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MESSAGE FROM THE FOUNDER & 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.

Since launching in 2009, we have realized we are only as good as the sum of our partners. I recall an evening in 2011 where I prayed for my community at home to stand up to help support my community in Uganda. However, after moving to Africa nearly three years ago, my prayer has changed. I now pray that these two communities can inspire each other, and that my community in the West can visualize a community in Uganda with the power and desire to revolutionize their country.

The need for resources in Uganda is still ever present—but the two groups have a radical opportunity to serve each other. The hope I find here in Uganda can spread back home, while the desire to invest in dreams across the ocean may inspire friends and partners to offer not a hand out, but a hand up.

As my prayer for the SOUP refines, so has the design of the organization. We have expanded our vision of providing quality community development for the people of Nabikabala, Uganda through outreach programs, income-generating projects and a primary school that models quality education through active learning. Our vision now is to use this experience and knowledge to enhance education across Uganda.

Through the creation of the Active Learning Project, we have partnered with 17 primary schools, and secured a trilateral partnership between the SOUP, Georgia State University’s Early Childhood Education Department, and Bishop Willis Core Primary Teacher Training College. These partnerships will set us up for success in 2016 as we conduct a hard pilot of the Active Learning Project in Uganda. Our hope is that it will transform the method of teaching from rote memorization to active learning, directly involving the pupil in the learning process and drastically improving both understanding and performance. Our desired final outcome in the coming years is to achieve full national adoption of active learning as the mandated pedagogy of teaching in Uganda. We believe this will have positive residual effects throughout the primary educational system and can, more than ever before, set Ugandan youth up for success to become the next generation of leaders in their country, and help the country reach its 2030 Sustainable Development Goals.

The SOUP’s belief that we can make a difference is founded through partnership and the fervent understanding that a better world is created when we fight for, and not against, one another. Thank you for your continued support and belief.

All my best,

Brin Enterkin
Founder, Chief Dreamer
THE AFRICAN SOUP BOARD OF DIRECTORS

UNITED STATES

Brin Enterkin, Founder and Board Chair
The African SOUP and Lion’s Thread

Jeruld Weiland, Board Vice Chair
Rocky Mountain Institute

Emily Clifton, Board Treasurer
Save the Children US

Stacey Jones Spillers, Board Secretary
Berry College

Carrie Davis Conway
Robert W. Woodruff Foundation

Scott Jarvis
Alston & Bird, LLP

Laura J. Johns, Ph.D.
Propulsion Squared

Patrick Ouzts
Gregory, Doyle, Calhoun & Rogers, LLC

Michael Kaidhiwa
The African SOUP Uganda Country Director
Ex-officio Member

UGANDA

Brin Enterkin, Founder and Chief Dreamer
The African SOUP and Lion’s Thread
(Ex-officio Member)

Haril Isabirye
Musana Community Development Organization

Reverend Wilson Kaidhigha
Nsoola Parish Namutumba

Esau Kyankone
Compassion International
Kiringa Child Development Center

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

Moses Wambi
Bishop Willis Core Primary Teachers College
THE AFRICAN SOUP IMPACT IN 2015
AT-A-GLANCE

Educated 379 children in the SOUP’s Primary School

Provided scholarships covering 80% tuition
for 14 SOUP graduates to attend secondary school

Enrolled 20 families in Emma’s Baby SOUP’s life-saving
holistic nutrition program

Graduated 100% of 2015 Primary 7 Class

Cooked nearly 30,000 hot, nutritious meals to
day students, boarding students, and staff in
newly constructed bioenergy kitchen

Hosted inaugural Active Learning Project Conference
for over 130 teachers, education officials, and policy makers

Partnered with 17 primary schools to pilot Active Learning Project

Constructed new 3 classroom building

Boarded 30 children in campus Haven Homes

Employed 14 teachers, 4 leadership team members,
and 2 support staff
MESSAGE FROM THE
UGANDA COUNTRY DIRECTOR & CO-FOUNDER

Sometimes it comes with mixed feelings when I start writing about SOUP-Uganda as a nationally recognized NGO championing education initiatives in the remote Nabikabala Village of eastern Uganda. At the same time, I am delighted to write my very first annual report for 2015.

With pride, I say that SOUP-Uganda has grown. Our engagements with the wider community are having an impact as our reach is increasing. We are adapting to a rapidly changing world where we must be quick at accepting change. As we grow, we have met challenges and learned significant lessons from such challenges.

In 2015, the organization was able to secure national registration by the NGO Board. This was a springboard for us to be able to grow our networks and practice our agenda in a more professional way. We have been able to partner with Organizations like Musana, Educate!, Building Tomorrow, STIR, and Serving His Children, to mention a few.

One of our greatest accomplishments as an organization is The African SOUP School. As a school, we have grown from strength to strength, striving to produce a wholesome child that will be able to challenge him/herself to think creatively in order to turn his/her humble beginnings into opportunities in this world of plenty. We have strengthened our teaching staff through continuous professional development. The total enrollment by the end of 2015 was (379) pupils and (14) teachers.

