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SCHOOL FOR LIFE FOUNDATION

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ANNUAL REPORT 2015

“Education is the most powerful weapon that you can use to save the world.” -  
Nelson Mandela



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## 1. REPORTS OF CHAIRMAN AND DIRECTORS

### 1.1 MESSAGE FROM OUR CHAIRMAN

It has been an honour and privilege to be part of School for Life Foundation Australia Limited (SFL) since 2009.

This year, we expanded our reach into Early Childhood Development, providing education to children from 3 years' old. This will significantly increase the quality of education being provided to our students, increase health and nutrition and further differentiate the level of education SFL provides to the community. As we further expanded our teachers' accommodation this year, it is great to see that our teachers are being housed in safe and comfortable accommodation to help them better do their very important jobs.

Congratulations must be extended to the team on ground in Uganda, whose hard work and dedication continues to go from strength to strength. From the cleaners, cooks, maintenance, security, construction team and the teachers, our Ugandan staff continues to work above and beyond to ensure Katuuso Primary and Vocational school is providing the best services possible.

The 9<sup>th</sup> of May 2015 saw our most successful Black Tie Fundraising Ball to date, with a huge \$330,000 raised. A special thank you to all our supporters who helped us to achieve this milestone.

I would like to extend my sincere gratitude to all the volunteers who dedicate their time and energy to assisting School for Life to increase its impact both in Australia and Uganda. Thank you to the Board of Directors, whose commitment to SFL's strategy and success ensure that we continue to grow as an organisation.

The projects that SFL implements in Uganda have a transformative impact on the local communities and I am excited to be a part of the ongoing growth and development of the organisation. As preparations begin for the construction of a second school at Bujuuko, I am excited to see SFL continue to go from strength to strength.

Please take the time to visit our website, view the videos and pictures of this year's progress and read more about the journey ahead.

Thank you once again for your support,

Darren Perry



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## 1.2 MESSAGE FROM OUR FOUNDING DIRECTORS

We are extremely proud to report on SFL's significant growth in Australia and Uganda over the past 12 months.

We have achieved some big milestones at SFL this year. We reached our much sought-after fundraising goal of \$1 million, marking the most money we have raised to-date in a single year. We built an early childhood development centre, assembly hall and tailoring room and completed another 15 teacher houses. We also had our most successful Black Tie Fundraising Ball to date, which proved integral to our growth this year. We are beyond grateful to our loyal supporters for their donations of time, money and resources.

This year, SFL achieved accreditation with the Australian Council for International Development (ACFID). Being granted this membership is testament to our organisation's growth and maturity, and will provide us with exciting opportunities for future development.

In Uganda, we educated 280 primary students and 50 adults at Katuuso Primary and Vocational School (KPVS) in Pre-Primary to Primary 5, along with a special needs program. We have created employment for over 65 Ugandans and continue to have a profound impact on the local economy. Our tailoring program has equipped 20 women with tailoring skills and provided 10 with full time jobs. This has increased their income by 5 times, empowering them to provide adequate support for their children and the local community.

We continue to provide access to clean water and health care to over 1,000 community members and run workshops educating them on issues such as hygiene and sanitation.

We were delighted to welcome Ashley Meek and Angela Mwebaze to our Ugandan team in the roles of Country Director and Operations Manager. Their broad range of experience in the development industry is key to implementing and driving SFL's development principles. Angela and our Australian Events Manager, Corinna Philpott conducted a large-scale monitoring and evaluation review on current projects which enabled us to measure and scrutinise the impact of the programs we are delivering.

We continue to support our Ugandan staff and further develop their capacity with skills enrichment programs. Australian volunteer, Hannah Jory provided coaching and mentoring with one-on-one coaching and team building activities for the teaching staff.

Last year, we purchased 30 acres of land in neighbouring town, Bujuuko. This year, we finalised an exciting partnership with the Cotton On Foundation to help bring education to the Bujuuko community. Architects have been engaged and plans are now firmly underway for the construction of another Primary and



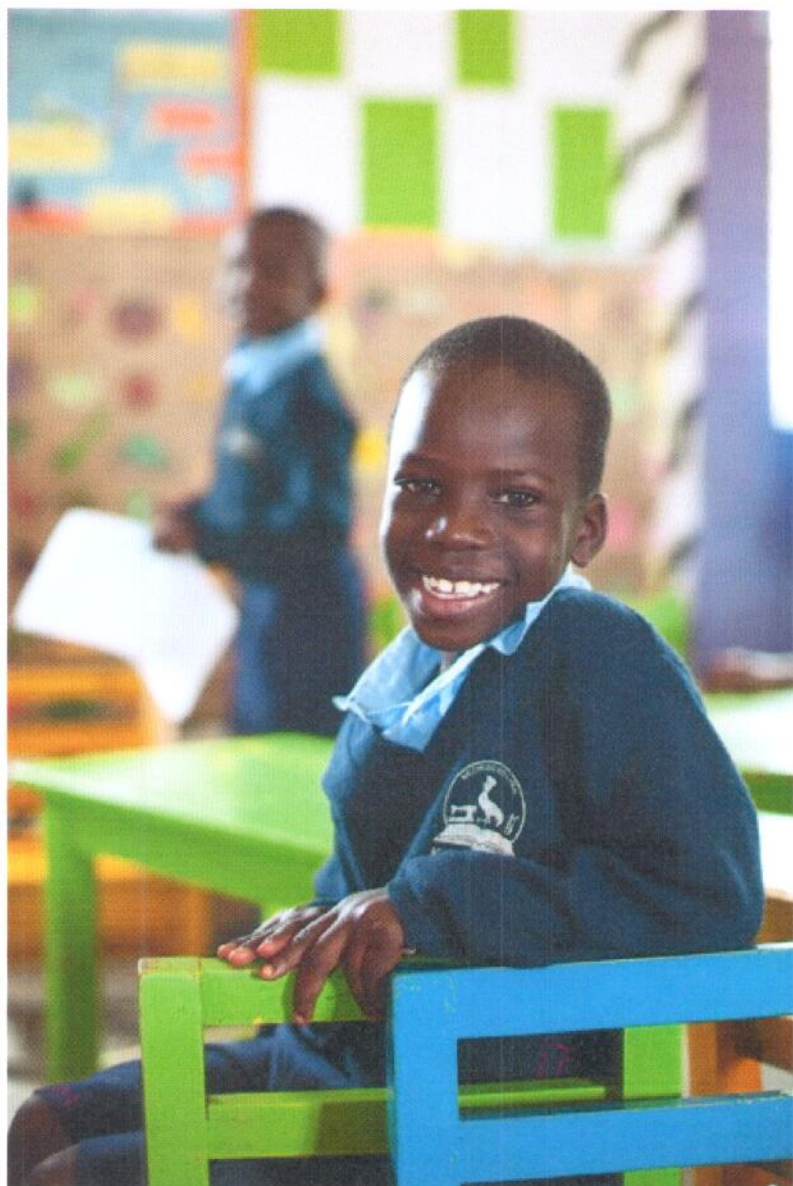
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Vocational as well as a Secondary School in FY2015. This will enable another 800 students access to quality education.

