

# THE AFRICAN SOUP



## 2016 ANNUAL REPORT

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## MESSAGE FROM THE FOUNDER AND USA BOARD CHAIR



Dear Friends:

Thank you for your involvement in The African SOUP. Whether you are a student learning more about Uganda, a partner organization, or a donor engaged in our dream to serve Uganda, we are grateful for your interest and support.

The transformation of the SOUP since 2009 proves ever inspiring to me. I continually find myself in awe of our dedicated team, our American and Ugandan Board of Directors, and finally, the donors who believe and invest in our mission to love people through education and opportunity. Over the last few years, we have transitioned from solely a community-based organization to an organization with dreams of impacting the entire education sector of Uganda. We plan to continue developing in a sustainable, community-driven capacity, with our vision perpetually refining in order to best serve our partners and beneficiaries.

I am humbled by the countless people behind our daily operations and further stirred by the children and adults positively affected by our engagement as an organization. As we continue to grow and build upon our vision as an organization, we plan to offer not a hand out, but a hand up to people across Eastern Uganda.

Thank you for your continued support and belief in our dream to further this nation.

All my best,

Brin Enterkin  
Founder, Chief Dreamer



# THE AFRICAN SOUP 2016 BOARD OF DIRECTORS

## UNITED STATES

**Brin Enterkin**  
Founder and Board Chair  
The African SOUP

**Laura J. Johns, Ph.D.**  
Vice Chair  
Propulsion Squared

**Scott Jarvis**  
Board Treasurer  
Alston & Bird LLP

**Eleanor DeGolian**  
Secretary  
Alston & Bird LLP

**Carrie Davis Conway**  
Robert W. Woodruff Foundation

**Terri Earls**  
Focus Brands

**Holly Habimana**  
Ex Officio Member  
Stateside Executive Director  
The African SOUP

**DeShawn Jenkins**  
Georgia Institute of Technology

**Michael Kaidhiwa**  
Co-Founder | Ex Officio Member  
Uganda Country Director  
The African SOUP

## UGANDA

**Sarah Olumbe**  
Board Chair  
Rural-Agro Processors  
and Trainers Association (RAPTA)

**Brin Enterkin**  
Founder | Ex Officio Member  
The African SOUP

**Haril Isabirye**  
Musana Community  
Development Organization

**Reverend Wilson Kaidhigha**  
Nsoola Parish Namutumba

**Michael Kaidhiwa**  
Co-Founder | Ex Officio Member  
Uganda Country Director  
The African SOUP

**Esau Kyankone**  
Compassion International  
Kiringa Child Development Center

**Moses Wambi**  
Bishop Willis Core  
Primary Teachers Training College

# THE AFRICAN SOUP IMPACT IN 2016 AT-A-GLANCE

RANKED **#2** OUT OF **200** SCHOOLS IN OUR DISTRICT

EDUCATED **500** CHILDREN IN THE SOUP'S PRIMARY SCHOOL

GRADUATED **100%** OF 2016 PRIMARY 7 CLASS

ADVANCED **92%** OF SOUP PRIMARY STUDENTS TO THE NEXT GRADE LEVEL

ADVANCED **100%** OF SECONDARY STUDENTS TO THE NEXT GRADE LEVEL

PROVIDED SCHOLARSHIPS COVERING **80%** TUITION FOR **33** SOUP GRADUATES TO ATTEND SECONDARY SCHOOL

COOKED OVER **33,000** HOT, NUTRITIOUS MEALS TO DAY STUDENTS, BOARDING STUDENTS, AND STAFF IN OUR BIOENERGY KITCHEN

HOSTED SECOND ACTIVE LEARNING PROJECT CONFERENCE FOR OVER **150** TEACHERS, EDUCATION OFFICIALS, AND POLICY MAKERS

PARTNERED WITH **20** PRIMARY SCHOOLS TO PILOT ACTIVE LEARNING PROJECT

GRADUATED INAUGURAL NURSERY SCHOOL CLASS OF **30** PUPILS INTO PRIMARY 1

BOARDED **40** CHILDREN IN CAMPUS HAVEN HOMES

