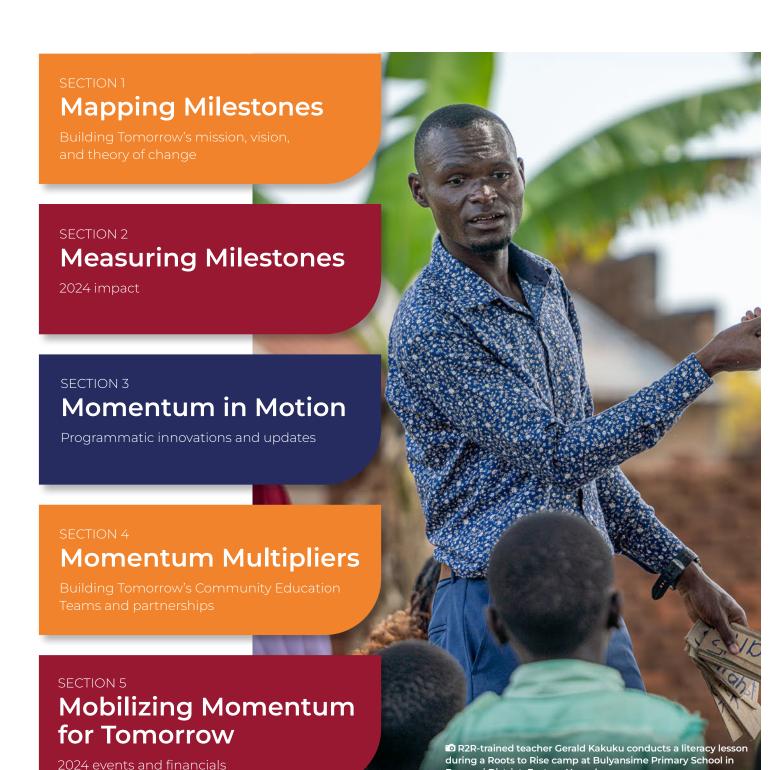
2024 ANNUAL IMPACT REPORT

Milestones and Momentum





CONTENTS



Bugweri District, Eastern Uganda.

FROM OUR CO-FOUNDERS

Friends, Partners, and Champions of Learning,

We are thrilled to welcome you to Milestones and Momentum, Building Tomorrow's 2024 Annual Report.

Over the past year, our collective belief in the power of communityled education came alive in ways that exceeded even our boldest expectations. From the bustling classrooms of Iganga to the quiet resilience of learners in remote villages in Kanungu, 2024 was headlined by relentless determination, unwavering commitment, and deep conviction in the mission of Building Tomorrow.

Throughout 22 districts, Building Tomorrow Community Education Teams (CETs) mobilized communities and deepened partnerships that brought meaningful learning to more than 280,000 children through our Roots to Rise foundational learning camps. For perspective, that's the approximate number of combined learners enrolled in the San Francisco, Boston, Seattle, Washington D.C., and Indianapolis public schools.

We also celebrated a milestone that's at the heart of Building

Tomorrow's mission: 48.000 formerly out-of-school learners re-enrolled, signaling not just access, but renewed hope for tens of thousands of families. In a world where too many children still fall through the cracks of education systems, our CETs have ensured every child is seen and every child counts.

Behind these numbers are the leaders who drive our mission forward. This year, we deployed 200 courageous Building Tomorrow Fellows—young Ugandan changemakers committed to transforming the future of education in their communities. Their work represents the momentum we are building not only in classrooms, but across an entire generation.

As co-founders and lifelona believers in the potential of every child, we remain grateful—and humbled. Milestones matter. But so does momentum. What we do next, together, is what will define this movement.

Thank you for continuing to stand with us. For believing in a tomorrow that's built today —in every classroom, every camp, and every child. Webale, nnyo, thank you very much.



GEORGE SPOR

George Srour





Joseph Kaliisa

Co-Founder and Country Director







LIVING OUR "WHY"

Despite measurable gains in school access over the last two decades, many children continue to face barriers to learning. In Sub-Saharan Africa, nearly 9 out of 10 children are unable to read and comprehend a basic paragraph, and approximately 202 million school-aged children across the region cannot read, write, or perform basic math (UNICEF; UNESCO). These statistics may sound alarming, but for Building Tomorrow, they serve as a clarion call.

