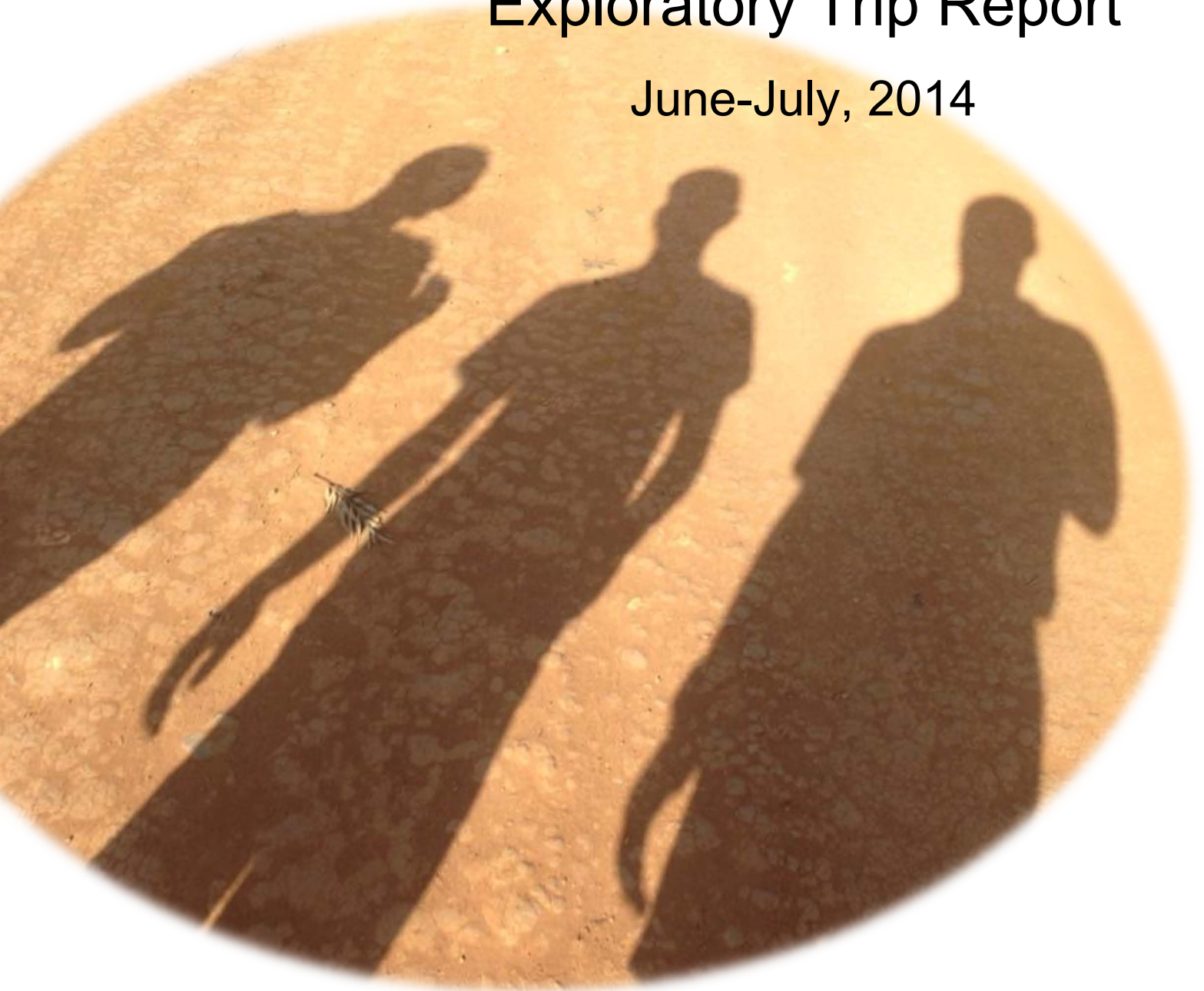


# The PAMOJA Mentors

## Eldoret and Iten Exploratory Trip Report

June-July, 2014



Michael Moverman  
Sean-Patrick Oswald

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**I. Abstract:**

Michael Moverman and Sean-Patrick Oswald traveled to Eldoret and Iten, Kenya, from June 23, 2014 through July 3, 2014, in pursuit of an idea to provide mentoring and positive role models for the youth population of these two areas. In advance of the trip, Michael and Sean-Patrick interfaced with Moi University Teaching and Research Hospital through engagement with the AMPATH consortium and especially Dr. Rachel Vreeman to better understand the challenges the youth of this area routinely face. In Eldoret and Iten, Michael and Sean-Patrick spoke directly with the local community to learn which individuals would benefit most from a newly established program, as well as received suggestions for specific considerations any new program should contain. A repeatedly heard theme was that outside of the classroom activities, especially sports, provide a fun and positive outlet for the youth of this area, particularly those who may be otherwise marginalized due to medical affliction or poverty. Additionally, local professional Kenyan runners were identified as well-known and respected public figures, suitable for serving as role models and positive influences on the youth of these communities. Consequently, Michael and Sean-Patrick intend to leverage their connections to the running communities both within the United States and Kenya to establish free of charge summer youth camps beginning in August, 2015, to support the personal and social development of the marginalized youth of Eldoret and Iten, Kenya.

**II. People:**

Michael Moverman and Sean-Patrick Oswald are social entrepreneurs hoping to plant the seed of an idea to drive innovation within a pre-existing community and organization to develop a locally owned, locally grown, and locally sustained program capable of enacting meaningful change in our world. Michael and Sean are both Duke University graduates with a passion for global community service and engagement. Michael is currently in medical school at UMass School of Medicine, while Sean-Patrick works Vaccine Development within Merck's Manufacturing Division. During their time at Duke, both served as captains of the men's varsity track and field team.

