



**SOUP**  
**2024**  
**Impact**  
**Report**

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## **OUR MISSION**

To empower communities through national primary education change, informed by our community development programming.

## **OUR VISION**

A Uganda with equipped teachers, engaged learners, and empowered communities.



## From Our Executive Director

Dear SOUP Family,

It is with great pride and gratitude that we share this 2024 Impact Report. Last year was one of immense growth, resilience, and continued dedication to our mission of empowering communities in Uganda through education as a tool to fight poverty.

We marked key milestones across our four core program areas. The African SOUP Nursery and Primary School achieved its best academic performance to date, alongside steady growth in enrollment and strong teacher retention. The Active Learning Project expanded its reach, training over 900 teachers in learner-centered methodologies across Namutumba District.

Our Secondary Enrichment Program supported increased student retention and academic success through scholarships and mentorship, and our nutrition and health program, Emma's Baby SOUP, provided life-saving support to families across 16 villages.

2024 was also momentous because the Andrea Bocelli Foundation selected The SOUP School to participate in its prestigious "Voices Of" choir program, making us their first partner school in Africa, and will make investments to transform our physical campus. In addition, last year we constructed new high-quality teacher housing, a key achievement in our ongoing efforts to enhance teacher welfare and improve the learning environment at our school.

These successes would not have been possible without the firm support of our donors and partners. Your continued trust in our vision drives us to push boundaries and strive for greater impact. As we move into 2025, we are excited to build on this momentum, refine our approaches, and create even more opportunities for change and progress.

Thank you for being a part of our journey. We are deeply grateful for the collective effort that has made this year's accomplishments possible. Together, we will continue to create a future that is bright, inclusive, and prosperous for all.

With sincere appreciation and positivity for the year ahead,

Michael Kaidhiwa  
Executive Director





# The Active Learning Project

The SOUP's vision is to transform education in Uganda through a focus on active learning, which emphasizes critical thinking, creativity, experiential learning, and a student-centered approach. To bring this unique vision to life, the organization launched the Active Learning Project (ALP) in 2014 to spur change at the community, district, and national levels.

In 2024, the SOUP launched an ambitious expansion of active learning across Namutumba District in partnership with district education officials. The ALP team trained a total of 912 educators, including 613 teachers and 94 head teachers across all 109 government primary schools, as well as 137 Diploma in Education students and 40 tutors at Bishop Willis Teacher Training Institute. The SOUP is driving a systems-led approach that engages school inspectors, district education leaders, and key officials from the Ministry of Education and Sports (MoES). The ALP now has an assigned liaison officer within the MoES and is striving for nationwide adoption by integrating active learning into education policy in Uganda.

## Reigniting A Passion for Teaching

For Basudde Joseph, a teacher at St. Francis Nabitula Primary School in Namutumba District, active learning training has been life changing. He had been contemplating early retirement due to a declining passion for teaching; however, “The [ALP] training reignited my passion for teaching,” he shared. “I now feel like a new teacher, ready to make a real difference in my students’ lives.” Basudde credits the ALP for giving him a fresh outlook and renewed energy for the teaching profession.





The ALP made significant strides in 2024, reaching new milestones and expanding its impact. As part of the District-wide expansion, two specialized workshops for head teachers were hosted at The SOUP School, with 86% of schools in the District represented at both workshops. Additionally, 404 in-service teachers in Namutumba District earned certificates for completing at least four active learning training sessions, an important marker of their dedication to professional growth and improved classroom instruction. Seven SOUP teachers are supporting the District rollout as trainers, which has strengthened their commitment to active learning and the SOUP's standing as a model school.

The ALP's influence extended beyond Uganda's borders with ALP Manager Kenneth Agaba presenting at the inaugural East African Regional Conference on Education in Arusha, Tanzania, solidifying The African SOUP's position as a regional leader in innovative teaching practices.

## Uganda Broadcasting Corporation Features ALP Conference

The SOUP's annual ALP Conference grew dramatically from 159 educators in 2023 to 359 educators in 2024 and was covered by the Uganda Broadcasting Corporation in a special feature. This media spotlight elevates our model School and national education reform initiative focused on active learning.