**22** CHILDREN WERE PROVIDED LIFE-SAVING NUTRIENTS TO COMBAT MALNUTRITION

**20** CHILDREN AND **5** MOTHERS WERE PROVIDED MEDICAL SUPPORT THROUGH HEALTH CENTERS AND JINJA'S CHILDREN'S HOSPITAL

**25** MOTHERS WERE EDUCATED ON HOW TO COMBAT MALNUTRITION IN THEIR BABIES AND TODDLERS

**25** FAMILIES WERE EDUCATED ON PROPER LATRINE USAGE, ANIMAL SHELTER, AND FOOD STORAGE, IN ADDITION TO BACKYARD GARDENING TECHNIQUES AND BUSINESS MANAGEMENT SKILLS TO INCREASE THEIR LIVELIHOODS

PURCHASED **1** NEW PLOT OF LAND TO BUILD AFRICAN SOUP DREAMERS NURSERY SCHOOL

## MESSAGE FROM

### SOUP UGANDA COUNTRY DIRECTOR AND CO-FOUNDER



Dear Friends:

2016 has been a year of great achievements. First, SOUP Executive Leadership held a retreat in Jinja, and refined our strategic planning and visioning as a team, in addition to determining the organizational values and the missions for all our programs. This was a great stride in pushing forward the aspirations and dreams of The African SOUP. We will continue our services to the communities we serve by perpetually reflecting on our vision in order for us to be relevant to our communities and the country at large.

We have expanded our staffing in order to effectively deliver on our mission. The African

SOUP School recruited 5 new teachers to enhance the academic pathway for our learners and as a result, our performance in the primary leaving examinations was excellent, achieving seven Division One placement scores. This has been a result of the hard work and commitment of our team. The Active Learning Project recruited two field officers and one M&E officer to support the evaluation and growth of the program. The Secondary School Enrichment Program now has a full-time manager who empowers and encourages our secondary scholars, specifically in mentorship and counseling. Our Baby SOUP program has also expanded, impacting more families with life-saving support and holistic care than ever before.

It was an honor for me to have had the opportunity to visit the SOUP family in the United States in December 2016. I was so humbled to learn how committed our American partners have been since the inception of the SOUP when I met many of them at the Pearls & Bow Ties Soiree. It was an extraordinary experience and I hope to return soon to meet many of you again.

In all that we have been able to accomplish, the future is bright and I continue to be humbled and excited by our growth. On the horizon, we have much to learn and many to invest in, and it is with great confidence that I know that our partners, friends, and supporters will continue to believe in the mission and vision of The African SOUP.

Thank you,

A handwritten signature in black ink, appearing to read 'Kaidhiwa Michael J'.

Kaidhiwa Michael J  
Country Director







## THE AFRICAN SOUP STATESIDE UPDATE

The African SOUP saw lots of opportunity and growth in 2016 in the United States, as well! In April, we hosted the Second Annual “Souper Star” Celebration Luncheon where we celebrated honorees Lizzy Smith and Georgia States University’s College of Education and Human Development. We surpassed our fundraising goal and raised over \$10,000!

In August, we were honored to be awarded with a two-year \$50,000 grant from the Cubit Family Foundation. This grant was to help grow the Active Learning Project, and we are excited to share the results that this grant helps produce in 2018.



Thanks to our partnership with the Segal Family Foundation, Founder and Board Chair Brin Enterkin and Executive Director Holly Habimana were in New York in September during the Clinton Global Initiative Annual Meeting, and shared the impact of The African SOUP. Holly Habimana had the honor of meeting President Bill Clinton, while Brin Enterkin was interviewed by Good Magazine.