Our sincere thanks to our Board of Directors for their continuing guidance and generosity of time, and to our staff, supporters, benefactors and volunteers in Australia and Uganda. Without you, none of our work is possible.

With your support, we are looking forward to another productive and successful year ahead, and to the continued growth of SFL's operations.

Annabelle Chauncy and David Everett  
Founding Directors



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## 2. ABOUT US

### 2.1 OUR VISION

**To address poverty through the provision of education in developing countries, applying holistic, community-led, scalable and sustainable development practices.**

School for Life has been built on the joint principles of capacity development and community empowerment. This means we provide a *hand-up* not a *hand-out*.

We believe that education can change everything and we aim to provide a high-quality education to those who need it most, so they can have an impact and change the communities where they live.

### 2.2 OUR MISSION

**To substantially increase the provision of education and related services, including employment and healthcare by working in partnership with emerging communities in countries around the globe.**

We will do this by:

- Building and operating schools that are aligned with the needs of the community.
- Encouraging and enabling productive and sustainable community-based economic development, to reduce the reliance on hand-outs.
- Promoting and advocating the benefits of investing in education.

We value transparency, empowerment, sustainability and integrity. We are passionate and we aim to be responsive and effective in everything we do.

### 2.3 OUR STORY

SFL was founded by two university students in 2008 at the age of 21. After spending considerable periods of time in East Africa, Annabelle Chauncy and David Everett decided to make their own contribution. They were moved by the lack of access to education in rural areas of Uganda and the number of children falling through the cracks of the education system.

Annabelle and David completed their university degrees while working hard to fundraise over \$3 million, develop a partnership with Rotary, assemble a Board of Directors and gain a strong sponsor base in Australia. In addition, they have worked closely with the Ugandan Government, Ministry of Education, authorities and the local community to ensure the smooth implementation of the project.

Annabelle and David have teamed together because of their jointly held belief that education is a key factor in mobilising communities and inciting positive



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development in Uganda. While inspired to make a difference in the lives of impoverished people, the founders are realistic about the obstacles that they will face, and they are determined to achieve the goals they've set for themselves and the organisation – and, most importantly, ensure the project's sustainability.

#### 2.4 OUR DEVELOPMENT PRINCIPLES

- **Children first** – the welfare of the children we work with and educate comes first in all we do.
- **Accountability and transparency** – we meet and where possible, exceed all compliance and accountability requirements in both Australia and Uganda.
- **Community led** – we partner with and work alongside communities to develop the future they want and to actively engage them in both decision-making and program delivery.
- **People development** – we train and develop our staff and volunteers and seek to create satisfying career paths for them.
- **Sustainability** – we seek to maximise economic and educational sustainability and plan over time to hand back as much authority and accountability as we can to local leaders.
- **Quality** – the education programs we provide are of the highest quality.
- **Business development and vocational training** – we work with communities to enhance economic opportunities with a special focus on the developing the business and vocational skills of women.
- **Evaluation** – we measure and evaluate what we do.

#### 2.4 WHERE WE WORK

Uganda is a land locked country in East Africa. It has a population of 39 million people of which 49% are under the age of 15 years old. It was ranked 163 out of 188 countries in the 2015 Human Development Index. On average, people survive on \$1.25 a day with an average life expectancy of 57 years old. These statistics are the worst in rural villages. As such, SFL chose to focus on the provision of high quality education in rural Uganda where many children and adults have little or no access to education.

SFL owns 43.5 acres of land across two campuses, Katuuso and Bujuuko, in the Mpigi District. The land is located approximately 1.5 hours drive west of the



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capital city of Uganda, Kampala. The area is identified by the Ministry of Education as one of the most needy areas in Uganda. The current education facilities in the area are dire. The school buildings are sub-standard, the costs of learning materials and uniforms are a barrier for many, the lack of water and nutrition make learning difficult and the out-dated teaching tools lead to an uninspiring environment.

According to the Mpigi District Development Report 2010:

- Pupil teacher ratio is 65:1
- Pupil classroom ratio is 65:1
- Pupil desk ratio is 6:1
- Average distance to primary schools is 4 kilometres.
- Unemployment rate is 66.9%, the majority of whom are women.
- Only 2% of women are employed. Women are mostly involved in house work, crop farming, poultry on a subsistence level and brick making
- Youth form 60% of the total population, 40% of whom are unemployed and lack vocational and business skills.



### 3 OVERVIEW OF OUR ACTIVITIES IN UGANDA

#### 3.1 EDUCATION

##### 3.1(i) Primary Education

SFL strongly believes that all children everywhere, boys and girls alike, deserve access to a full course of primary schooling. SFL believes that education empowers children with new opportunities, and that knowledge protects children against exploitation in a variety of areas including child labour, sexual



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exploitation, and armed conflict. SFL's commitment to education-based development is demonstrated through its flagship program, Katuuso Primary and Vocational School (KPVS).

KPVS now provides:

- Quality education to 280 children from Pre-school to Primary 5. The school's enrolment increases annually by 40 students until students reach Primary 7.
- 6 special needs children with high-quality education and requisite medication, as well as regular health check-ups.
- Employment to over 65 staff members as managers, teachers, cooks, cleaners, security, agriculture and construction workers.
- A teacher to student ratio of 1:20.
- Three nutritious meals a day for the children and staff at the school.
- Uniforms for the students.
- Extra curricular activities for the children including excursions to the Entebbe Zoo, Drop Everything and Read Days, music, art, dance and sport programs.

KPVS is an institution offering a high level of learning, providing modern resources in a positive, colourful and supportive environment. Students are encouraged to achieve their full potential and meet their own personal goals.