## SOUP Nursery and Primary School

In 2024, The SOUP Nursery and Primary School saw a 16% increase in enrollment, serving 788 children ages 3–15 in Nabikabala Village, including 99 boarders. Our School delivers two nutritious meals daily, with boarding students receiving an evening meal, ensuring children thrive and reach their full potential.



A lab school for active learning, The SOUP School engages students with activity-based lessons that place them at the center of the learning experience and spark curiosity, collaboration, and critical thinking. Extracurricular activities like sports, scouting, music, dance, and drama nurture creativity, social-emotional learning, and physical well-being.





## The SOUP School Achievements

- 100% of Primary Seven students earned Division 1 and II scores on Uganda's Primary Leaving Examination, placing our School 7<sup>th</sup> out of 120 schools in Namutumba District.
- The SOUP School placed 25<sup>th</sup> nationally out of 97 schools in the Music, Dance, and Drama competition. This is the 2<sup>nd</sup> year in a row the SOUP placed in the top 25 in the country.
- Staff retention remained exemplary, with 95% of the School's 35 employees, including 23 teachers, returning for another year.



Our solar-powered campus features a library, computer lab, and thriving community garden, where students and families learn about sustainable agriculture. In June 2024, volunteers from Middlebury College in partnership with Team4Tech delivered a month-long training in computer skills for 27 teachers and 224 students on our campus. The team also enhanced our school computer lab with improved security and connectivity.

Community engagement is a cornerstone of our School's success, with nearly half of parents actively involved in the Parent-Teacher Association (PTA). Over 300 parents participated in mid-term meetings, and 154 parents attended a workshop designed to enhance support for learning at home.

The SOUP School continues to be a beacon of excellence, creating positive change in the lives of students and the wider community.



## Secondary Enrichment Program

The Secondary Enrichment Program (SEP) has been empowering financially disadvantaged learners to continue their education since 2015. The program, which supports Primary Seven graduates from The SOUP School, provides scholarships that cover up to 70% of secondary school tuition fees. Many SEP Scholars also require help purchasing mattresses, blankets, and basic school supplies and funding transportation to and from school. In 2024, The SOUP sponsored 75 students enrolled in 11 secondary schools across Uganda.

Beyond financial support, SEP emphasizes holistic development through mentoring, service projects, leadership development, and health and life skills training during school breaks. This year, workshops focused on career pathways, computer programming, emotional intelligence, and public speaking. In addition, 20% of SEP Scholars received training and awards to support income-generating activities through a project offered in partnership with the Peace Corps.

In 2024, four SEP Scholars transitioned into higher education, including two who are pursuing bachelor's degrees in education and two who are pursuing careers in medicine. The pipeline of scholars poised to pursue college degrees is growing and includes a future dental surgeon, lawyer, educators, and agriculturalists.

SEP Scholars are the pride and joy of the community. They serve as ambassadors for The SOUP and represent to families and local leaders the value of a SOUP education.





## Dreams of a Bright Future

Growing up in Nabikabala Village as the second of four children, Ritah Musasizi knew firsthand the barriers poverty could place on a child's education. Her family struggled to make ends meet, and Ritah was often sent home from school for unpaid fees, therefore missing critical lessons and losing hope for her future.

"I always dreamed of a bright future," Ritah shares, "but all I could see was darkness because of the little economy at home. It was like a sweet but bitter dream."

Everything changed when she enrolled in The African SOUP School in 2015 and later the Secondary Enrichment Program (SEP) in 2018. For Ritah, SEP meant more than just financial support, it was a lifeline to stability, growth, and opportunity.

"SEP gave me the chance to reach for my dreams," Ritah says. "It's like having a chance to be the center of great and positive change in your family and community."

With consistent support covering her school fees and skills-building workshops that strengthened her confidence and teamwork, Ritah completed secondary school, an achievement that once felt impossible. Today, she dreams of becoming a dental surgeon to bring vital healthcare education to her rural community.





