



THE PEACE FOR PAUL FOUNDATION

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THREE YEAR STRATEGIC PLAN
5th Edition

2017 to 2019

Saturday, June 10th thru Sunday, June 11th 2017

This strategic plan has been developed by the PFP Board of Directors in order to provide a disciplined approach to the management of the foundation over the next three year period.

Prepared at: PFP Oregon Headquarters
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Attendees: * Heidi Kaltur – Executive Director
* Brandi Eslinger – Vice President, Director
* Tomasz Kaltur – Treasurer, Director
* Lisa McIntosh – Board Chair
* Ellie Cox – Director

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3. BACKGROUND AND HISTORY

The Peace for Paul Foundation is a registered 501(c)3 non-profit organization founded in the United States. In June of 2008 Heidi Kaltur, as a recently graduated University student still looking for her life's purpose, traveled to Uganda with the simple agenda of volunteering at a local orphanage.

In April of 2009 Heidi, with the aid of Ellie Cox as co-founder, formed The Peace for Paul Foundation. This was a major accomplishment for two young women in their early twenties. With the receipt of 501c3 status their goal to provide education, nourishment and hope for the Ugandan children became a reality.

Since 2009 our team has grown from a two-woman operation struggling to get off the ground to an organization with hundreds of supporters and eighteen members. The program has grown from one boy being cared for by one caretaker to seventy-eight children in full time care and twenty-three children with education assistance. Staffing has increased from a single caretaker to an administrator, a counselor, six caretakers and eleven support staff. Invaluable volunteers in the US/Canada have enabled the foundation to develop.

Some major accomplishments of the past eight years include purchase of the Budondo land in 2010, first home in 2011, Peace Home in 2013, Hope Home in 2016, Peace for Paul Junior program started in 2014, and incorporation as an Oregon non-profit in 2013.

4. BOARD OF DIRECTORS & STAFF

Founder & Executive Director – Heidi Kaltur

Heidi graduated from Washington State University in 2005 with a Bachelor of Science in Wildlife Ecology. She traveled the world for years and after four months in Africa returned with a vision for the children of Karamojong, and expanded her education by becoming a registered nurse. That dream has come true and the organization continues to grow under Heidi's guidance, perseverance, and annual trips to assess the programs in Uganda.

Vice President & Director- Brandi Eslinger

Brandi graduated from Minnesota State University Moorhead in 2007 with a degree in Legal Studies and a minor in Women's Studies. After hearing about the organization, she joined the cause and first visited Uganda in 2009. She returned in 2010 and worked for half a year on the ground in 2013 and again in 2015. She developed programs, hired and trained staff, coordinated volunteers, oversaw construction projects and managed day-to-day operations. Brandi is currently the Vice President and has previously held the position of Board Chair and Treasurer.

Board Chair & Director - Lisa McIntosh

Lisa holds a Bachelor of Arts in Journalism and Communications working in the communications field as a newspaper reporter, communications consultant, public relations specialist, and in real estate. She has served in various capacities for organizations including Big Brothers and Sisters, the Canadian Cancer Society and the Hope Chapel Furnace youth group. Lisa travels to Africa spending time in Mbikko at PFP's home. She spearheads many of Peace for Paul's fundraising activities which allows the foundation

to provide opportunities and education. She has served as a Director since 2009 and previously held the position of Vice President.

Treasurer & Director - Tomasz Kultur

Tomasz graduated from Washington State University in 2006 with a Bachelor of Science in Construction Management and a Bachelor of Arts in Business Management. He began volunteering his time with Peace for Paul in early 2009 and has played the lead role in managing the design and improvements of Hope and Peace Homes. He contributes greatly to the general operation of PFP, organizational structure and development. Tomasz is currently managing construction projects in Uganda and has previously held the position of Vice President.

Secretary – Nicole Peschel

Nicole graduated from Carroll University with a Bachelor of Science in Business Administration and Accounting. Nicole volunteers for several different organizations, and she began volunteering her time with Peace for Paul in mid 2016. Nicole sponsors 1 child in the PFP Junior program and is currently serving as secretary.

Co-Founder & Director – Elinor Cox

Ellie went on her first humanitarian trip as a delegation member of The TOUCH Project in 2002, and soon after traveled twice to Ensenada, Mexico to volunteer with Genesis Diez, A.C. on their orphanage project. While in college Ellie volunteered with Unite for Sight in Ghana, Africa then traveled with Westminster College to Thailand to study public health. In Ghana Ellie fell in love with the African people and culture and in 2008 linked up with Heidi to found The Peace for Paul Foundation. She graduated from Westminster College with a Bachelor of Science degree in Public Health. Her contributions are many as have been her trips to Uganda in pursuit of this endeavor.