We have progressed well with our Secondary School Enrichment Program (SEP). We were able to cover tuition for 17 secondary scholars and organized three holiday leadership enhancement camps for these students.

Through our national agenda, we have pushed the Active Learning Project (ALP) forward. This project seeks to enhance the classroom learning environment through the migration from a rote memorization method of learning to an activity-based approach. Essentially, we are putting chalk into the hands of the pupils and classroom activities are included in the lesson to improve learner retention and advancement. This is in line with Uganda’s Sustainability Development Goals, a main target of which is to ensure inclusive and equitable quality education and promoting lifelong learning opportunities for all. At SOUP-Uganda, we make a contribution towards these national goals by introducing three concepts to our learners: creative problem-solving, critical analysis, and ethical thinking.

The entire organization spent considerable time brainstorming for our future growth and the impact that we expect to make both in our local Nabikabala community, but also specifically how we would nationally scale through the Active Learning Project (ALP). At this point, we wish to offer our sincerest appreciation to our supporters and funders for helping actualize our local initiatives. To our founder, Brin Enterkin, thank you for all you have done ever since you stepped in Uganda on a mission to make our lives better and purposeful.
Finally, I would like to personally thank every member of the SOUP-Uganda Board of Directors and each SOUP-Uganda team member who have sacrificed their time and energy to support our mission and growth. To the United States Board of Directors, thank you for your continued support and strategic guidance as we venture into doing business not as usual, but through our unique mission and vision.

Thank you all,
Michael Kaidhiwa
SOUP-Uganda Country Director
The African SOUP is based in Atlanta, Georgia, and led by an esteemed and active Board of Directors and Executive Director Holly Habimana. In 2015, the Board of Directors consisted of Brin Enterkin, Dr. Laura Johns, Emily Clifton, Carrie Conway, Scott Jarvis, Patrick Ouzts, Stacey Spillers, and Jeruld Weiland, and they conducted quarterly meetings in 2015. One board member, Dr. Laura Johns, Managing Director of Propulsion Squared, an early childhood education consulting firm, traveled to Uganda to help lead the first Active Learning Project Conference in January 2015.

The African SOUP received funding from a generous Christmas gift from Cove Church to build a second classroom block in Nabikabala Village in February 2015. We also completed our bioenergy latrine and kitchen system with grant funding from Red Empress Foundation, and the students now have a brand new kitchen where all of their hot meals are cooked daily by our team. The most noteworthy grant of 2015 came from the Segal Family Foundation for the SOUP’s Secondary Scholar Enrichment Program (SEP). The Segal Family Foundation funds high-impact organizations in East Africa, and provides monetary support and opportunities for capacity-building, as well as exposure to a broader network of funders and NGOs.

Over the course of 2015, The African SOUP increased its base of supporters in the States, especially around the Atlanta area. In particular, the SOUP conducted two signature fundraising events, the “Souper Star Celebration Luncheon,” hosted at Alston & Bird, LLP Law Firm, and “Pearls and Bow Ties” Soiree, an evening gala in December in which SOUP-Uganda Active Learning Project Director, Rebecca Mirembe, traveled to Atlanta to participate in this event and speak about the impact of our Ugandan programs. The US-based entity also conducted a successful online fundraising campaign called “#ShowSOUPLove” to raise funds for programs directly impacting SOUP-Uganda.

Finally, The African SOUP secured a trilateral partnership between itself, Georgia State University’s Early Childhood Education Department, and Bishop Wills Core Primary Teacher Training College. This partnership will set the Active Learning Project up to successfully scale and grow beyond Nabikabala Village. 2016 is shaping up to be an exciting year for the SOUP!
ORGANIZATIONAL SUMMARY

The African SOUP is a burgeoning community development organization that takes after the fabled "Stone Soup" story. Inspired by the initiatives and drive of the local village in which we are rooted, the SOUP exists to provide a hand-up, not a hand-out.

The African SOUP works in tandem with the community to address its most vital needs. In addition to an exemplary primary school, The African SOUP has facilitated a nutritional outreach program, sustainability projects, sponsorships to further education, and the creation of a national project aimed at engaging learners through active learning methodology, all inspired by our primary school roots. This shift from traditional Ugandan teaching methods of rote memorization and a lecture-based approach will empower students and teachers with the critical, creative, and ethical thinking skillsets to ensure leadership growth in Uganda.

We simply provide the foundation for our programs while our community members, local and international partners, and supporters all bring something deliciously unique to the SOUP.
2015 Programs and Achievements

THE AFRICAN SOUP PRIMARY SCHOOL

The African SOUP Primary School is the academic home to over 350 children in 2015. This year, the SOUP Primary School significantly expanded its resources. We increased our educational offerings by launching our Early Childhood Program, allowing us to care for and teach to a younger age group of students. Our enrollment in 2015 included 379 students, from Nursery to Primary 7. To accommodate the pupils, the SOUP Primary School built three new classrooms in 2015. We also added a kitchen, installed a biogas latrine system, and produced furniture to be used on campus. The furniture supplement included twelve tables, sixty small chairs, and fifteen desks. Apart from material objects, we also facilitated a number of meetings and professional development workshops for our team.