### **3.1 (ii) Special needs education**

In Katuuso village, many schools discriminate against children with disabilities, denying them enrolment on the basis of stigmatisation or limited capacity to accommodate children with special education requirements.

SFL officially started a Special Needs Education program in 2013. The program seeks to provide inclusive education and equal opportunities for children with special needs, as well as to address the stigmatising attitudes within the community which perpetuate rejection and denial of access to basic services.

We have 6 children with a range of physical and mental disabilities enrolled in the program. With the help of a certified special needs teacher, the program aims to integrate children with disabilities into the classroom with their peers, following a customised version of the education curriculum and using modified teaching methods. These Individual Education Plans (IEPs) are designed to enable participation in activities in the classroom while allowing them to work on specific areas to reach their full potential.

Each child has made significant progress since enrolling at KPVS, both academically and socially. Respect and inclusion is promoted within the school; the children with disabilities play with their peers during break and participate in all school-wide events. Their recognition as valued members of the school

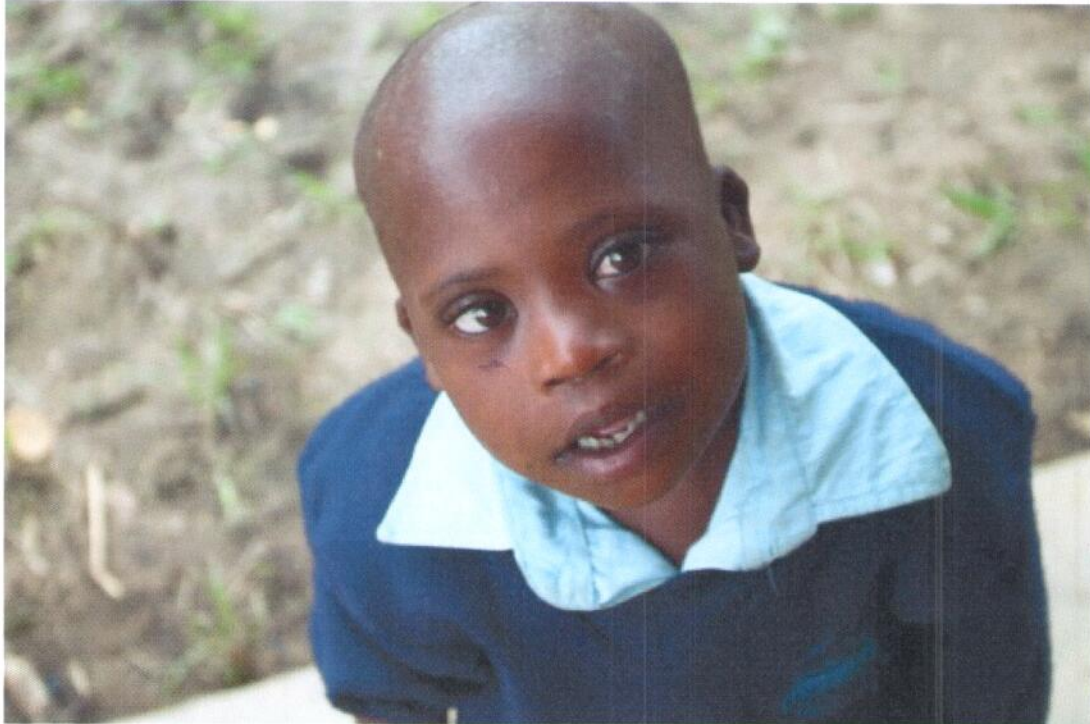


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community has greatly impacted their self-confidence and sense of belonging. The continuous smiles on their faces are evidence of their delight in attending school.

### ***Highlighting success – Pauline***



Pauline was brought to school by her single mother in 2012. She was four years old, but was very frail, malnourished and her growth and responses severely delayed. When asked why she wasn't in school, her mother replied "She can't, she is not able." The only word Pauline was able to say was 'Dada'. After being diagnosed with Down's Syndrome by a medical professional, Pauline was enrolled in nursery school at KPVS. She is now walking, developing her speech and speaking in sentences, and learning to sort shapes according to size and colour. She loves to sing and give hugs to all the teachers. Her acceptance into the school has helped to change the attitudes of the entire community about disabilities.

### **3.1 (iii) Provision of Early Childhood Development**

After providing primary education to the Katuuso community for 4 years, SFL identified that there was a significant gap between children transgressing from the village to school life. Many children took time to understand routine, were under-nourished and their fine and gross motor skills were under-developed. As such, our strategic objective for FY2015 was to implement an Early Childhood Development Centre for children aged 3-5 years. This centre helps them bridge the gap between village and school, gets them ready for formal education and



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allows them access to the feeding program. We are already noticing marked increases in their growth, concentration and skills.



*ECD, Assembly Hall and Tailoring centre complete at Katuuso.*

### **3.1 (iv) Vocational Training**

SFL's development philosophy is to partner with local organisations and the local community to provide a hand up, not a hand out. Working with in-country partners, SFL engages in projects that educate the local community and provide people with the tools to lift themselves out of the poverty cycle. The provision of tailoring, agriculture, English and financial literacy skills are at the core of SFL's vocational education programs.

#### **Tailoring**

In October 2013 we launched our tailoring project with the aim to empower women in the local community. The pilot class consisted of 20 women from the local community who had, on average, completed 3 years of schooling their entire lives. The women were quick to pick up the skills, despite having never used electric sewing machines. Ten women were offered full time employment and are now creating a range of goods, which are sold both in Uganda and Australia. The profits directed back into our work to create sustainability. Not only has this been beneficial for School for Life, but it has meant that the women have increased their income by 5 times! This year, to further increase the school's sustainability, the women will make the children's school uniforms for 2016.



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### *Highlighting success – Rose*



Rose is 32 years old and a single mother of one daughter, Annet, a student at Katuuso Primary School. She left her husband due to domestic violence and moved back to her father's home. For a year and a half she lived in her father's home without a job, helping on the farm until she came for tailoring training at Katuuso.

After her training program, she received a full time job in our tailoring centre making the products we sell in Uganda and Australia. Rose's father Steven is 78 years old and was diagnosed with cataracts as a result of welding without protection. The cost of treatment was over \$500 and due to the fact that his children are uneducated and unemployment, he had to resign himself to the fate of being blind.

Rose has managed to save enough money (\$500) to be able to pay for an eye operation and restore her father's sight. Since then, Steven has regained his ability to work as a mechanic. Rose has moved into her own house and no longer relies on her father for accommodation.