Director – Cody Nirschl

Cody graduated from NDSU in 2011 with a degree in University Studies. Cody and his wife Allison love to travel the world and have been supporting their PFP child, Samuel since 2012. IN 2016, they had the opportunity to meet him in person while on a Social Mission trip to Uganda. Cody loves how personal and close knit the Foundations Members, Directors and Uganda team are. Cody and Allison feel a deep and special connection with their “little” Samuel and are looking forward to get back to Uganda again.

Members

Members are responsible for raising awareness, assisting with fundraising and recruitment of members, sponsors and volunteers. Members are eligible to become elected into Director and Officer positions.

- Adam Groch
- Monica Thomas
- Martin Eason
- Richard Enyimu
- Janie Routhe
- Allison Nirschl
- Maureen Fox
- Brianna Bowman
- Julie Weatherhead
- Will Stracham
- Carrie-Ann Honeycutt

Administrator – Nshimiyimana Moses

Moses is a graduate of Uganda Christian University where he obtained a degree in business administration in 2012. He also possesses a certificate in computer applications from Makerere University. Previous work experience includes working for Mulago National Referral Hospital in the Accounting Department. Moses is a well-organized and highly motivated person who loves sharing his knowledge with others. He has a strong passion for helping children in need and is proud to be a part of The Peace for Paul Foundation.

Counselor – Kagoya Rachael

Kagoya Racheal is a counselor and social worker with a degree in social work from Busoga University. She is knowledgeable and experienced in working with children, helping them to rehabilitate and transform their own circumstances and providing hope for their future. She specializes in working with children and adolescents; an obvious fit for our team! She finds this niche especially rewarding because she knows that our future depends on the leaders of tomorrow.

House Maintenance – Emagu Peter

Peter is our former security guard but we discovered he is very talented in home maintenance and can do almost anything. He now works for us full time on maintenance and building projects between both Peace and Hope Home. He always comes to work with a smile on his face and takes pride in completing every job very well, which is a trait we are lucky to have in the care for our children's homes.

Hope Home for Boys Caretaker – Basakulu Innocent

Innocent is a graduate of the Lords Meade Vocational College and a caretaker at the PFP Hope Home. His professional background includes computer application training from the Uganda Military Engineering College, a USAID certificate in comprehensive clinical health, and history as a guidance counselor for his church. His excellent professionalism and skills with the children during his tenure with PFP make him an indispensable caretaker. A tireless work ethic and nurturing influence on the children make us proud to have Innocent on board.

Hope Home for Boys Caretaker – Emuron Denis

A year of teaching Primary School, a Bachelors degree in Education from Makerere University, and an enthusiasm for seeing children learn and flourish makes Denis an excellent caretaker for the Peace for Paul Boys' Home. Himself having been sponsored by a similar program growing up, Denis is able to relate to our kids in a uniquely personal way. It is his opinion that the best thing about working with children is the privilege of getting to partake in their growth into good people and active community members. At Peace for Paul, we know he is going to be able to do just that.

Peace Home for Girls Caretaker - Akatui Olivia

Olivia has held a lifelong passion for working with children and people in need. She attended the Uganda Christian University and graduated with a degree in Developmental Studies prior to working with the Local Government Authority handling children's rights cases and volunteering in community development. Her genuine adoration for working with the children and seeing them learn and grow has made her a perfect fit as a caretaker at Peace Home.

Peace Home for Girls Caretaker – Atyama Betty

Betty believes in the power of a smile and how much good can be accomplished when we simply try to help others live a happier life. She has a diploma in counseling and some experience in the field as a professional. She was a volunteer for the Hope Center in Jinja where she worked with children and family related issues including domestic violence, children's rights and counseling individuals with HIV/AIDS. The innocence in a child's eyes pulls on her heart and it is something she longs to protect.

Love Home for Children Caretaker – Kamusiimi Gloria

Gloria has loved working with children for as long as she can remember. She is a Sunday School teacher at her church, holds a certificate in HIV and AIDs counseling, and graduated with a Bachelors in Human Resource Management from Makerere University in January, 2016. In a very short time Gloria proved to have an inspiring work ethic and to possess a fantastic influence on all the children she interacted with. It is a privilege to have her as a permanent member of the team as a caretaker at Peace Home.

