

THE  
PEACE FOR PAUL  
FOUNDATION  
EDUCATION | WELLNESS | HOPE

# 2020 ANNUAL REPORT

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January 31, 2021

Dear Friends and Supporters:

It has been a difficult year for so many people across the world and the PFP family and members in our communities were certainly not exempt. Thankfully, we made it through the year and I think we are all just a bit better for it. As I reflect on the generosity of our supporters and PFP family I realize that even in the most difficult of times, people have a tendency to look outward. Many sponsors and supporters donated extra, whether that was to provide a Christmas present for a PFP child, dinner for a family in need, starting a new sponsorship or to offer support for our general fund. It all made an impact and allowed PFP to survive this difficult season. When it came time for Christmas, we distributed gifts but many of our older children opted to spend their gift money on family or community members in need instead. It has been awe-inspiring and an absolute pleasure to watch.

2020 marked another year of big growth and development for The Peace for Paul Foundation. We welcomed 33 new sponsors to our family. We raised more funds than ever before and our support base grew by leaps and bounds. So many people from around the world continue to come together to make a huge difference for the youth of Uganda. Together, we are changing the world, one life at a time.

With the addition of five new children to our main program this year our family has grown to include 99 children between the two homes, supervised independent living, resettlement, and AHU programs. Additionally, this year we expanded our community outreach program, PFP Juniors, by adding seven children, which has brought our enrollment in this program to 72.

This year Simon Peter graduated from secondary school and will be joining Uganda Christian Academy to pursue a degree in Social Sciences. Faima is our first PFP-Junior program graduate and will be joining St. Elizabeth School of Nursing to study midwifery. We are proud of our graduates!

Peace for Paul employs 18 staff and values its employees and supports each in the best way we can. This year, we provided medical care for each employee and their families. Four of our staff have recently become home owners as a direct result of their employment with PFP.

We are looking forward to another great year in 2021 and are grateful that we have so many people helping to make it all a reality. It takes a village and we love ours!

With Love,



Heidi Kaltur  
Founder and Executive Director

# Our Values

PFP is an organization run by a group of humble individuals who make an effort to treat all humans with respect and espouse the values noted herein:

1. **Respect** – PFP respects the feelings, wishes, rights, and traditions of all involved in our organization and the communities we work in. We strive to think critically about what is equitable and just for the people we serve.

2. **Knowledge** - PFP believes we must invest in the education of our children to break the cycle of poverty. Each child is treated as an individual with a unique history and relationship to trauma and academics

3. **Partnership** - PFP works in partnership with those it serves. We believe in collaboration based on open dialogue, trust and respect.

4. **Diversity** - PFP endeavors to include everyone regardless of gender, beliefs, ethnicity, age, etc. We seek out our employees and stakeholders opinions in an effort to gain multiple perspectives allowing us to make informed decisions.

5. **Stewardship** - PFP believes in responsible planning and management of funds entrusted to us and strives to get the greatest impact out of every dollar

6. **Sustainability** - PFP works hard to plan and ensure the organization's long-term viability. We strive to build positive donor relationships as well as explore and develop income generating opportunities in Uganda

7. **Integrity** – Ever member of PFP is expected to adhere to strong moral and ethical principles while interacting with our stakeholders and in our decision making.

8. **Equity** - PFP treats each person within our organization according to their specific needs and circumstances. We make every effort to promote social, socioeconomic, health, and opportunistic equity.

9. **Empathy** - PFP works hard to understand and respect the feelings of our stakeholders. We strive to have a clear grasp on their needs and desires in order to serve them as best we can.

10. **Global Citizenship** - PFP is part of the world community which has concern and a share of responsibility for what is happening to the planet as a whole. PFP respects and values diversity and is careful not to put its needs and beliefs above others.

## Program Overview

The Peace for Paul Foundation (PFP) strives to run excellent programs that align with the United Nations Millennium Development goals: to achieve universal primary education, to eradicate extreme poverty and hunger, to promote gender equality, to combat malaria and other diseases, and to reduce child mortality.

These goals are achieved through a variety of programs, which are reviewed in more detail below, and include the main PFP program, PFP Juniors and A Hand Up, amongst others. The safety, education, and well-being of the children in our care is our highest priority and we work hard to achieve this goal. Children in our programs are provided with housing, food, clothing, and security in a healthy environment with physical and emotional support, supervision and socialization. They are given the necessary tools to become functioning citizens of their community - a choice to break the cycle of poverty that they were born into by chance. We work with each child and address specific needs individually.

