

2023 Annual Report

 **ONE WORLD**
CHILDREN'S FUND



2023 was a year of inspired action for One World and our grassroots member organizations.

Our educational programming and strategic grantmaking generated organizational sustainability and resilience within our fiscally sponsored membership network. With access to our succession planning training series, 60% of our member organizations now have emergency succession plans, compared to just 27%* of nonprofits generally. You will find many more examples of actions taken by One World and our member organizations to increase organizational sustainability throughout this report.

While strengthening their organizations, our member organizations continued to provide health, safety, shelter, food, education, healthcare, and economic opportunity to children and families in some of the most under-resourced communities in the world. In this report, you will hear about that impact from the youth themselves. We are inspired by the actions these youth are taking to empower their peers.

And we are inspired by you and your enduring support of our organization. Thank you for being there for One World, our members, and the global community of children and families in need.

August Pabst

Chief Executive Officer

Laurel Adcock

Chief Strategy & Operations Officer

Elizabeth Lott

Education Program Officer

Tara Barrett

Impact Program Officer

This report covers One World's 2023 activities. All financial information relates to the fiscal year ending in 2023.

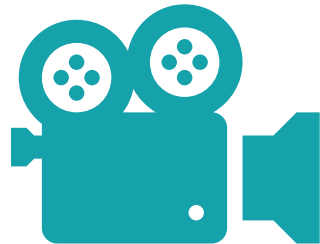
*BoardSource's 2021 Leading With Intent Report, the organization's most recent publication on national trends in nonprofit board leadership.

Cover photo courtesy of Fundi Bots Uganda.

Action Oriented Education

In 2023, we succeeded in shifting perspectives and inspiring action through our educational programs. The programs are designed to help organizations remain a sustainable source of strength and hope in their communities.

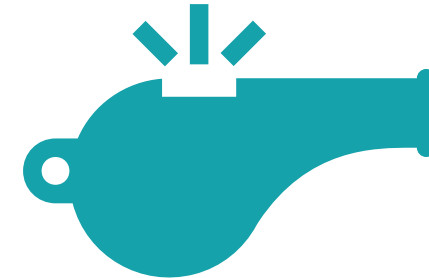
Our initial focus was on succession planning. New content on building strong boards of directors was developed in late 2023 and is currently being released.



On-Demand Videos



Peer Learning



Expert Coaching

Inspiring Action

Our members used our on-demand videos, thought provoking exercises, assessments, tools and templates to take concrete steps towards organizational sustainability.

- + Three organizations showed the trainings to their boards of directors and prepared emergency succession plans.
- + Two organizations reorganized access to essential information in case of successions.
- + Two organizations used the trainings to document preparation for planned successions.
- + One organization incorporated our materials into strategic planning working sessions.
- + Another organization began upskilling a promising administrator to prepare for the impending retirement of their founding leader.
- + Yet another organization shared the trainings with their entire leadership team and then used our built-in assessments to facilitate discussions around transition preparedness.

Shifting Perspectives

From succession planning only involves the Board and CEO,

To staff and external partners can help with successions:

The eye-opening idea (for me in watching the trainings) is involving current funding partners in the design of the transition process and in the search processes. Co-Founder and Managing Director, Member Organization

It helped me realize the need to create structures and policies that can run even without my presence. Additionally, I learnt the importance of training those I work closely with and [encouraging] growth as it is pivotal in creating a growth mindset and culture that can sustain team members through a transition. Communications Associate, Member Organization

From succession planning happens when someone leaves,

To succession planning is ongoing:

As the Managing Director of the organization, the training has challenged me to prepare accordingly for emergency and for transition, to incorporate both change and people factors while assuming and forecasting for the deployment of a future leader. Leader, Member Organization

The training on succession planning has been quite the eye opener for us. Going through the check list made us realise how much work we needed to put in to be fully prepared for transition[s]. We have since set the ball in motion, beginning to build the frameworks and plans. Head of Finance and Operations, Member Organization



Co-Leading for Organizational Sustainability

James Katumba and Solomon Kayiwa Mugambe are the co-founders/leaders of Wezesha Impact, a grassro...



