REVENUE!



GUEST HOUSE

(Open January through mid-March)

- **35 International Guests**
- **9 Local Guests**

56% SUSTAINABILITY,
GENERATING \$9,266 IN LOCAL REVENUE!



DORCUS' STORY

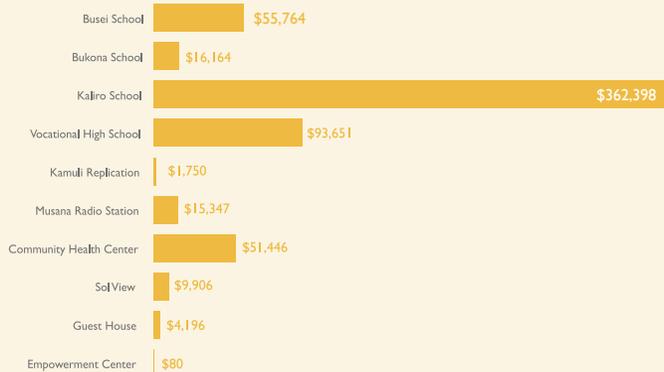
Dorcus Aloya is a single mother of three and has been a part of the Musana family since 2012. Before coming to Musana, Dorcus bravely escaped a traumatic relationship in search of a better life for herself and her children.

As one of the longest term employees of Musana, Dorcus has been extremely dedicated to her work. Starting as a caretaker in one of the student dormitories, she then transitioned to the role of staff cook, and later was promoted to her current position as Guest House Supervisor. Ever smiling and diligent in her work, she is known for having the most vibrant and uplifting spirit among staff members and visitors alike. "Her joy for life radiates," a guest house visitor noted as she described how they would wake to the sounds of Dorcus singing while cooking breakfast! Through her employment, Dorcus has been able to support and educate all three of her children, two of who now have university level education, and her youngest, Ezekiel, who attends Musana Primary School (P.6).

For the years to come, she prays that God will continue to guide Musana's leadership and bless its partners so that Musana can continue transforming communities and expanding throughout rural Uganda.



2020 CAPITAL IMPACT



TOTAL CAPITAL SPENDING: \$610,702

CAPITAL PROJECT BREAKDOWN

NURSERY AND PRIMARY SCHOOLS

BUSEI CAMPUS

- Kitchen repairs, including terrazzo floors and installation of stoves and stainless saucepans
- Computer lab improvements
- Purchased a school bus
- Installed Looptech School Management System
- Installed hand-washing stations and purchased temperature scanners

BUKONA CAMPUS

- Making and laying of pavers and road curbs within school grounds
- Installed Looptech School Management System
- Installed hand-washing stations and purchased temperature scanners

KALIRO CAMPUS

- Completed construction of:
 - A second nursery classroom block (four classrooms)
 - A primary classroom block (six classrooms)
 - Dining hall, including a kitchen with rocket stoves and a storage room
 - Floors and patios for both the boy's and girl's dormitories
 - Stone paving of the dormitory compounds
 - Chapel
 - Underground water system including drilling of the borehole and construction of the water tank stands that were purchased
- Installed solar security lights
- Purchased bunk beds, mattresses, and furniture for new dormitories and classrooms
- Purchased a school bus
- Began constructing a playground for the nursery school
- Installed hand-washing stations and purchased temperature scanners

VOCATIONAL HIGH SCHOOL

- Completed construction of:
 - A-level classroom block
 - A new boy's dormitory and staff housing
 - Road leading to the new boy's dormitory
 - Paving and landscaping of the school compound
 - Retaining wall to ensure proper water drainage
 - Major renovations on the main O-level classroom block ceiling
 - Terrazzo floors in the main dining hall
 - Septic tank installation
- Purchased A-level textbooks
- Installed Looptech School Management System
- Installed hand-washing stations and purchased temperature scanners

REPLICATION IN KAMULI DISTRICT

- Developed site plans for the new school being built in 2021

MUSANA RADIO STATION

- Initial stages of securing a radio frequency and operating license for Musana FM.
- *Musana FM will be introduced in 2021 as a unique community resource for news and education that will expand our "home-schooling" capabilities, allowing our teachers to reach more students.*

MUSANA COMMUNITY HEALTH CENTER

- Reconfigured a land cruiser into an ambulance
- Procurement of medical equipment including a blood bank refrigerator, drip stands, mobile ultrasound, radiant warmer, patient monitors, etc.
- Construction of a new incinerator
- Purchased a new water pump
- Purchased land for and completed the first phase of renovating a new staff housing unit

