

# Table of Contents

3
4
5
7
9
11
14



When the concept of the Pay it Forward Foundation (PiFF) was realised in October 2009, we had no idea how things would turn out. All we knew was that we wanted to change our environs and the people in it. We didn't know how people would react. Some said it wouldn't work - who had ever heard of an NGO sustained by its members? But 14 months down the road, PIFF has come to represent the high and the colour of life, and the highlight of every member's year.

PiFF is more than just a concept though - it is (forgive the cliché) a way of life. It is an act of kindness. Helping someone out - a friend, a relative, an enemy or even a stranger for the simple reason that you can is a very humbling experience.

Every month, members voluntarily contribute whatever amount they have available, ranging from as little as Shs 100 to as much as a thought that sparks a new project. These self-driven donations have driven all the long and short term projects that the PiFF has been involved in.

PiFF projects this year have included on-going assistance to Oasis of Life Orphanage in Natete, Kampala, which has included provision of basic essentials to the Oasis kids, like sanitary towels for the teenage girls, sports equipment, medication, clothing and food. We enabled the construction of a fuel efficient and more environmentally friendly cooking stove at the orphanage, too. We've also provided educational items and support to various groups, including the Oasis kids, and developed a pen pal programme with the kids which is the beginning of our mentorship programme. None of this would have been possible without you.

We'd like to say a big thank you to all of YOU - you made this possible! A huge high five and hip bump to all you guys who send us love , stuff and encouragement - even if you stay in the shadows. An even higher five thank you to all those guys who hosted and attended the PiFF 'In-Reach' events - the things that have kept us going. Thanks for coming to our parties (we loved having you), the weekly meetings (which are so much fun!), and for being a part of the engaging mailing list (which, by the way, everyone should be on - It's an experience of its own!). Yes, all those events were just some of the ways that the PiFF pays it forward to YOU even when all you need is a laugh and a smile. As I conclude, allow me to shout a toast to a year of PiFF and to a lifetime of kindness!!



The Pay It Forward Foundation Uganda (PiFF) was started by a group of young, idealistic, like-minded individuals who want to have a positive impact in their worlds.

The simple idea behind the PiFF is that anyone can be a force for positive change in the world in which they live. You have the power to change your world, to make it what you want it to be - and it all starts when you say and do

The PiFF aims to effect positive change in our society by encouraging its members and the world to practice the teachings of kindness, generosity and compassion in their everyday lives, and building a better world together. The PiFF is non-denominational - we're all-embracing.

The PiFF was officially started on 7th November 2009 with a masquerade party aimed at spreading the word about the PiFF, raising funds for the Oasis of Life orphanage, our maiden project, and having a little fun while we did it. Since then, the PiFF has been engaged in several projects whose main goal has been to forge a spirit of togetherness and purpose among the members and the various groups and individuals that the PiFF has come into contact with over the past year.

#### Membership and Leadership

Willing and enthusiastic volunteers are the core of the PiFF. Membership is not restricted in any way . A board of trustees oversees the activities of the Foundation, and currently, all its members are volunteers. The Board consists of a chairman, his deputy, a treasurer, spokesperson, secretary, legal counsel and project coordinator all assisted by another set of volunteers, including a planning and a finance committee.

Going forward, the board of trustees will be democratically elected by the general assembly comprising all members of the Foundation at a general meeting.

#### **Projects and Activities**

Members have proposed projects for the PiFF. These projects are built around the themes that we have chosen to focus on and include:

- •The Kindness Drive
- •Knowledge for All
- •The Oasis of Life Orphanage
- •Big Brother, Big Sister

The projects are often inter-linked and each activity that is carried out is generally classified under a broader project. Each project is led by a volunteer, who co-ordinates with the Board and members to plan, run and finance activities.

### **Kinship - Growing Together**

The PiFF encourages its members to learn from and use each other's skills, abilities, resources and energy to grow and develop as individuals and thereby strengthen the foundation. In this spirit, several members have engaged together in income generating activities that go towards building member's ability to work together in achieving their goals. The PiFF also takes part in the incomegenerating activities as an entity, in order to generate revenue for its activities.

