

L.E.A.D UGANDA ACCOMPLISHMENTS — 2011

L.E.A.D Uganda in its 8th year is a more mature and focused organization with a refined mission, and a proven track record in educating leaders. Our emphasis continues to be on academic excellence. The majority of our students go to top schools where they sit beside the children of cabinet ministers, lawyers, doctors and entrepreneurs.

This is a major differentiator from other NGOs that focus on education, but who enroll their students in sub-standard village schools where 80% drop out by 7th grade. We are not about big numbers that yield poor or mediocre outcomes. We are about small numbers that promise a success rate of close to 100% and total transformation for every child. Our students will go on to lead their country and rise up Africa. We teach our children to fish, so they can return to their communities and teach others to fish.

L.E.A.D has been successful in building a disciplined and loving family environment at its house in Kampala where the children go during school breaks to attend workshops, receive counseling, and benefit from the right balance of discipline, love and structure. The older students mentor the younger ones. The new students are made to feel welcome by their peers.

NEWS

L.E.A.D Students in National Ad — Ran Full Page in *Time* and *Forbes*.

October, 2011 — L.E.A.D Uganda college graduate Michael Kasuule, and students Lynette Namakula and Dan Mutembayi, were featured in a national ad for San Jose's Tech Museum honoring The Tech Awards 2011. The ads, which feature African youth using technology, ran in *Time*, *Forbes*, and other national magazines. The ads provide a positive image for Africa and for L.E.A.D Uganda, who received a credit on the ad. We are proud to have been featured and linked to The Tech Museum and the Tech Awards, which honor innovators who are applying technology to solve humanities most urgent challenges. The photograph was shot by Stephen Shames at The Railway Children's Primary School. Karen Mullarkey, former Photo Editor at *Newsweek* and *Life*, was the Creative Director.

SUSTAINABILITY

L.E.A.D Students Pledge to Give Back 5% of Their Earnings to Help Other Kids.

August, 2011 — Twenty-nine of L.E.A.D's high school and university students formed an Alumni Committee. The students signed a pledge to ensure sustainability by giving back five percent (5%) of their earnings to L.E.A.D Uganda after getting a job.

They also promised to "mentor new students, motivate the little ones by showing them examples, and to be good leaders of our entire community". This brings us closer to sustainability.

Farm Our Land to Feed Our Children

August, 2011 — We harvested a ton of corn (maize) which we ground up into posho. This will feed our students during school breaks for a year. We also harvested green beans and potatoes. This season, the value of our crops was \$1,600. We estimate that in 2012, we will grow food worth \$6,800. This amounts to a 17% annual return on our land investment. In the near future, we plan to plant Eucalyptus trees to generate additional income, as well as, helping to preserve the environment.

Our thanks to Stacy and Joel Hock and others whose contributions enabled us to purchase the land.

ACADEMIC EXCELLENCE

5th L.E.A.D Student Awarded Scholarship

June, 2011 — Bukenya Aloysious, 20, an AIDS orphan born in Rakai District, has become the 5th L.E.A.D Uganda student to receive a college scholarship; and the 3rd student to be awarded a Government scholarship to attend the prestigious Makerere University in Kampala. Aloysious will study Fisheries and Aquaculture, an important growth industry in Uganda.

Child from IDP Camp Child Receives Top National Test Result in District

March, 2011 — Amos Omoya, an orphan who grew up in an IDP (refugee) camp in Kitgum, northern Uganda, received the top score in Mpigi District, the suburban district near Kampala where his school, St. John Bosco Katende, is located. The Government of Uganda held a ceremony honoring him. *New Vision*, Uganda's leading newspaper, ran an article.

PHOTOS: Left: Amos Omoya pumps water in the refugee camp in northern Uganda. Right: Amos today.

More Students in Top Schools Than Any Other NGO

We have more children in top schools than any other NGO in Uganda. We have more students at the acclaimed Seeta High than all other NGOs combined. We are the only non-profit sponsoring children at Budo Junior, a school attended by children of cabinet ministers and kings. 92.6% of the students in our core program are in top schools. More than half have "A" averages. Six years ago, we begged schools to take our orphans. Today, they recruit them. Last January, the Deputy Headmasters of Budo Junior and Katende Primary Schools interviewed prospective students at the L.E.A.D office.

