



**Kibo Group has established deep relationships in East Africa and partners with local communities to address the root causes of poverty.**

**Kibo Group partners with thousands of people in Uganda and hundreds of donors worldwide to pursue local solutions to poverty and injustice. We help communities flourish. Here is how we accomplish this mission.**



A photograph of a rural village in Uganda, featuring several traditional huts with conical thatched roofs made of dried palm fronds. In the foreground, a group of people, including women in colorful headwraps and a man in a white shirt, are gathered. The background shows a simple yellow and blue building. The entire image is overlaid with a semi-transparent blue graphic that includes a circular arrow and five white circular callouts containing text.

**Mission:**  
Kibo Group is a faith-inspired nonprofit that partners with East Africans to pursue local solutions for poverty and injustice to help communities flourish.

We work with donors who want to help people through a long-term development process that embraces the complexity of poverty and is based on deep relationships.

We hire and equip wise, talented people who are working to find solutions to poverty and injustice in their own country.

These employees build long-term partnerships with rural communities in Uganda to fight the root causes of poverty.

Through these partnerships, we work to solve water access, hygiene, sanitation, economic, and relational issues.

We work with donors who want to help people through a long-term development process that embraces the complexity of poverty and is based on deep relationships.

## Our supporters respect the people of Uganda and want to find effective solutions to poverty. We are honored to work with each of you.

Supporters of Kibo Group join our efforts to live out Jesus' command to "love your neighbor" by giving effective help that is based on relationships. For example, Chad Smith of Continuous Improvement Solutions embodies a commitment to a long-term development process.

Chad helps people run their companies more effectively by applying Lean and Six Sigma which are methods businesses use to find solutions to big problems by making small changes. Because of this, he understands the importance of being committed to gradual change that brings about lasting results. In 2014 Chad and his wife Jennifer celebrated their 20th anniversary by visiting Kibo Group. After this trip Chad noticed the similarities between our process of development in Uganda and his work with companies in the United States. He told us that "Kibo Group mirrors our approach to continuous improvement -- that is teach a man to fish so they can fish for their entire life. Kibo Group's mission is not to do something noble for someone else, but rather to work side by side as equals. This shows that growing God's kingdom is the reason for the entire group's work!"

Chad is more than a financial supporter of Kibo Group. He has applied his skills as a business consultant to help increase our effectiveness. Chad, along with coworkers Dave, Brian, Jaimie, and Austen traveled to Jinja and Tulsa to facilitate our yearly strategic planning. Pictured right, these planning sessions bring together Uganda and US-based staff to make long-range plans and set goals. Kibo Group is a better organization because of Chad and his employees.

Chad often reminds us that, in the spirit of 1 Chronicles 29:10-17, he has "only responded and given what God had already provided." Many of our supporters bring this same humble attitude to their giving. We are thankful that so many people use their time, skills, influence, and money to make Kibo Group's work possible.



We hire and equip wise, talented people who are working to find solutions to poverty and injustice in their own country.

**Kibo Group's work in Uganda is done by staff members who are committed to making their home a better place. Our board of directors has known many of them more than 20 years. These are the people entrusted with the work of Kibo Group.**



Jeska



David



Alex



Manuela



Abraham



Henry



Martin



Enock



Sarah



Roy



Ida



Lorna



Harriet



Justine



Alex



Tom



Steven



Tape



These employees build long-term partnerships with rural communities in Uganda to fight the root causes of poverty.

## **In Kigalama Village, Alex had to earn people's trust before projects focused on economic development, clean water, and healthy relationships could move forward.**

Kigalama Village is a community of 800 people located northeast of Jinja, Uganda. In early 2015 we approached leaders in the village about working together to plant trees and raise goats through the Mvule Program.

The community embraced the project and planted 300 seedlings. They worked hard and have been successful caring for the trees. As a result, the group earned 74 goats. The offspring of the flock will provide capital for the group to use as they continue the development process. Kibo Group and people in Kigalama Village also worked together to solve water access problems by improving the community's hygiene and sanitation practices. A new well was drilled in June of 2016.

We worked hard to build a strong partnership with the people in Kigalama Village. Before drilling a well, Alex, who works for Kibo Group, asked people to get ready for the well by setting and meeting certain hygiene and sanitation standards such as having a latrine, drying rack, rubbish pit, and clean water jugs. After making several trips to the community, however, Alex had not seen much change. People were not engaging in the project and making the needed improvements. Alex talked to leaders in the village and learned that somebody had told them he was lying and Kibo Group would never drill a well in Kigalama Village. One person had spread this rumor, and it affected the entire community. Alex then had to earn the community's trust and rebuild a healthy partnership.