The African SOUP Primary School will continue to listen to its community’s needs and do everything it can to 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. Our inaugural class – which achieved 86% matriculation – included a group of 19 pupils, and we added 14 more Primary 7 graduates in 2015 – which was a 100% matriculation rate. The SEP not only provides up to 80% of secondary scholarships for these students but also creates a systemic reciprocity between the alumni and their home community. The secondary school students return to the SOUP’s campus during term breaks to participate in workshops focusing on servant leadership and community development, reproductive and general healthcare, and the best local and regional agro-practices. In 2015, the Secondary Enrichment Program successfully held three term-break engagements. With the continued success of SEP and its meaningful, practical, relevant, and active learning experiences, we will cultivate great leaders within the community.

ACTIVE LEARNING PROJECT

In 2015, The African SOUP launched the national Active Learning Project aimed at revolutionizing the passive teaching and learning methods currently practiced in the Ugandan education system. At The African SOUP, we believe that the national curriculum is robust and comprehensive, yet many teachers are failing to teach it in a method that enhances the understanding of material and success rates amongst students.

Based on research done internationally and within the national system, we believe active, hands-on learning is the best solution for this challenge. Although it was our pilot year with the Active Learning Project, we had many successful endeavors in 2015. We held a highly attended Active Learning Conference in Iganga. Teachers, school administrators, teacher training tutors, and many other education officials attended. We not only managed to establish partnerships with 17 schools in Uganda but also secured a trilateral partnership for the Active Learning Project between The African SOUP, Georgia State University, and Bishop Willis Primary Core Teacher Training College in Uganda. At our 17 stakeholder schools, we held teacher engagements and supervised and evaluated classes. We hope to create concrete data and direction based on the information collected and achievements earned in our 2015 pilot year.

EMMA’S BABY SOUP

At The African SOUP, we believe education is unattainable if a child is malnourished, injured, or riddled with illness. Emma’s Baby SOUP program began in 2015 to address these issues throughout our community.

With an initial registration of twenty mothers and their children, Emma’s Baby SOUP conducted home visits to evaluate the health and nutritional concerns of the villagers. Emma’s Baby SOUP
provided holistic nutritional support and supplements to the families registered in 2015. Furthermore, the program offered referrals and recommendations for health concerns it couldn’t directly assist. Monitoring growth and conducting health education meetings were also key strategies for the program.

Emma’s Baby SOUP continuously engaged with the community to understand their greatest health risks and worked laboriously to combat them.
2015 Financial Report

Income

- Capital Income: $26,257
- Events: $24,879
- Grants: $20,500
- Individual Giving: $67,031
- Online Campaign: $14,324
- Ugandan Earned Income: $11,081
- Interest Earned: $2

Total Revenue: $164,074

Expenses

- Programs: $83,432
- Fundraising: $14,327
- Operations: $49,593

Total Expenses: $147,352

Total Net Income: $16,722
STRATEGIC PLAN 2016

In 2016, we will invest in staff capacity, further develop our local programs on the ground in Nabikabala, and build out our national Active Learning Project strategy.

We will lead internal workshops for teachers and train one as a social worker for our Secondary Enrichment Program. Our leadership team will attend workshops on Board development, monitoring and evaluation, and education. Our Country Director will attend a training at the African Leadership Academy in South Africa.

We will launch our early childhood education program, deepen community ties and leadership development through our health and SEP programs, and explore income generating and sustainability projects. Our Active Learning Project framework will engage education stakeholders holistically—top down, bottom up, and middle out—in a May rollout conference and through continued support.

National ALP Framework:

[TOP DOWN]
The Ministry and National Curriculum Development Center could eventually adopt and roll out the Active Learning Project on a national level. We will work with Education Officials (DEOs and DIS) in four districts. They can push Active Learning to the Ministry and encourage it in classrooms.

[MIDDLE OUT]
Center Coordinating Tutors will play a key role in the planning, mentoring and coaching of teachers, spreading the idea to parents, communities, schools, and evaluating Active Learning in the field.

[MIDDLE OUT]
Pre-Service Tutors can emphasize Active Learning in their PTCs. We will deepen our partnership with Bishop Willis Core PTC.

[BOTTOM UP]
Head Teachers are key in leading the implementation of Active Learning at the school level. We will offer head teachers leadership training through separate engagements.

Teachers are the ones educating and caring for the next generation of Ugandan children. They will actually develop their skills to implement Active Learning in the classroom. Twenty Active Learning Project partner schools across four districts will implement Active Learning at the classroom level.
2015 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
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
BUILDING TOMORROW
STiR EDUCATION
Thank you for your belief in, and support of,
The African SOUP.
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