Leveraging Community Expertise for Sustainable Staffing

Thulani Madondo is the founder and Executive Director of Kiptown Youth Program (KYP), a One Worl...



Reducing Leadership Burdens for Increased Sustainability

Humphrey Nabimanya is the founder and CEO of Reach A Hand Uganda. Since 2013, Reach A Hand has tr...



Post-Transition Perspectives

In 2022, Empowering Youth in Cambodia (known as EYC) hired a new Executive Director. Their prior ...

Peer Learning

In 2023, our members contributed their extensive knowledge to peer-led videos, providing practical insights into topics covered in our succession planning training series.

For example, the Board Chair and Managing Director of an after-school program in Cambodia discussed how they handled a recent transition in the top-level leadership role.

In another video, the Executive Director of an after-school program in South Africa shared how he recruits from his local community and promotes from within to build future leaders who understand and care for the community they serve.

Peer Learning in Action

In our peer learning video, Co-Leading for Organizational Sustainability, James Katumba and Solomon Mugambe discussed how they use a co-leadership model to reduce leadership burdens and associated turnover.

Inspired by this video, the founding leader of another member organization began to think about how a co-leadership model could improve her organization's succession preparedness and revenue generation by harnessing the fundraising and management power of two leaders in different locales.

She applied for expert coaching from One World to help her turn her idea into reality.

"By demonstrating our co-leadership and integrating other leaders from within the organization, we are laying the foundation for the organization to thrive and survive beyond us." James & Solomon, co-leaders of Wezesha Impact



James Katumba, Co-Founder/Managing Director
James is responsible for governance, special projects, strategy, and fundraising.



Solomon K. Mugambe, Co-Founder/Exec. Director
Solomon is responsible for operations, fundraising, and advocacy/communications.

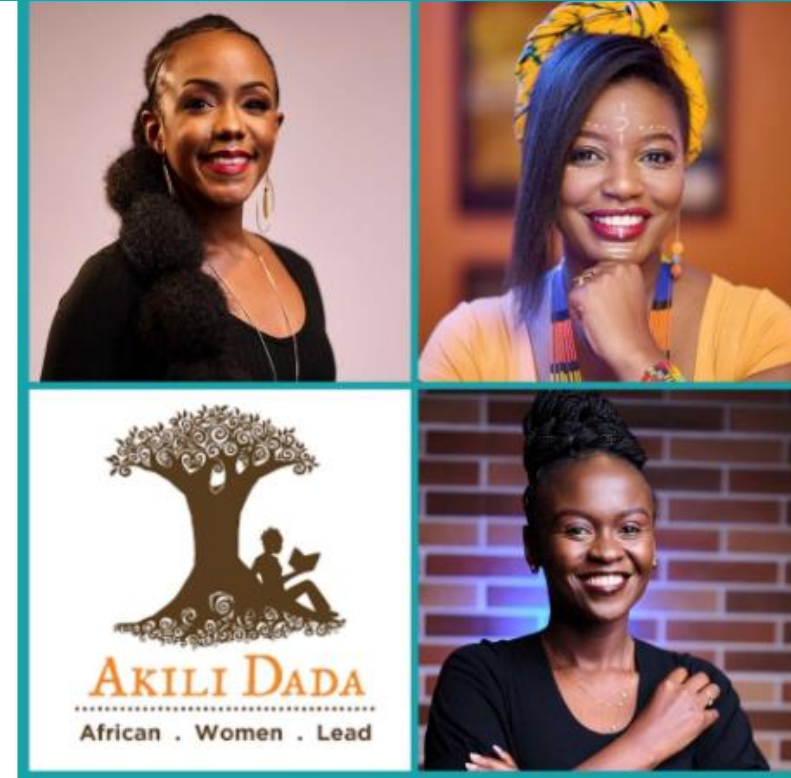
The initial idea of co-leadership came from the [on-demand] trainings. Having a coach helps me internalize what I am learning [from the trainings], and face-to-face discussions make difficult things like succession planning easier and faster. CEO, Member Organization