SOL VIEW

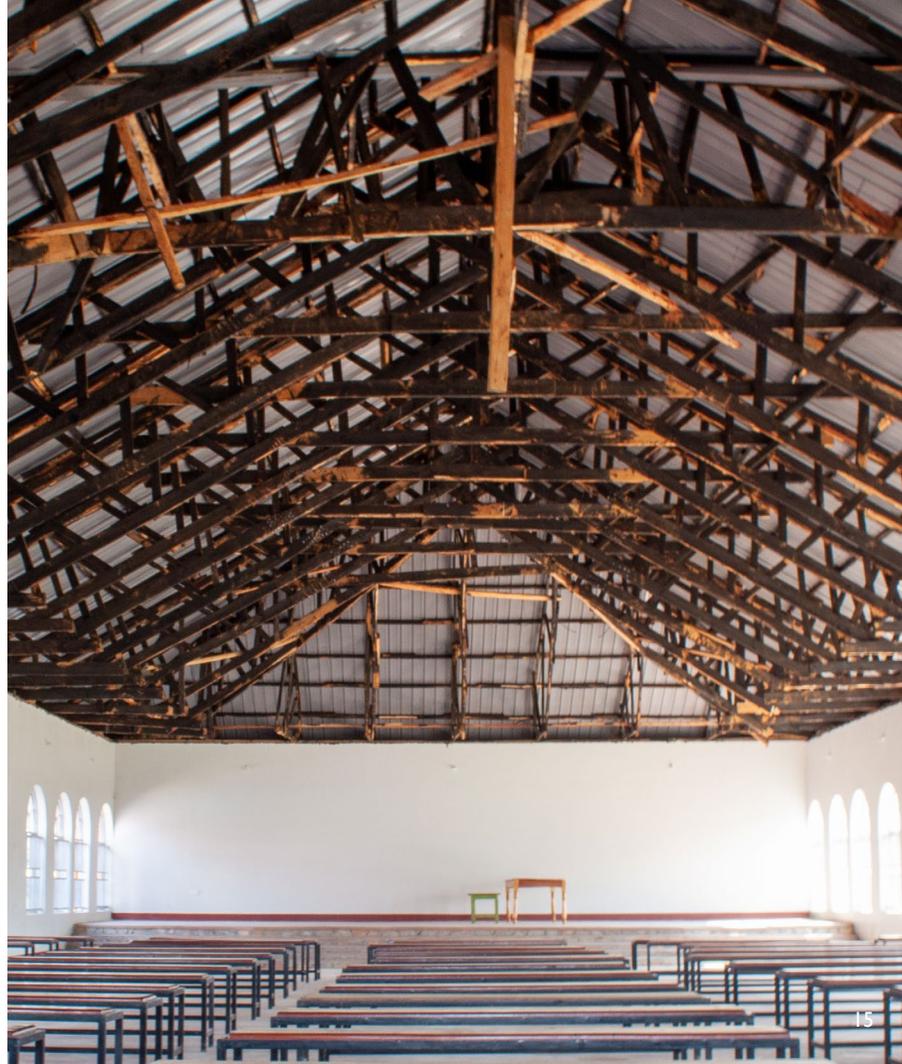
- Renovation of the roof for additional seating, including terrazzo floors
- Installed Karibu Hotel Management System

GUEST HOUSE

- Installed solar security lighting in the compound

EMPOWERMENT CENTER

- Installed hand-washing stations and purchased temperature scanners





2020 FINANCIAL REPORT

CONSOLIDATED STATEMENT OF FINANCIAL POSITION



	2020	2019
ASSETS		
Cash and Cash Equivalents	\$465,374	\$397,851
Donations Receivable	\$68,465	\$65,473
Grants Receivable	\$0	\$82,500
Investments	\$674,464	\$2,069
NGO Accounts Receivable	\$50,137	\$14,009
Prepaid Expenses	\$5,137	\$13,781
NGO Inventory	\$133,157	\$109,982
US Apparel and Merchandise Inventory	\$20,105	\$22,449
Property and Equipment	\$4,375,923	\$3,988,825
TOTAL ASSETS	\$5,792,762	\$4,696,939
LIABILITIES & NET ASSETS		
USA Accounts Payable	\$46,829	\$37,749
NGO Accounts Payable	\$30,345	\$18,323
NGO Deferred Capital Grants	\$3,069,054	\$2,775,965
TOTAL LIABILITIES	\$3,146,228	\$2,832,037
Without Donor Restrictions	\$2,470,142	\$1,841,753
With Donor Restrictions	\$176,392	\$23,149
TOTAL NET ASSETS	\$2,646,534	\$1,864,902
TOTAL LIABILITIES AND NET ASSETS	\$5,792,762	\$4,696,939

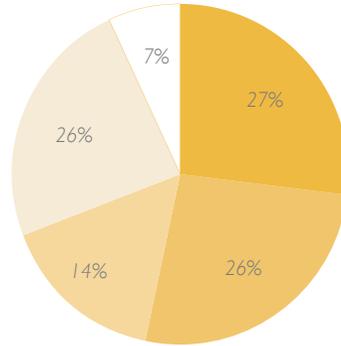
Deferred Capital Grants is the net value of grants for capital development sent to the Ugandan NGO less depreciation on the assets purchased. This method of recording is used on the recommendation of the NGO's external auditors because NGO's are subject to income tax on surplus income.

