THE NORAH ANENA FOUNDATION

2019 GENERAL REPORT

ACKNOWLEDGEMENTS

The entire staff of the Norah Anena Foundation would like to appreciate its Founder – Ms. Norah Anena for making it possible for the organization's continued existence through her commitment, hard work and efforts, which have enabled another year of successful operation. We also extend our appreciation to the board of directors for their continued guidance, support, and commitment. We also would like to appreciate the parents, friends and well-wishers of the Norah Anena Foundation for their support and persistence throughout the year which have led to continued improvements within the organization. Lastly, we would like to acknowledge the contributions of our beneficiaries. We are deeply grateful to our students and we hope they continue with the same spirit of positivity, determination and character for the years to come.

Part 1: Background & Objectives

BACKGROUND

The Norah Anena Foundation (NAF) is a registered non-profit organization with operations in Philadelphia, Pennsylvania USA and Gulu Municipality, Gulu District Uganda. NAF was founded by Norah Anena; a native of Northern Uganda concerned about the impact of the twenty years insurgency that occurred within the major districts of northern Uganda in the mid 1980s through the early 2000s. Although she is now an American citizen residing in the United States, Ms. Anena was once a victim of the war and founded this organization to instill in the Ugandan people the strength of uplifting themselves and pride in their culture. NAF offers scholarships, tutoring services, monitoring and evaluation through the executive director's planning department, mentoring services to the students and other related youth development programs as part of its mission to raise awareness and transform the future of young Ugandans through education & employment and culture.

2019 OBJECTIVES

The organization's objectives for 2019 include:

- To provide at least ten (10) annual based sponsorships to Ugandan children and young adults based on the level of their financial need and academic performance.
- To facilitate at least five (5) annual internships for Ugandan young adults in the area of agriculture, veterinary medicine, ICT, business, life skills etc.
- Facilitate and maintain high academic achievement
- To facilitate employment or business initiation for all graduating students supported by the Foundation through encouraging and guiding the students in pursuing the highly demanded courses.
- Continue with fundraising efforts
- Finalize bank account opening process for Uganda

Part 2: 2019 Objective Outcomes

Scholarships & Internships

NAF's major fundraising campaign in 2018 spurred the provision of 5 full scholarships for 5 additional students which the organization continues to maintain. Due limited financial resources however, NAF fell short of the projected 10 additional scholarships in 2019.

NAF students had more success with internships as all eligible students including 2 nursing students, 1 agriculture student and 2 business students were successful in obtaining internships in 2019.

Academic Achievement & Challenges

There has been a great improvement in the overall academic performance of NAF students. There was only one student within A level with a less than stellar performance. All students were promoted to the next class and four (4) are joining candidate classes. The organization remains hopeful of further improvement in performances in the coming year. All of the pupils in primary section passed within Division I.

The figure below is the summary of the end of year result for our pupils in primary.

NAME	SEX	Class	Eng	Gr	Maths	Gr	Science	Gr	Social Studies	Gr	Aggr	Div	Comment
A.F.	F	P.4	80	D1	60	C3	70	D2	72	D2	8	Div I	Promoted to P.5
O.J.	M	P.3	96	D1	92	D1	86	D1	98	D1	4	Div I	Promoted to P.4

Source: Report cards

Despite the overall positive performance by our students, there have been some academic challenges. In ordinary level, there was a general poor performance in specific subjects (English, Math and Chemistry). Based on the termly students' progress report, some students have requested for holiday tutoring and text books especially those joining candidate classes.
Some parents failed to provide the necessary school requirements and personal requirements for their children which had a significant impact throughout the year. There were multiple instances

where the organization had to fund transport and other fees normally covered by parents and guardians, especially for the nursing students. Additionally, the organization has faced some difficulties in getting tutors for science subjects at affordable rates. However NAF will look towards potential partnerships with teachers and other academic coaches in the following year to avoid these issues.

Discipline

There were no indiscipline cases from any school concerning any of our students from school or from their parents for the entire year. This suggests that the discipline level among our students remains at a high level and will hopefully be maintained in 2020.

