

SOUP

The African SOUP

2025 Impact Report

Growing Stronger Together

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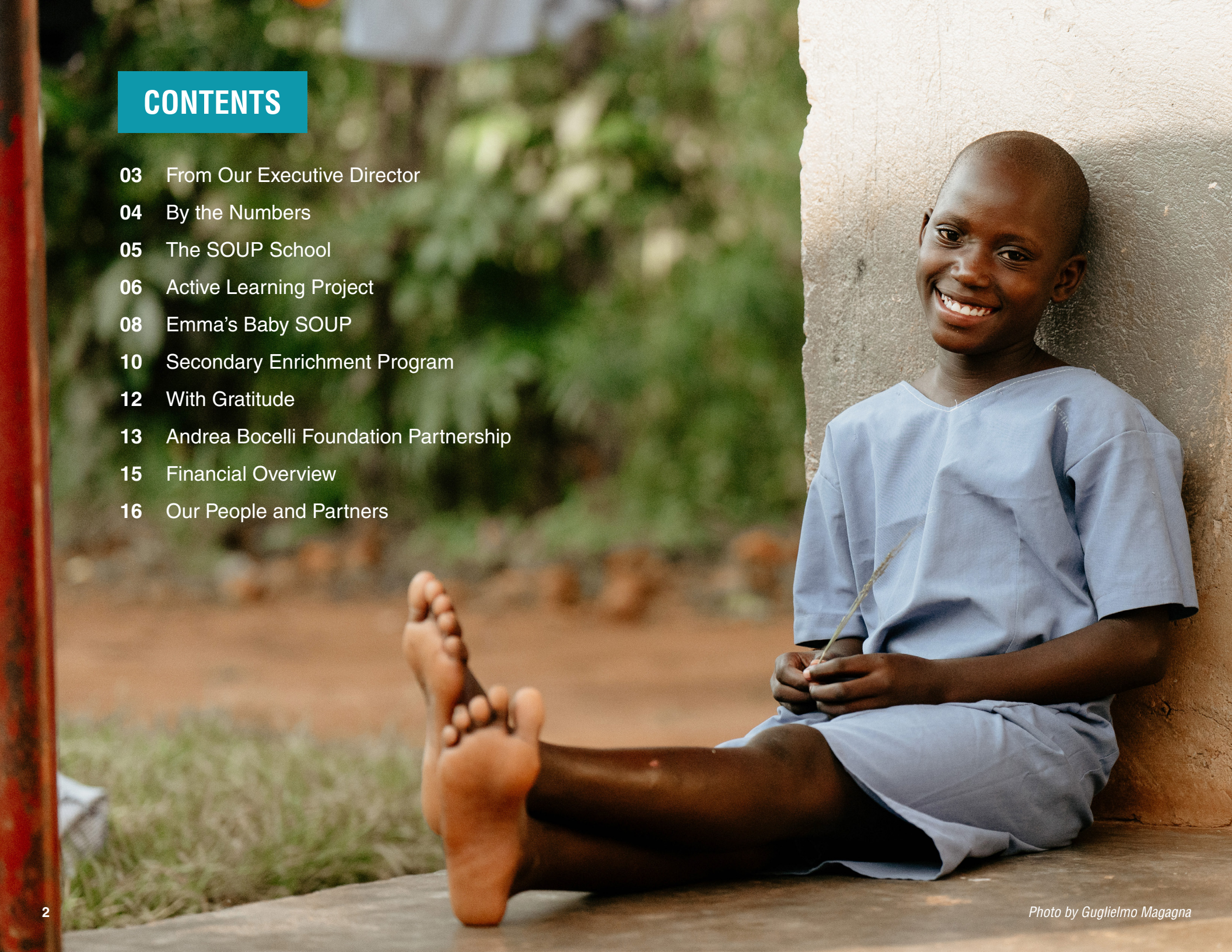

Photo by Guglielmo Magagna

From Our Executive Director

As we conclude 2025, I reflect with deep gratitude on the journey we have taken together at The African SOUP. This year has been one of resilience, learning, and meaningful progress as we worked alongside communities to expand opportunities for children, families, learners, and educators.

Through the Active Learning Project, we are changing the future of education in Namutumba District by training over 1,000 educators in teaching approaches that empower learners to think critically and creatively, collaborate, and actively engage in their education.