## A Brief History: cont'd

The Pay It Forward Foundation Uganda is essentially a network of individuals with a common goal of having a positive impact on their world. There is strength in the simple act of genuine kindness, the PIFF understands this and seeks to aggregate the impact by putting together like minded people who, when pitted against the unfair situations in the world, are formidable. It aims to grow into a movement that will inspire Ugandans from all walks of life to make themselves better and by extension, their country and the world.

# Projects and Activities

## The Kindness Drive

The kindness drive is the core project from which all other PiFF projects and activities evolve and revolve. The goal of this project is to spread the idea of 'paying it forward'- to act with kindness towards each other in our everyday lives, and hence build a better society. All members of the foundation are leaders of this project in their separate worlds, i.e. they are encouraged to 'be the change' they wish to see in the world.

## Knowledge for All

The goal of the Knowledge for All project is to provide access to instruction and knowledge for anyone willing to learn.

Specific objectives of this project include:-

- •To establish and maintain a fund for the purposes of providing school fees for orphans and the underprivileged;
- •To source, collect and distribute educational materials to individuals, schools and communities; and
- •To establish accessible public libraries and learning institutions in communities across Uganda; this is a long term project and is aimed at under-served communities, under-privileged schools, and orphans.

The foundation has set up an education fund which so far regularly provides school fees for the orphans of the Oasis of Life Orphanage in Natete. Other beneficiaries were Sister Miriam Duggan Primary School pupils of Kamwokya, where we provided scholastic materials for the 2010 primary seven candidates in addition to contributing to their examination fees.

## Oasis of Life Orphanage

The Oasis of Life for Africa is an orphanage located in Natete, a suburb of Kampala. Founded in 2001 by Henry Nsubuga and the Living Word Temple church of the same area, it is currently home to over 50 orphans and also contributes to the well-being of 96 others who live with foster parents around the community. The orphanage is supported by members of the local community through the church, well-intentioned individuals and groups.

The Pay It Forward Foundation Uganda (PiFF) partnered with the Oasis of Life orphanage to offer moral and material support to the children. Our aim is to build a sustainable partnership that addresses the most pressing issues at the orphanage and will attempt to solve the long term issue of sustainably improving the quality of life of the children and by those associated with them.

There are various problems that affect the children, and while it is easy to concentrate on a particular one, we are aware of the fact that most often, the problems are interconnected and that a solution that addresses the following key issues is an ideal foundation for a working model.

- 1.Food security
- 2.Health services
- 3. Shelter and personal security
- 4.Education
- 5.Play

Over the past year, the PiFF has been engaged in solving the immediate issues facing the orphanage. Specifically;

- •The PiFF has encouraged its members to interact with the children at the Orphanage and take on mentoring roles with them. Regular visits are made to the orphanage, and a pen pal programme was introduced through which members write to the children on a regular basis;
- •Provision of basic supplies including food, sanitary towels for girls, soap, clothing, medicine, sports equipment and other items to the Orphanage;
  - •Contributing towards the children's school fees;
- •In partnership with GTZ, constructing an improved, fuel-efficient cooking stove at the orphanage.

The partnership with the Orphanage has proved challenging, and has been a tough learning experience for all those involved. Understandably, the leadership of the Orphanage are often concerned with the immediate needs of the children such as food and medication. Given our limitation of resources, we are often faced with decisions on whether to fill short term needs, or save resources for more sustainable efforts. Communication and harmonisation of our vision with the orphanage leadership has been a challenge, and will be continuously pursued.

In the coming year, we will focus on developing a workable strategic plan for our involvement in the Orphanage, with the goal of improving the children's short and long-term quality of life being our guiding principle.

## Big Brother Big Sister

**Big Brother Big Sister** is a mentorship programme that has been developed to encourage people of all generations to offer guidance to those who seek it, by providing volunteer role models or mentors and suitable activities and spaces that will enable individuals to develop their talents and skills. While still in initial stages, it is to become a core program of the PiFF.

