

# ANNUAL REPORT

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KAIROS INTERNATIONAL  
APRIL 2022 TO MARCH 2023







“What good is it, my brothers, if someone says he has faith but does not have works? Can that faith save him? If a brother or sister is poorly clothed and lacking in daily food, and one of you says to them, “Go in peace, be warmed and filled,” without giving them the things needed for the body, what good is that? So also faith by itself, if it does not have works, is dead.”

**JAMES 2: 14-16 ESV**



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## Dear Partners of Kairos,

The 2022-2023 year was our first operational year free of disruptions from governmental lockdown restrictions. It was incredible to watch our staff and students thrive while also having the chance to integrate new mental health trainings and the freedom to modify our courses to ensure our youth were maximally benefitting from the program.

The year was not free of hardship, but despite the challenges of consistent budget amendments and complex mentorship cases, we were still able to meet our promise of wholistically investing in our youth. This year, we were able to host our first overnight retreat for the women in our program, provide extended counseling services for our youth, conduct over 571 individualized mentorship sessions, provide food relief for our 18 youth, hold over 363 hours of business courses, and remain a consistent presence in the community.

Our 18 graduates from the class of 2023 are working hard in their new employment, working on building their supplemental income, or continuing their education. After conducting alum surveys from all 48 of our Kairos graduates



to date, nearly 80% of them are engaged in employment or continued education. This is a huge praise and testament to all God is doing through Kairos!

More notably, we saw growth in emotional intelligence and responsibility, resilience, and hope through the investment in the hearts of our youth. Additionally, all of our '23 graduates claimed that the mentorship program tremendously impacted their confidence, reflected in their successes. We have had many celebrations over the past year.

We have seen God's goodness and provision for this organization through the generous financial contributions of our donors. Thank you for being faithful and believing in a better future for the youth we serve! We are excited to see what our 2023-2024 programming year holds for us as an organization as we continue to pray for growth and favor. We ask that you continue to faithfully join us in the work God is doing in the lives of young adults in Uganda!

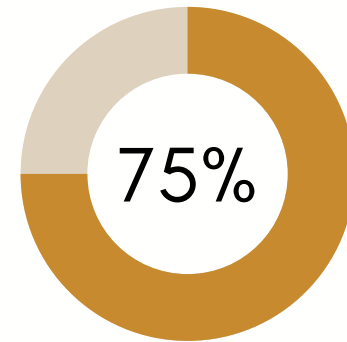
*Allison Hopper & Nzinga Donovan*

Allison Hopper & Nzinga Donovan  
Co-founders, Executive Directors





# THE NEED



According to the Uganda Population Pyramid, 75% of the population falls below the age of 30. That percentage equates to a staggering 33.5 million people.<sup>1</sup>



Uganda is the size of the state of Oregon and Home to 44.5 million people.<sup>2</sup>



The average age in Uganda is only 16.7 years old, making it one of the youngest countries in the entire world.<sup>3</sup>







**52%**  
52% of the working population is engaged in "vulnerable employment" <sup>4</sup>

**38.6%**  
38.6% of young adult population are unemployed <sup>5</sup>

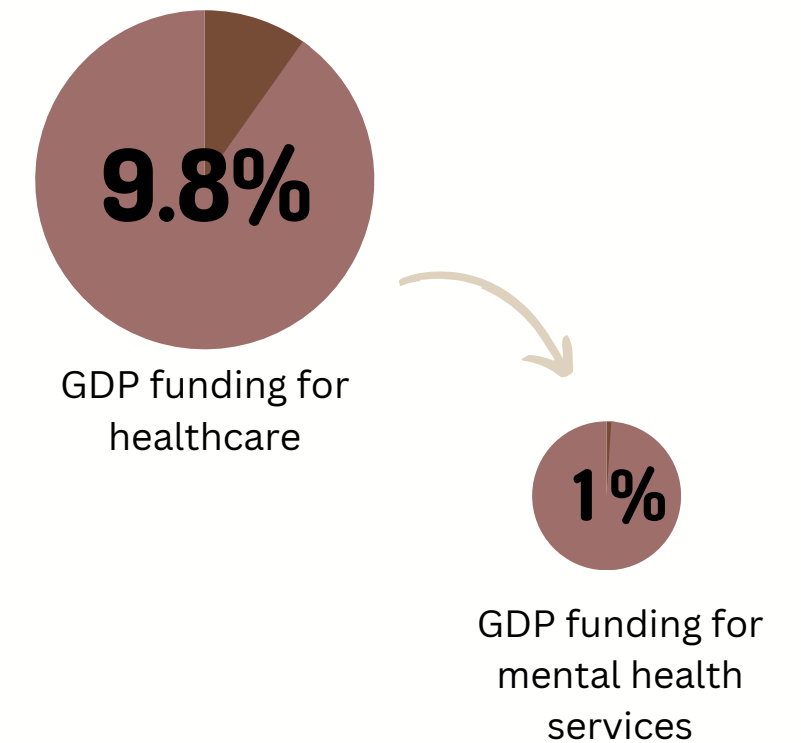


**65.1%**  
61.5% of youth (15+) who either have no formal education (13.6%), some primary education (38.5%), or their highest attainment has been completing primary school (13%) <sup>6</sup>



## Limited Mental Health Services

According to research by the American Psychological Association, out of the 9.8% of GDP that is spent on healthcare in Uganda, only 1% of that is allocated to mental health.