We work hard to be true partners with every community. It takes great effort to establish trust and explain Kibo Group's philosophy. This extra effort is necessary for change to be sustainable and is a vital part of our process.



Through these partnerships, we work to solve water access, hygiene, sanitation, economic, and relational issues.

## **People in Butamoga Village improved their hygiene and sanitation. As a result, people are becoming healthier, and a local doctor reported that illness was on the decline.**

We first approached leaders in Butamoga Village about forming a partnership in early 2015. Women in the village cooked on open fires, which resulted in burns, smoke inhalation, and deforestation. Harriet and other Kibo Group staff taught people how to build safer fuel-efficient stoves. The community organized quickly and worked together to build the needed stoves. They even visited a neighboring village to teach people there how to build them.

People in Butamoga Village had limited access to clean water. The nearest well was in a neighboring village, so most people got water from a nearby swamp. Working with community leaders, we initiated a project to improve hygiene and sanitation and dig a new well. People organized quickly and worked hard, so it did not take long to prepare for a well, which was drilled in late 2015.

We have built a good relationship of trust with the people of Butamoga Village. People have seen the change that is possible when they work together. Recently a doctor who lived near the village told Abraham the improvements in hygiene and sanitation had caused such a reduction in sickness he no longer had enough patients and needed to expand his practice to other villages.

There is still a lot of work to do in Butamoga Village. In addition to some remaining serious health issues the village has no trees, limited economic opportunity, and family abuse that needs to be addressed. Harriet, Abraham, Ida, and other staff continue to work alongside people in that community to find local solutions to these problems. The foundation of Kibo Group staff working in strong partnership with the community will lead to long-term solutions that will have a lasting impact.



# Kibo Group's three core programs take a holistic approach to development by addressing the intersecting physical, social, and spiritual needs of communities.

## Water, Sanitation and Hygiene

Ugandans implementing standards to maximize the benefits of improved sanitation and hygiene habits.



With guidance from Kibo Group staff, an entire community recognizes the health risks of open defecation and poor hygiene and sanitation habits. We train and help establish a Health Committee to lead the implementation of hygiene and sanitation standards.



Once significant hygiene and sanitation improvements are made, We help evaluate the communities access to water and create a plan to address problem areas. Often an existing broken well can be repaired, which is a cost effective way to create new sources of water. A Water User Committee collects money to help cover a percentage of the cost, and repairs are made.



If a new well is needed, community leaders, a local drilling company, and Kibo Group staff work together to determine the best location for a new well. The Water User Committee ensures a fence is built around the well to protect it from damage and establishes a funding process so the community can work together to save money for future repairs.

## The Mvule Program

Ugandans coming together to develop trust and build working relationships.



People in a village commit to plant and care for Mvule Trees. Working toward a common goal breaks down divisions and builds trust between community members. Trust allows people to cooperate despite religious, cultural, and family differences.



After a year of working together, the community buys goats using money from Kibo Group. As the goat program matures and the people learn to manage the process of revenue generation through the selling of goat offspring, new ideas begin to emerge for additional economic opportunities.



Using the experience and skills they developed during the Mvule Program, the community can take initiative and work on their own to implement additional projects using local resources. We continue to mentor the group, and will offer assistance in an advisory role when requested.

## Community Empowerment

### Ugandans committing to maintaining healthy relationships and habits.

Community Empowerment allows us to maintain relationships with villages who have gone through our other programs. The program focuses on four areas of holistic development using the biblical principle of loving your neighbor as yourself.



#### Healthy Relationships

Kibo Group staff lead Bible lessons focused on developing communication skills and trust within families and between neighbors. Learning relationship skills reduces conflict and encourages compassionate responses to others' needs.



#### Health Education

We work with the community to improve physical health through a variety of healthcare lessons. These lessons equip people to prevent and respond to illnesses that arise in their families or community.



#### Healthy Kitchens

Traditional cooking fires are dangerous, causing burns, smoke inhalation, and use wood inefficiently. We teach women to build safe and fuel efficient stoves using local materials.



#### Life Skills

The Life Skills training is a comprehensive behavior change approach which addresses the development of a whole person through lessons on communication, decision making, relationships, self-esteem, resisting peer pressure, and other life skills.

## Each of our programs target different problems found in villages.

### Water, Sanitation and Hygiene

**Problems Targeted:** Poor hygiene and sanitation knowledge, and lack of clean water source.

**Desired Outcomes:** Sustained improvement in the health of the community.

### Mvule Program

**Problems Targeted:** Failure to capitalize on economic opportunity, low trust and cooperation, overexploitation of trees.