**III. Trip Details:**

Michael Moverman and Sean-Patrick Oswald traveled to Kenya from June 23-July 4. Time was primarily spent in two cities in the rift valley region of western Kenya - Eldoret and Iten. Eldoret is currently the fastest growing urban center in Kenya with a population of nearly 300,000, while Iten is a smaller town of 42,000 located 35 kilometers NE of Eldoret. Both Eldoret and Iten have a rich history in athletics, as many of Kenya's great long distance runners live and train in the area.

Six days were spent in Eldoret and two days were spent in Iten. The remainder of the trip was spent traveling to and from Kenya. Michael and Sean stayed at the Indiana House, a dormitory facility supported by AMPATH during their time in Eldoret, and at the Lornah Kiplagat High Altitude Training Center while in Iten.

#### **IV. Reason for Trip:**

After ten months of dialogue with people and groups on the ground in Kenya, Michael and Sean-Patrick realized that a site visit to the cities of Eldoret and Iten was the next logical step in the development of our idea. They both understood that they could only do so much from the United States, and wanted to use the trip as a springboard to turn conversations into action. Specifically, Michael and Sean-Patrick decided to travel to Kenya to refine their idea and further understand what would need to be done in order to launch a pilot program in the summer of 2015. Most importantly, however, Michael and Sean-Patrick traveled to Kenya to connect with and learn more about the people, community, and culture with which they hoped to work.

#### **V. Trip Goals:**

*Primary:*

1. Understand what the local community wants and what type of program or curriculum would work.
2. Make connections with people or groups that may be able to help during a pilot year.

*Secondary:*

1. Understand what is available in terms of logistical support in the area for US volunteers (lodging, transportation, etc).
2. Understand the level of support local institutions and existing organizations would be willing to provide moving forward.
3. Get people other than initial contacts excited about the idea.

#### **VI. Meetings/Activities:**

*Our trip spanned the dates of June 23<sup>rd</sup> through July 3<sup>rd</sup>, 2014. However, due to travel arrangements, we were in Eldoret from the evening of June 25<sup>th</sup> until the evening of July 2<sup>nd</sup>. Therefore "Day 1" in Eldoret is noted as June 26<sup>th</sup>.*

#### ***Day 1, 26Jun2014:***

Introduction to Dr. Rachel Vreeman's Team at Moi Teaching and Referral Hospital (MTRH), Eldoret, Kenya.