Musana is comprised of two separate legal entities that each maintain their own financial records. Although there is some overlap, Program activities are run by the non-governmental organization (NGO) registered in Uganda, recorded in Ugandan shillings, and the Administrative & General and Fundraising activities are recorded by the Colorado non-profit corporation Musana Community Development Organization (MCDO). This financial report is a consolidation of both entities, unless otherwise specified. All amounts are in U.S. dollars. Ugandan shillings

CONSOLIDATED STATEMENT OF ACTIVITIES

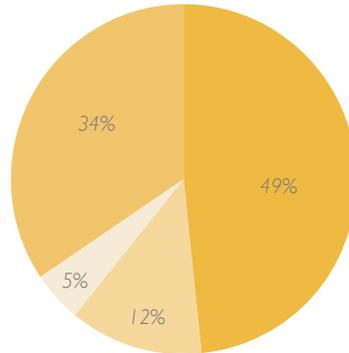
INFLOW

Program Income	\$751,371
<i>Donations</i>	
Individual	\$321,193
Businesses, Non-Profits, Church Partners	\$454,949
SHINE Partners	\$196,817
Grants from External Organizations	\$409,742
<i>Fundraisers and Appeals</i>	
Taste to Transform	\$460,228
COVID-19 Relief Fund	\$268,221
Other Income	\$9,234
<hr/>	
TOTAL INFLOW	\$2,871,755



OUTFLOW

Program Expenses	\$1,163,466
General & Administrative Expenses	\$294,612
Fundraising Expenses	\$119,533
Capital Development & Depreciation Expense	\$819,031
<hr/>	
TOTAL OUTFLOW	\$2,396,642



Capital Development includes one-time spending to acquire land and build quality infrastructure at new locations, as well as capital improvements in existing locations.



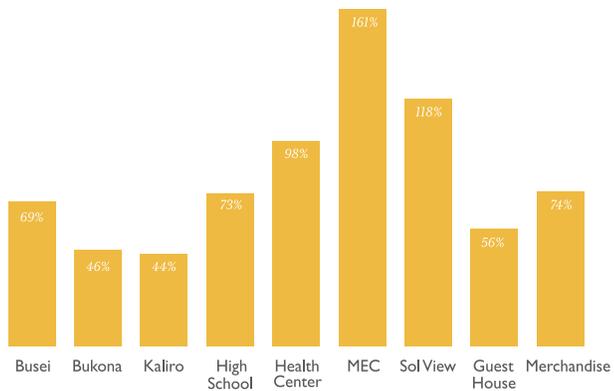
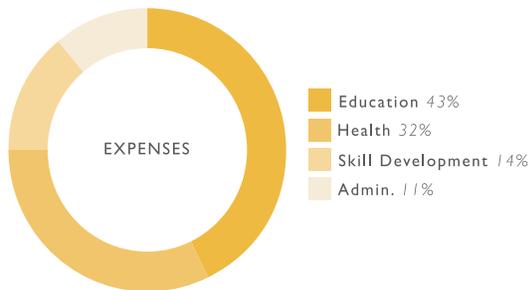
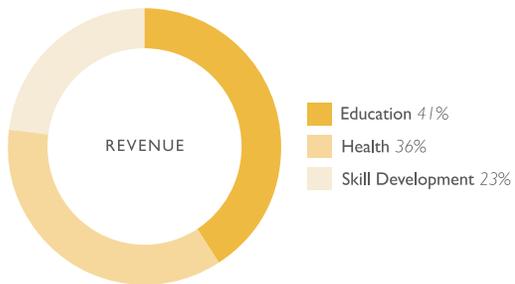
UGANDA OPERATIONS