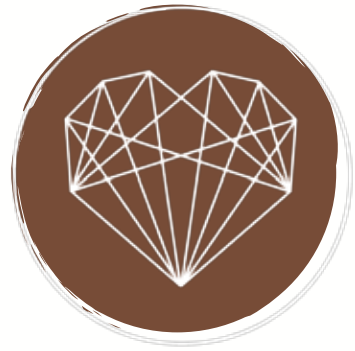
1: Uganda Bureau of statistics 2022; "Uganda Population Pyramid" 2: "One World Nations" survey (<https://www.nationsonline.org/oneworld/uganda.htm>) 3: Statista "Uganda Average Age of Population from 1950 to 2050" 4:Uganda National Household Survey, 2019/2020 Report (p72) 5:Uganda Bureau of Statistics (UBOS), 2021. Uganda National Household Survey 2019/2020. Kampala, Uganda; UBOS (p80) 6: Uganda National Household Survey, 2019/2020 Report (p28) 7: Kagaari, J. (2021, February 18). Mental health in Uganda.



**The mission of Kairos International is to**

“Invest in the soul, mind, and skills of young adults in developing nations”





### **SOUL (MENTORSHIP)**

The soul component is the heart of our program. Youth are required to attend both group and individual mentorship sessions. Each young adult is matched with a mentor that guides them through the program, meeting with them each week to be a sounding board, an advisor, and invest in their mental health.



### **MIND (BUSINESS EDUCATION)**

The mind component of our program is evident in our business education courses. Each course is taught with all educational backgrounds in mind and with heavy use of practical examples, allowing students to put what they have learned in the classroom into immediate practice in their lives.



### **SKILLS (VOCATIONAL TRAINING)**

Each youth is guided in the vocation of their choice and given training in their chosen trade. Pairing the practical with the business mind allows youth to be more successful in their next endeavors. Kairos works with local businesses and strong vocational centers to have an array of high quality training possibilities.





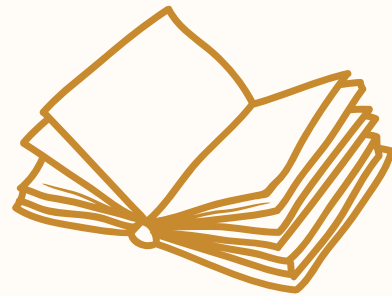
# How We Invested



Gave 571+ hours of individualized mentorship sessions



Served 2500+ meals to Kairos youth



Taught 363+ hours of practical business education



Gave 62+ hours of group mentorship sessions





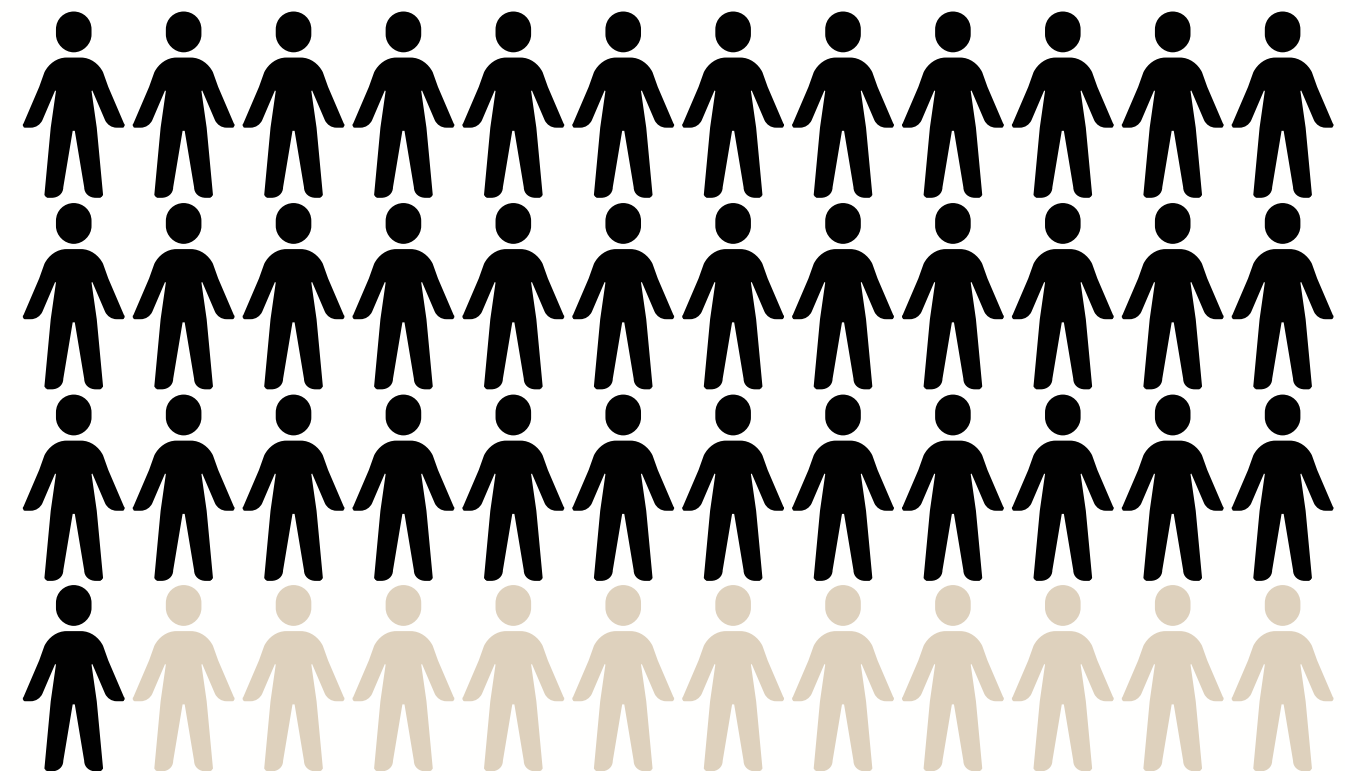
Variety matters. By training youth in something they are passionate about, it creates more variety in the market and longevity in the workforce.