We had the opportunity to have a roundtable discussion with members of Dr. Vreeman's Pediatric HIV/AIDS team including U.S. medical students, Kenyan healthcare providers, and support staff. During this conversation, Dr. Vreeman's team shared with us some of the challenges they have witnessed and experienced while trying to reduce the burden of chronic diseases with regards to HIV/AIDS specifically. One of the biggest challenges we learned about was the pervasive stigma in Kenyan culture associated with taking medicines and the oftentimes lack of privacy. Consequently, information regarding young adults' HIV+ status is often withheld by their parents for many years, and in some cases it is never fully disclosed to the affected individual. To combat this, Dr. Vreeman's team shared with us their current projects, known as "Hadithi" (or "Stories"), aimed at helping to

encourage disclosing HIV+ status, as well as teaching appropriate ways to do so. Additionally, for individuals who have learned of their HIV+ status, Peer Support Groups have been established.

### Hadithi Curriculum Discussion with Dr. Vreeman's Interns and Researchers

After an overview of the ongoing work on pediatric HIV/AIDS at MTRH, we moved to a small group to learn more about the specifics of "Hadithi" – what has been tried, what is planned for implementation, and what seems to work well. This was also our opportunity to share with the group some of our project framework and receive feedback from the group. We were interested in gauging their perception as to the effectiveness of sports in exciting and bringing together young adults in Eldoret. Additionally, we wanted to understand more regarding mentoring relationships and the dynamics of American – Kenyan interaction. We were met by an overwhelmingly positive response, indicating that Kenyan youth enthusiastically sought out opportunities to play sports (especially soccer). Furthermore, we were assured that American volunteers were not only welcomed in the community, but that young adults in Eldoret gravitated towards them as role models and natural teachers. From this conversation, we felt strongly about the potential for American Student-Athletes to be positively influential in this region.

We also used this discussion to better understand the typical day and school year for Kenyan students. Typically, school is year round with 4 week breaks in April, August, and December. When in session, the school day is from 8:00am until 3:00pm (or in some cases 5:00pm). While some schools do have clubs or sports teams, these are rare and not accessible to the majority.

### ***Day 2, 27Jun2014:***

#### Peer Support Group Roundtable

In what may have been our most eye-opening and beneficial discussion of the entire trip, we were fortunate enough to sit in on a Peer Support Group discussion with members of Dr. Vreeman's team and a number of HIV+ adolescents who were receiving treatment through MTRH. Additionally, several counselors and nurses from MTRH participated in the discussion. The purpose of this conversation was to discuss the Peer Support Groups that had been established for HIV+ individuals, as well as hear their personal stories about the challenges they faced upon learning their HIV+ status as well as their continued struggles with taking their medications as prescribed. Furthermore, we hoped to learn from these individuals what specific programs and events helped them in overcoming these challenges. A recurring theme we heard was the exceedingly positive impact of having opportunities to come together as kids with their friends, both HIV+ and not, to simply joke around, participate in various activities, and have fun. Some of the activities specifically mentioned included talent shows, entertainment, and athletics (soccer, basketball, running). As one of the individuals stated, when in these activities with friends, "You don't feel like you are positive anymore."

***Day 3, 28Jun2014:***Exploration of Eldoret City

After two days of highly successful and inspirational conversations, we decided to take the weekend to get acquainted with the city of Eldoret. Fortunately, we had been able to connect with two local aspiring professional runners who offered to show us around the city. We were able to quickly bond over our interests in running as well as desire to help children and young adults in the Eldoret area. Our tour of the city began with a trip to the local Coca Cola Bottling Factory, where the brother of one of our guides worked on the assembly line. We were fortunate enough to go inside the factory and observe the bottling process and sample the completed product.