ACTIVE PROGRAMS	REVENUE	EXPENSE
<i>EDUCATION</i>		
Busei Nursery and Primary School	\$100,328	\$146,092
Bukona Nursery and Primary School	\$51,074	\$111,330
Kaliro Nursery and Primary School	\$25,713	\$58,527
Vocational High School	\$104,243	\$142,307
<i>HEALTH</i>		
Community Health Center	\$251,431	\$257,141
Outreach and Social Work		\$80,410
<i>SKILL DEVELOPMENT</i>		
Musana Empowerment Center (MEC)	\$17,096	\$10,604
Sol View	\$118,689	\$100,589
Guest House	\$9,266	\$16,499
Merchandise	\$17,308	\$23,291
<i>ADMINISTRATION</i>		\$118,276
<hr/>		
Total Active Programs	\$695,148	\$1,065,066
SUPPORT & PROGRAM INVESTMENTS		
COVID-19 Relief Grant	\$393,808	
Kamuli Replication		\$6,724
Donations	\$3,234	
<hr/>		
Total Support & Program Investments	\$397,042	\$6,724
TOTAL	\$1,088,956	\$1,071,790

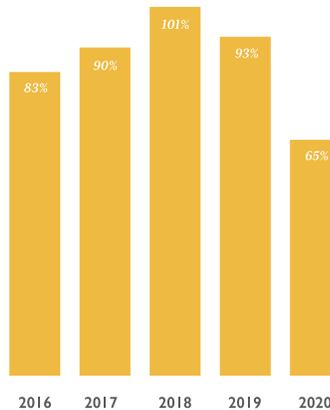
65%

SUSTAINABILITY

Despite all schools being closed for a majority of the year, we were able to achieve 65% overall sustainability across Musana's social enterprises.



SUSTAINABILITY BY PROGRAM IN 2020



ANNUAL SUSTAINABILITY



WHAT'S NEXT?

In 2021, as the world begins to come out of the depths of the COVID-19 pandemic, Musana's focus is on addressing the adverse consequences of the pandemic on the community through continued outreach programs, safely reopening our schools to full capacity, and getting back on track with our model of sustainability.

We will also continue our plans of replicating Musana's sustainable model in other communities. In Kaliro District, we will construct a health center, restaurant, guesthouse, and a women's skills training center. We will also begin construction of our 4th Nursery and Primary School in Kamuli District, launching our 3rd official replication!

With the negative impact of the COVID-19 pandemic on the people of Uganda, Musana's quality and affordable services are more in need than ever. We ask you to continue partnering with us to empower more Ugandans to "be the change" in Kaliro and Kamuli Districts!

GET INVOLVED

DONATE

Replication of our model relies on the generosity of people like you. Join us as we break the cycle of poverty and dependency in new communities!

Support Musana today at [Musana.org](https://musana.org)

AMAZON SMILE

Experience feel-good shopping. **Shop at smile.amazon.com** and Amazon will donate to Musana, at no cost to you!

SPONSOR AN EVENT

Make an impact by sponsoring Musana's Annual Golf Tournament or Taste to Transform!

Contact Erin Moser, Development Director, for sponsorship opportunities | erinmoser@musana.org

BECOME A SHINE PARTNER

Donate monthly and your recurring gift will shape not just one child's education, but will help create sustainable change in an entire community.

Give monthly at [Musana.org/shine](https://musana.org/shine)

VOLUNTEER

Whether you want to volunteer in Colorado or visit Uganda, we invite you to **join us at**

[Musana.org/volunteer](https://musana.org/volunteer)



CONNECT WITH US!





OUR LEADERSHIP

LEADERSHIP

Ugandan Board Members

Loida Nambi, Chairman
Haril Kazindra, Secretary
Andrea Kazindra, Treasurer
Beth Baleke
Dr. Peter Kawanguzi
Edward Kimalyo
Beatrice Tanaguza
Pat Pauline, U.S. Board Liaison

U.S. BOARD MEMBERS

Don Dolifka, President
Leigh Dunn, Vice President
Bob Moser, Treasurer
Jodi Gawf, Secretary
Tom Ladtkow
Jacque French
Paul Brunner
Jennifer Cerf
AJ Bourg
PJ Martin
Tracy Pirnack
Justin Mihalcin
Pat Pauline (non-voting)
David Morrison
Stew Pirnack (non-voting)
Bob Rensink

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 Finance
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 Uzziyah, 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
Abdalah Mbubu, Director of Studies & Head of Programs at Vocational High School

(Uganda Team Continued →)





Health

Carol Agasha, Hospital Administrator
Dr. Jesse Naalya, Head Clinician/ Medical Officer
Dr. Ivan Munigwa, Medical Officer
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Patrick Nsubuga, Dental Officer
Susan Kibodyo, Hospital Administrative Assistant

Skill Development

Annet Kanyuago, Head of Musana's Empowerment Center
Patrick Kamukama, Sol View General Manager
Harun Wansadha, Sol View Chef & Guesthouse Manager
Patrick Opolot, Sol View Store and Procurement Manager

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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
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