## Emma's Baby SOUP

Emma's Baby SOUP (EBS) is a comprehensive nutrition, health, and economic empowerment program serving 16 villages in Namutumba District. In 2024, the program supported 50 pregnant mothers and 120 parenting families with malnourished children under age five through a focus on maternal and child health, early childhood development, economic self-sufficiency, and safe housing.

In 2024, the EBS program achieved significant progress in improved health and community support. Of the 120 children treated for malnutrition, 88% fully recovered, and 30 children were successfully enrolled in The SOUP Nursery School. The program ensured 100% of pregnant mothers had safe deliveries, with full support provided throughout their pregnancy and delivery at local health centers.





EBS increased vaccine completion rates by 62.5% for children and ensured that 60% of enrolled mothers received the tetanus toxoid vaccine. Families received essential household items and nutrient-rich, fast-growing seeds for backyard gardens, enabling 170 families to improve household care and nutrition.

EBS also addressed housing insecurity by constructing new roofs and stabilizing homes for five vulnerable families.

The program hosted six community health workshops on topics like malaria prevention and malnutrition and provided counseling and psychosocial support to 132 caregivers, addressing issues such as feeding practices and domestic violence. In partnership with Magada and Nsinze Health Centers, EBS facilitated testing and treatment for 1,989 beneficiaries to address common childhood illnesses, including malaria, cough, flu, skin infections, and fever.

Additionally, EBS empowered caregivers to improve their economic circumstances. Thirty mothers received financial literacy and small business training, and 68 caregivers formed a savings and credit group. A total of 47 mothers launched small enterprises, such as selling fresh produce from roadside stands, helping to improve their families' access to food, medical care, and clothing.







## Agnes' Story of Hope

Agnes Bageya, 38, is a mother of two sons and eight daughters and a resident of Katengereire Village near Pallisa Trading Centre. Five of her children are currently enrolled at The African SOUP School, ranging from Nursery to Primary 2. Married at just 14 under pressure from her father, Agnes has faced many challenges throughout her life, including the chronic illness of one of her children. Like many in her community, she initially believed the illness had spiritual or traditional roots and spent significant resources seeking remedies. Despite her efforts, her child's condition did not improve.

Everything changed when a Village Health Team (VHT) member introduced Agnes to the EBS program. Through regular support, including nutritional supplements and access to medication, her child began to recover. But the EBS team did not stop there. During a routine home visit, staff observed Agnes's unsafe living conditions and mobilized support to build a new three-room home for her family with proper roofing, windows, and doors.

Today, Agnes's family is protected from the dangers of poor shelter, including rain, pests, and snakes. She shares her deep gratitude for the way EBS transformed her life, not only through improved health for her child, but also by restoring safety, dignity, and hope for her entire family. With the skills she gained through EBS small business training, Agnes has also begun growing and selling produce to provide food and a source of income for her family.





## New Teacher Housing Constructed

In one of our most exciting milestones of the year, The African SOUP constructed 11 new teacher housing units, creating a stable and supportive environment for our educators. The new residences include 3 two-bedroom family units and 8 one-bedroom individual units, each designed with a living room, kitchen, bathroom, and veranda to ensure comfort and dignity for our teachers and their families. Each home is equipped with running water and electricity, features that are not always available in rural Uganda. By providing safe, high-quality, on-campus housing, we are reducing commute times, strengthening teacher retention, and fostering a deeper sense of community on our campus. This project represents more than just infrastructure, it is a declaration of how much we value our educators.





## The Andrea Bocelli Foundation's First Partner School in Africa

In another landmark achievement, the Andrea Bocelli Foundation (ABF), based in Florence, Italy, formally named The SOUP School its first African partner school in the prestigious “Voices Of” choir program. Founded by the world-renowned singer Maestro Andrea Bocelli, this global initiative will enrich the lives of our children through music education, leadership development, and social-emotional learning. Sixty SOUP learners will receive the life-changing opportunity to travel and perform in Italy alongside children from ABF choir programs in Haiti, Jerusalem, and Italy.