Love Home for Children Caretaker – Namukisa Annett

Annett holds a teaching degree and has worked as a part time teacher in several schools to develop her CV/resume. Outside of her career as a teacher she also volunteered with a local Ugandan organization called Joint Empowerment. As a volunteer there she helped facilitate Sunday school, reading and writing courses and played many games with children and their families. She believes that all children are equal and deserve basic human rights and loving care. She knows that when a child is given love and support, their potential is truly limitless.

Nannies and Security Guards

- Nabikolo Amina – Love Home Nanny
- Namwase Oliver – Peace Home Nanny
- Nakayovu Juliet – Hope Home Nanny
- Walakira Muzafaru – Love Home Security
- Afako Isaac – Love Home Security
- Okulu Bosco – Peace Home Security
- Bukoko Stephen – Peace Home Security
- Osaga Innocent – Hope Home Security
- Julius Malings – Hope Home Security

Management Committee

The purpose of the management committee is to involve community leaders to ensure the organization is running within local regulations. The committee provides guidance on management of the homes. Members include the following PFP staff and local officials.

- Mr. Lubanga Zubaili - Chairperson of management comitee
- Mrs. Naigaga Lydia - Probation Officer
- Mr. Dan Mugula - Deputy Mayor
- Mr. Serunjogi Phillip - Njeru Municipal Principal Health inspector
- Dr. Mufumba Emmanuel - Health Director PFP
- Mr. Nshimiyimana Moses - Admnistrator PFP

- Mr. Basakulu Innocent - PFP staff
- Ms. Akutui Olivia - Secretary

5. ORGANIZATIONAL TENETS

5.1 MISSION STATEMENT

Our mission is to fight hunger, fear and rejection by providing destitute Ugandan children with an education, family structure and safe environment in which they can thrive.

5.2 VISION

Our vision is to transform the lives of vulnerable children in Uganda through education and a sustainable family environment enabling each child to overcome the cycle of poverty.

6. OVERVIEW AND ANALYSIS

Since its founding, the Peace for Paul Foundation has grown from providing care for one child to caring for more than 101 children. PFP has shown positive change in the lives of the children who are enrolled in its programs. A group of capable individuals, both in Uganda and North America, have come together for the advancement of the organization and the programs it delivers. Volunteer interest and activity has steadily increased and is a good support system to the caregivers in Uganda and to the fundraising efforts of the board in the US and Canada.

Strengths

Strengths include the whole foundation, sponsors' shared vision and commitment to the children's wellness and future. The Ugandan team continues to grow and gain more experience. Donor retention remains high. Use of social media has been increasing awareness of the organization and its mission.

Weaknesses

PFP still needs to improve in areas such as member recruitment and sponsor/donor acquisition to further programs. There is a need to increase the pool of contacts for sponsors and donors in order to increase fundraiser and donor income.

Opportunities

The board and new members have room to grow - bringing in seven additional members over the next year will transfer the workload currently spread amongst eighteen members to twenty five members and will provide more opportunities to grow the organization in all areas. Obtaining non-profit status in Canada could potentially increase our support base even further. Need to develop the donor retention program to include: upgrading, converting and acquiring new or reacquiring old donors who still have an interest in the organization.

Threats

There are always challenges with government and officials in operating the organization.

7. MAJOR GOALS AND OBJECTIVES

7.1 ORGANIZATION

The organization exists as a not-for-profit corporation registered in the State of Oregon and certified as a 501(c)3 organization with the United States Federal government. In Uganda, PFP is registered as a Non-Governmental Organization (NGO) and as a Community Based Organization (CBO). Bylaws and various policies ensure the organization is run according to certain standards. Operations, with the Executive Director at the helm, is in charge of the day-to-day activities in Uganda. The board of directors strategizes, plans and executes the overall program direction. A management committee was created in accordance with Ugandan law to oversee and counsel on policy. See organizational charts below in Figures 1, 2 and 3.

2017
Review bylaws and policies Director and Officer voting Develop membership to 25 individuals Bring on two directors to a total 8 directors by December Obtain Children's Home designation after third management committee meeting Maintain monthly discussion on relevant issues in Uganda Hold a board development workshop in June
2018-2019
Review bylaws and policies Director and Officer voting Annual membership meeting Develop membership to 30 individuals Maintain monthly discussion on relevant issues in Uganda Hold a board development workshop in June

7.2 BOARD COMMITTEES

The following committees have been formalized. The Chair of each committee will provide a brief report on its activities and progress to the Executive Director prior to each board meeting held every month. A full report will be provided at every June Annual Meeting.