## Education

COVID has had a massive impact on our education program in 2020. All schools were closed in March with the lockdowns that took place and most continued to be closed throughout 2020.

Fewer than 25 percent of Ugandan children enroll in secondary school due to the extremely high cost of secondary education and lack of available funds. With your support, all children in our programs will be able to continue their education to secondary school and beyond. In our Main program, we currently have 33 children in secondary school, four in vocational school, and one in university. In preparation for the higher cost of secondary school, and the eventual cost of university or trade school for our graduates, we continue to grow the University Scholarship Fund and will be well prepared when the time comes to start sending our scholars off to higher education.

PFP places a strong emphasis on education and provides each child with the tools necessary to help them recover from past trauma so they can succeed physically, emotionally and academically. Boarding schools in Uganda offer the best education and are the preferred type of schooling when a family can afford the costs. Boarders stay at school for the term and return home during holidays, approximately four months out of the year. Because government schools typically lack educational materials, have large class sizes, and generally perform poorly in National Exams, PFP children attend highly ranked private boarding schools, both in primary and secondary levels, which gives each of them the best chance for a better life in their future.

Fifty-eight students attended nursery and primary school in the main program. The majority of our students attend Victoria Primary School where they receive a quality education at one of the top private boarding schools in the country. We work closely with the school administration to ensure they excel in their school environment and have all of their needs met.

# Education (continued)

In 2020, PFP had 33 students enrolled in secondary school. Five children would have graduated from Primary level to Secondary level however as schools were closed due to covid-19 they will now graduate in June 2021. Thanks to their sponsors, the quality of secondary school the PFP children attend is dependent only on their score in the National Exam. This is important because the quality of university a child may enroll into is dependent on the type and quality of secondary school they attend, which is dependent on the score on their National Exam at the end of Primary 7. Generally, due to job scarcity in Uganda, a person's chance of obtaining employment depends heavily on the quality of education received in university. Ultimately, by ensuring our children obtain the very best education, we are maximizing their opportunity for future employment and success.

During school holidays, while the children are at home, we keep them busy by expanding on their learning with supplemental education programs. The programs offered include the following:

- Novel Reading and Comprehension
- Computer Literacy
- Moral Code
- Sex Education (age appropriate)
- Health and Hygiene
- Self-Respect and Respect of Others
- Nutrition
- Skills Development
- Culture and Religion Awareness
- And more

During school holidays learning assistance is provided to children who are struggling in any of their subjects. This approach has shown results upon students' return to class and they are grateful for the chance to improve. Each child's educational progress is tracked from the moment they begin school until they graduate from the program. A minimum grade point average and a suitable National Exam score are required to obtain either a university or trade school scholarship in order to continue their education. A bachelor's degree equivalent from a university typically takes three years to obtain, while trade school can be anywhere from one to three years depending on the trade chosen.

In 2020, due to the outbreak of Covid-19, all children across the country were home and not allowed to return to school. Over the very long break, PFP started an intensive tutoring program, we hired school teachers to teach M-F within the homes and started a school book library, which was open to PFP and community children.

# Community Service

As part of our efforts to instill a sense of community, children over the age of 9 volunteer 5 hours per week during the school holidays and also participate in community service projects. Volunteering can be as simple as assisting the caretakers at Love Home or helping an elderly person perform errands or working in the gardens. There were three main projects completed in 2020, one per holiday, similar to the previous year. This year's community service was focused on helping elderly neighbors with household tasks and with purchase and delivery of needed household items. Additionally, we performed field maintenance at Njeru field on a regular basis so all community members could continue to play football and other sports.

- Christmas gifts for every single family of the children across all of our programs. This year we were able to help 221 households with food and necessities.
- Forty-five elderly people were provided with food and household supplies.
- Five PFP Junior families received a grant to boost their businesses in order to better support their families.

## Resettlement Program

When the children are not living in the homes and are either living on their own or with foster families, they fall under this program. The children living with families remain fully supported, including providing the family with food and other necessities for their care. The young adults that have moved into their own Ugandan style apartments, while they will still be supported by PFP for school and other necessities, slowly learn how to take over their own budgeting, cooking and other necessary tasks of being an adult. This includes taking part in the work program where they can work on the farm or another approved business. There were nineteen children and young adults placed into the program in 2020, partially due to Covid-19, for a total of fifty-nine students in the program.