Finally, Co-Founder and Ugandan Country Director Michael Kaidhiwa joined us as the special guest and keynote speaker for our Second Annual Pearls and Bow Ties Soiree in December. Again, we surpassed our goal and raised over \$30,000! His speech was touching and his presence helped share the importance of our mission in Uganda. Below is an excerpt from his speech:

*It was because of this commitment to education that I realized my purpose in life. Only through the grace of God... was I able to attend secondary school. Even though I had worked hard, achieved the highest scores, and was awarded a spot in a top boarding school, it was impossible for me to attend. Many people say that if you work hard, you can achieve anything. Sometimes that is true, and sometimes, access to opportunity is just unavailable – no matter how hard you work. For a very long time, this was the case in Nabikabala Village, which is why so many of my village mates were unable to continue their studies.*

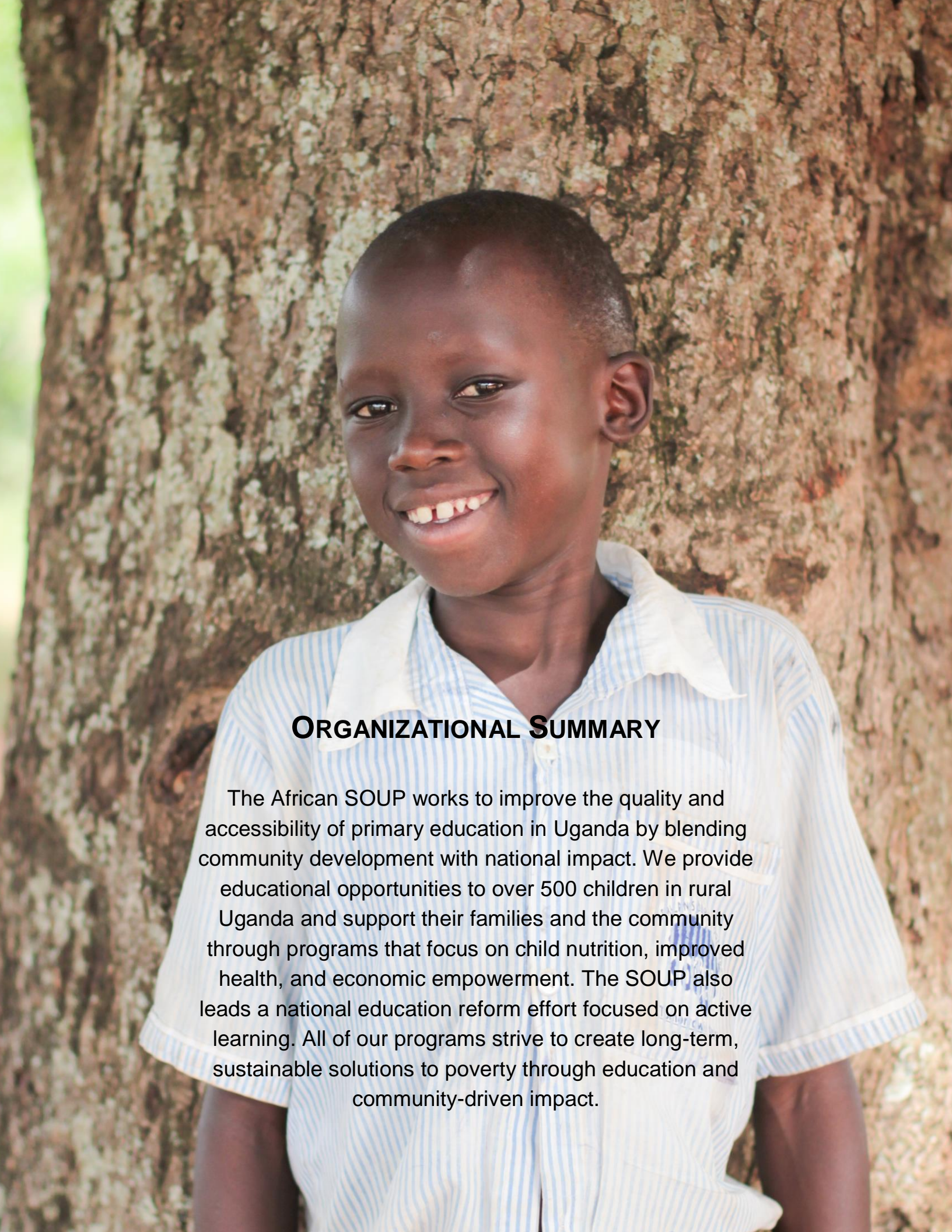
*When we started The African SOUP, it was because we knew that without access to quality education, there would be no opportunity for development in our communities. The cycle of poverty would continue, and nothing would ever change. But I could have never anticipated the impact that the SOUP is having today.*