National Exam Results — School Reports — Success Story

January, 2011 — 13 of 18 students received A's and 5 got B's on their National 7th Grade PLE and 11th Grade UPE "O" Level Exams. Amos and Jaggwe achieved A-plus scores. 11 of 15 primary students received A's as final grades. After his parents died, Zungu James'

sister's husband denigrated him and threw him out of the house. Despite living in the streets, Zungu was the top student in his village school. But when we enrolled him in a top boarding school he dropped to last in his class of 233 his first term. He did not understand English. We put him through an intensive - five hours a day - English course. Second term, Zungu moved up 214 places to 19th. Zungu is not satisfied: "I have to be 1st in our class in the name of God."

What Teachers Say About Our Students

Victoria Nakasumba's teacher, Harriet: "Victoria is the most hard working student in my class. She is the kind of student that everyone would love to be with. At times I leave her in charge of the class." Doreen, Sarah Nantaayi's English teacher: "I love Sarah. She is one of my best students. Sarah is ever jolly, a good listener, and a very aggressive person, which I think gives her strength to fight for success."

TRAINING ENTREPRENEURS

Students trained to be leaders in fields of economic growth.

L.E.A.D trains leaders in areas of economic opportunity such as pharmacy, information technology, business, aquaculture and fisheries, agriculture, and communications (journalism and video). L.E.A.D trains them at universities and at institutes which offer advanced technical training. Our goal is to increase Human Capital and promote growth.

Countries with large populations, such as China, developed Human Capital with increased health and education, which in turn stimulates industrial production and growth. China developed a National Qualification Framework where informal technical training is rated at the same scale with formal education. Since Uganda has the 3rd highest birth rate in the world, we believe our strategy of training leaders in areas of growth relevant to Uganda and empowering women in business and government is the best way to help Uganda develop.

Scholarship Student Studying Fisheries and Aquaculture

June, 2011 — Scholarship student Aloysious will earn a Bachelor of Science in Fisheries and Aquaculture at Makerere University. Aquaculture is one of the fastest-growing segments of the global agricultural economy. Aquaculture accounts for more than 25% of all aquatic foods consumed in the world. It will provide more than 50% by 2025.

Uganda needs technical expertise from people like Aloysious. The Food and Agriculture Organization of the United Nations (FAO) states, "Industrial and intensified fish culture in Uganda is only just beginning. This level is extremely capital intensive and requires technical expertise from highly experienced personnel."

Student Plans to Help His Village

March, 2011 — Obalo Sunday Is studying agriculture at a college-level technical institute. He plans to return to his village and start cooperative farming techniques to improve yields and income. This reform is much needed since most Ugandans are subsistence farmers. 68% of Ugandans do not touch money in a whole year.

Student Offered I.T. Job in India

January, 2011 — Kamoga Moses, who studies Information Technology at St. Clare's College in Bangalore, India, applied for an internship at an Indian corporation. The company offered him a full-time job when he graduates next year.

STUDENT LEADERS

L.E.A.D Students Produce Magazine

February, 2011 — Our students, under the direction of high school student Jjuko Julien, produced and published Issues 1 and 2 of *L.E.A.D Magazine*, a literary magazine featuring their writing, poetry, and art. The magazine can be viewed on our website. PHOTO RIGHT: Cover of the Magazine.

13-year-old Reads News on National TV

March, 2011 — Rahim Abdul Abdulghan was selected 1st runner up by Kids News Network, part of Uganda Broadcasting Corporation, for his exceptional reporting and outstanding contribution to Kids News. Ruth Namatovu, director of Kids News Network, said, "Rahim is one of a kind, and that given his potential, he will be a great addition to the journalism industry."

8th Grader Elected Minister of Health at Seeta High

Edward Jaggwe, an 8th grader, was overwhelmingly elected by his fellow students as the new Health Minister of Seeta High School. Edward, who is in his first year, faced stiff competition from eight other students who were from higher classes.

STUDENT SPONSORSHIP

Half of Our Students Have Sponsors

May, 2011 — 56 of our 114 students now have sponsors. Our goal is to find a sponsor for every child. Donors have the opportunity to cultivate a relationship with their student. Sponsors hear from their students three times a year. They receive a sponsorship kit with their student's story and photo, information about L.E.A.D Uganda, and how their donation is used. L.E.A.D launched a formal Child Sponsorship Program in September, 2010. Two churches - Forefront and Legacy - ran holiday sponsorship campaigns. There have been twelve new sponsors since August.

Selection Process Improved

We look for students with leadership potential: those who will start businesses, become doctors or engineers. To be eligible for consideration a child needs to be smart or have a special talent (like art or music), have leadership potential, and be willing to work hard. Children must be poor. We give special consideration to traumatized children: AIDS orphans, former child soldiers, child laborers, children from abusive families, children in child-headed families and street kids.