- Education – see section 7.5 for a description of the role for this committee. Chair is Lisa McIntosh.
- Social Mission – see section 7.4 for a description of the role for this committee. Chair is Brandi Eslinger.
- Compensation Review – Evaluate compensation of US employees. Chair is Ellie Cox.
- Social Media – goal is to put together a social media campaign on various platforms in order to increase support base. Chair is Ellie Cox.
- Sustainability – goal is to come up with a long-term plan for sustainability so PFP is not entirely dependent on foreign aid for the long run. Chair is Lisa McIntosh.

7.3 BUDONDO PROPERTY – PEACE FOR PAUL FARM

As part of Peace For Paul’s ongoing desire to explore options for sustainability, the board set up a Sustainability Committee in 2016 to explore potential projects. The committee met several times over the course of the past year. A vast array of options were brought to the table and the committee narrowed in the ideas of a guest house, multi-level marketing opportunity with a social enterprise business that would align with the needs of the community and a trade school. PFP Member Kasey Higbee, approached the committee with a sustainability idea based on a permaculture and aquaponics project suitable for our Budondo land. Not only does the project have a much lower financial risk than some of the other projects being discussed (about \$30,000) it would also allow us to utilize the Budondo land. Kasey has agreed to remain in Uganda for the time being (committed to a minimum of one year) to get the project off the ground and to ensure the right people are in place to help see the project succeed. Having Kasey there gives PFP a rare opportunity to have someone on the ground to protect our interests.

2017
Terminate lease with Atanekontola, startup farm, develop business structure
2018
Continue to develop the farm
2019
Maintain farm business

7.4 SOCIAL MISSION DELEGATION

In 2016, it was determined that our volunteer program was not meeting the two main goals to continue running- substantial benefit to the children and fundraising/awareness. It was determined that there could still be benefit to hosting visitors if modifications were made. This is where the PFP Social Mission Delegation Program was born. Annually or as often as feasible, a director familiar with Uganda will lead a group of visitors as they engage in various projects in the community and with PFP. Each visitor will be expected to fundraise and donate proceeds to PFP as well as participate in the Ugandan projects.

Heidi led the first delegation in December 2016. She had four delegates who raised a total of \$4,818. The group took part in various community projects including a medical supplies handout to pregnant and new mothers at a local hospital, and a mosquito net handout to community members with information on malaria prevention. Within the PFP homes, they were able to teach lessons to the children, helped with passing out sponsor backpacks, took part in novel reading, played sports and games at the field, and just spent time with the children.

2017
The next delegation is August 2017 and will be led by Heidi & Lisa. Goal is 5 delegates & raise \$10,000.
2018
Send delegation of 8-12 people to raise \$10,000-15,000 in December 2018. Delegation leader TBD.
2019

Send delegation of 10 people to raise \$10-15,000. Delegation leader to be decided.

7.5 OVERALL PROGRAM

The PFP program consists of its facilities and the services it provides to the children that have been rescued. Facilities are constantly being remodeled, maintained and built or purchased; this is a substantial cost of the program.

Services provided include, but are not limited to, the following:

- 1) Facilities – three homes for children and caretakers.
- 2) Basic Necessities - clothing, bedding, food, exercise, hygiene products, etc.
- 3) Health & Wellness - dental care, disease prevention and treatment, vaccinations, hearing/vision testing, therapy, visiting with family from Moroto, etc.
- 4) Education - Boarding school including supplemental education programs during holidays.
- 5) University Scholarship Fund – covers the additional costs beyond sponsorship of secondary school and University or Trade school.
- 6) Employee Services – include staff education, housing, food and medical/dental care.
- 7) PFP Junior Community Education Program – provides funding to assist families in sending their children to primary school.
- 8) Skills Development – hands on skills program teaching sewing, carpentry, etc.
- 9) Transition Program – helping children in our main program transition to a transition home or living with a relative.