This is the flow on effect that Katuuso's education and employment has on the wider community, providing a hand up, not a hand out and changing the lives and futures of many generations.



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## **Upskilling teachers**

We are constantly looking to provide our teachers with further opportunities for growth and professional development. This year we conducted a number of in-house workshops throughout the holidays to help build teams, and teach teachers new and modern knowledge around teaching practices. Each year, we offer a teacher the opportunity to go to Kampala to study a Diploma of Teaching. Teacher Rachel received this opportunity thanks to the generosity of one of our donors.

## **Adult Literacy**

SFL conducts English lessons for young adults and school drop-outs in the Katuuso community and surrounding areas. Lessons are held three times a week after school hours and classes range from 10-15 students. The program has a new intake of students each school semester and trains the community in Beginners and Advanced English.

## **Financial literacy programs**

SFL recognises that financial management skills help lift communities out of poverty and as such conducts financial literacy workshops with our staff and the local community. We conducted two workshops this year and the staff have set up a savings scheme whereby they contribute part of their salaries into a mutual fund, which is used for personal development projects annually.

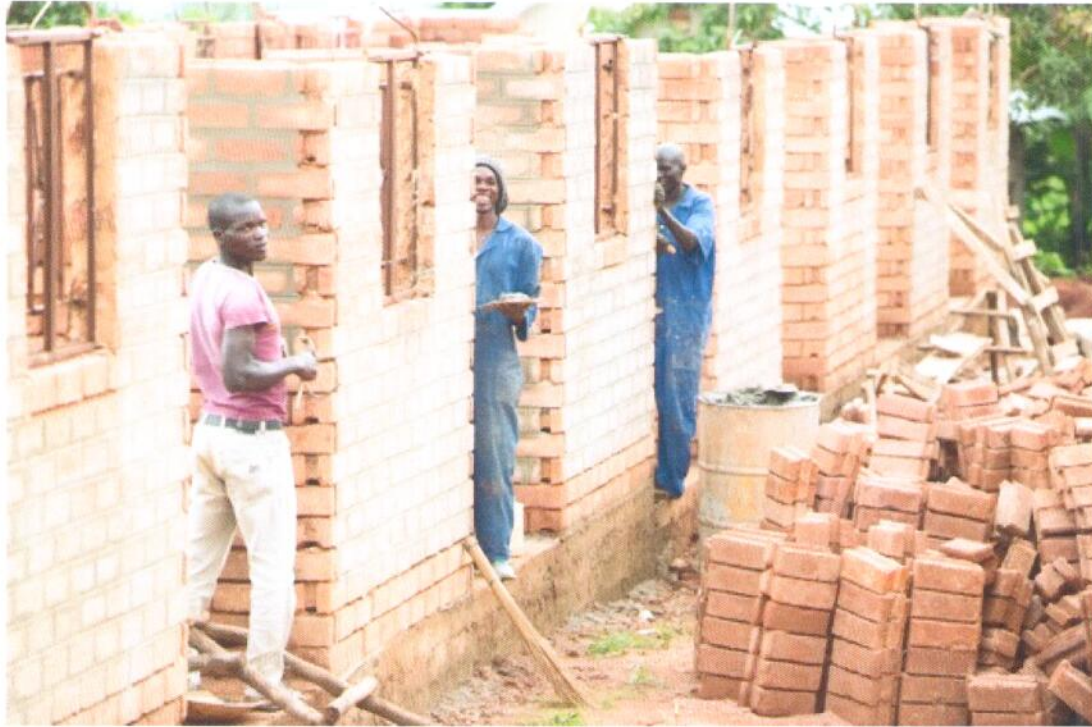
### **3.1 (v) Provision of infrastructure**

In line with our vision to provide high quality education, we aim to expand and develop our infrastructure to support our objectives. This year we built another 15 teacher houses to ensure our teachers are housed in safe and comfortable accommodation, and are coming to work each day refreshed and ready to teach. By providing houses for teachers and including accommodation as part of their remuneration packages, we are able to attract and better qualified, more passionate teachers.



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*Construction of new teachers' accommodation*

### **3.2 HEALTH CARE**

SFL strongly believes that health care and nutrition are an integral part of poverty alleviation and achieving quality education benefits. As part of this philosophy, SFL provides regular healthcare check-ups, partnering with Alive Medical Services in Kampala to bring a team of 10 doctors, nurses, nutritionists, counsellors and lab technicians to the community. SFL constantly maintains a clean water pump to provide free clean drinking water and reduce water-borne diseases in the community. As we expand, we have a growing need to address community health issues. As such, we engaged a volunteer on ground this year to research the costs and needs to set up a school health clinic.

### **3.3 ECONOMIC SUSTAINABILITY**

SFL recognises that sustainability is the ultimate goal of any successful development program and as such, has expanded its agricultural program this year. Over 20 different varieties of crops are grown on our land to not only provide an income for the school, but to reduce the costs of our feeding program, which provides 3 nutritious and varied meals a day to students and staff. SFL also established an animal husbandry program this year, rearing pigs, cows, and goats to be eaten and used as a source of income for the school.

This year, we significantly increased the scope of our animal husbandry program which provides employment for local community members, food for the students as well as an income stream for the school. We implemented a piggery at



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Katuuso which has more than 40 pigs and have goats, chickens and cows at Bujuuko. When we sell the animals, funds generated go directly back into the operations of our projects. We also implemented a biodigester on site. This converts the waste from our animal husbandry program into methane and converts it to gas. The gas is then used for cooking meals for staff and students each day.

We also use the women's tailoring program to empower women and create another fundraising stream for the school further contributing to our economic sustainability.



*In the pig pens at Katuuso*

### **3.4 ENVIRONMENTAL SUSTAINABILITY**

School for Life recognizes the importance of environmental sustainability. We implement a range of sustainable projects which help mitigate the costs of our operations, bring income to community members and raise income that goes directly back into the operations of our School. Caring for and protecting the environment is at the forefront of development decision making at all times.

In previous years, we have installed pit latrines and solar electricity. We are currently researching composting toilets and have piloted one at our new school site, Bujuuko. Waste decomposes and we use it as fertilizer on our crops.