Our rigorous selection process includes looking at report cards and national test results, talking with teachers, neighbors, and the child. Our staff observes the child at school and at home. We start the process in March and take in new members in December.

Developing Talent: Farm Program

January, 2011 — Some students show promise but do not make it into our program in primary school. We started a "farm system" so we can monitor and mentor a greater number of students, while keeping costs down. We pay their fees at local schools and help them develop. If they get a 1st grade on their PLE exam, they join L.E.A.D for high school. This past January three students from our farm system received 1st grades on their PLE exams and joined our core program.

Former Child Soldiers Enter Therapy

January, 2011 — Two of our students from Gulu, along with two of their siblings entered therapy thanks to our partnership with the Peter C. Alderman Foundation which provides psychiatric care to people traumatized by terrorism and war.

BOARD AND STAFF

Upgrading Our Board

The leadership of a strong board made up of individuals of diverse backgrounds who are passionate about our mission is essential to the long-term health of L.E.A.D Uganda. Among our top priorities in 2011 is to recruit five new board members.

Gaurav Butani, a long time friend and supporter, has agreed to serve on the Board for a two-year term. Gaurav is a partner at Davis Creek, an independent financial advisory and a private equity firm. He also owns TunicLove, a company that has a mission to manufacture the finest tunics while also respecting the earth's resources. TunicLove has a charitable component; when you buy a garment from TunicLove, another garment is sent to a poor child in the developing world. TunicLove is currently working on the creation of a L.E.A.D Uganda tunic. Gaurav is from India, and lives in New York City part of the year.

Child Sponsorship Committee

L.E.A.D launched a Child Sponsorship program in the fall of 2011 whose focus is finding sponsors for the balance of our children to ensure they can continue their studies at top schools. Committee members Clare Karabarinde, Jennifer Leigh Clark, Martin Netley, Adam Pekor, and Rachel Barish Swartz recently hosted a successful fundraising event to introduce L.E.A.D to their friends and work colleagues.

Director of Communications

March, 2011 — Andrea Smith, a veteran publicist and marketing specialist, who has served as a volunteer since 2007, will plan and manage marketing and public relations for L.E.A.D, which includes branding and messaging, and expanding the reach and impact of L.E.A.D through educational and advocacy content, and special events. Andrea was Director of Communications at the Aperture Foundation for nine years, where she developed and executed over 200 campaigns to brand and promote Aperture. Previously, she worked at MTV: Music Television for fourteen year.

AUGUST SITE VISITS

Darien High School Students

August, 2011 — Abby Becker and Catherine Lincoln, students at Darien High School in Connecticut, visited Uganda with their moms. They report: "On our third day here, we traveled to Pallisa District. We were honored to attend the funeral of a woman whose children were to become students of L.E.A.D Uganda. The children were left with no parents and almost no way to support themselves. However, L.E.A.D gave them the gift of education and now, they have the opportunity to use their passion for learning to transform their life. This was our first look into how L.E.A.D effectively changes lives.

After working with L.E.A.D over the past few days, we've realized what an amazing organization it really is. Their model rewards children who have a passion to learn but suffer from a lack of opportunity. In return, they strive to become leaders in their field of choice and empower change so that, one day, Ugandans can overcome their obstacles and reach their full potential. We are confident that the students will achieve this goal." PHOTO: Grace and Fred at their mom's funeral.

Forefront Church

August, 2011 — For the 4th straight year, Forefront Church sent 15 volunteers to Uganda to run workshops for our children. Diana Lin, one of the group, said, "What most people see as disadvantages, these kids have turned into advantages. (This) re-enforced my belief that God really is watching and because of that anything is possible." The New York City church has been a major partner and supporter of L.E.A.D. Church members sponsor 21 students.

FUND RAISING

L.E.A.D Students and Staff Visit United States

November, 2011 — Ntege Paul arrived in the United States for a one-month stay to help with fundraising for L.E.A.D Uganda during the holiday season. Ntege will share his incredible story of transformation from a child laborer to a top high school student at churches, schools, and businesses in four states, New York, Connecticut, Pennsylvania, and Massachusetts.

Before he joined L.E.A.D, 18-year-old Ntege Paul broke rocks in a quarry for 73 cents a day to support his family. With L.E.A.D Uganda's help, Ntege now attends one of Uganda's top high schools. Ntege will go on to attend university where he will study engineering.