Employment & Business Facilitation

Students were tasked with developing microbusiness/enterprise proposals for possible funding through NAF. The organization is still in the process of working with students to refine and further enhance their proposals for possible funding outside of the organization.

Fundraising

NAF embarked on small-scale fundraising activities both in the United States and in Uganda with the ultimate goal of attaining greater financial self-sufficiency.

Uganda

The organization purchased a popcorn machine with the goal of generating small daily revenue that can assist with petty office expenses. NAF seeks to expand this small enterprise into a wider food business which can lead to wider growth for the organization.

USA

NAF raised a total of $310 dollars through its end of year campaign. We intend to expand and enhance fundraising efforts in 2020.

Bank Account

NAF successfully opened a Uganda based bank account with Housing Finance Bank in Gulu. It continues to maintain an account in the United States with Citizens Bank in Philadelphia.

Part 3: Finances & Expenses

Although 2019 marked a year of financial stability, the growth of the organization was limited due lower than expected returns on the popcorn enterprise launched due to extensive repair costs, as well as inadequate fundraising. Nevertheless, the organization successfully supported a total of 12 students, plus an additional 10 students who received support informally. All US based staff members continue to work on an unpaid, volunteer basis to ensure expenses are kept at the lowest level possible. The majority of organizational expenses therefore are self-funded.

Below are charts detailing tuition expenses as well as office and related expenses for the Gulu office (provided in Ugandan shillings).

Norah Anena Foundation- Sponsorship Lists & Fees structure 2020 - Term I

S/N	SCHOOLS	SUDENT NAME	SEX	Class	FEES	Initial Payment	2nd Clearance	Fees Bal	School Req'mnt	TOTAL
1	Kitgum Town College	Olara Gum Geoffrey	M	S.4	137,700	0	0	137,700	74,000	211,700
2	Amach Complex S. S	Lubangakene Andrew .L.	M	S.3	370,300	0	0	370,300	63,500	433,800
3	Gulu Core PTC P/s	Abalo Louis	F	P.5	187,400	0	0	187,400	53,000	240,400
4	Vanguard P/S	Ogenrwot Jonathan	M	P.4	152,900	0	0	152,900	42,700	195,600
	Total				**848,300**	**0**	**0**	**848,300**	**233,200**	**1,081,500**

Norah Anena Foundation- Sponsorship Lists & Fees structure 2020 - Term I

S/No	SCHOOLS	SUDENT NAME	SEX	Class	FEES	Initial Payment	2nd Clearance	Fees Bal	School Req'mnt	TOTAL
5	Light College Katikamu	Otema Herbert	M	S.6	905,000	0	0	905,000	260,000	1165000
6	Sacred Heart SS	Lakica Winnifred	F	S.4	495,700	0	0	495,700	230,000	725700
7	Negri College	Opoka Steward	M	S.4	530,000	0	0	530,000	230,000	760000
8	Bobi Polytechnic - Gulu	Oryema Kenneth	M	Y2/S1	490,800	0	0	490,800	127,000	617800
	Sub-Total				**2,421,500**	**0**	**0**	**2,421,500**	**847,000**	**3,268,500**

2019 Tuition Fees Break down

Categories	Term I	Term II	Term III		
Tuition	6,025,050	6,864,350	2,317,500		
School Req.	858,600	1,077,800	559,100	Grand Total:	**18,515,500**
Others	92,700	332,700	387,700		
Total	6,976,350	8,274,850	3,264,300		