The following goals and objectives have been generated for our facilities and services through 2018:

2017
Purchase van for PFP use Obtain Children’s Home status after third management meeting Peace Home - Build perimeter wall at back property, covered space for 120 people Hope Home – Build kitchen/stoves, covered space, shower, latrine and painting Love Home – Replace stoves, build playground, start garden Rent transition homes for boys and girls as required
2018
Rent transition homes for boys and girls as required Repair Love Home ceilings Maintain homes
2019
Rent transition homes for boys and girls as required Maintain homes

7.6 EDUCATION PROGRAM

Education is the organization's top priority as we believe it is the only way out of the poverty cycle. This program is run by the Education Committee, which covers the following sub-programs:

- 1) Boarding school education:
 - a. Primary Schools – Victora Primary, Musana
 - b. Secondary Schools – Mwiri, Iganga SS
- 2) Supplemental education workshops:
 - a. Moral Code
 - b. Sex Education
 - c. Life Skills
 - d. Career Workshop
 - e. It's a Small World
 - f. Safety & Emergency
 - g. Nutrition
 - h. Dental & Hygiene Care
 - i. Critical Thinking
 - j. World Religions
 - k. First aid and CPR
 - l. Computer Skills
 - m. Art
 - n. Hygiene
 - o. Helmet safety
 - p. Poison prevention
 - q. Basic disaster preparedness with emergency plans
 - r. Critical thinking and judgment
 - s. Education is the Priority
 - t. Financial Literacy
 - u. Mob Justice in Uganda
 - v. "I am me"- self esteem, culture and tribes
 - w. Basic English practice
 - x. Animal care and treatment
 - y. Practicing Non-violence
- 3) Novel Reading Program
- 4) PFP Juniors, see section 7.7.
- 5) Internship (currently in development)
- 6) Skills Development
- 7) University Scholarship

There are 78 children in the full PFP program and they are spread across eight different schools.

Namutumba – Primary – 46

Becky's Eden – Primary – 10

Highway – Primary – 1

Musana – Primary – 1

MWIRI – Secondary - 8

Jinja College (JICO) – Secondary – 2

Iganga – Secondary – 2

Wanyange – Secondary – 2

Nakanyonyi – Secondary – 2

Efforts are made to keep the children in the same schools when possible, but we also do our best to match the school to the student. We never want to lose sight of the individual's needs for the sake of ease. For the upcoming year we will have two boys and three girls moving into Senior Secondary.

We continue to struggle with best options for our male secondary students. Several years back MWIRI was selected as our number one choice for the boys in secondary. This no longer seems to be the case. Their boys scores are dropping and even the top students are complaining. Unfortunately, in Uganda once we select a school the students are not allowed to move until Senior 5. At this point, that will likely happen with as many of the boys as possible, or at least the ones whose grades support a move.

<p>Caretakers to assist students with goal setting and charting / career counseling / tutoring if required</p> <p>Discuss national exams with students coming close to writing (one or two terms prior)</p> <p>Maintain novel reading program</p> <p>Monitor scholarship fund</p> <p>Move all extraordinary funds into scholarship if contingency is at \$10,000</p> <p>Find internship opportunities for secondary students</p>
2018
<p>Monitor scholarship fund</p> <p>Move all extraordinary funds into scholarship if contingency is at \$10,000</p> <p>Look into hiring tutors such as current University students to tutor our students</p> <p>Kadala Allan will be graduating Senior 6 and applying for a scholarship</p>
2019
<p>Monitor scholarship fund</p> <p>Move all extraordinary funds into scholarship if contingency is at \$10,000</p> <p>Simon Peter will be graduating Senior 6 and applying for a scholarship</p>

7.7 PFP JUNIOR COMMUNITY EDUCATION PROGRAM

The Juniors Program currently has 25 students in attendance with three children transitioning from Juniors into the full PFP program. Sponsors have remained constant with the program and most pay the current rate of sponsorship at \$35. We will look to bring in more students for the start of third term in September 2017. Sponsors will be needed for up to 10 children. We have started a Junior’s scholarship investment fund with an initial investment of \$5,000. This will continue to grow at an agreed deposit timeframe and amount.

The Program has started a successful community outreach program. The program visits various local schools each term and donates school supplies directly to those students in need. To date, over 300 Primary students in our community have benefited from this program.

Each school term, PFP hosts the Junior students for a fun day. This is a chance for these children living in difficult situations to just have a day of fun. Previously, they have watched movies, played games and done crafts at Hope Home. This year, we will explore other activities outside the home to help expand the student’s creative minds.