June, 2011 — Jimmy Lubega, who had been working in Dubai to support his mom and siblings, saved up money to visit New York. While here he attended a fund-raising party at the home of Thelma Ruffin Thomas, and met with members of Saint Peter's and Forefront Churches, as well as, other supporters. Jimmy is now studying Tourism at a Kampala college.

April, 2011 — Monica Nankoma and high school student Julius Kimbowa were in the United States to speak about L.E.A.D Uganda at schools and churches. They attended the Orange Conference in Atlanta, a gathering of 4,000 church leaders and families. L.E.A.D was given a free booth where Monica and Julius, along with Stephen Shames, Andrea Smith and Marivic Guevara, shared L.E.A.D's mission. Monica and Julius attended services at Talmadge Hill Church in Darien, Connecticut, which has sponsored Aringo Proscovia since 2006. Lauren Calahan, founder of LEAP, hosted a party for L.E.A.D at her home. Julius discussed L.E.A.D with Darien High School students in seven classes. They spoke to students at Welsh Middle School and with students of the Diversity Alliance at the Haverford School in the Philadelphia area. The Diversity Alliance sponsors Innocent, an 8th grader at Seeta High. Haverford students have sponsored L.E.A.D Uganda students since 2006.

PHOTOS: Julius and Diversity Alliance students at the Haverford School.

Monica and Kimbowa held meetings with Lili Perski and Leah Karp of the Jacob and Malka Goldfarb Foundation; and with Lynne Honickman and Kathy Ruyak of the Honickman Foundation. Both foundations have been early supporters and major funders of L.E.A.D Uganda. Paulette, Will and Isabelle Dixon hosted a party at their home in New York City for supporters of L.E.A.D Uganda. Monica, Julius and Stephen spoke at a forum sponsored by the Committee on Christian Social Responsibility of Garden City Community Church. On Mother's Day they attended services at Forefront Church.

Exhibition

January, 2011 — Stephen Shames' Uganda photographs were exhibited at the Firehouse Plaza Art Gallery at Nassau Community College from January 18 to March 17, 2011. The exhibit was previously seen at the Pingyao International Photo Festival in China, the Steven Kasher Gallery in New York, Stony Brook University on Long Island, NY, the Gershman Y in Philadelphia, and Clifford Chance law firm's New York offices. The exhibit is sponsored by the Honickman Foundation. The Philadelphia Art Museum and private collectors have purchased Shames' limited edition 30x40 inch art prints. All proceeds from art print sales and exhibition rentals benefit our students. So far, over \$10,000 has been raised.

PARTNERSHIPS

LEAP — Leaders Educated as Philanthropists

January, 2011 — LEAP creates more informed citizens, impassioned visionaries and committed humanitarians by focusing on leadership development. L.E.A.D Uganda high school students will be paired with students from high schools in Connecticut so they can learn from each other. The LEAP students are planning to visit Uganda in August, 2012.

Web Store — L.E.A.D Cap & Partnership with Artist Shepard Fairey

June, 2011 — L.E.A.D Uganda introduced a baseball cap with the L.E.A.D logo. We also sell limited edition prints and a L.E.A.D Uganda t-shirt with Shepard Fairey's Blanket image, "Hope Necklaces" made by our children's guardians, and branded note cards.

Teen Power

David Morgan, 18, who hails from Darien, Connecticut and graduated this month from Greens Farms Academy in Westport has been helping L.E.A.D since he was 16 when he met L.E.A.D students Katongole Godfrey and Kamoga Moses when they visited Talmadge Hill Church. David traveled to Uganda with members of New York City's Forefront Church in 2010. While there, he shot photographs and video footage for a documentary about the program. He also produced a short music video with L.E.A.D's students. He designed and made 300 copies of the L.E.A.D Donor DVD featuring three promotional films by Ascension Films. He arranged for the donation of more than thirty laptop computers, repairing them, and transporting them to Uganda.

Eric Niles, a recent high school graduate from Williamsville, New York, started Books for Charity on Amazon.com. Eric collects books and sells them on Amazon to raise money for L.E.A.D. He has raised more than \$1,500. Eric organized other teens through Teen Tzedakah (affiliated with the Foundation for Jewish Philanthropies) to raise \$3,600 for L.E.A.D Uganda.

L.E.A.D Uganda film

Shawn Willis and Jonathan Austin of Ascension Films are working on a feature length documentary about L.E.A.D Uganda. Ascension produced three short videos about L.E.A.D. The films, available on our website (www.leaduganda.org) and shown when we speak, aid our fund raising efforts.