



ACTION IN AFRICA

2022 Annual Report



Meet Founder & Executive Director

SARAH NININGER



When I reflect on 2022, I breathe a deep sigh of relief and gratitude that we not only made it through, but have emerged stronger than ever.

We faced many tests in 2022 - from COVID restrictions to organizational growing pains to an outbreak of Ebola that once again shuttered schools and curtailed our programs. While keeping everyone safe and healthy remained paramount, our team continued to find creative ways to deliver services and provide support to our community, and I'm incredibly proud of their resilience and grit. As you'll see in this annual report, with a lot of concerted effort our programs reopened and The Center community is once again vibrant and thriving.

Despite the turmoil in Uganda, our US team managed to grow in important ways. Thanks to the support of some visionary donors, we were able to hire additional staff and make key investments in our Finance and HR systems, laying a strong foundation for future growth. We thanked our Legacy Board members for their many years of service and welcomed a brand new Board of Directors who brought with them fresh perspectives and years of experience guiding nonprofits. And through it all, our teams in both the US and in Uganda stayed the course and remained dedicated to AIA's mission to provide valuable, life-changing programs to the community of Nakuwadde.

Thank you for sticking with us through another year of growth. So far, 2023 is shaping up to be our most exciting and transformative chapter yet!

With gratitude,
Sarah Elizabeth Nininger

Sarah Nininger

[Email](#) | [LinkedIn](#) | [Instagram](#) | [AIA Website](#)





**ACTION
IN
AFRICA**

OUR VALUES



COMMUNITY. CREATIVITY. RESPECT.

Our Mission

To advance the social, personal, and economic development of children, youth, and adults in Uganda through greater access to education and other life-changing resources.

The Center

Established in 2014, the AIA Community Center serves 500+ people every day, and is the home of all our programs and services.

The Center is located in Nakuwadde, 25 minutes outside of Kampala, Uganda's capital city.



WHAT MAKES US DIFFERENT

Scholarships, Not Sponsorships

AIA has learned firsthand that sponsoring students can be problematic, and we have vowed to do better. Early on we saw that sponsorships created a hierarchy in our partner schools and a sense of dependency and rivalry amongst students. In response to these issues, we established a variety of scholarship funds to make educational opportunities accessible and equitable while allowing students to exercise their independence and autonomy. Scholarship students are carefully selected through a holistic process developed by our local team which considers a variety of criteria ranging from academic accomplishments and financial need to the student's history of participation at the Center, creativity, and leadership.

Community-Informed Programming

AIA values dignity, collaboration and a spirit of service in all of our programming. Unlike many traditional nonprofits, AIA doesn't assume or impose programs that the community doesn't want or need. We trust our community members to be the experts on which programs are the most impactful and know that development isn't one-size-fits-all. Our local Uganda team works collaboratively to design programs in response to community issues and requests.

AIA also actively promotes the concept of participants "giving back" to their community and encourages them to think critically about how they can use their strengths to improve the quality of life for other residents of Nakuwadde.

A Culture of Learning

At AIA we know we don't have all of the answers, which is why we listen more than we talk. We question our assumptions and are open to admitting when we are wrong. We realize that good intentions are not enough when it comes to serving a community, and we actively work to not replicate the bias and mistakes made so often by western philanthropy. We strive to be humble, curious, flexible, and responsive.



ACTION IN AFRICA INITIATIVES

As AIA's programming has evolved in response to feedback from the community, the variety of programs and services we offer is as numerous as it is diverse. Our programming can be organized into three major initiatives: Primary Partnership Program, Community Programs, and Scholarships. Under each of these major initiatives are services designed for our dynamic community and their various needs.

PRIMARY SCHOOL PARTNERSHIP

Primary 4 - Primary 7

Teacher Training

Curriculum Development

Porridge Program

PLE Exam Prep

COMMUNITY CENTER PROGRAMS

At the Nakuwade Community Center

Women to Women

After School Program

Community Library

Adult English Classes

Men to Men

Medical Outreach

Special Needs Therapy

Holiday (School Vacation) Program

SCHOLARSHIPS

Educational Support

Secondary Scholarships

University Scholarships

Internships

Special Needs Tuition

PRIMARY PARTNERSHIPS

The function of our Primary Partnership Program (PPP) is to complement - and in many cases supplement - the educational opportunities for primary-age children in Nakuwadde. The PPP program works directly with five local schools and collaborates with their teachers and parents to provide holistic, gender-inclusive educational programming. This approach works to ensure that children in the community have access to the resources they need to learn and grow. To achieve this goal we provide a nutrition intervention program, creative arts curricula, teacher training workshops, and exam prep to prepare students for success when taking the Primary Leaving Examination (PLE), a prerequisite for gaining entry into Secondary School.