*... For me and my community, education holds the key to our future. The impact that the SOUP makes in my community and in my country of Uganda is extraordinary. Tonight, I want to say WEBALE to each of you for making this impact a reality. We are so appreciative of your investment in The African SOUP.*

For seven years now, the United States team has fully invested in the future of this community and in the country of Uganda. We believe that with education comes opportunity. And with opportunity comes extraordinary growth and development. Our SOUP school motto is: “Tomorrow is ours,” and we can’t wait to see what tomorrow brings. Thank you for making 2016 our best year yet!





## **ORGANIZATIONAL SUMMARY**

The African SOUP works to improve the quality and accessibility of primary education in Uganda by blending community development with national impact. We provide educational opportunities to over 500 children in rural Uganda and support their families and the community through programs that focus on child nutrition, improved health, and economic empowerment. The SOUP also leads a national education reform effort focused on active learning. All of our programs strive to create long-term, sustainable solutions to poverty through education and community-driven impact.



# 2016 COMMUNITY PROGRAMS IMPACT

## THE AFRICAN SOUP PRIMARY SCHOOL



The African SOUP School delivers a quality, hands-on learning education to over 500 vulnerable children ages 3 to 15, grades Nursery through Primary 7. The SOUP campus offers more than high quality academics and co-curricular activities, it also encourages sustainability and is a place of hope and nurturing. Gardens, homemade meals, support services, and Haven Home boarding facilities create a familial environment that

supports staff and students to meet their potential.

The African SOUP Primary School was the academic home to 500 children in 2016. This year, the SOUP not only advanced 92% of our pupils to the next grade but we also graduated our Inaugural Nursery Class into Primary 1. By the end of 2016, we ranked #2 out of 200 schools in our District!

Additionally, the SOUP Primary School purchased land with a grant from Red Empress Foundation, on which we have begun construction on the SOUP's newest building, The African SOUP Dreamers Nursery School and Library. This building was generously donated by Propulsion Squared, in honor of the late Thomas E. Dautch.

The African SOUP Primary School will continue to listen to our community's needs and provide an educational environment of support, nurturing, and academic excellence.

## SECONDARY ENRICHMENT PROGRAM

The Secondary Enrichment Program (SEP) was created in 2015 to support our graduating 2014 Primary 7 pupils in their continued education. SEP not only provides scholarships for up to 80% of secondary school tuition fees but also creates a partnership between the alumni and their community. All secondary school students participating in the SEP return to the SOUP campus during term breaks to participate in workshops focusing on a range of topics from healthcare to servant leadership which helps to support our younger learners and community members.

In 2016, the SOUP graduated 100% of its Primary 7 students onto secondary school, and 100% of the current secondary students advanced to the next grade level. All students participated in three term-break engagements. Seven of our secondary students ranked Level One status (the highest achievable)!



With the continued success of SEP and its meaningful, practical, relevant, and active learning experiences, we will cultivate great leaders within the community.

## BABY SOUP PROGRAM

At the SOUP, we believe learning is difficult if a child is malnourished and suffering from illness. Our “Baby SOUP” program relies on a holistic health approach facilitated through medical attention at the SOUP Primary School, the provision of nutrient-rich food, community workshops, parent counseling, and home visits throughout Nabikabala Village. Through our continuous engagement with the community to combat some of the areas greatest health risks, we hope to open up opportunities for our community’s children by proactively recognizing and addressing community health needs.