With a vision of literacy and numeracy for all children and a mission of community-powered learning, Building Tomorrow partners with those most affected by the learning crisis—communities themselves—to bring learning to hundreds of thousands of learners per year.

We Build Tomorrow with:



UNSHAKABLE PASSION



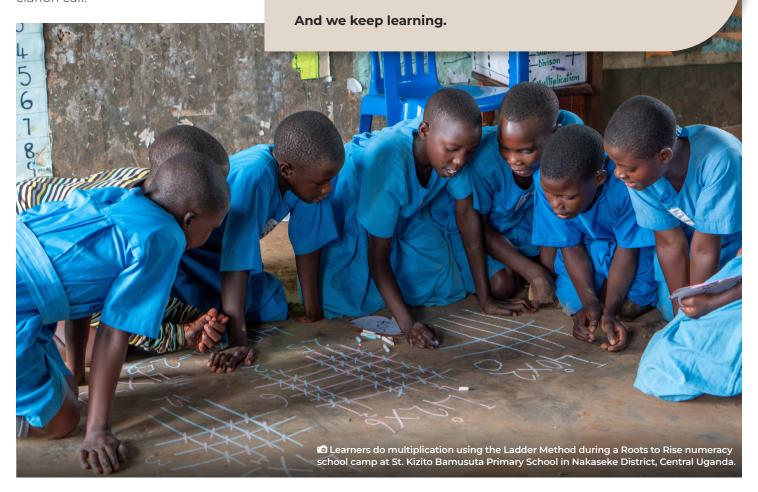
COLLABORATIVE ENGAGEMENT



INGENUITY



RELENTLESS **DETERMINATION**





THEORY OF CHANGE

Building Tomorrow mobilizes communities to deliver foundational learning to un- and underschooled learners through the level-appropriate Roots to Rise literacy and numeracy program.

WE WORK WITH...

Mapping Milestones

WHEN WE...

TO ACHIEVE...



Recruit, train and, deploy university-graduate Fellows.

Enlist and upskill Community Education Volunteers.

Communities are connected to their children's learning by building Community Education Teams.

Communities prioritize their children's education and the welfare of those families is improved.



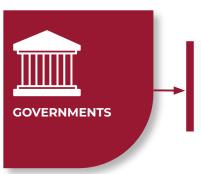
Train and support school leaders and teachers to prioritize foundational learning.

Co-design and implement inclusive, learner-centered programming.

Underserved children can read and understand a simple text, as well as compute all four basic math functions.

Schools are run and managed more professionally and equitably.

Improved representation of underrepresented learners in education systems and higher completion rates of school.



Collaborate with and support government leaders to prioritize community-powered education for all learners.

Alignment of local and national educational priorities around foundational learning.

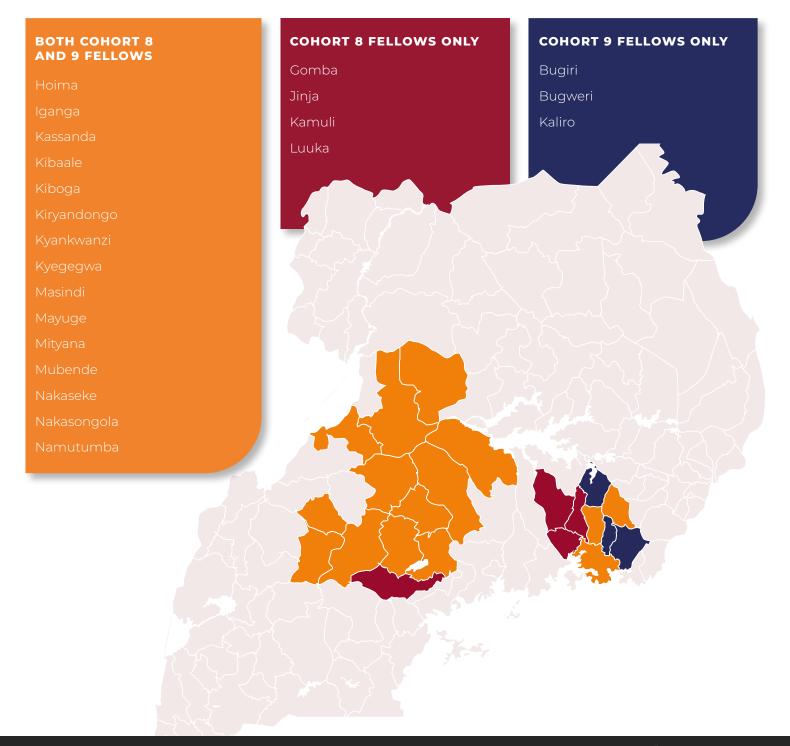
Increased local government involvement in foundational learning initiatives.