## Peace for Paul Juniors (PFP-J)

PFP-J allows us to help a larger number of impoverished Ugandan children obtain a formal education. The children who benefit from our PFP-J program live in our neighborhoods and are unable to afford school fees, uniforms or school supplies. These children do not live in our homes; they have families to look after them and are sponsored through PFP-J for education and medical costs only. Fees are paid directly to the school, while uniforms and supplies are purchased by the PFP-J Administrator and delivered to each child. This program enables the Foundation to expand its reach and to make a positive impact in the community.

There were seven students accepted into the PFP-J program in 2020 for a total of 72 children sponsored for school fees, supplies and medical support in the community. The younger children in the program typically attend day school while the older children, in secondary level attend boarding school for better focus and results in school. We intend to continue to grow this program steadily with no cap on the number of children accepted as this number is not dependent on space available in our homes.

- Assisting PFP Juniors and family Members in the community:
  - Sixty-five families and 204 family members affected by the PFP Juniors program.
  - Medical help for 65 families.
  - Typhoid and MMR vaccines to all Juniors.

## A Hand Up

The 'A Hand Up' Program was started in 2018 and aims to empower vulnerable young adults in our community. The goal is to enable these young men and women to become functioning members of society and to continue the cycle of giving and hope. Recipients of this scholarship are vulnerable young men and women who are determined, hard-working, skilled, and who have a desire to give back. The beneficiaries do not receive a hand out—rather they receive a hand up. AHU provides financial assistance and mentoring to hard working adults - a means to help them improve their own lives by allowing them to complete their education, learn a trade or start a business. Applicants are expected to continue the cycle of giving in their community. There are currently three young adults enrolled in this program and all are pursuing a degree at the university level.

## Wellness Program

Children are provided with ongoing medical treatment including well-child checkups, treatments for various illnesses, surgeries as needed and vaccinations against typhoid, measles, polio and others. A dental exam is performed every six months along with required follow-up work. Dentures or tooth replacements are available to children who have lost one or more of their adult teeth. We have partnered with Hope Smiles Dental Clinic, a UK based non-profit, to provide these services. Annual vision and hearing testing checkups are provided as well as treatments for issues that are identified. Since many of the children in our program came to us malnourished and with delayed growth, special focus is given to ensuring a healthy and well-rounded diet to afford them a chance to catch up. This year we welcomed a new mental health therapist to our team. She spends five days per week with the children of PFP and has been instrumental in helping to identify and adequately treat mental health issues.

### Main Accomplishments:

- Holistic medical care provided for all 171 students enrolled across all of PFP's programs.
- Emergency medical intervention and care provided for 16 community members outside of PFP.
- Medical assistance provided for the families of 100 students in the PFP program.
- All 18 PFP staff received medical support over the course of 2020.

## Nile River Farms

Situated on three acres of land near the Nile River our sustainability project, Nile River Farms, is currently part vanilla farm and part piggery. This project is aimed at providing funds for PFP as well as education and work experience for the children in our independent program. The ultimate goal is to provide financial support to PFP and enable the Foundation to rely less heavily on foreign aid. The capacity of the piggery was tripled in 2019 by building new structures. The farm focused on growing the number of pigs throughout 2020 which was difficult during COVID lockdowns as feed was difficult to obtain. The latter half of the year we started to see some improvement and we were able to grow the number of pigs to 75 with more piglets coming soon. There were 150 vanilla vines planted in 2020 of which 100 have survived and are expected to be ready to harvest in 2022.

## Bulungi Beads

The Bulungi Beads store can now be found on our website. Beautiful Ugandan jewelry is handmade by women working hard in the slums of Masese and by the young men and women learning the bead-making and business management skills in the PFP program. Beads are purchased from the women and PFP artisans to support their growing business and their families. All profits are directed back to the women and the PFP program to help pay for food, clothing, school tuition and supplies. There are three families in this program with 23 family members that benefit from the sales.

## Personnel

We currently have 18 full-time staff positions, filled by skilled and caring individuals. Each home has two caretakers, two security guards and one cook; we also employ two full time maintenance workers, a farm manager, two farm hands, a nurse, a therapist and an administrator. A management committee, made up of local leaders and augmented with our staff, meets quarterly and offers guidance to the organization.

Working at PFP has great benefits! The live-in caretakers stay at the homes rent-free and pay no utility bills. All staff are provided breakfast, lunch and dinner while the children are home. Peace for Paul covers 50 percent of medical and dental bills, including immunizations, for staff and their families. Team building activities occur twice a year and training is maintained for CPR/First Aid, fire extinguisher usage and management styles.