COMMUNITY PROGRAMS

Because Action in Africa believes in education for everyone, at all ages and for all needs, we provide education and training opportunities for the people of Nakuwadde, beyond the walls of the traditional classroom. Our community center hosts services that include everything from a thriving After School Program where hundreds of kids gather to learn and play at The Center every day, to a women's support group where women come together to learn valuable life and vocational skills. AIA also offers Adult English and Computer Literacy classes and runs the community's only library. These programs exist to empower the individuals of Nakuwadde with greater access to education and to create opportunity where it might not otherwise exist.

SCHOLARSHIPS

Action in Africa's Scholarship Programs are a key initiative designed to provide educational funding for deserving students who may not otherwise be able to continue their studies. The Secondary Scholarship Program is currently awarded to 25 students annually. To date, 56% of the recipients have been girls. The University Scholarship Program awards a select group of graduating secondary students with college tuition. These students spend the year between high-school graduation and university matriculation interning at The Center. Our scholarship program also helps Special Needs students who need access to the appropriate opportunities and accommodations they need to thrive in school - and out.

2022 Program Highlights

UNIVERSITY SCHOLARSHIP

We added 6 new students (for a total of 19) to the University Scholarship Program. Students are enrolled in 7 higher education institutions and universities across Uganda. We also celebrated our first three graduates!

SECONDARY SCHOLARSHIP

We enrolled 112 Students in our Secondary Scholarship program, a part of a 6-year commitment to see them all successfully complete their secondary education.

75% passed with distinction!

AFTER SCHOOL PROGRAM

1,036 students from 85 different schools visited the center after school every day to participate in programs such as Music, Dance, Arts, Crafts, Yoga, Reading, Games, Sports, and homework help.

MEDICAL OUTREACH

506 people attended our Medical Outreach, 75% of whom were under 18 years old. People were tested for Hepatitis B, HIV, malaria, cervical cancer, and high blood pressure – those who tested positive were referred for treatment.

TEACHER TRAINING PROGRAM

52 teachers from 21 schools elected to join this Saturday morning continuing education program with AIA facilitators. They studied understanding the emotional needs of learners as well as how to make learning more interactive and meaningful.

WOMEN TO WOMEN

We held weekly sessions on topics from financial management to emotional health to child care. Over 90 women enrolled in the program in 2022.



2022

In Numbers

19

University Scholarships
Awarded



484

Donors supported
our work



112

Secondary Scholarships
Awarded



18,192

Cups of Porridge
Served



95

Women To Women
Sessions held



506

Community members
attended our Medical
Outreach



260

Students attended the
Center during school
breaks



52

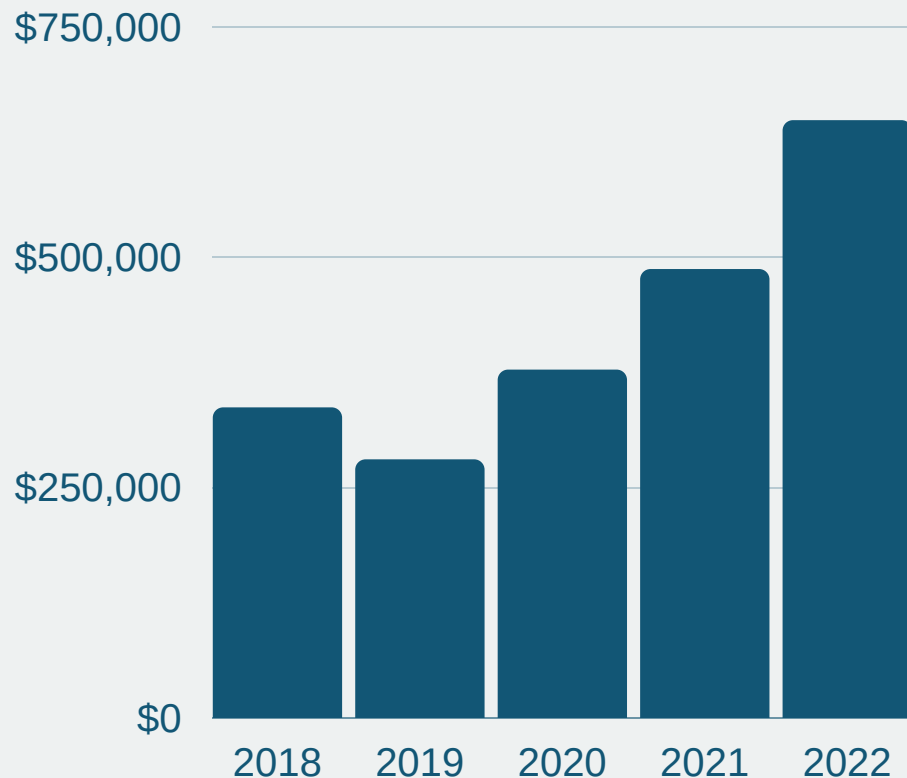
Teachers participated in
our Teacher Training
Program