2024 IMPLEMENTATION DISTRICTS

SECTION 2 Measuring Milestones

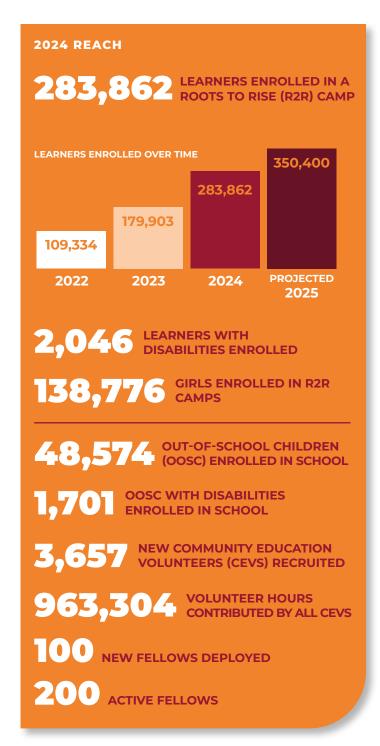


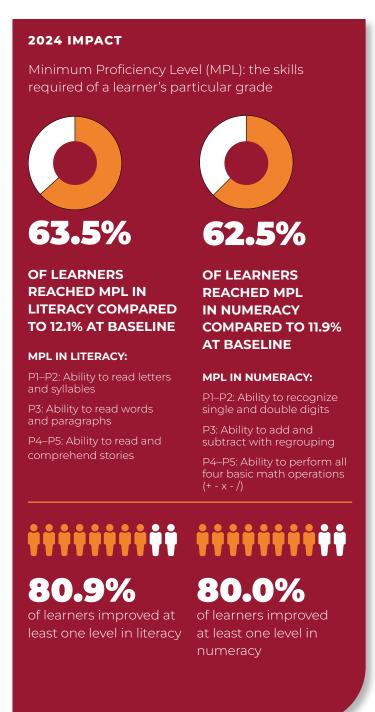


IMPACT IN NUMBERS

SECTION 2

Measuring Milestones







WHAT DOES "LITERACY AND NUMERACY FOR ALL" MEAN?

In pursuit of Building Tomorrow's goal of achieving literacy and numeracy for all, in 2024 the organization worked to define what it means to be "literate" and "numerate" at each grade level for R2R learners. To guide this process, the team aligned the R2R curriculum with the Global Proficiency Framework (GPF)—an international benchmark—drawing on the GPF-defined learning domains for literacy and numeracy. To capture this metric, Building Tomorrow introduced a new key

performance indicator: Minimum Proficiency Level (MPL).

MPL denotes the percentage of learners who have achieved the minimum skills needed to attend to their grade-level learning, effectively indicating the percentage of learners for whom remediation is no longer required. The addition of MPL allows Building Tomorrow to have a more nuanced, individualized metric of learning that accounts for the level differentiation within R2R groups.

63.5% of learners reached MPL

2.5% of learners reached MPL



Momentum in Motion

Momentum in Motion

Learner Annet Nanfuka leads a Roots to Rise Letter Jump literacy activity at Kasikombe C/U Primary School in Mityana District, Central Uganda.



ROOTS TO RISE



40 HOURS



SOCIAL-EMOTIONAL LEARNING



UNIVERSAL DESIGN FOR LEARNING AND INCLUSIVE **EDUCATION TECHNIQUES**



TARGETED INSTRUCTION



CLASSROOMS AND **COMMUNITIES**



Roots to Rise (R2R) is Building Tomorrow's Teaching at the Right Level (TaRL)-inspired signature foundational literacy and numeracy program, delivered to primary-aged girls and boys in schools by teachers and in communities by Community Education Volunteers (CEVs). The program offers level-appropriate, playbased literacy and numeracy lessons over 40 hours of instruction, delivering significant learning gains to Primary 1 to 5 learners. R2R also integrates Universal Design for Learning, socialemotional learning techniques, and reading comprehension-building skills through all literacy levels, with learning outcomes mapped to the GPF.