				Term I			**Term II**			**Term III**		
				Tuition	Sch Req.	Others	Tuition	Sch Req.	Others	Tuition	Sch Req.	Others
SCHOOL NAME	**SUDENTS NAME**	**SEX**	**Class**	-	-	-	-	-	-	-	-	-
Light College	Otema Herbert	M	S.5	-	-	-	-	-	-	-	-	-
Sacred Heart	Lakica Winnifred	F	S.3	495,700	76,000	32,700	495,700	113,400	32,700	495,700	113,400	32,700
Negri College	Opoka Steward	M	S.2	499,750	46,000	30,000	499,750	153,000	30,000	502,900	70,000	30,000
Bobi Polytechnic	Oryema Kenneth	M	Y1/S 2	502,300	125,000	-	490,800	70,000	120,000	490,800	140,000	60,000
Kitgum Town Col.	Olaragum G.	M	S.3	137,700	33,700	-	137,700	12,000	-	137,700	68,000	-
Amach Complex	Lubangakene A.L	M	S.2	350,300	42,200	-	350,300	33,700	-	350,300	72,000	-
Gulu Core PTC P/S	Abalo Louis	F	P.4	187,400	53,000	-	187,400	53,000	-	187,400	53,000	-
Mother Ludia P/S	Ogenrwot J.	M	P.3	152,700	32,700	-	152,700	32,700	-	152,700	42,700	-
Gulu Sch. of Nursing	Aber Winnifred	F	Y1/SII	2,092,300	150,000	-	1,740,000	250,000		-	-	140,000

Lacor Nursing Sch.	Alum Daphine	F	Y1/SI I	1,606,900	150,000	30,000	1,630,000	150,000	-	-	-	25,000
Kalongo Nursing Sch.	Oyella C. Flavia	F	Y1/SI	-	150,000	-	1,180,000	-	150,000	-		100,000
Rubaga Nursing Sch.	Lamwaka Fiona	F	Y1/SI I	-	-	-	-	210,000	-	-		-

Categories	**Term I**	**Term II**	**Term III**	**Annual Total**
Rent	700,000	725,000	900,000	2,325,000
Electricity	40,000	53,500	12,500	106,000
Salaries	1,675,000	1,420,000	975,000	4,070,000
Internet	400,000	360,000	330,000	1,090,000
Transport	0	150000	150,000	300,000
Tutoring, SV	150000	0	0	150,000
Petty Exp	281,900	416,300	364,200	1,062,400
Grand Totals	**3,246,900**	**3,124,800**	**2,731,700**	**9,103,400**

Term I 2019 Administration & Operating Expenses

Term	Months	Rent	Electricity	Salary	Internet	Tutoring	Transport, SV	Petty Exp	Totals
Term I	January	175,000	20,000	450,000	100,000	0	0	40,000	785,000
	February	175,000	0	450,000	100,000		0	46,500	771,500
	March	175,000	20,000	450,000	100,000		0	46,500	791,500
	April	175,000	0	325,000	100,000		150,000	148,900	898,900