Expert Coaching

In addition to the coaching match inspired by our peer learning trainings, we matched Akili Dada, a women's leadership incubator in Africa, with a coach to help them use succession planning as an opportunity to develop their next generation of organizational leaders.

As Akili Dada's Executive Director, Joy Zawadi (pictured top right), prepared for maternity leave, she identified her Finance and Operations Manager, Keziah Uimbia (pictured bottom), and her Head of Programs, Diana Njuguna (pictured top left), as strong successor candidates for a top leadership position.

Joy worked with One World's expert coach to help Diana and Keziah assess their strengths and skill gaps. When Joy went out on maternity leave, Diana and Keziah served as interim leaders, providing a perfect opportunity to practice for a planned or emergency succession with support from One World's coach.



"I have seen firsthand how empowering my senior leadership to take up their space and make a meaningful impact on the organization creates a trickle-down effect, providing opportunities for their teams to take on new responsibilities and grow. This experience strengthens our belief in the leadership potential of young African women when given the right opportunities and support." Joy Zawadi, Executive Director, Akili Dada (paraphrased from email received in 2023)

Catalyzing Organizational Strength



- + 5 organizations received a total of \$68,500 in second year Sustainability Fund grants.
- + 3 organizations received a total of \$16,640 in Resilience Fund grants.
- + 2 organizations received a total of \$40,000 in new Sustainability Fund grants.

Refers to grantmaking outside of fiscally sponsored funds

Increasing Organizational Resilience

The African Community Centre for Social Sustainability

Our Resilience Fund provides a rapid infusion of resources to organizations responding to crises and emergencies.

The African Community Centre for Social Sustainability (ACCESS) received a Resilience Fund grant after a car accident damaged their transport van in 2023. ACCESS was left without a way to transport its students to their early childhood education program – the only preschool within 12 miles.

Our Resilience Fund helped ACCESS make quick repairs when insurance would not cover all associated costs. As a result, students in the rural area ACCESS serves were able to safely travel to preschool.



One World's CEO with ACCESS preschool students

Increasing Organizational Sustainability

Empowering Youth in Cambodia

Our Sustainability Fund helps member organizations implement critical sustainability initiatives that are typically overlooked by the philanthropic community.

In 2023, Empowering Youth in Cambodia (EYC), an after-school program, reported on their achievements in the first year of their Sustainability Fund Grant.

EYC used grant funds to design an online platform that EYC students and the wider community can use to learn about topics such as sex education and gender equality, and to identify resources such as scholarship opportunities, resume guides, and medical providers.

The grant also supported EYC in hosting visiting volunteers who shared their professional skills related to revenue development. For example, a visiting volunteer helped EYC students win \$3,500 from an environmental sustainability competition organized by the European Patent Office (pictured).



Increasing Organizational Sustainability

Prajna Vihar School

One World awarded Prajna Vihar School a Sustainability Grant to make sure its students are not left behind in a world where technological skills are crucial. Prajna Vihar provides cost-free, high-quality education in a rural village in India where many families live in poverty, without access to computers or internet connections.

In 2023, Prajna Vihar reported using grant funds to fully equip its computer lab and build the technological capacity of teaching and administrative staff. Prajna Vihar's updated computer lab is being used to enhance student education in subjects such as history, geography, science, English, and Hindi. Prajna Vihar also used grant funds to refurbish the school's ageing infrastructure.



Fiscal Sponsorship



\$2.35M in fiscally sponsored funds reached grassroots organizations with One World's **\$619K** in operating expenses.