Moses continues to manage the program from within Uganda. He has proven to be an efficient and effective operator for the program and we are comfortable to continue growing the program with him in charge. Provided sponsors are available, this program has the potential to continue to grow.

To recap, we have these general guidelines in place for the program operation and eligible children.

1. Reaching out to children within our immediate community will be of highest priority to fulfill the expectation of community outreach for PFP.
2. Eligible children would be of Primary school age living with a family or guardian that cannot provide their full school costs.

3. Families will be expected to contribute half of school fees but exceptions are made to accommodate to each situation. The goal is to have families contribute something to their child's education to promote empowerment and reduce dependency on others.
4. In addition, the family is expected to provide lunch to their child as well as time and a place to study in the evenings.
5. PFP Juniors will pay half (or more) of school fees, uniform and shoe costs as well as school requirements (supplies). Additional costs are paid as needs arise for-special cases.

2017
Bring in 10 additional children for a total of 30 children in the program Heidi to transfer sponsor duties to Brandi Invest excess funds
2018
Review adding paid Ugandan staff position Bring in another 10 children to the program for a total of 40. Invest excess funds Set up separate PFPJ bank account
2019
Bring in another 20 children to the program for a total of 60. Invest excess funds

7.8 TRANSITION PROGRAM

Children that have had their family structure improve, meet a minimum age requirement or have started Secondary 5 level are eligible to transition to living with a relative or in a PFP transition home which will be a room or two rented from a family for 1-2 boys or 1-2 girls living together.

2017
Identify children eligible for transitioning from the main program to PFP-J Formalize program and define requirements – career guidance, transition 101, foster family requirements Set up budget Run pilot program with Simon Peter, Kadala Allan, Michael, Agnes and Mary. Lotuke to live with Becky if feasible. Set up work program
2018
Rent transition home or rooms for eligible children with a family or relative Maintain work program
2019
Rent transition home or rooms for eligible children with a family or relative Maintain work program

7.9 FINANCIALS

PFM fundraising strategy has been fine tuned to provide the largest return for the smallest investment of time and resources. For our fundraising needs we will be focusing on two major fundraisers per year and fostering those events to increase in size and revenue.

2017	
Around the World Raffle	\$ 35,000
Online Auction	\$ 15,000
Social Mission Delegation	\$ 10,000
Total	\$ 60,000
2018	
Around the World Raffle	\$ 35,000
Online Auction	\$ 15,000
Social Mission Delegation	\$ 10,000
Total	\$ 60,000
2019	
Around the World Raffle	\$ 35,000
Social Mission Delegation	\$ 10,000
Total	\$ 45,000

8. FIGURES & FORECASTS

COMPARISON

2016 Forecast		2016 Actual	
Operations	\$125,435	Operations	\$138,692
Scholarship	\$16,500	Scholarship	\$16,500
Capital Projects	\$91,500	Capital Projects	\$62,390
Medical/Dental	\$500	Medical/Dental	\$500
Contingency	\$500	Contingency	\$500
Total Outlays	\$234,435	Total Outlays	\$218,582
Donations	\$6,500	Donations	\$9,558
Volunteers	\$4,750	Volunteers	\$4,605
Sponsorships	\$110,300	Sponsorships	\$120,324
Fundraising	\$50,000	Fundraising	\$61,449
Other	\$0	Other	\$1,248
Total Income	\$172,550	Total Income	\$197,184

NET	-\$61,885	NET	-\$21,398

FORECAST

2017		2018		2019	
Operations	\$175,890	Operations	\$190,000	Operations	\$200,000
Scholarship	\$29,000	Scholarship	\$40,000	Scholarship	\$30,000
Capital Projects	\$68,100	Capital Projects	\$5,000	Capital Projects	\$5,000
Medical/Dental	\$0	Medical/Dental	\$0	Medical/Dental	\$0
Contingency	\$0	Contingency	\$0	Contingency	\$0
Total Outlays	\$272,990	Total Outlays	\$235,000	Total Outlays	\$235,000
Donations	\$10,000	Donations	\$11,000	Donations	\$12,000
Other	\$4,168	Other	\$5,750	Other	\$7,000
Farm	\$0	Farm	\$6,850	Farm	\$8,000
Social Mission	\$10,000	Social Mission	\$12,000	Social Mission	\$15,000
Sponsorships	\$151,000	Sponsorships	\$160,000	Sponsorships	\$170,000
Fundraising	\$50,000	Fundraising	\$50,000	Fundraising	\$35,000
Total Income	\$225,168	Total Income	\$245,600	Total Income	\$247,000
NET	-\$47,822	NET	\$10,600	NET	\$12,000