We use and promote organic farming practices and use ISSB brick technology for all construction. Bricks comprise a mix of concrete, sand and murrum (sub soil). This mixture is placed into an interlocking mould, pressed and cured rather than fired. Since the ISSB is not fired, no trees are chopped down to fire them. The interlocking feature of the ISSB means less concrete is required between courses,



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construction is easier and costs are further reduced. Because bricks are made on site, we can train and employ unskilled locals to make them, further enhancing the lives of the community through employment.

Environmental sustainability is not only promoted through physical infrastructure and farming practices but through our education programs. Each year, Katuuso Primary School conducts a 'Go Green' day where students and parents come to the school to learn about the environment and plant trees on the school property. This is a fantastic day for the community as we see parents and students working together in the fields, learning and having fun.



*Students plant tomatoes as part of agriculture education.*



*A biodigester is implemented to convert methane to gas.*



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## 4 MEASURING IMPACT

### 4.1 Monitoring and Evaluation

This year, School for Life Foundation conducted a four month internal review with the aim to establish the successes and failures in its provision of high-quality education, health care and vocational training in tailoring that has been extended to the community over the last seven years. As SFL's first formal evaluation, it was thought necessary to establish a more comprehensive understanding of these programs prior to embarking on expansionary projects in the neighbouring town of Bujuuko

Specifically, the review sought to determine the desired objectives from SFL's activities, the indicators by which to measure the objectives and to identify strategies for overcoming hindrances to implementing their objectives.

Using both qualitative and quantitative tools, the review was implemented from January 2015 to April 2015. It involved 219 beneficiaries predominantly from the SFL projects and the Katuuso community, but also involved 3 stakeholders from Muduuma sub – county and Mpigi district headquarters.

The participants were stratified, then randomly or purposively sampled on the basis of their association with projects that were relevant to SFL goals. They included students, teachers, parents, vocational participants, support staff, school inspectors, a CCT (Coordinating Centre Tutor), Local Council leaders, Councillors and representatives from the Ministry of Education and Health. The main methods of data collection were documentary analysis, questionnaires, key informant interviews, focus group discussions and observation.

The review revealed that SFL has realised significant successes in ensuring access to quality education. Academic performance is higher than the national figures, repetition rates are low and the enrolment ratio has increased significantly year on year since 2011. The enrolment of over-age and under-age students has reduced and the inclusion of children with disabilities has shown an improvement in their social skills.

Parental engagement at the school was shown to be impressive and indicative of the inclusive and engaging community that KPVS has created. Parents reported feeling included in the progress of their child's education and as a result a large proportion of the parents take an active role in encouraging their child to do well.

According to the Uganda Demographic and Household Survey (UDHS) 19% of the Ugandan population were malnourished in 2006, and 38% of children under five years old were stunted. Effectively this means that 2.3 million Ugandan children were considered to be chronically malnourished.

In an effort to combat malnutrition in the local community, SFL provides 3 meals a day to both students and employees to help keep students healthy and engaged and teachers better able to concentrate on their work. Results from a check up in



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May 2014 by Alive Medical Services (AMS) showed the students at Katuuso to be noticeably more nourished when compared with national averages.

SFL, in partnership with AMS and Kibumbiro Health Centre, have made noticeable steps to improve health awareness and access to medical services in the community, but residual issues remain.

AMS has held an outreach day each year at Katuuso since 2012 for both the school children and surrounding community. They diagnose and treat simple cases of malaria, flu, colds, ringworm, fevers, stomach aches, infections etc. More severe cases are referred to health clinics for further treatment. AMS also provides HIV testing and counseling. The Kibumbiro Health clinic visits 3 times a year and de-worms the students and staff.

There are still a number of significant challenges to overcome in health awareness and treatment. Strategically, SFL plans to provide more focus on health care into the future, addressing dental and eye problems as well as general health of staff and students. A comprehensive plan for a health care centre at KPVS has been mapped out and funding will be sought to undertake this project in 2016.

SFL has also made progress in addressing the needs of the community as a whole. In October 2013, SFL introduced a tailoring training project with 20 women from the Katuuso community. The women varied in age, from 18 to 50, and on completion of their training, received certificates. Following the training, 13 women were employed with SFL to continue with the tailoring projects and train others.

The women have subsequently enjoyed a significant increase in their income. They are grateful for the opportunity to learn a lifelong skill and now have a voice in the community as income earners. However, the greatest challenge remains finding a stable, reliable market for the products to sustain the project, which in turn would increase income for both women, and the community as a whole. In addition, the review was not clear in determining an improved level of employability as a result of the program outside the current employment that is provided to them by SFL. We are now focusing on increasing markets for selling items in both Australia and Uganda to increase the sustainability of SFL's operations and the sustainability of the program itself.

The internal review has been useful in identifying the strengths and weaknesses of SFL's programs. It has identified some incredibly positive evidence of good academic performance, community engagement and female empowerment in the community. The review has also given us stronger objectives moving forward, including the need for more comprehensive monitoring of objectives and record keeping, and more training, workshops and individual support to the teachers of the school to encourage an improvement in their performance.

Actions have already been taken to rectify these issues and the SFL team will continue to work with its multiple stakeholders and beneficiaries to ensure that objectives are met.



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## **5 DONORS, FUNDRAISING AND EVENTS**

### **5.1 Acknowledgement of our donors**

We would like to thank our major sponsors without whom our work would never be possible. The ongoing support of the Pink Umbrella Foundation, the Pratt Foundation, Cooper Investors, Weily Inc, TNA, the Count Foundation, iCap, Manning & Co, WiTH Collective and a number of generous private individuals is pivotal to our work in Uganda.

We would also like to thank the generous donors who made the construction of our ECD, tailoring room and assembly hall possible. The extra space at KPVS is extremely helpful as we continue to expand operations and improve the quality of education provided.

### **5.2 Black Tie Fundraising Ball**

SFL's annual Black Tie Fundraising Ball was a great success this year, raising \$330,000. 650 guests filled the Hilton's Grand Ballroom in Sydney's CBD. Channel 10 celebrity and School for Life ambassador, Sarah Harris hosted the evening gracefully and wittily. We are very grateful for her ongoing support.

The room was dressed in a 'Wild at Heart' theme and Ugandan performers, AfroDanz International welcomed guests with the sound of bongo drums and traditional dancing, followed by amazing acrobatics from the Afrikan Warriors. Funds were raised with a VW Polo car raffle, pledges, sale of Ugandan made tailoring products, silent and live auctions.