**Desired Outcomes:** Sustained economic growth, sustained trust and cooperation, sustained effort to protect the earth's natural resources.

### Community Empowerment

**Problems Targeted:** Poor relationships and self-identity, lack of basic health skills, inefficient and dangerous stoves.

**Desired Outcomes:** A community committed to taking care of themselves and others.

## **Experience Africa supports our mission by building cross-cultural relationships and helping people experience Kibo Group's work firsthand.**

Every year people visit Jinja, Uganda so they can have a deeper understanding of poverty and poverty alleviation. This year, students from Pepperdine University, Harding University, Rochester College, and Oklahoma Christian University, as well as individual Kibo Group supporters spent time in Jinja.

Mike and Vanessa Thomas came to Jinja in February. Six months later Vanessa said:

I don't know what God has planned for us. But I do know that being in Uganda impacted me more than I could have ever imagined. It started a fire that has left me with so many questions. I also know that God is calling me to something bigger and bolder than myself. He is calling me to changes. Whether that happens here in Tulsa, Oklahoma or halfway across the world one day, I don't know. But I will trust Him. He has given me a passion and desire, and I will daily trust Him with it.

Mike and Vanessa have become an important part of Kibo Group as volunteers, donors, and advocates. We are thankful for their support. We are glad that as a result of their trip, they see the world around them a little bit differently, and are making their community a better place.



**Our coffee shops support Kibo Group's mission by giving people a place to get to know each other and learn about our work.**



The Source Cafe is our Jinja, Uganda headquarters. It provides conference space, a wide selection of food, tourist information, a library, computer training, and souvenir shopping.



[source.co.ug](http://source.co.ug)



Midnight Oil Coffeehouse is located in Searcy, Arkansas right next to Harding University. It is a place for people to work, relax and learn more about Kibo Group.



[www.KiboMidnightOil.com](http://www.KiboMidnightOil.com)



*The coffee cafe with a cause.*

Kibo Corner is located on the campus of Rochester College in Michigan. Thanks to the sacrificial work of volunteers, all of the revenues are used to fund Kibo Group programs.



[www.FB.com/kibocorner/](http://www.FB.com/kibocorner/)





**If you want to invest in development based on deep relationships, please join us.**

**Host a Kibo Group gathering:**

All you have to do is invite people. We will come to you and bring along some food!

**Donate:**

Donate at [www.KiboGroup.org/give](http://www.KiboGroup.org/give) or using the enclosed card.

**Come to the annual run or dinner:**

We have an annual 5K run and dinner. Visit [www.KiboGroup.org](http://www.KiboGroup.org) for information.

**Start a conversation, ask some questions:**

 @kibogroup  @kibogroup  kibogroup

**Contact:**

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[www.KiboGroup.org](http://www.KiboGroup.org)

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**Impact:**

We work in over 40 villages to find local solutions to poverty and injustice.

**26,588**

People live in current Mvule Program villages.

**41,283**

People live in current Community Empowerment villages.

**38,752**

People live in current Water, Sanitation and Hygiene villages.

**Finances:**

We use money efficiently by delivering programing supported by the necessary administrative functions.

**Expenses**

Programs	\$401,844	73%
General/Administrative	\$114,722	21%
Fundraising	\$31,824	6%
<b>Total</b>	<b>\$548,390</b>	<b>100%</b>

**Revenue/Contributions**

Individual gifts	\$206,423	35%
Churches/Organizations	\$117,479	20%
Program Service	\$154,703	27%
Events	\$77,859	13%
Coffee Shop	\$28,404	5%
<b>Total</b>	<b>\$584,868</b>	<b>100%</b>

**A full financial statement is available at [www.kibogroup.org/about/financial/](http://www.kibogroup.org/about/financial/)**



**Board of Directors:**

Clint Davis • Leon Blue • Mark Moore • Monte Cox • Brent Abney • Brooks Davis • Danette Cagnet • Deron Smith • Doug Townsdin • Greg Taylor • John Barton • Jordan Smith

# Thank you for supporting Kibo Group through your time, money, influence, and skills!

## Air Hygiene is one of the 365 companies, individuals, churches and organizations that support Kibo Group.

We are blessed to have companies like Air Hygiene support us consistently. When we asked them what makes Kibo Group unique, Mike Scott, Director of Accounting, told us that “The people who make up Kibo Group are what stand out most in my mind. I’ve met Abraham Mulongo who oversees the Mvule Project and his attitude towards the people he interacts with on a daily basis must motivate the others in the village. It doesn’t matter if they are Christian, Muslim, or nothing at all. I could tell from his stories that he cared deeply for the people he talked about. Actually looking in the eyes of those who work daily in the field and getting a sense of their devotion and drive to touch others in such a positive way shows me that Kibo Group is succeeding in their mission of showing Christ’s love to the world.” It’s a blessing for us to have people like Abraham involved with our work, and we’re thankful for Mike and Air Hygiene’s continued support and affirmation.

