

# KEC- A Village of Hope



End of Year  
Report-2022

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*Quote*

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We are honored to be opening the doors for a better future for our friends in Kaguma, Uganda

## Summary

This year was a banner year for KEC-A Village of hope. It was a banner year because we learned so much about the school, its strengths and shortcomings, and set the path for the school to bring the school to the next level, striving towards excellence. During our March Visit, we took note and identified where the school needed help and started helping with weekly Sunday meetings with the KEC-Uganda Team to learn more and to assist them in keeping track of operations. We later had weekly meetings with the finance team to give it the attention that it needed. This led to our second visit in August to hold an 8-day conference to teach the teachers, staff and board members critical subjects which they had not been exposed to. By the end of the year, we:

- Hired an architect to draw plans for our future school compound, and had the plans approved by the government.
- Processed the paperwork to register the school.
- Processed the documents to obtain a land title.
- Brought Solar Power to the school to support the office operations and teacher research.
- Brought Wifi to the school in order to collaborate better with the team on the ground. And, also to bring the world to Kaguma by allowing teachers to research their subjects online.
- Built a P7 Classroom.
- Built the case for increased tuition for the 2023 year.
- Partnered with another non-profit to drill a well (borehole) in 2022 and install the pump in 2023.
- We provided \$1425 for uniform funding.
- We hired a bursar and a P5 and P6 Teachers.
- KEC-Uganda went to mobile banking eliminating all case transactions.



## March Visit

Things we accomplished:

- Met with the LC5 Chairman (Senator/Governor equivalent)
  - He committed to helping us by paving the road, providing us books, and letting us use his heavy equipment if we pay for the gas/oil. He has asked us to get our license for the school by June.
- Interviewed all teachers
  - Karen was able to sit down and interview all teachers, getting to know them and why they went into teaching.
- Received interview sheets from about 24 students
  - There was no time to interview the students but Karen was able to get them to fill out the interview questionnaire so I think we can sponsor a small story on them.
- Visited the tailor and collected uniforms
  - We visited the tailor and looked at the facilities. There were three workers in a small room and they were using pedal sewing machines.





- Keith built a very nice rabbit cage with several of the other men in the village. Some of the other rabbit owners, from our previous donations, will provide us with the rabbits.
- We visited the land and saw all the work the community has done on land. They have eliminated a lot of the brush and the boundary lines are clear.
- The land had an unbelievable view, something that we did not recognize the last time. We call it the land of milk and honey because of its beauty.
- Walked the land with a Project Manager from Kampala to get ideas
- Took 500 pictures of the students, teachers and land.



- Hosted Run4Water Team (5 from TN and 3 from UG) as part of our 2022 partnership.
  - The Run4Water team arrived on 6 March and visited the school on 7 March. During the time they were there, we visited three water sites
  - Tested a water backpack
  - Ran one full day and two half days of the 84-day program and one day of the Real Men training.
  - They also tested out a pump for the shallow wells.
  - Karen Lonis visited the school with us from 7-10 March, and visited the classrooms, giving out teacher supplies provided by local Tennessee educators, as well as toothbrushes and toothpaste, donated by Karen Jennings' Dentist, Dr. Ho. Karen Lonis and her team also gave each teacher a book bag with teacher supplies.
  - 84 day program at KEC and Secondary School. The young ladies ages 12-14 from KEC participated in the 84 day program for one half day.



- Participated in a Board Meeting.
- We went to the market and bought clothing and shoes for 27 students who were needy.