At The SOUP School in Nabikabala Village, we strengthened our focus on inclusive, child-centered education. Our dedicated teachers and staff nurtured not only academic development but also the confidence, creativity, and character of every learner entrusted to us.

The Secondary Enrichment Program supported students transitioning to secondary school, ensuring that financial hardships do not end a child's educational journey. We also maintained our commitment to early childhood well-being through Emma's Baby SOUP, recognizing that strong beginnings are essential for lifelong success.

We are especially grateful for our collaboration with the Andrea Bocelli Foundation, whose partnership is transforming our physical campus, strengthening the impact of our work within Nabikabala, and expanding learning opportunities for our students. As a local team, partnerships like this remind us that sustainable change is built through shared commitment and collective effort.

As we look ahead, The SOUP will continue investing in innovative learning approaches, strong partnerships, and sustainable initiatives that empower our community. I extend my sincere appreciation to the U.S. and Uganda boards, donors, teachers, staff, and community leaders whose trust and collaboration make this work possible. Your support continues to inspire hope and lasting change. Together we move forward with renewed purpose and optimism.



Michael Julius Kaidhiwa
Co-Founder and Executive Director



Our **VISION** is a Uganda with equipped teachers, engaged learners, and empowered communities.

Our **MISSION** is to empower communities through national primary education change, informed by our community development programming.





BY THE NUMBERS

807
learners educated at The SOUP School

100%
achieved top scores on national PLE exam

14th
in Uganda's Music, Dance, and Drama Competition

1,220
educators trained by Active Learning Project

50%
annual increase in ALP participation

40%
districtwide gain in top PLE scorers since 2023

170
families supported by Emma's Baby SOUP

96
children recovered from malnutrition

102
Secondary Enrichment Program scholars

2025

The SOUP School

Nestled in the heart of Nabikabala Village in eastern Uganda, The SOUP Nursery and Primary School is a beacon for the community. Families see the campus as a symbol of what is possible when high-quality education and care are made available in a rural setting: students learn in vibrant classrooms and connect to the world in the computer lab, while a one-acre teaching garden supplies nutritious meals and Haven Home boarding facilities ensure every child has support to succeed.

In 2025, The SOUP School continued to excel, serving 807 learners (272 nursery students and 535 primary students) with 38 staff (25 teachers and 13 support staff) while maintaining high retention of 98% for students and 95% for staff. Girls, who often lack opportunities to attend school, represented 54% of all learners, while the Haven Home boarding program grew to serve 139 learners (nearly double from 78 in 2023) to support children from vulnerable households and students preparing for the national Primary Leaving Examination (PLE). Among 46 students who sat for the PLE, 100% achieved top scores – including a record 15 students who earned the highest (Division I) marks – which ranked The SOUP School 7th out of 120 schools in Namutumba District.

Our School shone in national competitions. The SOUP placed in the top 25 for the third consecutive year in Uganda's Music, Dance, and Drama Competition, earning 14th place in the country. Students also won first in district volleyball and advanced to national semifinals. Overall, 115 learners participated in cocurricular activities – leading as prefects, playing on sports teams, and growing skills in clubs like Debating, Young Farmers, and Scripture Union.



Photo by Guglielmo Magagna



SOUP teacher Betty Kulokola *(above)* coaches ALP trainees. Active learning "champion" *(below)* honored at ALP Conference.





Active Learning Project (ALP)

The ALP, our flagship teacher development initiative, is driving national education reform by transforming rote instruction into active learning through generous support from an anonymous donor.

We partner with the Uganda Ministry of Education and Sports, Namutumba District Government, and Bishop Willis Teacher Training Institute to train educators on strategies developed at The SOUP, our lab school for student-centered teaching methods that emphasize critical thinking, creativity, and problem-solving skills aligned with national standards.

In 2025, the ALP trained 1,220 educators, including 87 head teachers and 916 in-service teachers at 109 Namutumba District primary schools, 45 tutors and 130 Diploma in Education students at Bishop Willis, 23 teachers at The SOUP School, and 19 government officials. Seven SOUP teachers led district trainings and helped launch on-site, mini coaching sessions that allowed mentors to work directly with teachers in their own classrooms. Coaching increased ALP participation by 50% from 2024 to 2025 and strengthened consistency, instructional quality, and peer learning.