From 2022-2023, we trained youth in 8 different vocational trades, including mechanics, catering, barista training, plumbing, and graphics.



Of our graduates 48 graduates to date, 75.7% are engaged via continued education, dignified work, or self-employment after the program.

**75.7%**





# Who We Serve

The young adults that we serve are between the ages of 18-25, and encompass multiple forms of vulnerability. We work alongside local leadership to identify youth in our community that would benefit from our programming the most. Our youth are faced with immense challenges - orphanhood, food insecurity, unemployment, lack of funds for education, impoverished, and/or overwhelming family responsibilities. Additionally, we have seen how each of these factors have had overall negative impacts on mental health.



At Kairos, we strive to be a place of safety and consistency. We pride ourselves for playing an important role in enhancing each individual's overall wellness, belief, and hope for the future. We walk with our youth to identify their specific challenges, and then empower them to overcome these challenges. We have seen over and over again the link between empowerment and overall health and happiness.





Our program is of no cost to the community or youth we serve, their only financial responsibility is travel to and from the program. This means our youth often show great commitment by walking many miles each day.



In our 22-23 programming year, our youth spanned a distance of 19.9 km (12.3 miles). We are proud of how our youth have become change makers in their communities, causing a ripple effect much larger than we could measure!

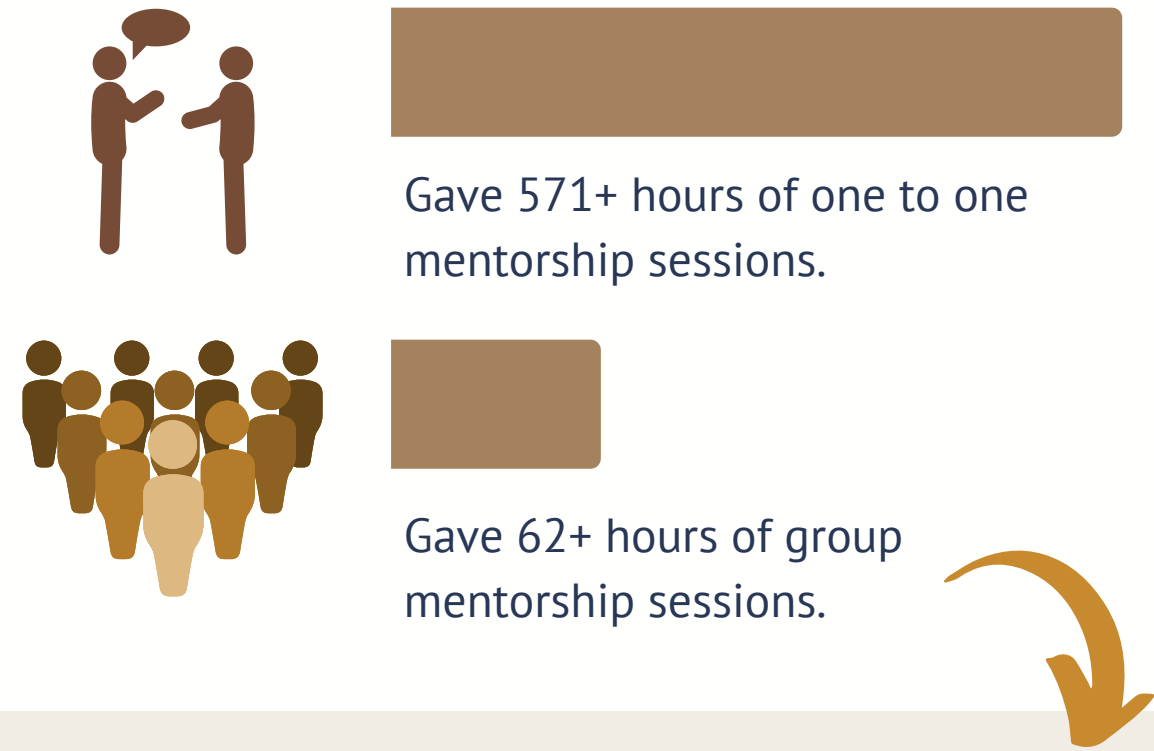


# MENTORSHIP "SOUL"

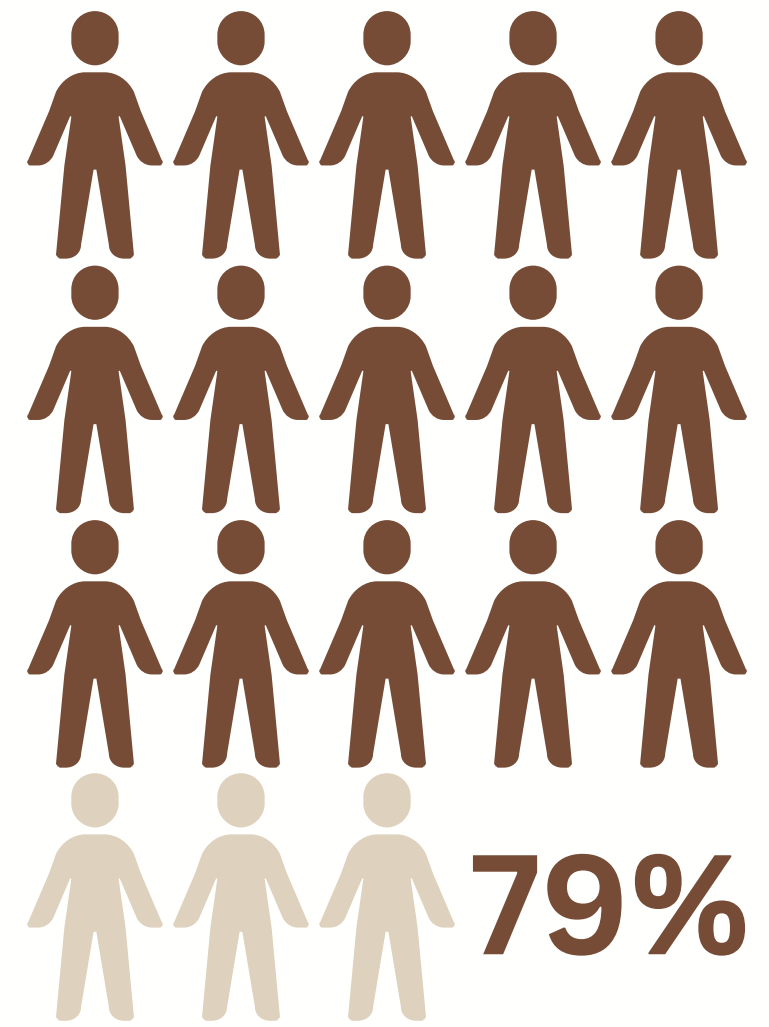
**Our mentorship program is not just about helping someone through a difficult situation; it's about walking through life alongside the mentee, acting as a pillar of strength and stability.** When a youth comes to Kairos, our team takes the time to know each of them individually, getting to understand their specific needs. Conversations during individual sessions are aimed toward improving an individual's overall mental health, emotional maturity, and growing their confidence. Kairos mentees hold various religious beliefs; however, if they are interested, our mentors can also share scripture, offer prayer, and give spiritual guidance where they are able.







Group sessions cover topics from gender-based violence and reproductive health to integrity and the importance of community. Through these group sessions, youth are encouraged to be respectful, welcome discourse, remain open to differing viewpoints, and grow in self-confidence.



79% of graduates from the class of 2023 claimed "mentorship was their favorite part of the program!"



## NAGUDI FAITH

“ During my time at Kairos, the mentorship sessions played a helpful role in my life. For a big part of my life, I struggled with bitterness and hate. Through mentorship, I was taught how to deal with forgiveness and how to let go of bitterness and grudges. I was able to process my whole life journey with my mentor. I have seen noticeable changes in my daily life, as well as just overall feeling lighter and more free.