Following this tour, we walked to the center of the city and explored the many different street vendors. The streets were crowded with traffic and pedestrians that could best be described as “organized chaos.” From our perspective as Americans used to stop signs and traffic signals, the lack of these objects surely should have resulted in numerous collisions and accidents. However, we witnessed no such incidents and were pleasantly impressed by the development of the city. While the unpaved dirt roads and vehicle exhaust covered almost everything in a fine dust, the city surprised us with its offerings of multiple grocery stores, restaurants, electronics stores, and other businesses indicative of an established city. To be fair, most items for sale were secondhand or several years outdated, but the city clearly demonstrated to us the availability of all items that one might expect in a densely populated area.

***Day 4, 29Jun2014:***Travel to Iten, Kenya

We continued to make use of the weekend by planning a last minute trip to the town of Iten, Kenya, in Elgeyo Marakwet County. We traveled by private taxi cab, as other means of transportation in the area (notably Matatus, or minibuses) are cheaper, but also have a greater incidence of breaking down or being involved in vehicular accidents. On the way to Iten we stopped at Kruger Farms to see some giraffes, a hidden gem of an attraction suggested to us by some fellow American students staying in Eldoret. We were able to hike through the farm and get within 15 feet of the giraffes. Due to our densely packed schedule for the week, this was the closest we were able to get to taking a safari, but thoroughly enjoyed the experience. We continued on our way to Iten, arriving at Lornah Kiplagat’s High Altitude Training Center (HATC), where we had made arrangements to spend an evening. Iten is known around the world as the “City of Champions,” having produced more long distance running world and Olympic champions than anywhere else in the world. Furthermore, the HATC is the training home to many of these champions and other Olympic hopefuls. In choosing to stay at the HATC, we were hoping to connect with



some of the many hundreds of professional runners in the area and hear their thoughts regarding our program intentions.

### ***Day 5, 30Jun2014:***

#### Informal Conversations with HATC Staff and Guests

As mentioned earlier, one of our primary reasons for choosing to stay at the HATC was to hopefully connect with members of the Kenyan professional running community to gauge their interest in serving as mentors within our program framework. We immediately made these connections and had conversation with several staff members at HATC who had previous professional running experience and continued to be actively involved with runners in the area. We were delighted to hear of their belief in the merit of our program and confidence that they could easily identify dozens of athletes in Iten who would be willing to volunteer as mentors. Furthermore, we were able to establish a relationship with these individuals such that should we return to Iten, lodging at the HATC for our American volunteers would be readily available.

#### Introduction to Christopher Cheboiboch

Through a mutual contact, we were able to arrange a meeting with the Honorable Christopher Cheboiboch, a former professional runner who resided in the same county as Iten. Christopher was the runner-up finisher in the 2002 Boston and New York City Marathons. Upon concluding his professional running career, Christopher used his winnings to start Salaba Academy, a primary school in Iten. He also was elected to the County Assembly as a representative for his Ward. Initially, our goal was to seek Christopher's input regarding how our program could be most effective and which individuals we should target as both mentors and mentees. Christopher was greatly in favor of the framework we proposed, and immediately offered his assistance beyond our expectations.

A few hours after our initial conversation, Christopher brought us to the Elgeyo Marakwet County Governor's office, where we had the privilege of meeting His Excellency Alex Tolgos, the Governor of Marakwet County. Governor Tolgos invited us to share our vision for establishing a mentorship program for young adults in the area and enthusiastically pledged his and the county's support for our project. Governor Tolgos spoke of the importance of young adults to have their talents recognized and cultivated, and believed strongly that establishing a system for U.S. volunteers and Kenyan athletes to mentor these Kenyan youths would be highly successful.

At the conclusion of these conversations, Christopher gave us a tour of his school, Salaba Academy. To our surprise, Christopher also offered us the use of his school at no cost, other than electricity, should we choose to return and establish our program in the area. As a recently built school, it offers many amenities that would certainly be of great benefit to our program, including dormitories for full boarding students and athletic fields. The school itself is small by U.S. standards, but is

capable of accommodating upwards of 100 students at any given time. Christopher also presented us with a certificate of registration from Kenya's "Ministry of Gender, Children & Social Development" for the "Salaba Young Talents Training Camp Group." According to Christopher and the certificate, this group was established several years ago in an attempt to provide an athletics camp for young adults in Iten. However, due to financial difficulties and time constraints, the camp was unable to be continued. Yet, Christopher offered us the certificate as a baseline for formulating our idea and offered to renew the certificate at his expense, thus allowing us to begin our program without any additional hurdles or registration needed with the local government.