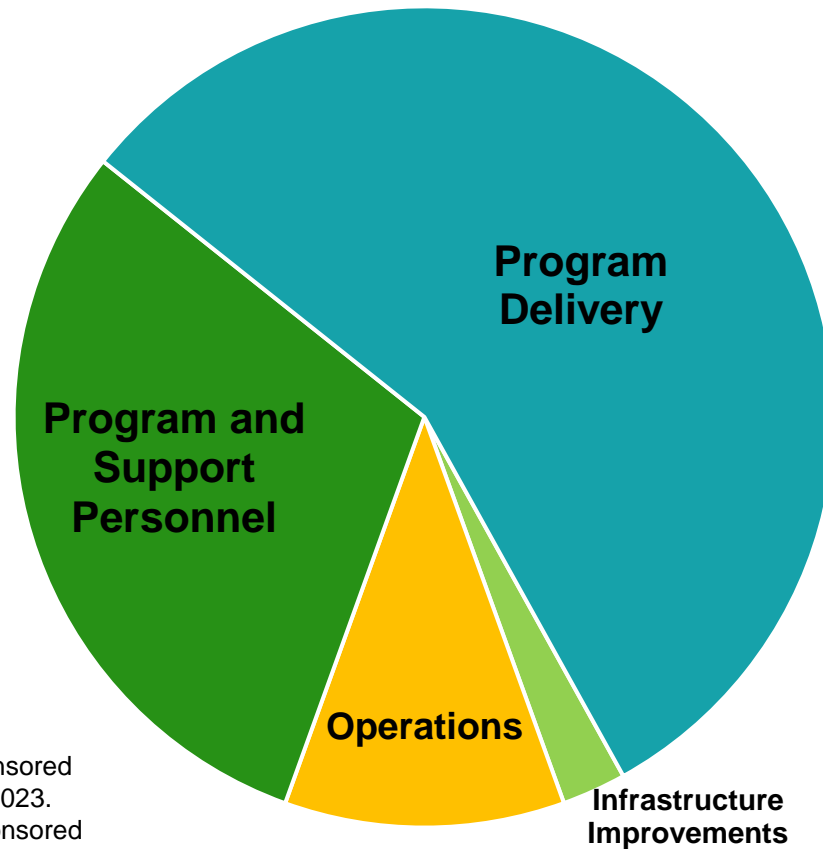
Details at

<https://www.oneworldchildrensfund.org/reports-financials-policies>

Fiscally sponsored funds and operating expenses excludes non fiscally sponsored grants to member organizations.