From the business program, the Marketing, Sales, and Presentation course were my favorite courses. I enjoyed the lecturer because he was so interactive and encouraging. Through that course I learned how to market myself. The lecturer made known to me that 'we not only market products, but ourselves too.' With that guidance I learned how to take good care of myself, and it has improved my relationship and interaction with the people around me.

While growing up I was constantly criticized by my own parents and peers. They considered me as someone weak and unable to achieve certain things in life. I chose to pursue my dream of becoming a mechanic because I wanted to prove that this profession was not only for boys. I was also encouraged from a Kairos alum, Vicky, who had pursued the same trade. Her success gave me added hope that it can be possible for me to achieve my dream of becoming a female mechanic. Having now achieved some skills in this trade, my goal is to further my studies. I intend to pursue a diploma in motor vehicle engineering in one of the public institutions after which I will search for employment as a professional mechanic.





# BUSINESS EDUCATION "MIND"

Our business education is tailored specifically to meet the needs of the demographic of youth that we serve. Courses are taught by Ugandan professionals in their respective fields of expertise. Through the business education classes, youth learn how to manage their finances, market themselves, grow their business, become self-starters, and become hard workers with noble character. **These courses unlock endless potential and allow underserved youth to develop themselves intellectually and practically.**







In the 22-23 programming year, Kairos provided **more than 363 hours of business education courses** taught by Ugandan professionals.



Average credit score of our 2023 graduates!

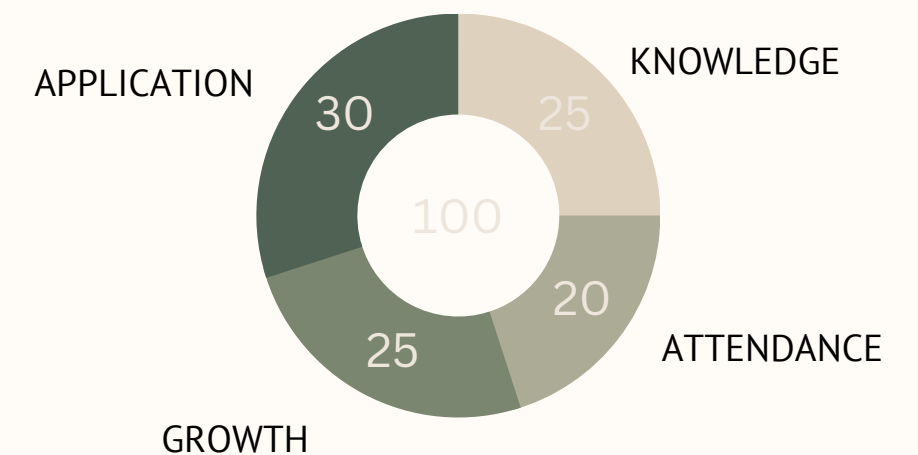
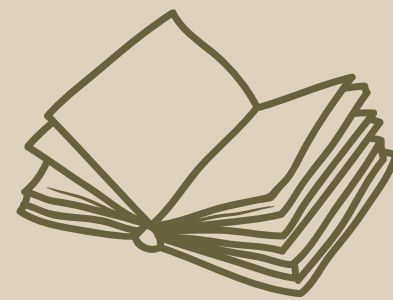
## Keeping youth accountable:

We hold our youth accountable through our scoring system that we call the "credit score." This score is compiled of data collected from each component (soul, mind, and skills) of our program. Students are required to maintain a minimum score of 70 to remain eligible for the benefits of the program. Not only does this credit score serve as a metric for success within the program, student's exiting scores allow us confidence to recommend individuals with high work ethic and character.

### Courses Taught:

Every youth in our program is required to attend every course, each spanning from 3 to 8 weeks in length.

- Intro to IT
- Public Speaking
- Personal Finance
- Bookkeeping
- Marketing
- Sales&Presentation
- Entrepreneurship
- Resume Writing
- Interview Training







## MASINDE CYRUS

I graduated in March 2023 with a certificate in holistic development from Kairos International along with a skills certificate in auto mechanics. I currently have a part-time job at the nearby supermarket and on the other days of the week, I dedicate my time to practicing my trade.

Through the program, I learned a lot through mentorship. My mentor guided me in managing my time better and making good decisions. I also learned how to set clear goals and priorities which was essential for my development. For example,





my mentor advised me to see the value in talking to my friends about my side business creating bangles (bracelets). By taking his advice, I saw growth in my business, and I now have an increased level of motivation.

I also learned so many business skills from the Sales and Marketing course. I learned how to interact and talk to my customers which has helped me market my products. Particularly, I have utilized persuasive advertisements to sell the bangles that I make for my customers.

Through the program, I chose to pursue a skill in motor mechanics because I am someone who loves vehicles a lot. When I was growing up, a car owner once told me that things would be easier if all car owners had the skills to maintain their own cars. This gave me the idea of pursuing motor vehicle mechanics and the motivation to tap into my potential as a mechanic. I plan to utilize the skills I have gained to render car repair services to my clients and expand my network by working collaboratively with other mechanics in this field.