### ***Day 6, 01Jul2014:***

The following day, Christopher agreed to meet with us again in Eldoret at the Sirikwa Hotel to further discuss our idea and thoughts on working with him, Salaba Academy, and the town of Iten. We also took the previous evening to modify/update the certificate of registration from Christopher to contain more of the specifics of our program. In reviewing this with Christopher, we had good dialogue about some of his expectations for a camp held at his school, as well as some of the important aspects we wanted to include. We were also able to come up with a reasonable estimate of costs for the first year, develop several strategies for recruiting participants to the camp, and identify key Kenyan stakeholders who should be involved in the program from an administrative side. In short, the conversations of the previous day and today gave us confidence that we had a willing and enthusiastic partner in Kenya, and we were impressed at the progress we had made in putting together concrete plans for actualizing our idea. Additionally, Christopher introduced us to the Elgeyo Marakwet County Minister of Sport, Shadrack Yatich. Consistent with all those we had met prior to him, Minister Yatich likewise shared his enthusiasm for his idea and pledged his support in any way possible.

### ***Day 7, 02Jul2014:***

#### Overview of the Tumaini Drop-in Center

Located in Eldoret near the AMPATH-run hospital (MTRH), the Tumaini Drop-in Center was established as a resource for street children in Eldoret. Consisting of both a Drop-in Center and recently formed Transition Center, Tumaini (meaning "hope") strives to empower street children with the knowledge of an alternative, healthy, and more viable lifestyle than is provided by the streets. We were able to meet the co-founder of Tumaini, Samuel Kimani, and continue to share our vision of athletics as a positive outlet for bringing together youths and teaching valuable life skills. Sam highlighted the need for positive mentors in the lives of the street children he serves through Tumaini, and endorsed our framework that would enable such relationships to develop with these youths. Additionally, Sam revealed to us the important role sports (especially soccer) played for Tumaini in



encouraging street children to pursue healthier lifestyle opportunities. Specifically, Sam spoke of how informal soccer games on the streets and parks often helped street children connect to Tumaini and begin to take advantage of it as a resource. This information reinforced in our minds the power of sport as a channel to many life opportunities. In closing, Sam stressed to us his view on the importance of finding a true Kenyan collaborator; someone on the ground in Kenya year-round keeping things going. Furthermore, Sam voiced his willingness to be that potential collaborator and requested we continue to engage him in our plans to return.

### Eldoret Orphanage Tour

The two aspiring professional runners we had met earlier in the week, Ken and Sammy, had quickly become good friends during our time in Eldoret. They were able to arrange for us to visit a local orphanage for ~25 children on the outskirts of the city. We had the opportunity to visit with the children and talk with the Orphanage Mother about challenges faced by orphans in Eldoret, and specifically the difficulties associated with the children growing to adolescence and no longer having a place at the orphanage. Unfortunately, it seemed the path for many of these orphans led to the streets at adolescence if they were unable to enroll in a boarding school. While the orphanage was able to care for them during childhood, the facility could only do so much to ensure success for them once they grew into their teenage years.

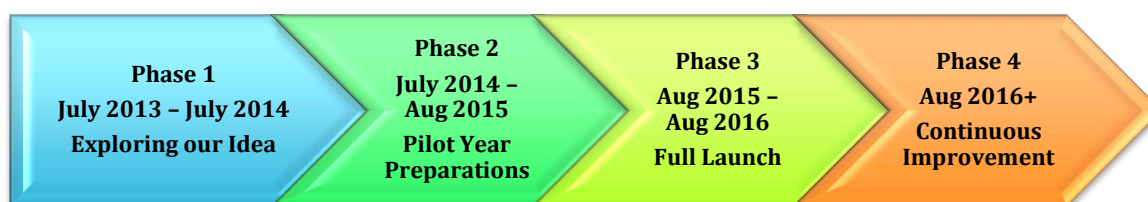
### Closeout Discussion with Dr. Vreeman's Research Team

