Education for Hope Strategic Plan

2021-2024

What is the organization aiming to accomplish/ What problem are we trying to solve?

We believe that education is the most effective means to truly break the cycle of poverty. Our foundation, ***Education for Hope***, is a U.S. based 501(C)3 operating private foundation which aims to educate young adults in the field of Nursing, greatly increasing the number of health professional in Uganda.

By increasing the number of healthcare professionals, we believe this will lead to greater access to a health care facilities. Currently, 12% of the population in Uganda is within 5 km to the nearest health care facility, whether public or private. Our long-term goal is to educate more than 100 young adults allowing them to rise out of poverty, changing their future and the future of the health care system. We have already witnessed an Impact.

Our overall goal is to provide financial support to young adults for the purpose to completing a Nursing or Midwifery certificate program (RN). The students complete a 2- 1/2-year nursing or midwifery certificate program (RN), enhancing the health services in the community. The students have become educators in the community, sharing their healthcare knowledge and are active advocates expressing the importance of education. Each student plans to provide nursing services in the community after graduation. Creating a sustainable system that addresses the root causes of extreme poverty and poor health.

3 Year Strategic Objectives:

1) Support the education of compassionate, highly capable RN-level nurses to provide healthcare in Uganda by Increasing the number of new student participants supported by Education for Hope by 35 over the next 3 years.
2) Provide higher quality healthcare to a region of 200,000 community members by increasing the number of nursing/midwifery candidates. We plan to Increase number of graduates from 3 to 30 with a >95% placement rate in local healthcare facilities
3) Build awareness for healthcare and nursing/midwifery careers in the local community through the importance of an education.

What are the organization's key strategies for making this happen?

The *Education for Hope* foundation's strategies for helping young adults in Uganda graduate with the knowledge and skills necessary to succeed in life are as follows:

1. *Equipping students for success with an education*-The *Education for Hope* foundation identifies qualified candidates who wish to complete a certified Nursing or Midwifery Certificate program in the Uganda education system. Through generous donors, the foundation provides funding for accepted students who wish to pursue either a Nursing or Midwifery certificate programs. The foundation provides funding in the range of $1500-$2500 to each student for the completion of a 2-½ year Nursing or Midwifery Certificate degree. All the financial support is need-based and distributed directly to the schools each semester.

2. *Providing emotional and family support*- Students are challenged by the lifestyle difference once they leave their community and live at the schools. The *Education for Hope* foundation monitors the students and family situations through site visits to the school and the family homes throughout the year. It is imperative that each student receives parental support throughout their educational experience. In addition, EFH's engagement with the families can lead to financial and other resources support if the family situation merits this aid.

3. ***Supporting the development of the local healthcare infrastructure***. Education for Hope works to Increase the number of trained nurses available to staff hospital and clinics, to impact the healthcare system upon successful graduation. EFH builds strong partnerships with local healthcare leaders and government officials to build awareness of the EFH students and program. EFH will provide training and guidance in the skills required for graduating students to find, interview, and gain employment with local healthcare facilities.

4. ***Creating an internationally based Nursing Partnerships*** with U.S. medical facilities & nursing schools, as well as corporations with an interest in supporting our work.

What are the organization's capabilities for doing this?

The *Education for Hope* foundation has a strong board, competent and committed staff, strictly adhering to nonprofit best-practices, and has created a committed approach to practical, long term solutions to help us focus our efforts for the greatest impact. The board members come from a diverse background of healthcare and nursing educational programs from major U.S. Universities and Healthcare programs such as Johns Hopkins University, University of Maryland, University of South Carolina, James Madison University, Advent Health, and Danaher Corporation which competently serve the needs of the foundation.

The *Education for Hope* foundation partners with the Prince of Peace Orphan and Women (POPOW) organization in Uganda. POPOW has a robust and comprehensive community engagement plan, and in 2019 articulated a 3-year Strategic Plan. The Education for Hope Foundation through POPOW, is fortunate to have a significant volunteer base in Uganda who annually support our work with a variety of skills.

The *Education for Hope* foundation personally interviews each student, and meets with the Nursing Supervisors and the management staff of each participating school in Uganda. In an effect to understand the needs of each participant and to provide the maximum support for success.

The financial support for the *Education for Hope* foundation is supported by two primary sources of funding. The founders, Carol, and Jonathan Clark, provide over 65% of the annual total funding with 100% of the operating cost funding coming from their contributions. Additional fundraising activities and outside donor support provide the remaining 35% of annual needs with 100% of these contributions allocated directly to the student support. In 2019, 98% of costs were student or student engagement directed. In 2020, due to extraordinary legal and tax expenses to re-designate the foundation to be a private operating foundation, 65% of costs were directed to the student support (without these extraordinary tax and legal expenses, 90% of expenses were directed toward student support or engagement).

How will we know we are making progress?

We employ a variety of techniques to provide both quantitative and qualitative assessment of our programs, including:
- There is continual ongoing program assessment.
- In-person interviews with program participants and recipients to assess program impact.
-Multiple on-site visits per year by foundation senior management and board members to assess progress.

The Education for Hope Foundation founders, staff, and board maintain regular contact (phone, email, and in-person visits) with our partners in Uganda, allowing ongoing discussions of best approaches for program implementation. Improvements are achieved through a collaborative problem-solving approach, with the addition of outside expert opinion when needed.

We are a relatively young program, we started with three participants in May 2017. We now have 18 students participating and activity engaged in a medical health education. The original three students have graduated this past January 2021.

Specific Foundation metrics are:

	2017act.	2018act.	2019act.	2020act. *	2021act. *	2024 goal
Cumulative Student Participation	3	11	18	17	22	50
Graduation Rate	n/a	n/a	n/a	n/a	100%	100%
Employment Rate	n/a	n/a	n/a	n/a	100%	>95%

**COVID 19 delayed student education by 6-8 months in 2020/2021*

In addition to the above metrics, the students are expected during their school breaks to participate in community health and volunteer at the local hospital and clinics. The community is thankful and has identified their participation as having an impact in the health services provided.

Summary

After 4 years of commitment, the Education for Hope Foundation has assisted, promoted, and supported the education of young people in Uganda. The program currently has 18 participants, and the first three students have graduated and are actively employed. There is a great need for the program as witnessed by the perpetual waitlist of 10-15 applicants waiting for acceptance into the program.

The Education for Hope Foundation has increased the population of young adults furthering their education in the field of nursing or midwifery. The fundamental result has improved the healthcare system in the country of Uganda and provided the opportunity to enrich and enhance lives through healthcare education in a nursing profession.

The Education for Hope Foundation has increased the awareness of healthcare education and its' importance to change a community.

Our plan is to continue to provide Hope through Education within the young population of Uganda, because education is the most effective means to truly break the cycle of poverty. Encouraging all **2care 2change**.

2/24/2021