ABF's generous support extends beyond the arts. With guidance from the internationally recognized architecture firms Perkins&Will and Alvisi Kirimoto, ABF will invest in a campus transformation aligned with The SOUP's Campus Master Plan. Phase one will include upgraded sanitation and hygiene facilities, a community health clinic, an agora or community welcome center, and administrative offices. Future investments may include new dormitories, a library, and a dining facility, all designed to elevate The SOUP as a model school for active learning and holistic child development.



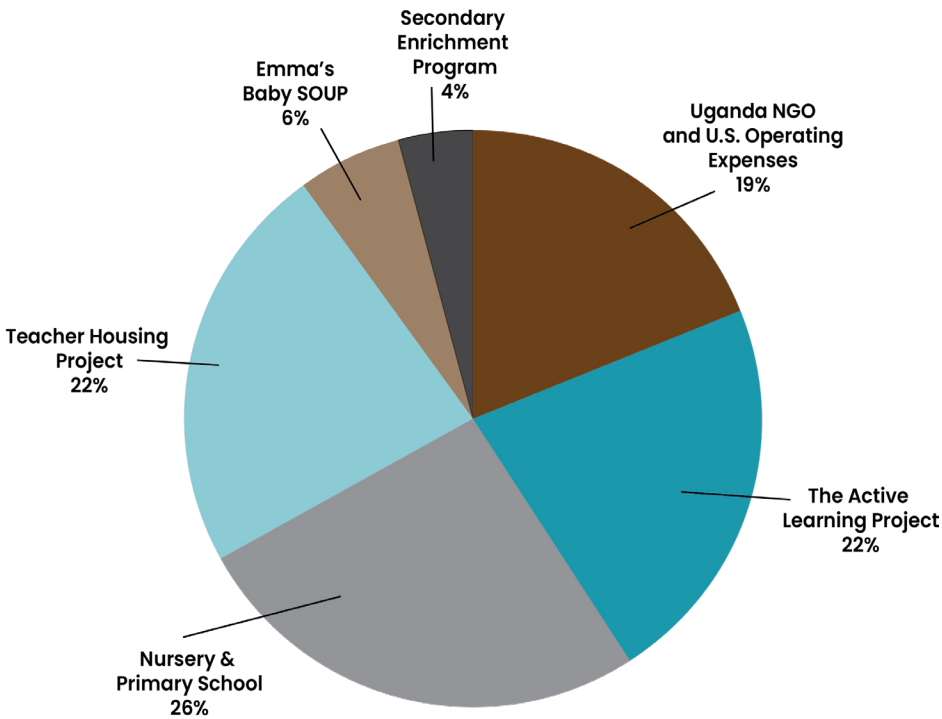


# 2024 Financials

In 2024, The African SOUP capitalized on a multi-year grant from an anonymous foundation, formalized an exciting new partnership with the Andrea Bocelli Foundation, and made significant progress in growing individual fundraising. An end-of-year matching gift challenge provided by a generous donor couple inspired gifts totaling nearly \$150,000 against a \$115,000 fundraising goal, which was matched with a donation of \$155,600 from the donor couple. This remarkable success allows us to strengthen our programs and impact in 2025, build our capacity, and chart a bold vision for the future.

A breakdown of 2024 program expenses by category is illustrated in the chart on the right.

## 2024 Program Expenditures \$789,553





## Organization and Team

### LEADERSHIP TEAM

Michael Kaidhiwa, Executive Director  
Rebecca Mirembe, Director of the ALP  
and Head of School  
Kenneth Agaba, ALP Manager  
Emma Muyinda, Director of EBS  
Jill Kuhn, Director of Development  
Mayowa Benson, Development Officer  
Rahel Girmay, Chief Development Officer

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Cary Sibley  
Robyn Sims  
Lizzy Smith







## Thank You!

As we close another impactful year, we are reminded that none of this would be possible without you, our dedicated supporters, partners, and community. Your belief in our mission, your generosity, and your steadfast commitment have fueled transformative change, opening doors of opportunity for children, families, and communities. Because of you, learning thrives, hope grows, and lives are changed. Your support is not just an investment in our work, it is a powerful force for good. Thank you for walking this journey with us. Together, we are building a brighter future.

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## Our Partners



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