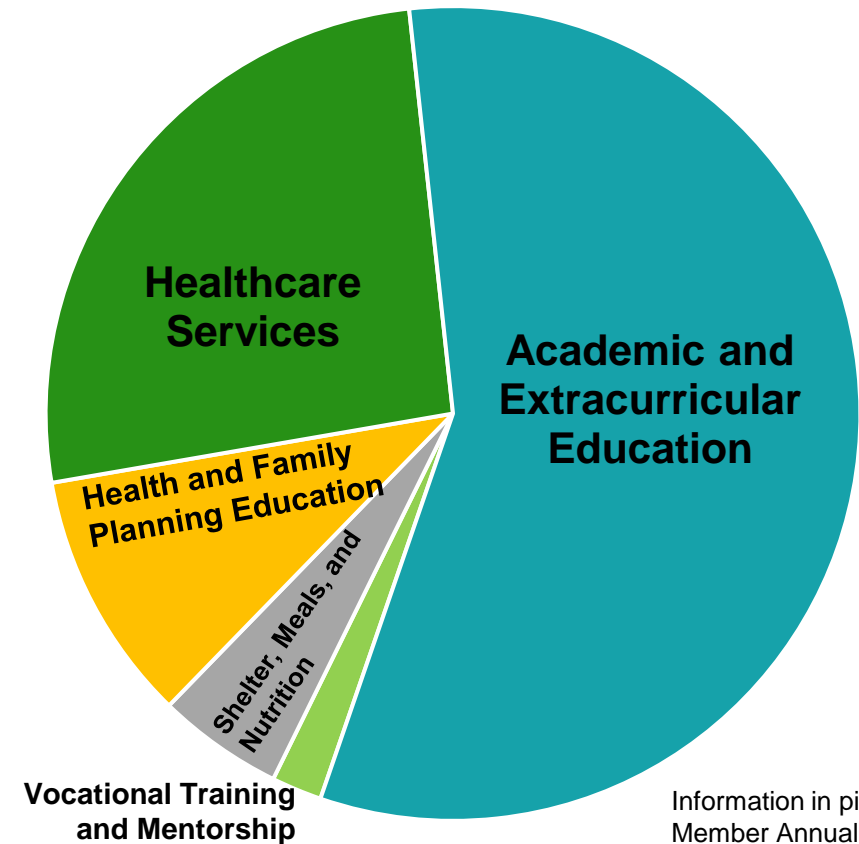
Fiscal Sponsorship Impact

Member Use of Fiscally Sponsored Funds



Data reflects fiscally sponsored funds disbursed in FYE 2023. Excludes non fiscally sponsored grants to member organizations.

Children ages 0 to 25 Served by Members by Program



Information in pie charts sourced from Member Annual Reports submitted in 2023, reflecting 2022 data.

Fiscally Sponsored Funds in Action

Akili Dada enrolled 318 girls and young women from four nomadic, rural villages into their program focused on equipping out-of-school youth with literacy and numeracy skills.

Empowering Youth in Cambodia conducted community outreach to support the efficacy of their education programs, including auditory, vision, and dental screenings for over 400 students, provision of eyeglasses for 79 students, provision of hygiene materials for 450 students, and parasite elimination for 514 students.

Fundi Bots provided STEM education and teacher training to 235 children and 200+ teachers as part of a holiday robotics camp.

Kliptown Youth Program graduated 134 parents and community members from its inaugural computer literacy class. In the 6-week program, attendees crafted resumes and cover letters and acquired skills to increase the economic livelihood of their families.

PeerLink Initiative Uganda organized a Reading Week reaching 834 community members across 15 community libraries in rural Uganda.



Investing in Youth Leadership

Our fiscally sponsored members empowered 150,083 youth with leadership skills, information, and health related services to help them advocate for themselves and their peers and make informed decisions on their sexual and reproductive health.

Diana (pictured) is in a peer educator program, focused on Dandelion Africa's Girls for Leaders/Boys for Change curriculum.

First Person Perspectives: Youth Leadership

From a Peer Educator at Reach a Hand Uganda

“Being a Peer Educator is such a worthy and empowering experience that I wish every young person in this country could undergo. Right from the RAHU Peer Educators Academy, it has been a safe space to learn, unlearn and relearn a lot about sexual reproductive health and rights of young people in their diversities, a safe space to interact with my peers and experts on different themes of life.

It also gave me practical experience on disability inclusion and advocacy for menstrual health management, mental health, HIV/AIDS awareness and spread prevention, talent development, contraceptive use, gender equality and a lot more in different settings.

Joining the RAHU Governance Board is one of my life’s most humbling experiences. The Governance Board comprises exceptionally smart experts in different sectors in this country. Sitting in such a space has furnished my critical thinking, self esteem, empowered me with advanced and practical knowledge on policy and governance in different administrative levels, finance and risk management, monitoring evaluation analysis and learning, human resource policies and practices, effective communication and appropriate decision making at large.”