# VOCATIONAL TRAINING "SKILLS"

It's no secret that hands-on experience is one of the best ways to learn a trade. In the same way, **we believe our youth's unique passions and interests should be a driving force in what guides a sustainable career path.** Enjoying the work that you do creates longevity. At Kairos, the youth are in the program for a minimum of 6 months before they decide which vocation they would like to pursue. During those crucial six months, our mentors, lecturers, and other stakeholders act as guides to allow the vocation decision to be made with all considerations.





The vocations offered at Kairos are truly diverse. Our graduates have studied the following vocations:

- Bakery
- Mechanics
- Plumbing
- Photography
- Catering
- Masonry
- Hospitality
- Fashion
- Cosmetology
- Hair Dressing
- Graphics
- Technology
- Welding
- Carpentry
- Electrical



Within Uganda, there are many vocational training centers that we have the privilege of partnering with. These partnerships strengthen our overall program, allowing us to offer top quality skills trainings in dozens of fields.

#### VOCATION PARTNERSHIPS







## **KWEZERA IBRAHIM**

I learned about Kairos International at a very crucial time in my life when I had no hope of continuing with my secondary school education. At the time, the Covid 19 pandemic had ruined all my plans of going back to school. My parents had not money to push me further through my studies. It was at this point that I applied for the opportunity at Kairos and to my luck, I was admitted into the program. I recall being filled with so much joy and excitement upon hearing the good news of excelling in the interviews.



During the program, I learned so much from the mentorship sessions. Through sharing my real-life experiences with my mentor, I gained the courage to work hard to achieve my goal of becoming a professional barista. I also learned how to be honest with myself. I remember my mentor told me that, "You can lie to people, but you can't lie to yourself". I was able to reflect on this point and correct myself to start living an honest and truthful lifestyle.

One of my favorite business classes was the Marketing and Sales course, in which I learned that the customer is vital to the success of any business. This was a call for me to create good customer relations to help the growth of my business. While practicing my trade, I am keen to pay attention to the customers needs. As I advance in my skill, I hope to continue earning a living for my future.

I am so grateful to God for the opportunity for me to be apart if the Kairos International program. I also want to encourage youths out there to have hope and take up opportunities available, like here at Kairos International, for them to succeed in life.





# COMMUNITY ENGAGEMENT

As an organization, we pride ourselves on working collaboratively with the community. We know we are better and stronger together.

As a program requirement, Kairos youth are responsible for engaging their communities. They work together to establish an outreach project, work with local leaders to collaborate, submit their budget and project plan, and then follow through with implementing their service activity.



Each year, Kairos hosts a luncheon for local government and community leaders within our district. This time allows us the ability to discuss the community needs, receive feedback and suggestions, as well as share about our demographic for leaders to aid in the referral process.

We work with our partners in government, business, and religious institutions to share resources. This aids Kairos and the community at large to reach the young adults that truly need the services that Kairos provides. Simultaneously, it allows Kairos resources to refer youth for additional needs and connections.





**A LETTER FROM COMMUNITY LEADER. NATHAN MASABA**

On my own behalf and on behalf of my community, I wish to extend our gratitude to Kairos for all the good things they have done. I have known Kairos for over 2 years and all this time, we as a community have been working alongside the administrators of the organization and local governmental bodies.

Kairos has greatly positively impacted our community in the following ways. By skilling our youths in several fields. I have seen how most youths who were idle are now employed or self-employed and earning an income. Youth who had ended their formal education early have been able to join the program and now have the tools needed to earn a living. Kairos has worked well to connect youth with established companies for employment after equipping them. Additionally, Kairos has allowed the opportunity for youth to learn about faith if they are so interested.

As a chairman in this community, I feel Kairos is a blessing and we pray that God allows us to work together for years to come!