It is based on the philosophy that each and every human being has a lesson that they can learn better, teach better, *do better* and *be better*.

# The Road Ahead

All projects and activities carried out by the PiFF serve to illustrate the idea that real and effective change is brought about by ordinary people practising the values of compassion and kindness in their everyday lives. The PiFF intends to become an Organisation of Action - a galvanising force that encourages people to do what needs to be done HERE and NOW.

The PiFF plans to strengthen existing relationships with partner organisations as well as develop new links and relationships that will extend its reach and diversity. The foundation plans to grow its membership base to at least 1000 subscribed and 100 active members in the next year.

- •The **Big Brother Big Sister** mentorship programme will be officially launched in the coming year after a suitable number of volunteers and other structures have been put in place. It will be initially targeted at the youths and will eventually be expanded to accommodate other demographics.
- •The Oasis of Life Orphanage project will remain a core project of the foundation and will serve as both a measure and inspiration for other PiFF projects. The goal of making the orphanage sustainable both in the fiscal and spiritual sense will be the primary focus of the project in the coming year.
- •As part of the **Knowledge for All** project, and its objectives of contributing to continuation and improvement of education, we will continue to seek regular funding to support our chosen beneficiaries.
- •In its aim to become self-sustaining, and in order to fund its activities, the PiFF will seek out and invest in development oriented and environmentally conscious enterprises and encourage, as well as provide information to, its members on how to engage in such enterprises themselves.



# Board of Trustees

## Abid Businge Were (Chairperson)



Abid is an assistant lecturer at the Mountains of the Moon University in Fort Portal. A holder of a BSc degree in computer science from Makerere University and managing editor of *The Workzine*, an online tri-weekly publication aimed at the working classes. He's a geek with a penchat for words.

When not instructing students on how to create the next Wiki Leaks, he can be found rounding the party scene, with multi-coloured drink in hand, organising masquerade and beach parties as well as visiting orphanages.

He is the resident PiFF santa.

## Raymond C. Kukundakwe (Vice Chairperson)



Raymond is a writer. Based in Kampala, he dreams of traversing the planet learning how to better at life, kindness and compassion. He daylights as a freelance LT. Consultant and is an economist by training.

He harbours an undying belief in the inherent kindness and compassion of human beings.

You can call him on 0702667654 for kb, follow him on twitter @rhinorck or visit his blog at http://thenextquarter.blogspot.com.

## Rebecca Wana Abonyo (Secretary)



Rebecca is a civil engineer with relevant experience in water resources, water supply and sanitation; road works and drainage. At least that's what her CV says.

Beqy, as she is affectionately known to the PiFF is nothing less than the engine that keeps everything PiFFy moving. She is cheerful, thoughtful and has almost boundless energy. She is an inspiration to all around her.

Beqy currently works with Mott Macdonald a civil engineering firm based at Soliz house, and dreams of a pot-hole free Kampala.

## Diana Ssali (Treasurer)



Diana is an accountant with *PriceWaterhouseCoopers* and has been thus engaged since attaining a BSc degree in actuarial sciences in 2007.

Dincy is the most organised person most PiFFers have ever seen. "She has folders for everything!" someone once exclaimed. She keeps track of the PiFF accounts and has in the past year ensured that the PiFF is an example of transparency.

Despite her serious appearance, she is fun, fancy and full of life.

## Rosette Nagimesi (Spokesperson)



Rosette is one of those special people who are naturally high on life. No additives needed.

Currently employed as an administrator at GIZ PREEP, formerly known as GTZ, Rosie spends her days attending to GIZ's communication needs, writing and editing press releases and articles.

A confident and outstanding communicator, she excels at building relationships with just about anyone she meets.

## Paul Katuramu (Legal Counsel)



Paul is an advocate currently with Kiwanuka and Karugire Advocates, a prestigious law firm based in Kampala.