At the conclusion of our stay in Eldoret, we re-convened with members of Dr. Vreeman's research team at MTRH to recap our time and experiences. We began by reviewing our reasons for traveling to Kenya, goals for the trip, and criteria we had established for deeming the trip successful and moving forward with plans for a return. We conveyed to the team our impression that there certainly seemed to be several different populations of youth in Eldoret who could potentially benefit from positive mentorship. Furthermore, based on our conversations and discussions, it seemed that adolescents in Eldoret found sports and non-classroom activities to be extremely exciting and offered a great way for kids to open up and abandon some of the negative stigmas attached to them. Additionally, we felt we had connected ourselves well to the professional running community in the region, and this group of people certainly appeared to be well-known and potential role models for local youth. We requested feedback regarding these observations from Dr. Vreeman's team, and they were in agreement with our assessment. They challenged us to think critically about how we intended to sustain this initiative, as well as what specific individuals would be key to the program's success. As representatives of AMPATH, they expressed a willingness to support our continued exploration of the region, as well as share any contacts that may enable the launch and growth of the program. Ultimately, their response to our visit was overwhelmingly positive and they encouraged our return to the region for the purpose of launching our mentorship program.

## VII. Lessons Learned:

1. Kenyan kids want access to extra-curricular programs - such as sports, drama, and art.
  2. Kenyan adolescents in the rift valley region look up to professional runners as role models.
  3. Kenyan adults think a program that uses athletics to teach social skills to adolescents would be a beneficial.
  4. Outside of school, there are limited options available that help Kenyan adolescents develop social skills.
- “Kids need opportunities to open up and not be stigmatized.” – Peer Support Group Nurse
  - “Coming together and meeting as a group to share and learn from each other helps me understand I’m not alone...I make a bond and come together.” – Peer Support Group HIV+ Adolescent
  - “Inspiration comes from people who have HIV/AIDS and are living positively, but also can come from people who do not have the disease.” – Peer Support Group HIV+ Adolescent
  - “HIV+ students should be treated the same as all other students; not neglected and not treated special.” – Peer Support Group HIV+ Adolescent
  - “You have the full support of our city and government” – Elgeyo Marakwet County Governor
  - “Find a true Kenyan collaborator who is on the ground in Kenya year-round to keep things going.” – Tumaini Director

## VIII. Next Steps:



We are  
here!

### Phase 2 Activities:

1. July – August 2014
  - a. Analyze discussions and key learnings from site visit.
  - b. Develop Trip Report to summarize our findings
  - c. Website creation and launch
2. August 2014 – December 2014
  - a. Identification and Selection of Key Program Leaders and Advisors
3. September 2014 – May 2015
  - a. Curriculum and program development

- b. Continued conversation with local contacts/institutions and pilot year hosts
- 4. April – July 2015
  - a. Coach Applications, Selections, and Training
- 5. August 2015
  - a. Pilot year in Eldoret and Iten, Kenya
- 6. Ongoing: Fundraising and other activities to secure resources for 2015 Pilot

#### **IX. Proposed Budget 2015 Pilot Year:**

##### Budget Assumptions:

- 1. 2 Week Camp in August 2015 (15 days)
- 2. 6 U.S. student-athlete participants
- 3. 6 Kenyan athletes/mentors/coaches
- 4. 100 Kenyan youth camp participants
- 5. Housing costs provided by Kenyan host/partner institution
- 6. 3 meals/day provided to all participants

I.	Travel/Airfare	
	a. U.S. student-athlete flights:	\$2000/pp
	b. Taxis/shuttles:	\$2/pp/day
	Subtotal:	\$12,180
II.	Lodging/Meals	
	a. Participant Daily Meals	\$1/pp/day
	b. Electricity Costs	\$10/day
	c. U.S. student-athlete room and board	\$50/pp/day
	Subtotal:	\$6150
III.	Miscellaneous	
	a. Camp First Aid Kits (2)	\$50/each
	b. Participant T-shirts	\$5/pp
	c. Sports Equipment (soccer balls, cones, etc.)	\$400
	Subtotal:	\$1000
	Total:	\$19,330

Total per participant: ~\$26.50

Total per U.S. volunteer: ~\$2800

#### **X. Appendices**

- 1. Trip Photos
- 2. Draft of Certificate of Registration for Self-help Group/Project
- 3. Useful Links

Appendix 1: Photos from Site Visit

Sean-Patrick and Michael with one of the members of the HIV/AIDS Peer Support Groups in Eldoret, Kenya.