## Thank you for supporting Kibo Group:

Aaron and Julie Southern, Abdou and Rana Jaafar, Alan and Leigh Anne DeJarnatt, Albert and Ann Bryan, Allyson Huey, Amazon Smile, Amos Ponder, Andorra Corporation, Andrew and Kinder Shamhart, Anthony and Christina Richey, Anthony DiPonio, Anthony McKee, Anthony Tuttle, Barbara Lucas, Barbara Parker, Barbara Shepherd, Barbara Smith, Barry and Jill Kelley, Bartlett Woods Church of Christ, Ben and Julie Aggus, Ben and Rebecca Leeper, Ben and Sara Garner, Benevity, Benjamin and Beth West, Beulah Artis, Bill and Karen Nichols, Bill Elliott, Billy and Jill Thomason, Billy and Lesley Mize, Bob and Donna McElhane, Bobby and Candice Garner, Bobby Ray Jr., Bonnie Creeley, Bradley and Darlee Gist, Brent and Heather Abney, Bret and Paula Baker, Brian and Mary Thomas, Brian and Sandy Leeper, Bristol Road Church of Christ, Bruce and Cecilia Bramhall, Bud and Janet Davis, Carl and Leatha Terwillinger, Carl and Pamela Bandy, Carol and Steven Burgess, Cathy Hunter, CBI Design Professionals, Chad Cook, Chad Reagan, Chad Smith, Charles and Jeanette McCoy, Charles and Mary Sneed, Charles and Patty Ganus, Charles Schwab, Chris and Phyllis Fields, Christy Morgan, Clarence and Ethelene Davis, Clear Creek Church of Christ, Cliff and Betty Richter, Clyde and Melinda Gordon, Collin Whitney, Continuous Improvement Solutions LLP, Corbyn and Amy VanBrun, Cory and Hannah Legg, Cristeena Williamson, Dale and Kimberly Brown, Dana Morrel, Daniel Morgan, Darrel and Jamie Morrison, Darren and Corinne O’Halloran, Darron and Toby Hummingbird, Daryl and Lina Arendale, Dave and Jeni Dwyre, David and Alisa Brackney, David and Kay Bural, David and Lanny Duke, David and Lara Brazle, David and Linda Park, David and Margaret Siebert, David and Patty Latimer, David Greer, David Majors, David Mitchell, David Robertson Consulting Consulting, Dawn Lemaster, Deron and Becca Smith, Dewayne and Melba Neel, Dianne Myhan, Don and Bridget Price, Don and Donna Millican, Don and Patti Sanders, Don and Peggy Huffman, Donald and Nan Nelson, Doug and Shelia Selke, Downtown Church of Christ, Dr. Tracy and Rebecca Loper, Drew Howerton, Duane and Patricia Harrison, Dyan Condry, East Sunshine Church, Edmond Church of Christ, Eric and Julie Thomason, Eric and Sonia Campbell, Erica Rossell, Ernest and Sherry Johnson, Everett and Eleene Huffard, Fellowship Church of Searcy, Fidelity Charitable Gift Fund, First United Methodist Church - Bella Vista, Fort Bent Boats, Fred and Renee Corson, Gary and Cindy King, Gary and Dawn Osborn, Gary and Valerie Medley, Gerald and Joyce Felzien, Glenn and Karen Wimberley, Glenna Abney, Gloria Mehrhof, Greg and Jill Taylor, Gregory and Kathleen Guymmer, Gregory and Laura Grunewald, Gregory Hinkson, Hannah Brackney, Harrison and Kelly Dell, Harvester Christian Church, Helen Allmond, Highway Church of Christ, J.W and L.R Weaver, Jab and Jill Hartness, Jackie Bodine, Jacquelyn Rozell, Jake and Shelly Hendrix, James and Kaitlyn Busam, James and Marla Walters, James and Marsha Holsombake, James and Shelia Couch, James Meneely and Sarah Meneely, Jason Reed, Jay and Mary Jo Wilson, Jayton Lim, Jeff and Cathy Bodine, Jeff and Lisa Streng, Jeff and Lynne Cox, Jeff and Pattie Simmons, Jeff and Peggy Stockard, Jeff Lewis, Jeff Switzer, Jeffery Gabrielson, Jeffery Newton, Jeremie Beller, Jeremy and Jenni Knox, Jerry and Amanda Noblin, Jerry and Carole Owen, Jerry and Rita Brackney, Jim and Caye Randolph, Jim and Erin Crawford, Jim and Holly Wootton, Jimmy Kolker, Jody Pigg, Joe Van Hooser, John and Brenda Stuckey, John and Carol Vitale, John and Marti Berry, John and Mary