In 2016, Baby SOUP accomplished great things. Over 20 children were provided life-saving nutrients to combat malnutrition. This year we also provided education for 25 mothers on how to combat malnutrition in their babies and toddlers. These families were also educated on proper latrine usage, shelter for animals, and food storage, in addition to backyard gardening techniques and business management skills to increase their livelihoods.





# 2016 NATIONAL PROGRAM HIGHLIGHTS

## ACTIVE LEARNING PROJECT

The Active Learning Project aims to improve the quality of nursery and primary education through the implementation of active learning. By engaging teacher training colleges, primary schools, and education officials in active learning training and technical support, we hope to equip and empower Uganda's future leaders with increased content knowledge, critical thinking and problem-solving abilities, and positive attitudes and enthusiasm towards learning.

2016 was the best year for the Active Learning Project thus far. In partnership with Bishop Willis Teacher Training College and Georgia State University, we hosted 150 teachers, educators, and education officials at our ALP Conference in June. This kicked off our hard pilot of 20 schools participating in the Active Learning Project.

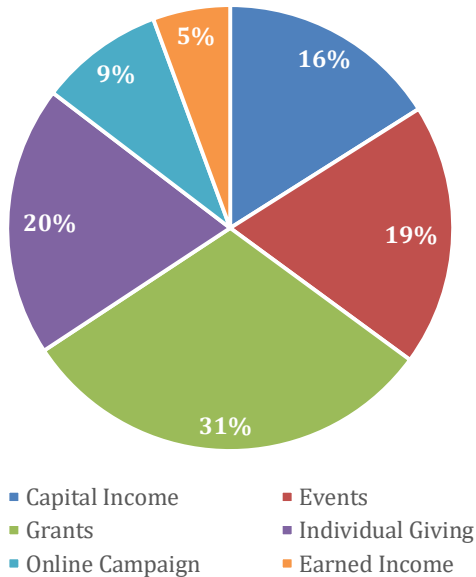
The Active Learning Project also acquired two field officers to help project director Rebecca Mirembe in school visits, planning, and program development. We also hired a Measurement and Evaluation Officer to help us better assess our success in not only the Active Learning Project, but across all of our programs. We are so happy to have expanded our team with these knowledgeable and enthusiastic team members.

Our friends at the Cubit Family Foundation in collaboration with Partners for Equity are excited about the potential of this program, and recently awarded The African SOUP a two-year \$50,000 grant to expand our reach! We can't wait to see what we are able to do with this in 2017 and 2018.



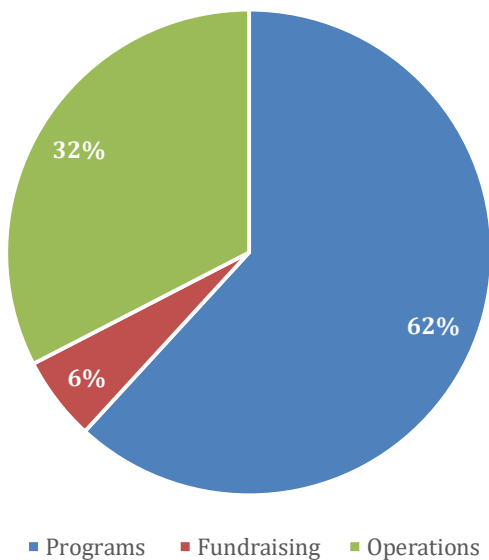
## 2016 FINANCIAL REPORT

### Income



CAPITAL INCOME	\$30,000
EVENTS	\$35,671
GRANTS	\$57,370
INDIVIDUAL GIVING	\$36,877
ONLINE CAMPAIGN	\$16,924
EARNED INCOME	\$10,512
<b>TOTAL REVENUE</b>	<b>\$187,354</b>

### Expenses



PROGRAMS	\$107,267
FUNDRAISING	\$9,749
OPERATIONS	\$56,523
<b>TOTAL EXPENSES</b>	<b>\$173,539</b>

**Total Net Income: \$13,815**

## 2017 STRATEGIC PLAN

In 2017, we will invest in staff capacity, further developing our community programs in Nabikabala Village, and continue building out our national Active Learning Project strategy.