Sean-Patrick and Michael visiting with students at Salaba Academy in Iten, Kenya.





A self-photo with our friends we met while running in Eldoret. Ken and Sammy became our tour guides and connection to the professional running community in Eldoret.



A group photo in Eldoret with members of the Elgeyo Marakwet County Assembly, including Minister of Sport Shadrack Yatich (farthest left) and Assemblyman Christopher Cheboiboch (second from left).

## Appendix 2: Draft of Certificate of Registration for Self-help Group/Project

TO: Republic of Kenya Ministry of Youth Affairs and Sports

Subject: Application for a Certificate of Registration of Self-help Group/Project

### 1. Summary

#### a. Background Information

The PAMOJA Mentors was started in 2014 as a nonprofit group with the view of identifying individuals between the ages of 11-18 years in need of positive role models and mentorship, and providing opportunities for them to enjoy such mentoring experiences while developing necessary life skills.

#### b. Physical Location

The camp will be based at Salaba Academy along Iten-Eldoret Road, 3 kilometers from Iten town.

#### c. Registration

The camp is registered with the Ministry of Gender, Children and Social Development, Certificate number 236658.

The purpose of this registration is to detail the organization of the camp and provided an estimated budget for material/equipment support in order to keep future editions of the camp a reality.

### 2. Introduction

#### a. Our Vision

Providing the youth of Iten and surrounding areas with the social and personal skills necessary to become strong leaders within their communities.

#### b. Mission

- i. To identify, nurture, and develop talent through the positive influence of local and international mentors and role models.
- ii. The main purpose of the camp is to complement academic instruction with athletics and other activities to further develop youths' teamwork, leadership, goal-setting, and other social skills. The young athletes are both boys and girls. The camp targets 100 individuals initially, with opportunity for future growth.
- iii. The camp will provide full room and board at Salaba Academy for the youth participating in the camp.

### 3. Needs/Problems

- a. The targeted group of camp participants are often marginalized and made to feel unwelcome in their local communities. In addition, many of these youths are without positive role models in their lives and lack



guidance or direction in pursuing opportunities in life. The majority of participants in this camp lack the knowledge of resources available to them to pursue a more sustainable lifestyle, or feel unwelcome using such resources. Consequently, ensuring the targeted audience feels welcome and desired at the camp will be necessary in order to reach our recruitment goals.

#### 4. Objectives/Goals

The main objectives are:

- a. Providing an environment to enhance social development through impactful mentorship and positive role models.
- b. Developing social skills in teamwork, leadership, communication, etc., through participation in athletics and the arts.
- c. Promoting the importance of community engagement and being a positive role model to subsequent generations within the local community.
- d. Gaining greater social awareness through exposure to different cultures and challenging circumstances.
- e. To maximize the full potential of Iten's youth by offering an environment to learn life skills essential for success in any career.
- f. To promote a healthy lifestyle among Iten's youth.
- g. To provide a safe and healthy environment during the academic holiday and enable the formation of lasting friendships that extend across continental boundaries.
- h. To enable global collaboration between individuals in Kenya and the United States of America.

#### 5. Procedures/Scope of Work

- a. The camp will be open on a first-come first-served basis to all individuals within the agreed upon geographic boundaries.
- b. After registration and the number of enrolled individuals has been attained, program leadership will divide the enrolled participants into even sized groups or teams (approximately 8 teams of 12-15 youths). Accommodations at no cost to the camp participants will also be arranged.
- c. With the camp in place, the program leadership will organize sessions with local athletic personalities and institutions to conduct motivational talks on career development, choice and life skills. The personalities selected will include renowned athletes and role models.
- d. The personalities will serve as a continuous presence in the camp, serving as "coaches" in partnership with U.S. based volunteers for one of the organized teams.