Barton, John and Stacey Spann, John Elliott, John Oddo, John Tyson, Jon and Kathy Smith, Jon and Taylor Mills, Jonathan and Eleanor Pettit, Jonathan Majors, Jordan and Heather Smith, Joseph and Christine Robinson, Joseph and Glenda Stevenson, Josh Kerr, Juanie Walker, Judy Clevenger, Julie Fitzpatrick, Julie Lees, Justin and Shelli Jones, Kara and Gordon Folkins, Karolatta Heath, Kasey and Julie Blair, Kathryn Waters, Kayla Goodrich, Keith and Barb Nelson, Keith and Julayne Hughes, Kelly Huenink, Ken and Cheryl Coggeshall, Ken and Jan Hudgins, Kenneth and Janie White, Kenneth Asewe, Kerry Meier, Kevin and Suzanne Ward, Kurt and Peggy Anderson, Kyle and Aimee Norman, Kyle and Jennifer Stephens, Kyle and Shannon Binkley, Lanny and Carol Witt, Larry and Lynne Stewart, Larry and Mary Moody, Larry and Wendy Kwiecinski, Larry Hennessee, Laurence and Laura Raper, Laurie Shipman, Lee and Sharon Wills, Shawn and Joyce Stretten, Shelton Allen Wagner Jr., Skyline Church of Christ, Springfield Church of Christ, Stephen and Kathy Shreve, Stephen and Penny Wilson, Stephen Smith Corp., Steve and Jackie Baird, Steve and Karen Brewer, Steve and Madonna Higgins, Steve and Renee Tufts, Steven and Dolores Rader, Steven and Milly Frost, Sue Phipps, Susan Rogers, Suzanne Billingsley, Taber Staffing LLC, Taylor Brandwein, Terrel and Charlotte Taylor, Terrence and Stacey Yates, The Journey, The Williams Companies Inc., The Wilson Kids, Thomas and Amie Jackson, Thomas and Rayelynn McCloud, Thomas Blackwell, Thomas Rahm, Thornhill and Minnie Williams, Tim and Laura Welch, Tim Herbel, Tim Onsomu, Todd and Patricia Zumbun, Tollea McMellon, Tom and Diane Rellinger, Tom Paull, Tony and LeaAnne Ward, Trade Spend Auditing Frito-Lay Inc., Tulsa Christian Foundation Inc., Tulsa Community Foundation, University Church of Christ, Van Priest, Vim 360, Walsie Gearhart, Wesley Griffin, Wesley Phillips, William and Glenda Stark, William and Maria Meier, William Matthews, William Thomas, Willshire Church of Christ of Christ, Women of Courage, Wyman and Carol Stewart, Zac Watson, Zach Abney.



**In Tulsa Oklahoma three churches, 23 sponsors, and hundreds of participants work together to support Kibo Group though Run to the Well and the Partnership Dinner.**

It does not matter what country you live in; when people work together, good things happen. In Tulsa Oklahoma, supporters organize two events that benefit Kibo Group every year. Run to the Well is a 5K and fun run that supports the Water, Sanitation and Hygiene Project, and the Partnership Dinner is a chance for Kibo Group supporters to celebrate the work people in Uganda are doing.



These two events are possible because of Kibo Group supporters in Tulsa who show up early in the morning to set up for Run to the Well, and they don't leave until late that night after the dinner is finished. They help people register, pass out water, carry heavy things, find sponsors, promote the events, set up decorations, donate money, host people, and work really hard. We are grateful for your dedication. We especially want to thank people from Memorial Drive Church of Christ, Park Plaza Church of Christ, The Journey: A New Generation Church of Christ, students from Harding University, and all our event sponsors for their support.



**Kibo Group International**

800 West Avon Road

Rochester Hills, MI 48307

Kibo Group has established deep relationships in East Africa and partners with local communities to address the root causes of poverty.

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 [www.KiboGroup.org](http://www.KiboGroup.org)

2015 - 2016 Annual Report