In Nabikabala Village, our leadership team will further refine our Monitoring and Evaluation Framework based on performance assessments, beneficiary assessments, and impact assessments for all of our programs. We will deepen community ties and offer leadership development opportunities through our Baby SOUP and Secondary Enrichment Programs (SEP), and explore further income generating and financial sustainability projects. The African SOUP Primary School will enroll 560 students, spanning from Nursery to Primary 7. The SEP will welcome all 31 of our new Primary 7 graduates, and they will start secondary school in January, totaling 64 alumni in the secondary program. Finally, we are excited to dedicate our new African SOUP Dreamers Nursery School in July in honor of the late Thomas E. Dautch which will provide a safe and creative learning space for our nursery students to thrive.

On the national level, we will begin an Active Learning Project (ALP) scale-up, strategically partnering with various government Primary Teacher Training Colleges (PTCs) and Core PTCs, which coordinate district activities and oversee Center Coordinating Tutors (CCTs), who provide continuous professional development for teachers already in the classroom. The ALP is designed to address the outdated culture of lecture-based learning and rote memorization as the dominant method of teaching primary school in Uganda. Teaching an activity-based curriculum engages teachers, raises their confidence and their excitement towards ensuring their pupils' success, and provides a platform for students to actively participate in their own learning process. Consequently, we believe that a byproduct for this paradigm shift in Uganda's approach to education will be increased passing rates for students, and enhanced levels of critical analysis, creative problem-solving, and ethical leadership skillsets.



Over the course of 2017, we will conduct at least three Train the Trainer conferences with 35 teachers and CCTs to ensure that they fully understand the active learning methodology and can act as trainers for teachers inside their schools and throughout the region. These workshops allow the SOUP to evaluate and monitor progress,



enhance and strengthen the teachers in the ALP program, receive feedback, and gather input to improve the ALP Handbook. Finally, the SOUP will conduct an ALP training at the St. Jude's Teacher Training College in Tanzania in pursuit of new partnerships and adoption of the active learning methodology, allowing the SOUP the opportunity to expand internationally and train teachers across East Africa.

2017 holds big dreams and hard work as we invest in our community more effectively, create more opportunities for teachers to actively facilitate their classrooms, and holistically care for and love on our current students more deeply and with more gusto than ever before.



## **2016 MAJOR DONORS AND INSTITUTIONAL PARTNERS**

**“IF YOU WANT TO GO FAST, GO ALONE.  
IF YOU WANT TO GO FAR, GO TOGETHER.” – AFRICAN PROVERB**

**SEGAL FAMILY FOUNDATION**

**RED EMPRESS FOUNDATION**

**COVE CHURCH**

**RISING CHURCH**

**DESTINATION CHURCH**

**PROPULSION SQUARED**

**CUBIT FAMILY FOUNDATION**

**LION’S THREAD**

**PARTNER’S FOR EQUITY**

**BISHOP WILLIS PRIMARY CORE TEACHER TRAINING COLLEGE**

**UGANDA MINISTRY OF EDUCATION**

**GEORGIA STATE UNIVERSITY COLLEGE OF EDUCATION AND HUMAN  
DEVELOPMENT**

**EDUCATE!**

**MUSANA COMMUNITY DEVELOPMENT ORGANIZATION**

**FENU – FORUM FOR EDUCATION NGOS IN UGANDA**

**SERVING HIS CHILDREN**

**STIR EDUCATION**



THANK YOU FOR YOUR SUPPORT IN  
THE VISION AND MISSION OF THE AFRICAN SOUP.