The concluding performances by auctioneer James Chauncy, PHL Y Crew and band Tall POP Syndrome made it a memorable evening. We would like to thank our hardworking event committee and volunteers from Sancta Sophia College on the night. Special mention must be made to Corinna Philpott, Holly Claridge, Kirsty Siedentopf, Laura Cervin, Carly du Toit, Caroline Auswild, Andrew Dodwell and Olivia Nasser for their tireless support.

Special thanks must go to the event's major sponsors, RidgeView Wines, Australian Brewery, Coopers, QBE, Auto Sports Group, Seyfarth Shaw, APN Outdoor, Pickles Auctions, Jeffries Printing Services and URM. We would also like to extend our sincere thanks to all the generous businesses that donated in-kind prizes for the auctions. Our work would never be possible without your fantastic support.

### **5.3 In the Media**

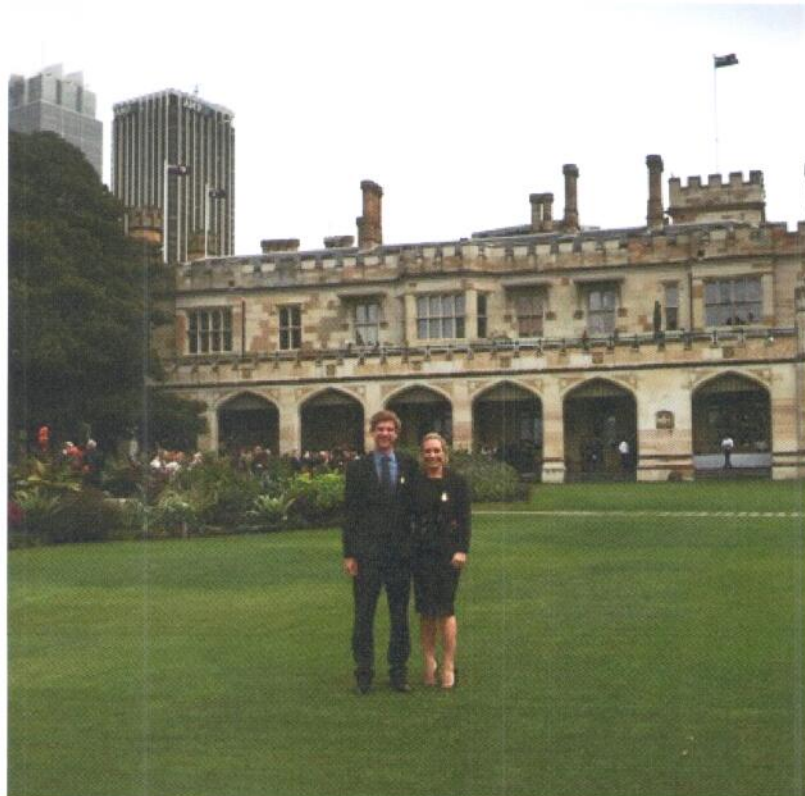
SFLF has gained some high profile media attention this year through a variety of different channels including the Today Show, Australian Women's Weekly, the Qantas In-Flight magazine, ABC News, the Sydney Morning Herald and a range of other publications.



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On 26<sup>th</sup> January, Annabelle and Dave were awarded Medals of the Order of Australia

Annabelle was also awarded Australian Women's Weekly and Qantas' 'Woman of the Future' award – winning \$20,000 cash and \$10,000 in flights from Qantas for School for Life. She was also awarded the 2015 NSW Young Woman of the Year by Premier Mike Baird at Government House.



#### 5.4 Connected Classrooms

In Australia, SFLF has developed a 'Connected Classrooms' program to reach out to students – primary, secondary, College and University, and teach them about our work in Uganda; leadership; global awareness; 'digital footprints' and help bridge the gap between Australia and Uganda to connect students to one another and engage communication.

This is an opportunity to influence students to take action, dream big and create change for those less fortunate, to consider volunteering and engaging in non-profits and give back to the community. We have spoken to hundreds of students across NSW and aim to circulate the program nationally within the next year. We educate Australian students about global issues and influenced and developed their social consciences to ensure they are socially engaged and recognise the importance of giving back and using their education to benefit others as they



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progress through their careers. This will impact their long-term career choices, values and attitudes towards giving and inspire them to have stronger social consciences as they progress into leadership in the future.

Our talks carry the message that you're never too young to make a change, and a change no matter how small makes a difference, not only to the life of a child but also to the community to which he/she lives. This message corresponds with the notion of positive education and the need for sustainable change in a positive and community building way.

## 6. CURRENT BOARD, STAFF AND VOLUNTEERS

### 6.1 Our Board of Directors

#### GOVERNANCE

Our Board of Directors provides the organisation's direction, and is responsible for all matters relating to the successful operations of SFL.

#### ROLE

The Board meets bi-monthly and is responsible for:

- Setting the goals of SFL, including short, medium and long-term objectives.
- Providing the overall strategic direction of SFL.
- Determine all policies governing the operations of SFL.
- Approving the terms and conditions of the terms of employment of founding Directors and other employees of SFL.
- Viewing and providing feedback on the performance of the Founding Directors.
- Approving major operating plans, including an annual strategic plan.
- Approving the annual budget and long term budgets.
- Approving all items of capital expenditure in excess of \$10,000.
- Approving all operational expenditures outside budget.
- Reviewing the annual progress and performance of SFL in meeting its objectives, including reporting the outcome of such reviews.

<p><b>Ms Annabelle Chauncy OAM</b> (Joint Managing Director &amp; Company Secretary)</p>	<p>Ms Chauncy is co-founder of the Company, Board member and Company Secretary since registration on 12 December 2008. Ms Chauncy has volunteered in Africa providing medical assistance, educational services and leading a school building project with an Australian Organisation. Ms Chauncy has a combined Arts/Law degree from the University of Sydney majoring in English, Government and International Relations.</p>
<p><b>Mr David Everett OAM</b> (Joint Managing Director)</p>	<p>Mr Everett is co-founder of the Company and Board member since registration on 12 December 2008. Mr Everett has volunteered in Africa on a number of infrastructure projects. Mr Everett has a Development Studies degree from Macquarie University and is studying a Masters of Development Studies at Macquarie University.</p>
<p><b>Mr Darren Perry</b> (Chairman)</p>	<p>Mr Perry joined the Board as Chairman on 1 February 2010. Mr Perry is the Managing Director at Seyfarth Shaw, an international employment law firm. He was formerly the Senior Partner at Freehills where he is</p>