## August Visit:

1. Karen Jennings and Keith Seaman visited Kaguma Education Centre in March 2022, and realized that the school had no operational procedures, and they didn't have anyone who could lead the organization and develop them. They decided on two things. 1) to conduct weekly meetings to mentor them and track the status of what they are working on such as the Architectural Plans, the Land Title, and the Registration of the school. 2) That they needed to go back and visit again and hold a conference to educate them on a myriad of topics that were foreign to them. They wanted to set the expectations, without any filters, that our priority was to build the school, latrines, and kitchen and that effort would not start until we verified that they had good, working, standard procedures.
  2. They held an eight-day conference to teach the staff and board on several subjects from 21 Aug- 3 Sept.
  3. After preparing the slides over a two month period, they engaged the board on the first and the last day of an eight-day conference. Their intent was to help provide the organizational structure and operational knowledge to move forward as a school organization and to set parameters and goals for the school to obtain based on other schools we have seen in Uganda..
- They provided them a strategic timeline with expectations that need to be made before construction can be started. That included the ability to run the school with proper procedures, including financial discipline, academic discipline and success, and the ability for the school to pay the salaries of all employees.
  - On the first day of the conference, they talked about: The Character of KEC, the Kaguma Strategy, the KEC Staff Planning, the process for how to get support, The procurement process, the school calendar, and the new school timelines and what needed to be in place before we built the school. On the last day, Karen updated the list of all students in the school and Lydia.
  - The HR Team (Yosinta, Peter, and Mohammed) provided a SOP for HR which should be turned into an Employee Handbook. They reviewed this during the conference and will refine it to make it a KEC Document. Mohammed also updated the Teacher's position descriptions. We explained that it is important that everyone have the same benefits, rules and standards, and be treated fairly.
  - They met the new PTA Board Members and talked to them about the future of KEC. They all agreed that tuition needed to be increased.
  - They addressed the Staffing needs of the school and the need to hire people who can advance the school agenda. For 2023, we need to hire a P7 teacher, a Director of Operations, and an Enterprise Operations person (agricultural projects to raise money for the school to pay scholarships), all with college degrees. They had extensive discussions on financial management and the importance of the budget process.
  - They had classes on the development of a school calendar to integrate all aspects of the school events.
  - They worked on the KEC-UG Strategy Document through a hands-on exercise.
  - They taught 6-8 hrs of computer training; excel for calculating grades, PowerPoint and MS Word.
  - We talked about the structure of the organization and what skills were needed and made recommendations that we adopted at the Director level.
  - They visited the Solar Shop in Fort Portal but did not decide on the three Solar estimates.
  - They Zoomed with Martha to talk about the Academic Team from our Board who are ready to help.
  - They conducted health and welfare inspections of teacher's quarters and now need to work on a few things like showers and concrete floors. The owner will do the work if we forward him the funds and then he will absolve us of the rent requirement to pay it off.
  - What they brought with them:
    - They brought three suitcases of school supplies for the school, donated by friends and work.
    - They brought a nice pair of shoes to hold a Cinderella game.
    - They brought costume jewelry to give away as incentives for participation.
    - They brought 3 iPhones (1 broken, the others went to Patrick A and Lydia)
  - Purchased medicines, 32 in monitor/TV, Keyboard and Printer for the use of the Bursar, plus girls sports equipment.
  - Spent \$471 for office equipment (printer/TV Monitor/keyboard) and equipment for their sports day for the girls: Netball bibs, a netball, netball rim, and a heavy-duty volleyball net. ([LMI Donation](#))
  - Sent \$458 for Supplies/Scholastic Materials Spent and on miscellaneous items such as pharmacy, ringworm medications, plastic shower for teachers.
  - Participated in a sports day with the students.



Board Members: Mohammed, Jovail, Chris and Christopher

Founders: Adolf, Jovail, and Karen

Teachers and Staff with Karen and Keith

**"Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime."**

(Janet, Adolf, Joselyn, Jovia, Lilian, Molly, Faridah, Patrick B, Patrick B, Lydia, Jovail, Chris, Keith, Karen and Christopher.)



## December

After much research, we supported the effort to bring Solar Power and the internet to Uganda through a donation from LMI. We know that this will help our new Bursar, Lydia do her job since she can now use her laptop with a large screen monitor to work on her spreadsheets. It will also help our staff become more familiar with using information technology and enable them to conduct research from the office. We are hoping to bring the news of the world to the teachers and students of KEC.



Based on the Run4Water visit in March, they sent the drilling team to Kaguma, on our new school property to dig a well, which will be completed in June 2023. It will be capped off by High School Students from Tennessee who are supporting Run4Water. Kudos to them as they conducted a variety of fundraisers and raised \$15,000 for the well project.





The third project was to build the new P7 Classroom on the new property. This allowed us to reach our goal of having a full complement of a Primary School with Grades P1-P7. We also have three nursery school classrooms as well. When we started working with KEC, they only had two nursery school classes and grades P1-P3, so this is an accomplishment worth celebrating.

## Finances:

Income-Donations/Donations in Kind-\$20,589.62/\$6423=\$27,012.62

Expenses-Donations to KEC-Uganda-\$19,518.60

In Kind Travel and Conference: \$8779.56

Operating Expenses for KEC-AVOH-\$650.56

## Appreciation:

We want to thank all of our donors for your support in 2022. We could not have done it without you, so please know that you are helping us make a difference in the lives of these children, teachers, and the community in Kaguma, Uganda.

### *Karen L Jennings*

**Karen Lee Jennings**

**Chairperson**

**KEC-A Village of Hope**

Matthew 25:31-40 “When the Son of Man comes in his glory, and all the angels with him, he will sit on his throne in heavenly glory. All the nations will be gathered before him, and he will separate the people one from another as a shepherd separates the sheep from the goats. He will put the sheep on his right and the goats on his left.

“Then the King will say to those on his right, ‘Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world. For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, “I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.’

“Then the righteous will answer him, ‘Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you as a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?’

“The King will reply, ‘I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.’ (NIV).