NUULU'S MOMENTUM

SECTION 3



Feeling frustrated and isolated, Nuulu struggled to participate in class, fearing her peers would judge her.

camp, Nuulu emerged as the top student in her Primary

4 class, a leap she could not have



SOCIAL-EMOTIONAL LEARNING ENRICHES R2R IMPACT

"Before incorporating socialemotional learning into my teaching, I didn't fully understand how significantly emotions impact learning. Now, I make it a priority to listen to my students, and I notice a remarkable change in their confidence. They are more willing to speak up in class without the fear of judgment from their peers."



JALIA NAIGAGA, TEACHER AT KAKONGOKA PRIMARY SCHOOL IN IGANGA DISTRICT, EASTERN UGANDA

"Our teacher, Jalia, helps us express our feelings. When I am sad, I know how to calm down and avoid fighting with others. I used to get angry quickly, but now, I breathe deeply and talk about my feelings."



TRAVINE KATOOGO, AGE 10, PRIMARY 4 STUDENT AT KAKONGOKA PRIMARY SCHOOL IN IGANGA DISTRICT



In 2024, Building Tomorrow introduced social-emotional learning (SEL) techniques into R2R, integrating an SEL skill into each R2R lesson. Already, R2R teachers and CEVs have reported a positive impact on learners enrolled in camps.

SEL skills are organized into key domains such as cognitive development, emotional awareness, self-identity, personal agency, communication, and social responsibility.

SEL equips students with essential skills to understand and manage their emotions, form healthy relationships, set and pursue goals, and make responsible decisions. Research consistently shows that

integrating SEL into education not only supports students' mental well-being but also enhances academic achievement.

In an initial qualitative study of facilitator perception of the SEL programming conducted by Building Tomorrow, R2R teachers and CEVs observed notable improvements in students' motivation, empathy, openness to new experiences, cooperation, memory, self-awareness, and critical thinking as a result of SEL programming. One teacher said, "Learners remember things more when we add SEL; it improves memory and awareness when used in class."







OUR COMMUNITY **EDUCATION TEAMS**





Building Tomorrow empowers proximate leaders through the formation of Community Education Teams, comprising Fellows, CEVs, community leaders, teachers, and school leaders. Together, these individuals work to support education in their communities, leveraging existing community assets to:





R2R TEACHERS CREATE LEARNING MOMENTUM

Kayaga has taught R2R to 288 learners. Incredibly, 88% of those learners improved by at least one R2R level in literacy, and 84% improved at least one R2R level in numeracy.





MOMENTUM PARTNERS



In 2024, Building Tomorrow began a partnership with the Hempel Foundation to advance both its direct implementation footprint and its systems-strengthening ambitions. The partnership has brought R2R to the three Eastern Ugandan districts of Bugiri, Bugweri, and Kaliro and has allowed the organization to second 10 former **Fellows as Education System Strengthening Coordinators** (ESSCs) to local government offices in Jinja and Kamuli Districts. There, they are serving three-year terms supporting local officials to deliver foundational

learning and mobilize their own **CETs.** This systems-strengthening approach, first introduced through Building Tomorrow's 2020–2022 Tomorrow is Now pilot, represents a critical investment in sustainable impact.

Partnerships have also been catalytic on the research front, most prominently through Building Tomorrow's selection as an inaugural uBoraBora grantee. Through uBoraBora, Building Tomorrow has partnered on implementation research to optimize R2R's literacy

programming, particularly for the segment of Primary 4-5 learners, who the analysis shows have, on average, the farthest to go to reach MPL for their grade. Specifically, uBoraBora is helping Building Tomorrow test how adding booklets with additional paragraphs and storylevel reading materials, in addition to training facilitators on the usage of these materials, can support **literacy improvement rates.** More iterations will take place in 2025, exemplifying our organizational mantra to 'keep learning.'



Momentum Multipliers

GOVERNMENT AND MULTILATERAL MOMENTUM

SECTION 3

DEEPENING GOVERNMENT COLLABORATION AND GAINING GLOBAL RECOGNITION

Building Tomorrow launched a Government Relations team in 2024 with a goal to scale R2R and CEV approaches across Uganda. Through strategic engagements, the team continues to strengthen partnerships with Uganda's Basic Education Department, Teacher/ **Tutor Instructor Education** and Training Department, and Education Planning Department. Building Tomorrow's progress is exemplified by the Ministry of Education and Sports' official recognition in 2024 of R2R districts as "centers of excellence," and the enthusiasm for Building Tomorrow's work by local officials, including Mr. Kifampa Hamid, District Inspector of Schools in Mityana District.