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	experienced in commercial law, in particular employment, executive remuneration and benefits, corporate governance and industrial relations. Mr Perry commenced at Freehills in January 1997, was admitted as legal practitioner in April 1997 and Partner in July 2001. Mr Perry holds a Bachelor of Arts and Laws (Hons) degree from University of Sydney.
<b>Mr William Britten</b> (Non-Executive Director & Treasurer)	Mr Britten joined the Board as Treasurer on 1 June 2010. Mr Britten is the CEO of Akindred. He was previously the Managing Director and Head of Credit Suisse Asset Management in Australia. Mr Britten joined Credit Suisse in July 2011 from BlackRock Australia where he was CEO. Mr Britten was the former CEO of Barclays Global Investors for Australia and New Zealand having spent 12 years in various roles. Mr Britten is also involved in a variety of philanthropic activities including Co-Chairing the Credit Suisse Australia Charity Committee and Board member of Grace Gala Committee. Mr Britten holds a Bachelor of Business degree from University of Technology, Sydney.
<b>Mr Jack Elliott OAM</b> (Non-Executive Director)	Mr Elliott OAM joined the Board on 22 August 2009 as a representative of the Company's partner organisation, Rotary Australia World Community Service Limited. Mr Elliott is the Honorary Treasurer of Rotary Australia World Community Service Limited Eastern Region, Australia. Mr Elliott is the recipient of an Order of Australia.
<b>Mr Matthew Day</b> (Non-Executive Director)	Mr Day joined the Board on 22 August 2009. Mr Day is a Director of Day Bukh Architects bringing 11 years experience in the building and construction industry particularly in sustainable and environmental design both in Australia and Denmark. Mr Day provided the architectural plans for the Company's education centre. Mr Day has a Bachelor of Science (Architecture) degree and a Bachelor of Architecture degree from the University of Sydney.
<b>Prof Nadia Badawi AM</b> (Non-Executive Director)	Prof Badawi AM joined the Board in September 2013. Prof Badawi is the Medical Director of The Grace Centre for Newborn Care at The Children's Hospital at Westmead. She is also Honorary Research Fellow at the Telethon Institute for Child Health Research, WA and clinical Associate Professor in Paediatrics at the University of Sydney.
<b>Ms Linda O'Brien AM</b> (Non-Executive Director)	Ms O'Brien AM joined the board in 2014. Ms O'Brien is the principal of Granville Boys High School and is passionate about the transformative power of education to change lives. She is currently completing her Doctorate of Education at the University of Western Sydney and in 2005, she founded the Molly McDonnell foundation to raise funds for epilepsy research. In 1983 she founded the Bali International School
<b>Mr Ben Colman</b> (Non-Executive Director)	Mr Colman joined the Board on 19 February 2013. Mr Colman is the Chief Marketing Officer at Exetel. He was formerly the CEO of 18 Feet and Rising. Ben has worked as both marketer and agency across such a diverse range of sectors that he has acquired instinctive strategic skills and a unique blend of commercial and creative abilities. He has strong FMCG and Finance experience and a passion for forging enduring client relationships and exceptional account service.



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## 6.2 Staff and Volunteers

This year, we are very grateful to Zach Fisher, Ashley Meek, Angela Mwebaze, Rod Kubyk, Dave Avery, John Temperilli and Hannah Jory who were employed in the Ugandan office, and Corinna Philpott, Kirsty Siedentopf and Holly Claridge employed in the Sydney office. Their ongoing passion and commitment to School for Life's endeavours makes for an efficient and effective team driving change across continents.

We have a team of volunteers in Sydney and Uganda whose hard work is invaluable to School for Life and has greatly increased the reach and depth of our operations.

<b>Ms Caitlin Haden</b> (Peace Corps volunteer)	Ms Haden worked alongside the teaching staff at Katuuso, assisting with any administrative needs and setting up the library.
<b>Mr Marc Sazdanoff</b> (Construction Manager)	Mr Sazdanoff worked as Construction Manager at Katuuso, construction guttering on all roof surfaces for a large scale water catchment program. He also assisted with erosion control and agriculture construction.
<b>Mr Andrew and Mrs Jacquie Pitzen</b> (Health care volunteers)	Mr and Mrs Pitzen joined SFL to design and project plan for the health clinic to be provided at KPVS. They delivered a comprehensive report which enables us to identify the gaps in services we are currently providing and the costs to provide better services to the entire community.
<b>Ms Hannah Jory</b> (Teacher Coordinator)	Ms Jory, stepped straight into her role as Teacher Coordinator and developed strong relationships with the teachers and staff. These relationships created an environment of trust and support, which has meant the initiatives she implemented have successfully continued since her departure. She was also pivotal in the women's tailoring program, quality control and product development.
<b>Ms Anastasia Musson</b> (Intern)	Ms Musson worked as Research and Grants Intern, identifying opportunities for School for Life to apply for grants and assisting with our application for ACFID accreditation. Ms Musson was key in writing policies and grant applications.
<b>Ms Emily Harvey-Latham</b> (Intern)	Ms Harvey-Latham interned in the Sydney office, preparing videos, working on administrative tasks including preparation for events, child sponsorship and research.
<b>Ms Annabel Sheehan</b> (Intern)	Ms Sheehan interned in the Sydney office and has been pivotal in the program design and marketing of the women's tailoring products across Australia.
<b>Ms Eliza Hui</b> (Intern)	Ms Hui interned in the Sydney office, working on administrative tasks including the Fundraise for Us and Connected Classrooms programs, preparation for events, child sponsorship and research.



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<b>Ms Frances Goldman</b> (Intern)	Ms Goldman interned in the Sydney office, working on administrative tasks including preparation for events, child sponsorship and research.
<b>Mr Michael Sacks</b> (Intern)	Mr Sacks interned in the Sydney office, taking over from Ms Musson as Research and Grants Intern. He compiled a range of different project reports, researched and applied for a number of grants throughout the year.

## 7 LOOKING FORWARD

In line with School for Life's vision of breaking the cycle of poverty in rural Uganda, we plan to extend our operations, building another primary as well as a secondary school on our newly purchased land, Bujuuko, in 2015.

Currently, there is only one secondary school in the local area which is situated 8 kilometres from KPVS. It offers a low quality of learning, with overcrowded classrooms, severe under-staffing and a lack of teaching and learning resources. Having offered our children a high quality education at Katuuso, with a low student teacher ratio, we aim to fulfill our goal of creating well-educated students who will be Uganda's next leaders. Our students come from very poor backgrounds, living in mud huts with no electricity, running water or amenities. These environments are not conducive to study. Children are often expected to work on their family's subsistence farms before and after school, as well as travel long distances to get to school.