Classroom observations showed steady improvement in instruction. Among 200 sampled teachers, the use of active learning strategies increased from 41% in 2024 to 55% in 2025, the portion of teachers preparing ALP-aligned lesson plans rose from 30% to 45%, and learner engagement during lessons grew from 56% to 60%.

Stronger teaching drove stronger learning outcomes. Across Namutumba District, the number of students achieving top PLE scores increased nearly 40% over 2023 to 3,199 in 2025. District leadership recognized ALP's contribution to these gains, noting visible changes in classroom practice and instructional supervision.

In November 2025, we held the 4th annual ALP Conference on The SOUP campus, convening 379 stakeholders under the banner "Celebrating Progress, Inspiring Impact." Ministry officials, district leaders, head teachers, tutors, and education partners gathered to recognize excellence, share best practices, and strengthen collective accountability. The conference reinforced the ALP's influence across all levels of Uganda's education system and demonstrated growing national interest in scaling the model.

The SOUP's ALP Conference was featured two years in a row by the Uganda Broadcasting Corporation.

MICHAEL WABOMBA | FROM TUTOR TO NATIONAL POLICYMAKER



For Michael Wabomba *(left)*, a tutor at Bishop Willis Teacher Training Institute, the ALP marked a turning point in his professional journey, equipping him with practical skills to bring learning to life for students. Active learning strategies reshaped how he trains future teachers, preparing them to move beyond traditional, lecture-based instruction toward dynamic, student-centered facilitation.

In 2025, Mr. Wabomba was selected to help review Uganda's new Continuous Professional Development (CPD) framework, a major education reform effort backed by UNESCO. He emerged as a key leader, drawing from his ALP training to guide colleagues in integrating active learning into classroom practice and ensuring it is clearly defined in the draft framework.

Through Mr. Wabomba's contributions, ALP's influence now extends far beyond The SOUP to national policy. Once approved, the new CPD framework will standardize teacher professional development across Uganda, amplifying active learning at scale.

GAINS IN ACTIVE LEARNING

IMPACT

55%
teachers used active learning, up from 41% in 2024

45%
teachers prepared ALP-aligned lessons, up from 30% in 2024

60%
learners engaged during lessons, up from 56% in 2024

379
participants in annual ALP Conference, up 138% over 2023



Photo by Guglielmo Magagna



Emma's Baby SOUP (EBS)

EBS partners with families to build healthy futures and flourishing communities. Our home visitation program helps families recover from malnutrition, access preventive and maternal healthcare, and improve housing and economic security to strengthen long-term well-being.

In 2025, EBS signed an agreement with the Namutumba District government to expand reach and improve coordination with Village Health Teams (VHTs) and local clinics. It supported 170 families across 52 villages, including 50 pregnant mothers and 120 households with malnourished children under age five. Staff helped 96 children (78% of those served) recover from malnutrition, including 25 children who enrolled in The SOUP School. EBS also supported childhood immunizations, with 75 children completing their full vaccination schedule. All mothers received referrals for prenatal care, and health partners assisted 15 mothers with safe deliveries. EBS also conducted eight health outreaches with local clinics, provided testing and treatment for 1,557 community members, trained 15 VHT members in malnutrition screening, and led 12 capacity-building sessions to strengthen community-based care.

Since poverty drives poor health outcomes, EBS prioritizes families' housing and economic wellbeing. Last year, it upgraded five shelters to semi-permanent structures, improving 15 total homes since 2023. EBS distributed mattresses, bedding, and mosquito nets to 170 households to improve rest and reduce the risk of infectious diseases. Families also received 2,580 vegetable seedlings for backyard gardens to grow nutrition and income, while 60 households completed Street Business School training and joined a savings group, including 35 households that launched small businesses.

Over the past three years, EBS has served more than 510 households with a comprehensive model of care that demonstrates how supporting health, housing, and economic empowerment can change the trajectory of a family's life. With stronger government partnerships, expanded technical oversight, and continued community trust, EBS is poised to drive even greater impact.

IDDI NAIGAGA

RESTORING HEALTH, STABILITY, AND HOPE



When EBS first began visiting four-year-old Iddi Naigaga *(bottom center)*, the signs of prolonged malnutrition were clear. Iddi was frequently ill, frail, and had little appetite. His family lived on an unstable income, faced persistent food shortages, and often delayed medical care, which put all seven children at risk of poor health and interrupted schooling.