PFP Board and Officers

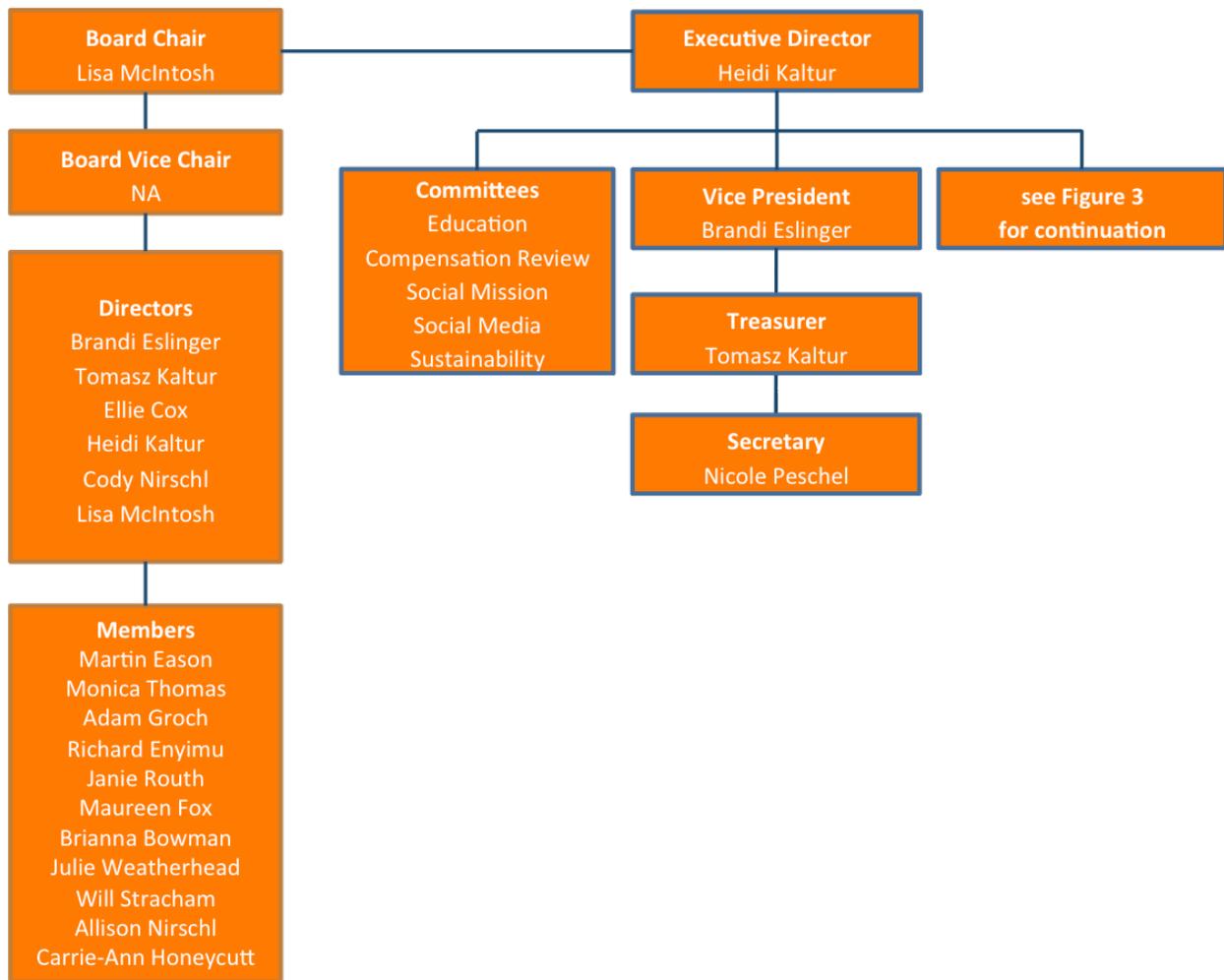


Fig. 1

PFP Uganda Management Committee