He spends his days buried in archaic and dusty texts, behind a computer screen or infront of one justice or another executing his professional duties. By night and other times, he is as free hearted as the trees, always willing and going out of his way to lend a helping hand.

An avid football fan, he spends his free time watching the English Premier League with friends and is to the PiFF what Roy Keane was to Manchester United, working tirelessly in the background, plugging the holes that appear now and then.

# Financial Report

It's been a good first year for the PiFF, money-wise. We've exceeded our own expectations and learnt some invaluable lessons in the last 14 months. Streamlining our financial procedures is an on-going process, but we've obsessed over making sure that our records are accurate and up-to-date, and that your contributions are put to best use. We understand the need to be transparent and our records are open to anyone upon request.

### How the PiFF raises funds

In order to fund the various activities of the PiFF, we encourage members to make monthly contributions of Shs 20,000 to the organisation. This is our primary source of funding, as it does not require any expenditure by the Foundation. The amount of contributions is neither fixed nor compulsory, and we take any contributions whether in cash or in service, thought or time.

When we identify a project activity that requires a significant amount of cash, we usually begin a fundraising drive for the activity. In 2009/10, we organised two fundraising parties (the 'Masquerade' and 'Glamour' parties) to raise funds for our activities at the Oasis of Life Orphanage. These also had the aim of spreading the word about the PiFF and drawing our target audience (the youth) into our group.

We also held less formal fundraising drives by word-of-mouth for our education project, for which Oasis of Life Orphanage was the main beneficiary, and to raise funds to provide a regular supply of sanitary towels for the girls at the Oasis of Life Orphanage.

On top of this, we printed some gorgeous t-shirts, which are still on sale at Shs 20,000 each (Hurry while stocks last!).

### **How the PiFF spends funds**

Our expenditure in the past year has essentially been on a needs-basis: we identify a cause that we feel we can contribute to or help, and we then fundraise specifically for this cause or allocate money that we have to the cause. Discussions on our funding needs are typically held during our weekly meetings, and occasionally over e-mail on our mailing list.

Going forward, we intend to have clearly drawn out strategic plans for all our major projects, and budgets that will stem from the project needs.

All the members of PiFF and its board of trustees are volunteers. Except where deemed unavoidable, we do not charge administrative costs such as transportation, meeting expenses, stationery and communication to the Foundation. This has enabled us to spend almost 100% of the funds that we collect

directly on the activities for which they were meant. The administrative expenses included in the unaudited financial statements below comprise Shs 540,000 spent on formal registration as a Non-Governmental Organisation and Shs 100,000 on printing receipt books for the Foundation.

We are grateful for the personal sacrifices made by PiFF members that have enabled us to keep administrative costs to a minimum.

### Keep Giving!

As we've already said, we depend on YOU for survival. So keep giving, of yourself, and of your cheque book, and join us in making a difference, bit by bit.

**Diana Ssali**Treasurer 2009/10

#### The Pay it Forward Foundation Uganda

Financial Report for the 14 month period ended 31 December 2010

INCOME	Ushs
Income from member contributions	2,694,900
Income earned from fundraising activities:	
Fundraising parties T-shirt sales Girls' needs contributions Education fund contributions Oasis of Life Orphanage fund contributions The 2010 Oasis Christmas party contributions	8,152,950 580,000 201,200 1,841,000 623,000 696,200
Total income from fundraising activities	12,094,350
Other income	500,000
Total income earned 2009/10	15,289,250
EXPENDITURE	
Expenses on fundraising activities Oasis of Life Orphanage expenses Expenses on income generating activities Girls' needs expenses Education fund expenses Expenses on Random Acts of Kindness T-shirt production Administrative expenses	(6,770,950) (2,511,100) (510,000) (300,000) (2,184,000) (650,000) (650,000) (669,050)
Total expenses incurred in 2009/10	(14,245,100)
	404447
Surplus	1,044,150

## s to the financial report

### 1.Other income

Other income relates to a refund of the amount that was initially paid to GTZ for construction of the improved stove at the Oasis of Life Orphanage. This money was subsequently refunded to the PiFF, however it is to be paid back to GTZ in January 2011 due to changes in GTZ's internal processes.