EBS coordinated care with health partners to treat Iddi's underlying infections and monitor growth. The SOUP provided the family with nutritious food to support weight gain, vegetable seedlings to plant long-term food security, mattresses to replace sleeping on dirt floors, and health guidance to improve hygiene and feeding practices. Iddi has since grown to a healthy weight and enrolled in Primary 1 at The SOUP School, where he benefits from daily meals and structured learning. EBS also equipped his family with new tools to build economic resilience: his mother Fatuma completed Street Business School and plans to join a savings group that allows her to build income. For the Naigagas, EBS has resulted in renewed hope for the future.



Fatuma with Iddi and his older brother *(above)*. EBS nutritionist Adonia Maganda supports a community health outreach *(below)*.



Photo by Guglielmo Magagna

Secondary Enrichment Program (SEP)

Secondary education is not guaranteed for students in Uganda, where only 17% of youth continue past primary school. SEP helps talented but financially vulnerable learners transition to secondary school and beyond. The program provides scholarships that cover up to 70% of tuition for students ages 14-20 as well as mentorship, leadership training and life skills development.

In 2025, SEP supported 102 scholars (57% were girls) at 26 secondary schools, five vocational institutions, and seven universities across Eastern Uganda. It retained 100% of 75 continuing scholars and enrolled 27 new scholars. Students excelled on campus: 40 served as class leaders and 28 held leadership roles at their schools. Over 80% returned to The SOUP during school breaks for academic, career, and vocational workshops. A highlight of the year was a field trip to the Kasubi Tombs, a UNESCO World Heritage Site in Kampala.

A growing number of students continued their education. All scholars passed national exams to qualify for upper secondary, 19 scholars completed secondary school (up from 15 in 2024), and eight scholars progressed to university (increasing the total number of SEP university students to 12). Scholars are pursuing a range of careers including trades like plumbing, electrical work, construction, and motor vehicle mechanics and professions like accounting, nursing, law, and public health. Two graduates secured jobs in engineering and medicine, while alumnus Bwana Athanasius joined The SOUP School as a teacher, completing a full-circle journey from student to leader.



Photo by Guglielmo Magagna

YOWANA MUMULO | A DREAM FULFILLED, A VILLAGE UPLIFTED



When Yowana Mumulo was a child, the future felt uncertain. He grew up in a large family and lost his mother at a young age. School was never guaranteed, but Yowana was determined to learn. When he joined The SOUP School, he found not only academic support but teachers and mentors who believed in his potential. For the first time, he began to see that his life could be different.

Yowana was selected as a SEP Scholar after he completed primary school. SEP allowed him to continue his education when his family could not afford tuition, and helped him stay focused when the journey was difficult. “Without the program,” he reflected, “I would have been sent home many times for [failure to pay] school fees.” Inspired by the career guidance SEP offered, Yowana chose to pursue a health career to serve his community. With continued support, he earned a diploma in Clinical Medicine and Community Health. Today, Yowana works at a medical center and provides financial support for his younger siblings to attend school. His story is a powerful reminder that education can change more than just one life — it transforms families and lifts communities.



SEP Scholar Bwana Athanasius *(above)* returns to The SOUP School as a teacher. Scholars visit the Kasubi Tombs in Kampala *(below)*.





MATCHING GIFT CHALLENGE

In 2025, The African SOUP community came together in a powerful show of generosity to raise $348,578 through the annual Matching Gift Challenge.

Supporters contributed $174,289, which was doubled thanks to a dollar-for-dollar match provided by an inspiring donor couple.

This funding will strengthen our core programs, ensuring academic excellence, improved health, and expanded opportunity for vulnerable families.



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With Gratitude



REMEMBERING DR. GOODMAN ESPY

(1935-2024)

The SOUP marked an important milestone in 2025: its first-ever bequest from the estate of Dr. Goodman Espy. Known to friends as "GB," Dr. Espy was a devoted physician, humanitarian, and lifelong advocate for education and service. During his distinguished career as an OB/GYN in Marietta, Georgia, he delivered thousands of babies and cared for families with compassion and humility.

Outside of his practice, Dr. Espy quietly supported others by funding nursing, medical, and vocational education for countless individuals. He personally traveled to international crisis zones like Haiti, Kosovo, and Iraq to provide emergency medical care. Dr. Espy supported an orphanage in Buenos Aires, remained a loyal alumnus of Georgia Tech and Tulane Medical School, and served his church. In his spare time, he ran more than 40 New York City Marathons.