These growing partnerships at the national and district levels are opening doors for deeper collaboration and visibility with key education stakeholders. In 2024, Building Tomorrow was pleased to host visitors from the World Bank and UNICEF, key players in Uganda's education sector. UNICEF's Chief of Education in Uganda led a team to observe Building Tomorrow's work in Mubende District in August, while the World Bank's Senior Education Specialist in Uganda led a visit to see implementation in Mityana District in September. Through multi-stakeholder visits such as these, Building Tomorrow learns from partners in the education space and simultaneously shares

knowledge established through years of impactful, locally led programming.

Building Tomorrow achieved another milestone in 2024 when the organization was selected as a coalition partner in USAID's 2025-2029 Targeting the Learning Crisis (TLC) project. While the project was terminated in early 2025, Building Tomorrow's inclusion in the TLC coalition signified the recognition of our communitypowered approach as impactful and effective. Building Tomorrow was honored to be chosen alongside other organizations and look forward to reaching even more learners in the years to come.

"CEVs have been instrumental in boosting school enrollment and parental engagement. At Kasikombe Primary School, enrollment skyrocketed from 40 to more than 200 learners after their intervention."

MR. KIFAMPA HAMID, DISTRICT INSPECTOR OF SCHOOLS, MITYANA DISTRICT











BUILDING TOMORROW AT UNGA 79

In September, Building Tomorrow hosted Empowering Communities: Local Solutions for Global Education Goals, an event on the sidelines of the United Nations General Assembly in New York City. It was Building Tomorrow's first multilateral event, bringing together a panel of dedicated international education development experts and more than 60 guests to discuss communitypowered solutions to the global education crisis. Moderated by The Brookings Institution's Emily Gustafsson-Wright, the panel

comprised Bridgespan Group's Pritha Venkatachalam, Educate Girls' Maharshi Vaishnav. Hempel Foundation's Anna Mølgaard Thaysen, and Building Tomorrow's Grace Musiimire

Panelists discussed the **important** role communities play in keeping children enrolled in school and learning, as well as the importance of steady long-term investment and local buy-in, collective effort, and the ability to adapt over time.

The panelists' insights and audience questions inspired continued exchange of lessons learned, which Building Tomorrow carried forward into other forums with peers and education community members throughout the year.



KNOWLEDGE SHARING

SKOLL WORLD FORUM AND THE AFRICA FOUNDATIONAL LEARNING EXCHANGE

In April, Co-Founder and Chief Dreamer, George Srour, and Director of Strategic Partnerships, Jyl Strong, represented Building Tomorrow at the Skoll World Forum in Oxford, UK. Throughout the week, the team met with peers, funders, and prospective partners in key strategic conversations to learn, network, and advance Building Tomorrow's work.

George served as a panelist at the Hempel Foundation's Marmalade Festival event Transforming

Education Systems, using the opportunity to share how Building Tomorrow's community-centered model is creating scalable learning impacts in Ugandan schools and communities. He highlighted in particular the extensive contributions of CEVs and recommended them as a sustainable solution to the global education crisis.

In November, Building Tomorrow was proud to be invited to the Africa Foundational Learning

Exchange (FLEX) conference in Kigali, Rwanda, where Co-Founder and Country Director, Joseph Kaliisa, spoke at the FLEX 2024 Community Engagement Session moderated by UNICEF. Joseph spoke about the intersection of foundational learning and community engagement, and how CEVs create meaningful, community-powered change for learners across rural Uganda.





AWARDS AND RECOGNITION



"Community Education Volunteers are highly scalable by empowering local educators and leveraging community networks, ensuring easy replication and widespread adoption in diverse regions," and "this approach not only enhances educational outcomes but also fosters sustainable community."



In 2024, Building Tomorrow was honored to be recognized as a Klaus J. Jacobs Best Practice Prize finalist. This prestigious award is given to organizations exhibiting excellent evidencebased best practices in advancing child learning and education.