#### 2. Expenses on fundraising activities

Much as the bulk of our income has come from our fundraising parties, they are also costly to organise. Despite this, we were able to turn a profit on each one and made a total profit of Shs 1,382,000 from the parties.

### 3.Expenses on Random Acts of Kindness

The core idea of the PiFF is to lend a helping hand when and where it is needed. Performing Random Acts of Kindness allows us to do just that. If a need is identified and presented to the Foundation to address, we discuss it and if approved by the Board and members, we will allocate money towards it, if there is money available. In the current year, this included paying university fees for a former classmate of some of our members, who had been dealt quite a harsh hand by life which interfered with his progression through school; and paying school fees for disadvantaged children that one of our members looks after. These children are no relation to the member - he supports them out of goodwill.

#### 4.Expenses on income generating activities

In order to raise more revenues for the Foundation, the PiFF joined 7 of its members in initiating a piggery project in July 2010. Each member purchased at least one piglet and contributes equal amounts towards the upkeep of the pigs. The piggery project is expected to begin seeing returns in May 2011.

#### 5.T-shirts

T-shirt sales are on-going and we are just 3 sales shy of making back the total cost of production. After that, sales income for the remaining 27 t-shirts will be a profit to the Foundation. We have no doubt that we'll achieve this in the near future.

# the Piff Experience

PiFF is a family. A group of sweet, lovely, sublime, unique, stubborn, sometimes disturbed, insane personalities, that couldn't be more different, and yet recognise the need for a common goal, a common good. This year, Piff turned 1, and in this short time we have matured beyond our years. I recall one of our very first meetings at a coffee shop in Ntinda, bouncing ideas back and forth and talking about things that seemed so out there, beyond us. I realise now that I did not fully understand the significance of what we were about to start. The power to affect someone else's life is one that each one of us possesses and yet we rarely acknowledge the responsibility attached to it.

PiFFis Begy responsible.

I have learnt that people are inherently selfish. I, Beqy, am first and foremost, selfish. Giving is not something that comes naturally and has to be learned, hard. The decision to buy a bag at Mr. Price (which will be used about twice a month, on average) is made on a whim and that to pay 45,000UGX so that a child can go to school for a term has to be mulled over and thought about and budgeted for. Shameful, I know. But, I now know that giving is inspired by thankfulness, so I am grateful to Piff for showing me the need to up my "thank you's" and work on that generosity.

PiFF is Begy thankful.

PiFF has brought the most wonderful people into my life. It scares me that a year ago, I did not know most of the people I hold dearest today. Earth is jam-packed with cool, amazing people and I will most probably never get to meet most of them. This is a good start though. I am conquering cool people one person at a time and so help me God I will find you and befriend you and we will grow old together. This sounds a bit creepy so I will put an end to this but I think my point has been made. Piffers rock!!

PiFF is Begy making friends and together adding meaning to life.

How can I talk about PiFF without talking about the children? My eyes have been opened to the magnitude of the task involved in taking a child out of nothing, and with the most meagre of resources, attempting to turn them into a strong, independent, self sufficient adult. I salute those who not only take on this responsibility but have to bear the burden that comes along with it, every single day. PiFF is about identifying these people, standing with them and lightening their load.

Lastly, allow me to spew a few tots of wisdom gleamed from the bounty of experience that I have had over the past 25 years (this includes reading stuff out of books and off one website or other).

We must work at becoming everyday philanthropists, everyday paraphrased from Robert Carr

Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world James 1:27.

Rebecca 'lah' Abonyo

Twimbulisation of the masses, for the masses, by the masses

You know how we all say that we want to 'give back' but we're all waiting for... I don't know - bells to ring? I was like that too. Full of criticism about how other people tried (or failed) to help but I was barely lifting a finger to do anything. I wanted to make a difference, but I wasn't sure that it would count. And then one day, Rhino pitched the idea of the PiFF to me and I realised that this was our chance to make it count. We don't have to wait to be 'richer' or 'have more time' or have more 'experience'- we are here, now, and we have to make that mean something. I didn't let myself say I would 'do it next year'. I called Rhino and said, 'Let's do it now.'