Dr. Espy finished his race in November 2024 at the age of 89 with the same generosity that defined his life's journey. He was deeply moved by The SOUP's mission and included us in his will as one of the causes he cared about most. We are profoundly grateful for Dr. Espy's legacy, which will expand opportunity and strengthen our programs for years to come.



Andrea Bocelli Foundation Partnership

A groundbreaking partnership with the Andrea Bocelli Foundation (ABF) is building opportunity, capacity, and visibility for The SOUP on an international stage.

Based in Florence, Italy, ABF drives social change through education and cultural empowerment initiatives inspired by the legacy of Maestro Andrea Bocelli. In recognition of The SOUP's academic and artistic excellence, it was selected as ABF's first partner school in Africa for the "Voices Of" choir program.

Through this collaboration, students receive advanced music instruction while growing leadership and social-emotional skills like confidence, discipline, teamwork, and resilience. "Voices Of" also provides extraordinary opportunities to participate in cultural exchange and perform with ABF-supported choirs in Italy, Jerusalem, and Haiti. In July 2026, SOUP students will travel to Tuscany for their first global performance!

ABF is also transforming the SOUP campus. Phase I includes a health clinic, community welcome center, music recital hall, and administrative offices. Future phases will likely include new classrooms and dormitories, a library, a dining pavilion, and upgraded sanitation and hygiene. When complete, The SOUP School will have world-class facilities to match the excellence of our programs.

We are honored to partner with ABF to amplify the voices of our students and share the impact of our holistic education model with a global audience.





Photo by Guglielmo Magagna

Clinic rendering and groundbreaking with ABF CEO Laura Biancalani *(above)*. Voices of Uganda Choir *(below left)* visits Queen Elizabeth National Park *(below right)*.



Photo by Guglielmo Magagna



2025 Financial Overview

TOTAL REVENUE

$857,558

TOTAL EXPENSES

$671,744

SURPLUS*

$185,814

** All surplus funds will be placed in operating reserves. The establishment of reserves ensures long-term sustainability and allows for strategic planning around future opportunities.*

REVENUE BY SOURCE



- **50%** Individual Donors
- **44%** Foundation Support
- **6%** Other Revenue

EXPENSES BY FUNCTION



- **31%** The SOUP School
- **31%** Uganda & U.S. Operations
- **22%** Active Learning Project
- **8%** Emma's Baby SOUP
- **8%** Secondary Enrichment Program





OUR PEOPLE

LEADERSHIP TEAM

Michael Kaidhiwa
Executive Director

Kenneth Agaba
Active Learning Project Manager

Rahel Girmay
Chief Development Officer

Rebecca Mirembe
Active Learning Project Director and Head of School

Emma Muyinda
Emma's Baby SOUP Director

UGANDA BOARD

- Essau Kyonkone, *Chair*
- Janet Among Atukol, *Vice Chair*
- Dr. Humphrey Gusango
- Rev. Wilson Kaidhigha
- Rev. Canon George Mpande
- Dr. Wambi Moses
- Robina Nabwire
- Sarah Olumbe
- Dr. Mirionsi Wamukolo

U.S. BOARD

- Carrie Conway, *Chair*
- Dr. Laura Johns, *Vice Chair*
- Brin Enterkin
- Judson Graves
- Laura Hunt
- Elizabeth McLaughlin
- Jimmy Mills
- Marti Morton
- Anthony Saul
- Cary Sibley
- Robyn Sims
- Lizzy Smith



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As we reflect on the past year, we want to appreciate the community that makes this work possible. Your generosity, encouragement, and partnership have carried us forward through challenges and milestones.

You have stood with children taking their first steps into school, with mothers seeking safe and healthy pregnancies, with teachers reshaping classrooms, and with scholars pursuing higher education. Your support has created stability where there was vulnerability and opportunity where there were barriers. We are honored to walk this journey with you. Thank you for believing in the potential of every child and every family we serve. Together, we are building a future defined by dignity, opportunity, and hope.

THANK YOU

OUR PARTNERS

Andrea Bocelli Foundation

Bishop Willis Teacher Training College

Building Tomorrow

Earth Allies Restoration Network

Forum for Education NGOs in Uganda

Perkins & Will

Propulsion Squared LLC

Segal Family Foundation

Share the Magic Foundation

Street Business School

Ugandan Ministry of Education





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