Building Tomorrow also had the honor of announcing a Commitment to Action at the Clinton Global Initiative (CGI) 2024 Annual Meeting in New York City, pledging to enroll 1,000,000 learners in foundational literacy and numeracy programming by 2028.





BOARD AND LEADERSHIP

LEADERSHIP

George Srour

Joseph Kaliisa

Julie Kornfeld

Bobby Olwol

Robert Sekadde

Jyl Strong

Whitney Warren

BOARD

Reflects board members whose terms continued until or through December 31, 2024.

Emily Johnson

Chair of the Board

Global Markets Corporate Responsibility Director, Cummins

James Habyarimana

Vice Chair of the Board

Provost's Distinguished Associate Professor, Georgetown University McCourt School of Public Policy

Randy Kaltenmark

Secretary of the Board

Partner, Barnes & Thornburg LLP

Jean Blackwell

Past Chair

Retired, CEO and Executive VP of Corporate Responsibility, Cummins Foundation

Joseph Kaliisa

Co-Founder and Country Director, **Building Tomorrow**

Stephen Katende

Co-Founder, Kisoboka Africa, former Building Tomorrow Fellow

Kenneth Kobe

Immediate Past Chair

Retired, Executive Director, Barnes & Thornburg LLP

Jimmy Kolker

Senior Advisor, Bureau of Global Health Security and Diplomacy, U.S. Department of State, Former U.S. Ambassador to Uganda

Jerry Langley

Emeritus Teaching Professor, University of Notre Dame Mendoza College of Business

Jim McClelland

Retired, President and CEO, Goodwill Industries, Central Indiana

Micheline Ntiru

Impact Investor

Godfrey Semugooma

Assistant Account General/Acting Director of Financial Management Services, Uganda Ministry of Finance, Planning and Economic Development

George Srour

Co-Founder and Chief Dreamer. **Building Tomorrow**

Michael Stayton

Past Chair

Retired, COO, UN World Food Programme, President and CEO, United States Infrastructure Corporation



BUILDING TOMORROW PARTNERS

We are grateful to the many partners who supported our work in 2024. In addition to the below, we owe a great deal of thanks to our hundreds of individual contributors as well as our local and central government partners, without whom our impact would not be possible.



























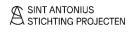




























ANONYMOUS

RUTH LILLY PHILANTHROPIC FOUNDATION

STONE FAMILY FOUNDATION



FINANCIALS

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Total assets	\$6,767,933
Property and equipment - net	\$329,989
Prepaid and other assets	\$29,391
Contributions receivable - net	\$4,512,115
Cash and cash equivalents	\$1,896,438

LIABILITIES AND NET ASSETS

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Total liabilities and net assets	\$6,767,933
Total net assets	\$6,718,353
With donor restrictions	\$4,835,118
Without donor restrictions	\$1,883,235
Net assets	
Total liabilities	\$49,580
Accounts payable and accrued expenses	\$49,580

SUPPORT AND REVENUE

Total support and revenue	\$1,478,376	\$4,518,829	\$5,997,205
Other income	\$72,349	-	\$72,349
Construction revenue	\$376,698	-	\$376,698
Contributions of financial assets	\$1,029,329	\$4,518,829	\$5,548,158
Support	Without Donor Restrictions	With Donor Restrictions	Total

RECLASSIFICATION

Net assets released from restrictions			
Satisfaction of purpose or time restrictions	\$3,824,392	(\$3,824,392)	-
Total reclassification	\$3,824,392	(\$3,824,392)	-

EXPENSES

	.		.
Program services	\$4,443,371	-	\$4,443,371
Supporting activities			
General and administrative	\$588,428	-	\$588,428
Fundraising activities	\$223,617	-	\$223,617
Total Expenses	\$5,255,416	-	\$5,255,416
Change in net assets before translation adjustment	\$47,352	\$694,437	\$741,789
Translation adjustment	(\$27,589)	-	(\$27,589)
Change in net assets	\$19,763	\$694,437	\$714,200
Net assets, beginning of year	\$1,863,472	\$4,140,681	\$6,004,153
Net assets, end of year	\$1,883,235	\$4,835,118	\$6,718,353





BASIC EDUCATION CHANGES LIVES. JOIN US IN BUILDING TOMORROW!

\$60 supports **4 learners** in a Roots to Rise camp.

Donate to build more tomorrows, today **here**



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