

ORGANIZATIONAL PLAN

Kope Foundation is a new organization that wants to ensure its impact outweighs its footprint in the Pader and Agago communities of Northern Uganda. Kope Foundation's vision is to create a confident generation of youth, men and women in rural communities spearheading economic development through creating and feeding markets and practicing a savings-to-investment culture. They plan to do so through a variety of projects, all aimed at empowering beneficiaries while simultaneously inflating the strength of local markets.

OVERVIEW

Kope Foundation's goals to achieve this vision are as follows:

- Empower women by having male relatives engage directly in women's empowerment activities*
- Empower women and youth to penetrate / infiltrate local markets for traditionally imported goods and services*
- Stimulate economy and foster economic stability essential to the peace process*
- Eventually transfer each of Kope Foundation's projects to the community and dissolve the foundation upon the completion of each project.*

As illustrated by Kope Foundation's goals above, Kope Foundation is a project-based organization, not service-based, although each of its projects naturally serve Pader and Agago District communities. Kope Foundation's project model is as follows:

STEP 1: Meet with the community and local leaders to build relationships, build trust and understand the context of each of Kope Foundation's intended initiatives

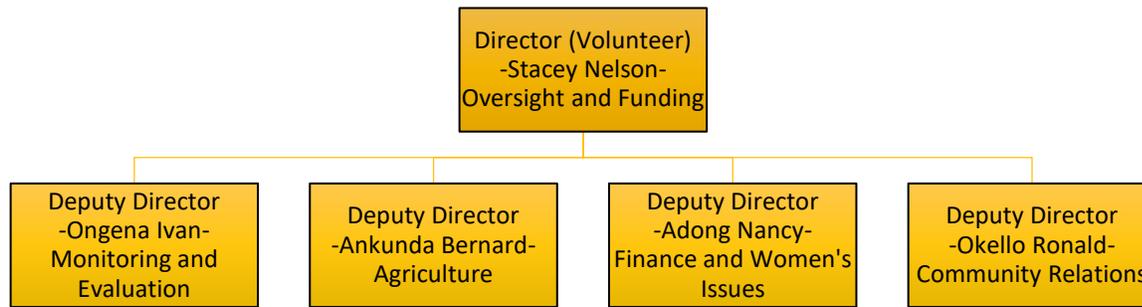
STEP 2: Together with local leaders and community stakeholders, develop projects that aim to serve beneficiaries only once, and develop capacity for those beneficiaries to sustain the project themselves

STEP 3: Take part in long-term monitoring and evaluation of each project to ensure its long-term success

STEP 4: Ensure that each project's infrastructure is self-sustainable before dissolution

ORGANIZATIONAL CHART

Kope Foundation's organizational chart is simple, because employees at Kope Foundation work as a team, no matter who is leading a given project. The organizational chart below illustrates Kope Foundation's structure, which includes a Director and four Deputy Directors.



PROJECT PLAN

Kope Foundation currently plans to initiate three projects in Pader and Agago Districts, with the dual aim of bringing back money to local markets while simultaneously empowering beneficiaries to access them.

AGRICULTURE

Kope Foundation understands that agriculture is at the heart of the economy and culture in Pader and Agago Districts. Accordingly, agricultural projects are at the core of Kope Foundation's initiatives. Currently, Kope Foundation is engaged in a pilot project to teach local farmers how to cultivate vegetables. Kope Foundation supports these farmers by providing them initial seeds and materials; teaching them skills through extension training in the field; and conducting in-depth monitoring as farmers grow and sell vegetables, from planting to market. For more information on the Agricultural Pilot Project, see Kope Foundation's "Agricultural Pilot Project Plan".

SANITARY PADS

The issue of the lack of access to affordable sanitary pads for girls in school is well known throughout Uganda and other parts of East Africa. When girls, especially those in school, do not have access to sanitary pads or do not have an understanding of menstrual hygiene they may miss out on school or have other

effects on their daily lives. With this in mind, Kope Foundation conducted research at local schools in Pader and Agago Districts to diagnose the issue further and create understanding beyond the topical level. What we found was that attempts to alleviate this issue, whether trainings in how to make sanitary pads or attempts to provide them in school had failed to reach the goal of actual sustainability. Many girls had forgotten how to make pads despite their training, and some local female teachers were even providing pads to girls from their own salary. Another common theme was that girls' families had failed to get involved with these issues, leaving a gap in the support that the girls' received in managing their menstruation.

With these findings in mind, Kope Foundation is currently seeking funding for a project to coordinate local efforts around the issues of sanitary pads and menstrual hygiene. Kope Foundation will also implement a model whereby girls, their teachers and their families will be part of an income generating project to produce both reusable and one-time use sanitary pads locally, with distribution in local markets at lower costs. Participation from local leaders will be imperative in these efforts, as Kope Foundation in partnership with local schools will analyze and recommend policy changes within Pader and Agago to ensure that girls can manage their menstruation with minimal effect on their daily lives.

BAKERY

Pader and Agago Districts are each without their own bakery, despite the local skills in baking bread, baking cakes, and constructing a large-scale bakery operation. Moreover, bread is delivered from far away, either Kitgum, Lira or Gulu, and therefore lacks the freshness of locally made bread. Kope Foundation hopes to take over this local market through empowering local women to operate Pader and Agago's first bakery. The bakery will be small in scale but large in impact, and serve the local community by providing bread and cakes at lower costs with higher quality.

VIDEOGRAPHY

In this day and age, not only is video one of the primary means of marketing and promotion but it is also widely accepted in Uganda as a medium for one of the country's favorite pastimes—music. Currently, Pader and Agago Districts lack some of the tools and resources for videography that are more easily found in Kampala or other large cities. Kope Foundation is currently conducting analysis of these gaps with the aim to boost the availability and access to high quality cameras and training in the various areas surrounding video production. Kope Foundation's goal is to bring skills to the people of Pader and Agago, make them specialists in various aspects of video production, and thus build capacity to avail the rest of the country and the world to the culture of Northern Uganda.

PIGGERY PROJECT

Piggeries have proven to have large margins of success when correctly implemented, due to pigs high reproduction rate and market demand. While Kope Foundation aims to be a fully self-sustained organization in five years time, the piggery project will accomplish two goals. First, the project will allow Kope Foundation to create profit that will be invested into its various other projects and therefore its beneficiaries, or “partners.” Second, the project will provide an opportunity for its partners to learn skills and eventually create their own income-generation through piggery. This project is currently under development though donated land has been identified as a future site for the project.

PARTNERS (TARGET BENEFICIARIES)

Kope Foundation must differentiate between its partners (or target beneficiaries), which are those that it works with directly, and its secondary beneficiaries, which are the communities at-large in each area impacted by Kope Foundation activities. Kope Foundation recognizes that youth unemployment is a national crisis in Uganda, thus Kope Foundation focuses on supporting youth in livelihood endeavors. Meanwhile, women are traditionally under-represented,

especially when it comes to employment. Thus, Kope Foundation not only seeks to support women, but to ensure that their family members and husbands fully understand their capabilities as it relates to income generation. Despite Kope Foundation's focus on these two groups, the organization hopes to serve entire communities by bringing goods and services made locally to local markets at lower costs, while simultaneously infiltrating outside markets to increase revenue for Pader and Agago communities. Kope Foundation is also working to identify other vulnerable sub-groups, especially among the youth, which traditionally lack access to livelihoods.