#### 6. Timetable

- a. Phase 1: Pilot Year – August 2015
  - i. Two week camp during school holiday

1. Purpose of shortened pilot year camp is to understand what works and what does not work on a smaller scale before launching the full camp the following year.
- b. Phase 2: Full Camp Launch – August 2016
  - i. Three to Four week camp during school holiday with expanded participant and mentor enrollment.
- c. Phase 3: Multi-annual Camps – 2017
  - i. Three to Four week camps offered multiple times each year during school holidays
7. Phase 1 Budget (in USD\$) (Phase 2 and 3 to be determined at later date)

**Budget Assumptions:**

- a. 2 Week Camp in August 2015 (15 days)
- b. 6 U.S. student-athlete participants
- c. 6 Kenyan athletes/mentors/coaches
- d. 100 Kenyan youth camp participants
- e. Housing for Kenyan youth provided by Salaba Academy
- f. 3 meals/day provided to all participants

*Travel/Airfare*

d. U.S. student-athlete flights:	\$2000/pp
e. Taxis/shuttles:	\$2/pp/day
Subtotal:	\$12,180

*Lodging/Meals*

f. Participant Daily Meals	\$1/pp/day
g. Electricity Costs	\$10/day
h. U.S. student-athlete room and board	\$50/pp/day
Subtotal:	\$6150

*Miscellaneous*

i. Camp First Aid Kits (2)	\$50/each
j. Participant T-shirts	\$5/pp
k. Sports Equipment (soccer balls, cones, etc.)	\$400
Subtotal:	\$1000

Total: \$19,330

Total per participant: ~\$26.50

Total per U.S. volunteer: ~\$2800

8. Key Personnel

The camp is designed to be Kenyan run, Kenyan supported, and Kenyan owned. As such, the majority of program leadership will be Kenyan residents and citizens.

- a. Christopher Cheboiboch – Kenyan Patron
- b. Michael Moverman, Sean-Patrick Oswald – U.S. Patrons

- c. Chairman – to be appointed by unanimous agreement of Kenyan and U.S. Patrons.
- d. Secretary– to be appointed by unanimous agreement of Kenyan and U.S. Patrons.
- e. Treasurer– to be appointed by unanimous agreement of Kenyan and U.S. Patrons.
- f. Lead Kenyan Coach – To be appointed on an annual basis.
  - i. Responsible for recruiting/training of Kenyan Coaches
- g. Lead U.S. Coach – To be appointed on an annual basis.
  - i. Responsible for recruiting/training of U.S. Coaches
- h. Youth Participants – boys and girls

9. Evaluation

A Board of Directors will be implemented to conduct a periodic review of the program operations and adherence to vision and mission. Additionally, assessment by Ministry of Education and other government entities will be welcomed.

10. Endorsements

The following are institutions and personalities who have supported our course and activities.

- a. Elgeyo Marakwet County Government: His Excellency Governor Alex Tolgos
- b. Elgeyo Marakwet County Government: Minister of Sport Shadrack Yatich

11. Steps Intended for the Readers

The readers of this certificate are requested to:

- a. Formally confirm receipt of the proposal.
- b. Communicate to us on the position as proposed.
- c. Lobby for support from friends after an official agreement is reached with the leadership of The PAMOJA Mentors.

Appendix 3: Useful Links

Rachel Vreeman's Blog:

<http://ampathkenya.org/rachel-vreeman/>

HADITHI Project Page:

<http://www.ampathkenya.org/rachel-vreeman/blog/2013/january/hadithi=-stories/>

Tumaini Children's Drop-In Center:

<http://www.tumainicenter.org/About.html>

High Altitude Training Center – Iten:

[http://www.traininkenya.com/Iten\\_kenya/home.html](http://www.traininkenya.com/Iten_kenya/home.html)