Members are committed individuals who help raise funds, contribute to committees and who may step into a Director position as their commitment increases. Directors on the PFP Board manage the finances and policy decisions of the foundation and held six board meetings in 2020 with a number of committee meetings. Each Director is recommended to visit Uganda during their directorship in order to develop his or her own sense of the culture PFP's children live in, the children's needs, and the influence of the non-profit on their lives. All US/Canada based Directors and five of seven Members have traveled to Uganda in order to enhance their understanding of the foundation and affirm their commitment to the organization.

## Capital Projects

With the additional capital PFP raises through fundraisers we are able to perform necessary improvements and expand facilities as our population and housing needs change.

In 2020 we completed a number of minor remodeling projects at all three homes. Wells were installed at Hope and Love Homes to allow for water access when city water is shut down. This is a regular occurrence due to power outages and other issues. All three homes have been repainted on the interior and exterior. Furniture has been replaced in all three homes, and the mural work by our A Hand Up Student, Levy, continues on the perimeter wall at Love Home.

## Facilities

There are three homes in operation under the main PFP program. No major changes were made to facilities in 2020 and there are no plans in the near term to expand into other homes or properties. Peace Home has been adapted to be used for offices and as an emergency shelter for temporary use. Hope and Love Homes are being used to care for children with no parents or relatives.

Hope Home for Boys is now home for all boys under eighteen. There are currently thirteen boys living in the home during school holidays. Love Home is now being used solely for girls of which there are seventeen at this time. Peace Home is being used for office and storage space as well as temporary living space. The farm truck and van are parked here when not in use.

# Financial Highlights

The Peace for Paul Foundation (PFP) is a registered 501(c) 3 non-profit organization in the United States. In addition to following transparent and best practices for accounting, we utilize a system of checks and balances where no one individual handles all finances. Brian Setzler at Fiducial Expertise is the accountant that reviews and files our annual tax statements. Since its inception, PFP has contributed over 1.5 million dollars to the local economy in Uganda. An investment account was opened in 2016 and we continue to invest excess funds and dividends to be used for university and trade school scholarships.

revenue source	2013	2014	2015	2016	2017	2018	2019	2020
sponsorships	\$90,793	\$94,168	\$111,436	\$120,323	\$150,297	\$190,301	\$187,468	\$225,336
donations	\$3,819	\$4,123	\$14,018	\$8,778	\$9,814	\$8,270	\$16,206	\$37,088
grants	\$0	\$0	\$30,000	\$781	\$0	\$0	\$0	\$300
fundraisers	\$52,975	\$53,911	\$51,199	\$61,449	\$61,075	\$51,618	\$63,428	\$69,519
other income	\$3,709	\$750	\$1,584	\$5,853	\$15,101	\$28,790	\$1,319	\$1,626
<b>total revenue</b>	<b>\$151,296</b>	<b>\$152,953</b>	<b>\$208,237</b>	<b>\$197,184</b>	<b>\$236,287</b>	<b>\$278,979</b>	<b>\$268,421</b>	<b>\$333,868</b>

operating expense	2013	2014	2015	2016	2017	2018	2019	2020
capital projects	\$14,465	\$15,667	\$3,071	\$67,810*	\$24,058	\$7,225	\$7,325	\$11,506
US operations	\$15,769	\$16,057	\$20,624	\$34,845	\$31,969	\$24,740	\$35,239	\$29,750
UG operations	\$29,638	\$22,388	\$18,007	\$17,389	\$32,512	\$40,533	\$44,716	\$43,956
programs	\$58,524	\$73,761	\$77,995	\$78,364	\$121,860	\$167,956	\$177,881	\$169,469
fundraising	\$581	\$5,008	\$1,908	\$3,527	\$4,995	\$3,694	\$4,989	\$3,227
<b>total expenses</b>	<b>\$118,977</b>	<b>\$132,880</b>	<b>\$121,605</b>	<b>\$201,934</b>	<b>\$215,394</b>	<b>\$244,148</b>	<b>\$270,150</b>	<b>\$257,908</b>

\*Purchase of the home with associated fees and taxes included.

investments	2016	2017	2018	2019	2020
deposits	\$75,000	\$29,000	\$63,000	\$0	\$51,000
withdrawals	\$0	\$0	\$0	\$16,298	\$0
returns	\$4,198	\$12,397	-\$12,662	\$33,852	\$27,898
<b>total value</b>	<b>\$79,198</b>	<b>\$120,595</b>	<b>\$170,933</b>	<b>\$190,090</b>	<b>\$268,988</b>