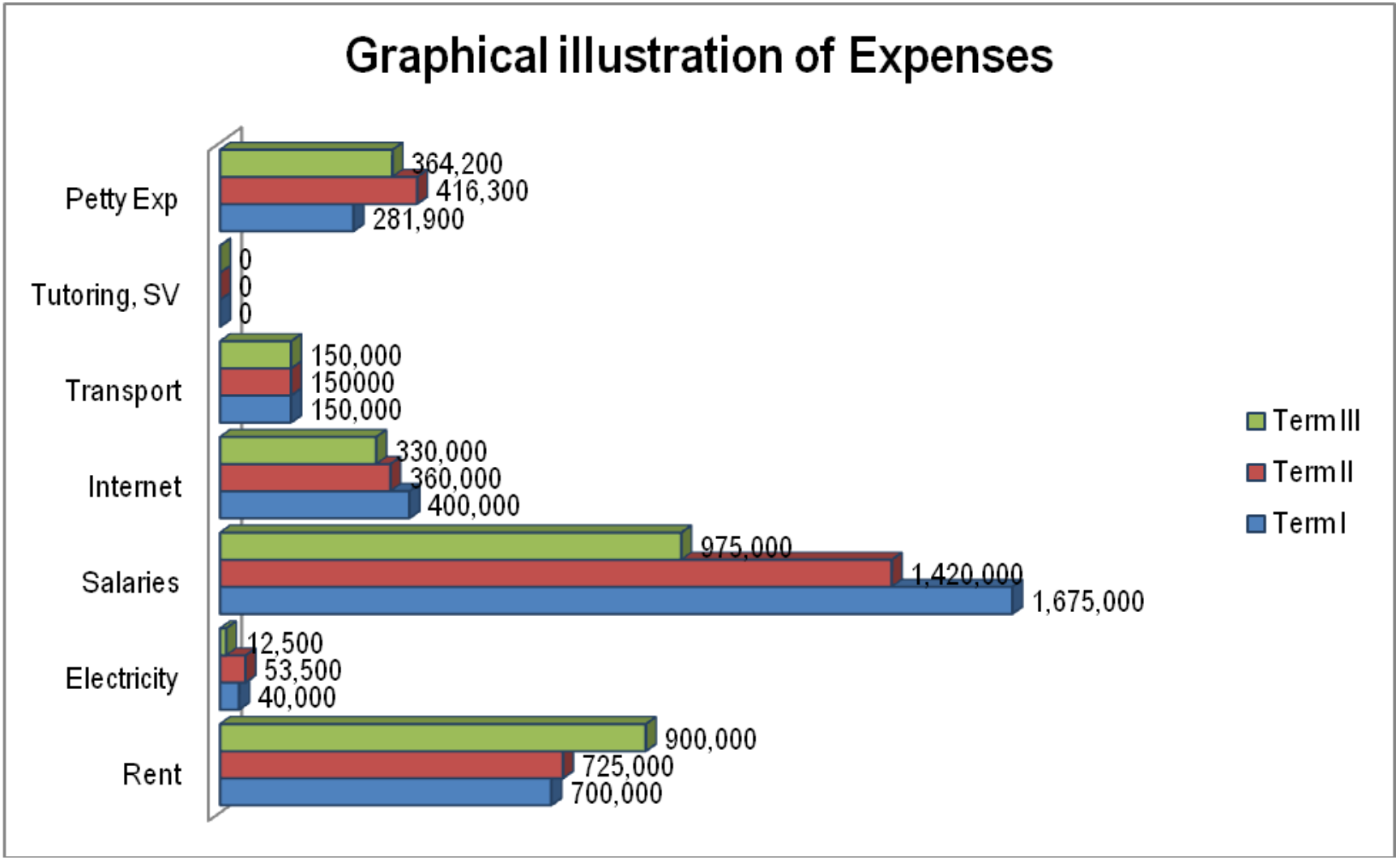
Term II 2019 Administration & Operating Expenses

Term	Months	Rent	Electricity	Salary	Internet	Tutoring	Transport, SV	Petty Exp	Totals
Term II	May	175,000	7,000	325,000	90,000			99,600	696,600

	June	550,000	36,500	325,000	90,000		0	89,000	1,090,500
	July	0	0	325,000	90,000		150,000	115,000	680,000
	August	0	10,000	445,000	90,000			112,700	657,700

Term III 2019 Administration & Operating Expenses

Term	Months	Rent	Electricity	Salary	Internet	Tutoring	Transport, SV	Petty Exp	Totals
Term III	September	450,000	5,000	325,000	90,000		0	154,000	1,024,000
	October	0	0	325,000	90,000		150,000	93,700	658,700
	November	0	7,500	325,000	90,000			116,500	539,000
	December	450,000	0	0	60,000			0	510,000


Graphical illustration of Expenses
Petty Exp
364,200
416,300
281,900
Tutoring, SV
0
0
0
Transport
150,000
150000
150,000
Internet
330,000
360,000
400,000
Salaries
975,000
1,420,000
1,675,000
Electricity
12,500
53,500
40,000
Rent
900,000
725,000
700,000
Term III
Term II
Term I

OUTLOOK & FUTURE

As NAF approaches its fifth year in operation, it is preparing to leap to the next level by focusing on three main areas: fundraising, enhanced parent/guardian participation and improved community engagement. NAF will improve its bottom line and shift from a grass-roots, self-funded organization to one that can generate its own income by expanding current enterprises and by engaging in regular fundraising campaigns. The organization will also work to engage parents and guardians on a deeper level so that they can play a bigger role in the development of the students as well as the organization. NAF will do this through additional home visits and one-on-one conversations. Finally, NAF seeks to improve its community engagement, particularly in the United States, through additional outreach and awareness campaigns that share the achievements as well as the mission of NAF.