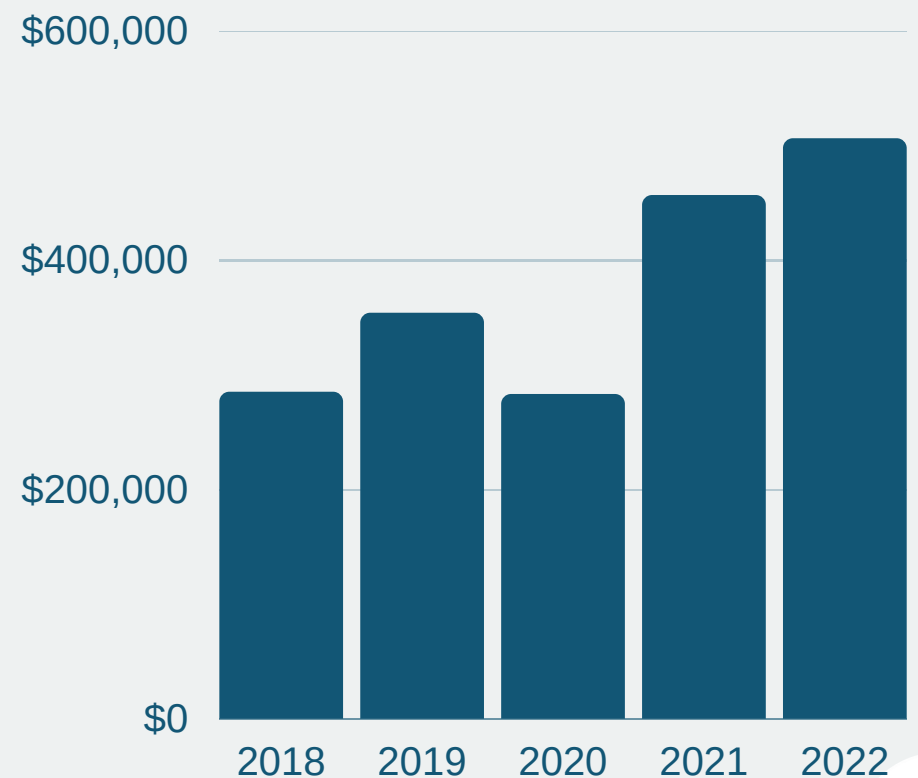
FINANCIALS

In 2022, we invested **\$506,266** to fund the programs at our community center in Nakuwadde, Uganda. This **11% increase** from 2021 corresponds with growing program participation at The Center, specifically within our secondary and university scholarship programs.

TOTAL REVENUE 2018 – 2022



PROGRAM EXPENDITURES 2018 – 2022



The AIA Team

Without the tireless dedication of our team in Uganda—and here in states—nothing we accomplish would be possible. To the AIA team we extend our deepest thanks!

Aisha Nabbosa

Amber Oberc

Bernard Omino

Brianna Kustigian

Christine Jane Olal

Colline Muyodi

Eric Makuyi

David Masiko

Evelyn Nabakooza

Harriet Babirye

Isaac Ekutu

Jenna Thompsen

John Kimera

Juliana Nakavuma

Lawrence Byaruhanga

Maria Nalweyiro

Patrick Oligo

Ralph Jean

Rebecca Frangie

Rebecca Nakijjoba

Rehema Nansereko

Robinah Nandutu

Rose Nakamanya

Sarah Nininger



We extend the deepest gratitude to AIA's Legacy Board and newly appointed Board of Directors for their service, and generosity!



Legacy Board

Zibby Schwartz
Kris Ufkes
Chris Cheo

Rick Schwartz
Susan Marolt

Board of Directors

Sam Eberts
Linda (Magara) Horner
Pam Rice

Dr. David Tsetse
Ify Afe
Derek Young

Let's Stay In Touch



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