It hasn't been all sweets and roses. Sometimes it is hard to convince people that their small contributions can truly make an impact. Sometimes we don't see instant results. Sometimes we have differences of opinion on how things should be done. But the things that I have learnt in the last year are some of the most important lessons I've learnt in my lifetime. I've learnt to be more patient, more understanding, more optimistic and to always, always celebrate the small stuff. Laugh. Dance. Giggle uncontrollably.

And the reward for all the scrapes and burns you pick up along the way is the knowledge that they were worth it, because someone else is better off for them, someone else is smiling through their pain, someone else's load is lighter, and someone else's hope is restored.

# Diana Ssali

Being a part of the PiFF has given meaning to most of the happenings in my life and awakened my passion in most of the things I always dreamed of and wanted to do...

the idea that we help others is one of the things I have always wanted to be associated with. It might not be the helping in immense life changing acts but the fact that the PiFF makes it known to me that I have the power to make other people happier is enough for me to grant PiFF gratitude...

it has been and still is a life changing, fun, warm and loving environment that I have experienced with the PiFF...thanx guys...and don't ever forget that you are all great people.

Winnie Nankya



Sam Otea

PiFF, in the short time I have been a member has given me my new bestestest friends:

Becky, my bestestestest....est friend of all; Abid, of Glenda fame (need I say more?); Rosie, who 'ensconced' me in PiFF in the first place and always makes me smile; Rhino, who bakes a wicked "banana bread" that makes me pull strange poses in pictures; Dincy, who is incredibly organised (she had folders for everything!) and yet sooooo much fun; Jason, whose juice gives him lucidity beyond his years; SK, who used to make me fetch his water in school but who isn't quite so scary anymore; Dorah, who I've seen for years but only just gotten to know; Paul, one of the genuinely nicest guys I've met (except when it comes to tagging me in compromising Facebook photos); Albert, who is so different from how I remember him; Sam, who when high, can leap tall buildings in a single bound; Eunice. (again, need I say more?); and of course, Winnie, who I love and always will.

Seeing you all every Friday is the highlight of my week. Thanks. And for all those I haven't explicitly mentioned, I don't know you so start attending meetings! But I'm sure you're okay too.

William Nagaga

Ensconcement and Ensconcitude forever!

I feel like The Pay It Forward Foundation was custom made for me. Its philosophy of doing good for the sake of good resonates strongly with my personal beliefs. In the past, I used to pass up the opportunity to be kind owing to fear of negative public opinion and the idea that familiarity breeds contempt. Not any more.

When I first heard of PiFF, I was very excited. I knew right away that this wasn't going to be a passing fancy. PIFF had always and will always be a part of me. It amazes me that there are people out there who have similar opinions on how we can be of use to our neighbours and communities. It impresses me to no end that we've decided to do something about it, rather than wait for something to be done.

From PiFF, I've got the courage to stick to my preferred path; the one that disregards facts as they are and gets things done. No excuses. I delight in the fact that am finding it increasingly easy to ask a nervous stranger if he's lost. I still think twice before helping someone whose gomesi is coming undone, but it's getting easier.

Of course I get asked all the time, by well meaning people, what business I have involving myself in these strangers' problems, like they don't have family or friends. I usually don't know how to explain myself. How do I make them understand that at that precise moment I am their friend and yes, their family?

The feeling that comes when we heal other's hurts, ease their fears and make them smile is unrivalled. The PiFF understands this and seeks to aggregate the impact by putting together like minded people who when pitted against the unfair situations in the world, are formidable.

Everyone knows that together, we can have a big impact on the state of our world. What's left is for us to realize that it starts with us, as individuals.

Rosette Nagimesi