From a Peer Educator at Shared Action Africa

“After receiving training from Shared Action Africa on various topics related to adolescent sexual and reproductive care, and learning(sic) about how to prevent unwanted pregnancies through emergency contraception, prevention of STIs, particularly HIV through Prep, menstrual hygiene among other topics, I was motivated to serve in the capacity of Peer Educator and Advocacy Champion... I am part of a(sic) Youth ...Collective, that brings together 172 other adolescent girls to advocate for spaces to be created at some health facilities so that the young people like myself can access sexual and reproductive health care in a safe environment. Also, through the knowledge acquired through attending group meetings where we are sensitized on our rights to sexual and reproductive health, and the services available at the health facilities, I not only counsel my peers on the same subjects, but I am more empowered to make informed decisions...I am particularly happy with the reflective community dialogues conducted for adolescents together with their parents to discuss subjects related to sexuality and family planning, a subject that is culturally never discussed by parents with their children.”

Fiscally Sponsored Member Recognition

The Action Foundation's Executive Director, Maria Omare, was nominated by Former First Lady Michelle Obama as one of the top 25 visionaries to watch in UK's *Red* magazine. Obama nominated Maria for her dedication to the organization's work in "closing the education gap for children with disabilities" and for the organization being "a safe haven for young women to explore their truest passions and be their best selves."

Lwala Community Alliance is helping to provide the world's first malaria vaccine to high-risk communities in Kenya, where children are impacted by malaria at more than twice the national average. Lwala partnered with local Ministries of Health to develop a distribution plan and train community health workers to ensure that eligible children received the immunization as quickly as possible.



Michelle Obama and Maria Omare featured in Red's "The Next 25: 25 visionaries to watch, nominated by Red's favourite trailblazers"

Fiscally Sponsored Member Recognition

Dandelion Africa is transforming low-cost shipping containers into medical centers, pioneering an innovative way to provide rural communities with access to critical child and maternal healthcare. Wendo Aszed, Dandelion's Executive Director, presented on her organization's work at the Clinton Global Initiative 2023 Meeting.

Wezesha Impact Co-Founders, James Katumba and Solomon Mugambe, were invited to present on how their organization helps tap the potential of out-of-school youth at the 2023 Global Youth Economic Opportunities Summit. The Summit brings together technical experts from 501 countries committed to advancing the social and economic wellbeing of young people.



Wendo Aszed (second from right) with co-presenters at the Clinton Global Initiative 2023 session, "Women's Rights are Human Rights."

Fiscal Sponsorship Growth



For the first time in 5 years, we opened our vetting process to new grassroots organizations seeking fiscal sponsorship. To maintain our deep, trust-based relationships with our member organizations, One World seeks to add a maximum of 3 new organizations over the next year.

Interest in membership was higher than anticipated, with nearly 70 organizations completing our new, short Eligibility Survey launched in late 2023. The Eligibility Survey focuses on how well aligned an organization is to our membership criteria, such as a demonstrated need for fiscal sponsorship, community responsiveness, fiscal responsibility, and effective governance. While many organizations are interested in membership, they are often not yet poised to receive fiscally sponsored funds and therefore do not continue with the application process.

Organizations with strong criteria alignment continue to a written application and a series of conversations designed to identify organizations best positioned to benefit from One World membership.

Visiting our Member Organizations

One World's CEO traveled to Uganda and Kenya in July of 2023 to meet with the leaders, teams, and board members of our member organizations.





Governance

In March 2023, One World's Board of Directors hosted a fundraising event in the Bay Area that featured Kliptown Youth Program (pictured). One World co-founders, Patricia Savitri Burbank and Michael Kilgroe, were special guests.

One World's Board of Directors also welcomed Kris Talgo to the Board. Kris' experience building the capacity of growing organizations compliments other skillsets on the Board, including financial management, corporate social responsibility, international development, legal, and medicine.

Thank You One World donors!

\$10,000+

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Thank You One World donors!

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Susan Nakatsukasa
Mayer Phillips Foundation
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Students at Kliptown Youth Program, South Africa



Reach a Hand Uganda



Platinum
Transparency
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