*MASABA NATHAN*





# FINANCIALS

APRIL 2022 - MARCH 2023

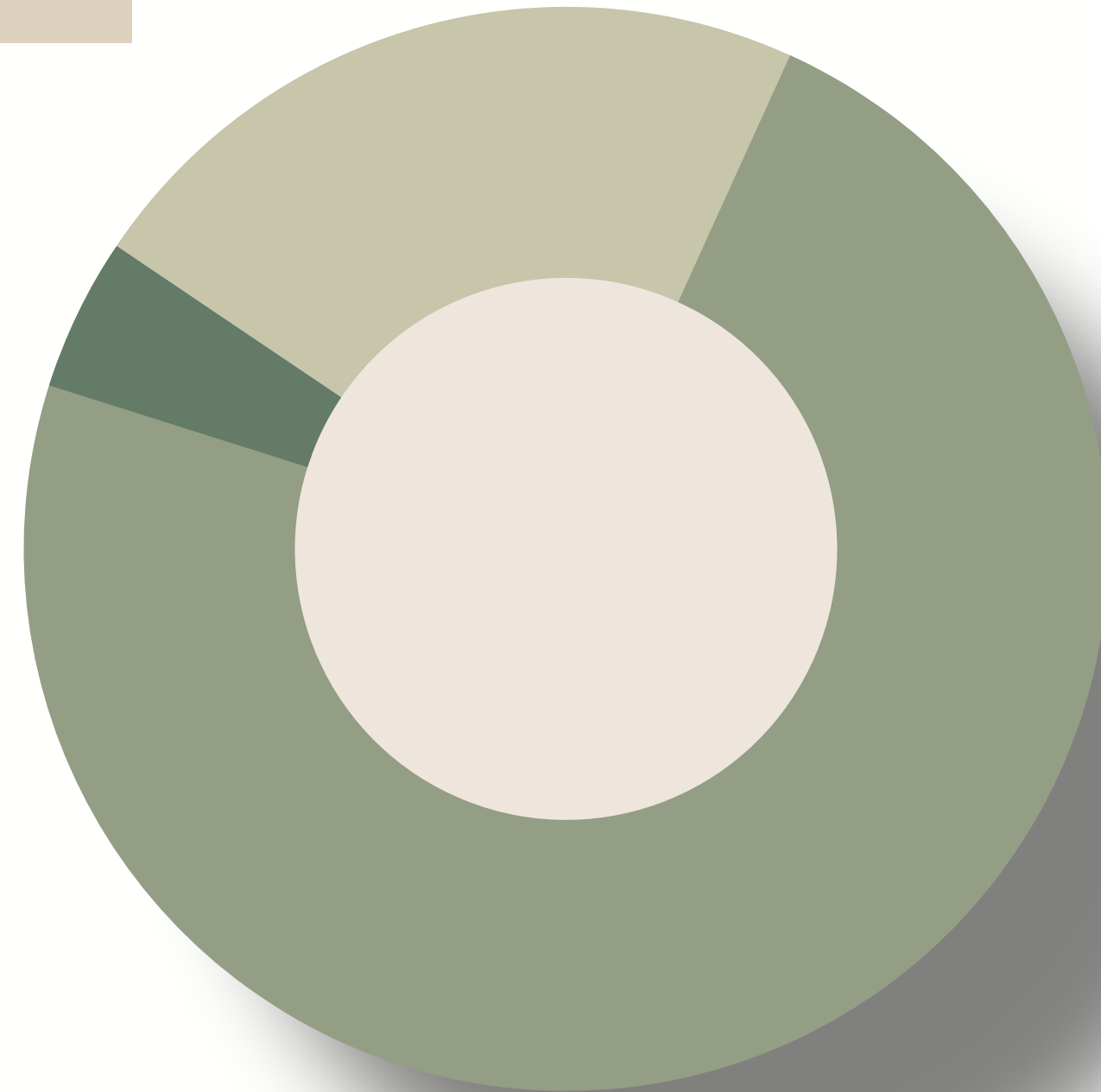
## INCOMING FINANCES

**Total Income: \$104,366**

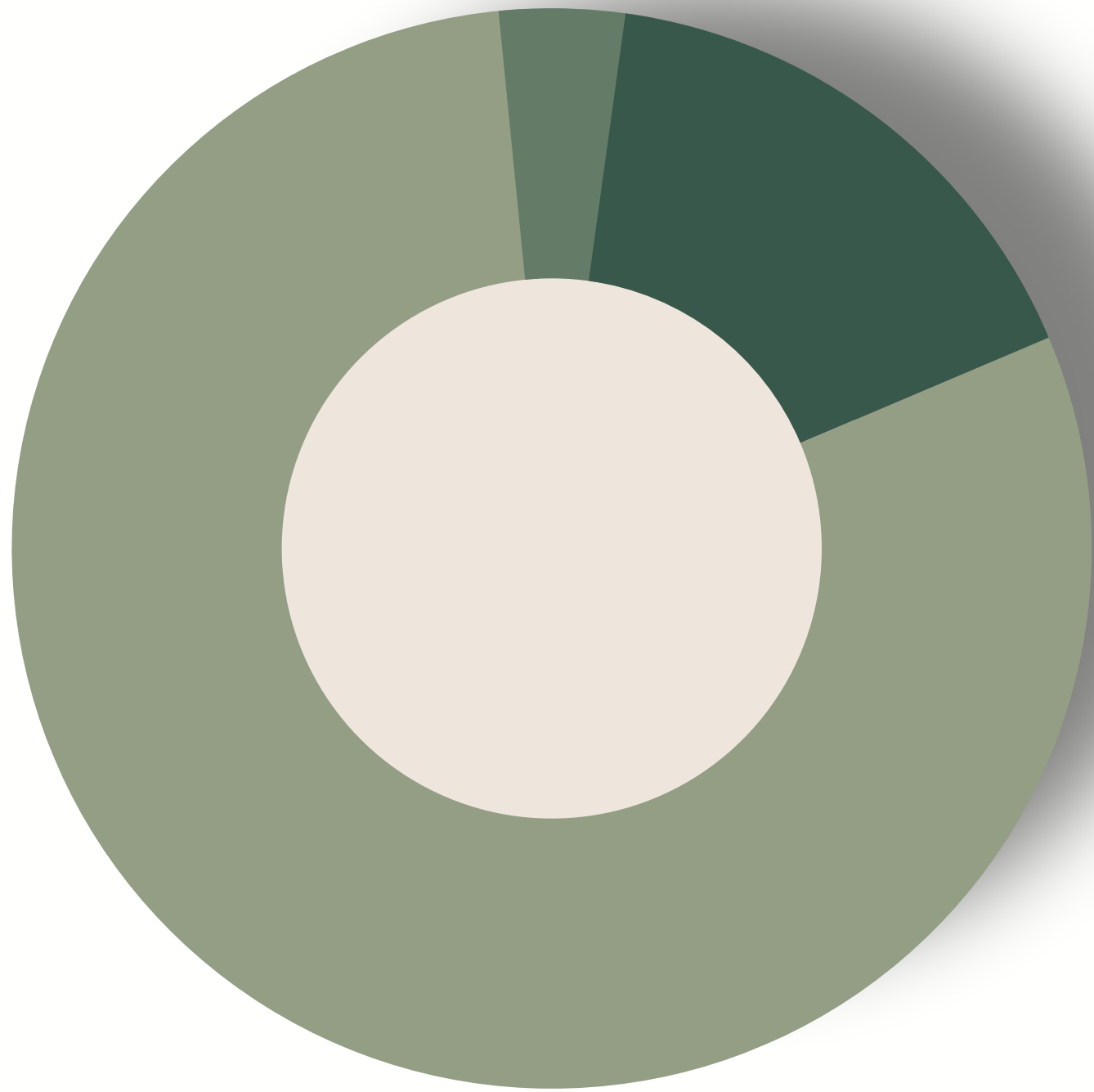
Business Donations: \$26,000

Grants: \$7,124

Individual Donations: \$71,242







## EXPENSES

**Total Expenses: \$101,356**

Program Implementation: \$78,955 (78%)

Administrative: \$19,355 (19%)

Fundraising: \$3,046 (3%)



### QUICK FACTS:

In the 21-22 programming year, our modest budget allowed us to employ 8 full-time staff members, provided wholistic development for 15 youth, funded meals for youth and their families, and allowed us to be a continuous presence in the area through community partnerships.



# JOIN KAIROS



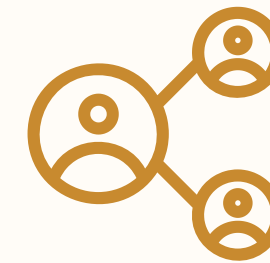
For more information on any of the ways to join Kairos, email us at **[info@kairosinternational.org](mailto:info@kairosinternational.org)**



## VISIT UGANDA

**Want to see first hand how Kairos is impacting youth in the community? Schedule to come visit!**

Whether you are a solo visitor or have a small team, we would love to host you! You will get a chance to meet our staff, visit our Kairos office, visit current youth and graduates in the community, and participate in Kairos activities. We guarantee your life will be changed when you hear the stories from the youth in our program.



## CONNECT

Can't come to Uganda, but still want to get involved? One of our greatest needs are connectors to spread the word! If you would like to host a dinner fundraiser, we would be honored. Simply reach out via email and we will provide you with everything you need to get started. **We will also send Kairos merchandise to anyone who raises over \$250!**





## INTERNS & VOLUNTEERS

**Kairos International offers opportunities for students (undergraduate and graduate) and professionals seeking to expand their portfolios and gain experience while making a difference.**

Our program offers space for students to intern with us in a variety of areas- from mental health to media. Intern and volunteer positions are open to students, mental health workers, business people, media and marketing workers, and others interested in using their specified skillset to collaborate with Kairos.



## GIVE

One of the most impactful ways to get involved is to give financially. We pride ourselves on being financially transparent so our donors know that every dollar goes toward the mission of Kairos. Kairos is a 501(c)3 organization. **All donations are tax deductible to the fullest extent allowable by law.** *Our donations are processed through National Christian Foundation, allowing monetary and in-kind donation processing.*

Give safely online at:

**[www.kairosinternational.org/give](http://www.kairosinternational.org/give)**





*Kairos International is a 501(c)3 non-profit organization. Our US Employer Identification Number is 82-5006071.*

*All donations made are tax deductible to the full extent allowable by law.*

**[www.kairosinternational.org](http://www.kairosinternational.org)**

[info@kairosinternational.org](mailto:info@kairosinternational.org)