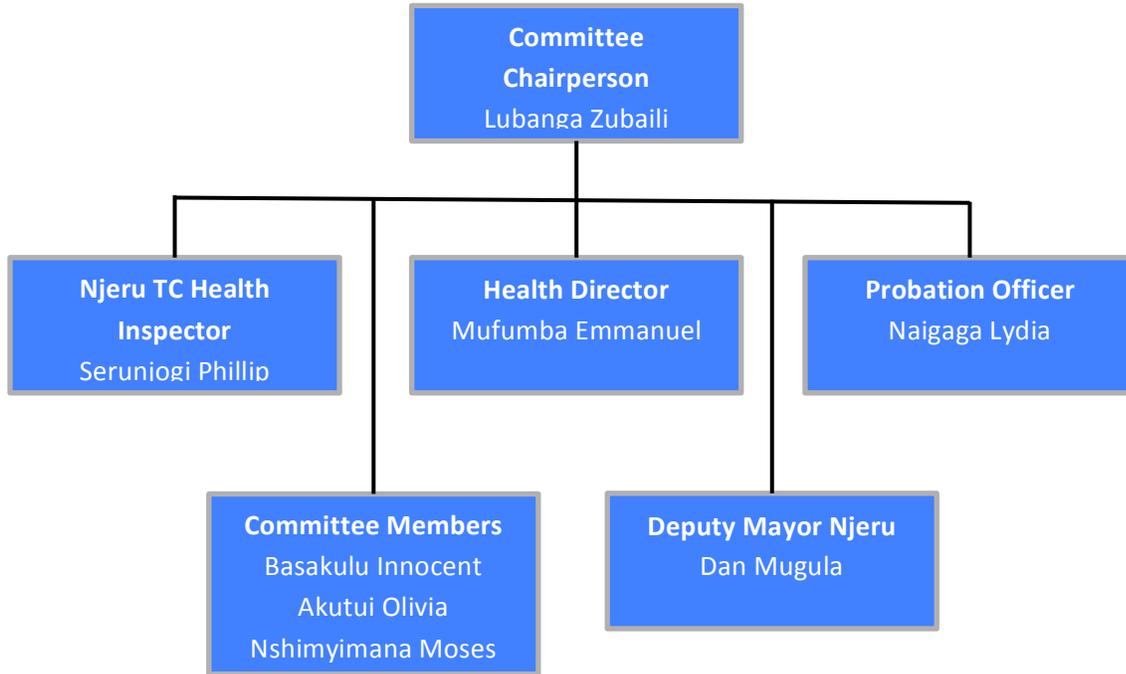


Fig. 2

PFP Uganda Operations

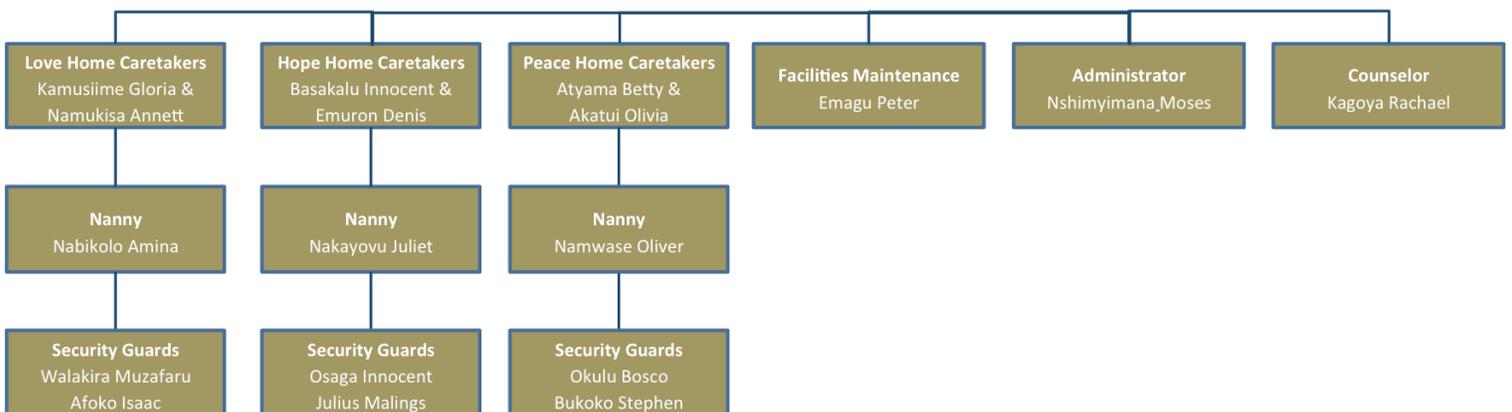


Fig. 3