Additionally, women in Uganda face even bigger challenges as they grow up. Many women are withdrawn from school to work on the land, are married or sold for dowry. We aim to continue a 50:50 male:female ratio in our schools, giving females the opportunities they need to gain employment and empowerment.

SFL's 30 acres of land have been used for agriculture and food sovereignty as funds are raised for construction of the first classrooms throughout 2015. This year, we embarked on an exciting partnership with the Cotton On Foundation which has agreed to provide funding for the entire capital costs of construction in Bujuuko.

Setting aside 10 acres of land for construction, the additional land is now used for income generation and subsistence farming, including an animal husbandry program and to plant:

- 480 banana trees
- 40,000 maize plants
- 30,000 beans
- 5,000 cabbages

We are excited to be able to continue offering local employment during the planning, construction and provision of high quality education in the Katuuso



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community. The primary and secondary schools will be community owned and run in line with our principle of providing local people with a hand up, not a hand out. A minimum of 50 more jobs will be created for the community.



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## 8 FINANCIAL STATEMENTS

### School For Life Foundation Australia Limited Statement of Comprehensive Income For the year ended 30 June 2015

#### Summary

There are two highlights from the Foundation's Income Statement for the Financial Year ended 30<sup>th</sup> June 2015 – **Fundraising Receipts** and **Funds Transferred to Uganda**.

Financial Year 2015 was a record Fundraising year for School for Life Foundation with **Fundraising Receipts exceeding \$1 million** for the full year, an increase of \$300,000 (or 43%) from the prior year's \$702,000 Fundraising Receipts.

Donations, Sponsorships and Specific Giving Programs contributed more than \$637,000 while Events and Raffles contributed \$365,000.

The Direct Costs of Fundraising (Event, Fundraising & Sponsorship expenses) decreased this financial year to a total of approximately \$160,000, delivering a Gross Surplus of approximately \$843,000 to meet the costs of the Australian Operations and for Operations Support and Mission Delivery in Uganda.

**Funds Transferred to United Future Foundation Uganda rose to a record \$427,000** for the financial year, an increase of 50% from the prior year's \$284,300 transferred.



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# Directors' Declaration

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## School for Life Foundation Australia Limited For the year ended 30<sup>th</sup> June 2015

In the opinion of the Directors of School For Life Foundation Australia Limited ("the Company"):

1. The Financial Statements and Notes that are set out on pages 29 to 32 are in accordance with the *Australian Charities and Not-For-Profits Commission Act (2012)* and the *Corporations Act 2001*, including:
  - (a) giving a true and fair view of the Company's financial position as at 30 June 2015 and of its performance, for the financial year ended on that date; and
  - (b) complying with Australian Accounting Standards – Reduced Disclosure Regime and the Corporations Regulations; and
2. At the date of this declaration, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
3. No single appeal, grant or other form of fund raising for a designated purpose generated 10% or more of the signatory organisation's international aid and development revenue for the financial year
4. The financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID website [www.acfid.asn.au](http://www.acfid.asn.au)

Signed in accordance with a resolution of the Directors made pursuant to section 295 (5) of the *Corporations Act 2001*;

On behalf of the directors:

  
Annabelle Chauncy

*Joint Managing Director and Company Secretary*

Dated at Sydney,

  
Darren Perry

*Chairman*

Dated at Sydney,

# Income Statement

## School for Life Foundation Australia Limited 1<sup>st</sup> July 2014 – 30<sup>th</sup> June 2015

	30 <sup>th</sup> June 2015	30 <sup>th</sup> June 2014
<b>REVENUE</b>		
<b>Donations and gifts</b>		
Monetary	649,061	464,457
Non-monetary	-	-
<b>Bequests and Legacies</b>	-	-
<b>Grants</b>		
Department of Foreign Affairs and Trade	-	-
Other Australian	42,035	-
Other overseas	-	-
<b>Investment income</b>	3,525	3,520
<b>Other income</b>		
Ticket Sales (Events)	318,785	222,119
Raffle Ticket Sales	45,878	12,200
Sale of Tailoring Products	10,404	3,075
<b>Revenue for International Political or Religious Adherence Promotion Programs</b>	-	-
<b>TOTAL REVENUE</b>	<b>1,069,688</b>	<b>705,371</b>
<b>EXPENDITURE</b>		
<b>International Aid and Development Programs Expenditure</b>		
<b>International programs</b>		
Funds to international programs	477,000	284,300
Program support costs	89,619	51,026
<b>Community education</b>	-	-
<b>Fundraising costs</b>		
Public	268,805	171,902
Government, multilateral and private	-	-
<b>Accountability and Administration</b>	63,076	85,798
<b>Non-Monetary Expenditure (Depreciation)</b>	1,185	1,181
<b>Total International Aid and Development Programs Expenditure</b>	<b>899,685</b>	<b>594,207</b>
<b>International Political or Religious Adherence Promotion Programs Expenditure</b>	-	-
<b>Domestic Programs Expenditure</b>	-	-
<b>TOTAL EXPENDITURE</b>	<b>899,685</b>	<b>594,207</b>
<b>EXCESS / (SHORTFALL) OF REVENUE OVER EXPENDITURE</b>	<b>170,003</b>	<b>111,164</b>



# Balance Sheet

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## School for Life Foundation Australia Limited As at 30<sup>th</sup> June 2015

	30 <sup>th</sup> June 2015	30 <sup>th</sup> June 2014
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	488,013	295,460
Trade and other receivables	-	2,750
Inventories	-	-
Assets held for sale	-	-
Other financial assets (prepayments)	2,826	2,958
<b>Total Current Assets</b>	<b>490,839</b>	<b>301,168</b>
<b>Non-Current Assets</b>		
Trade and other receivables	-	-
Other financial assets	-	-
Property, plant and equipment	2,226	2,113
Investment property	-	-
Intangibles	-	-
Other non-current assets	-	-
<b>Total Non-Current Assets</b>	<b>2,226</b>	<b>2,113</b>
<b>TOTAL ASSETS</b>	<b>493,065</b>	<b>303,281</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables	14,352	4,299
Borrowings	-	-
Current tax liabilities	11,962	4,238
Other financial liabilities (superannuation)	5,069	11,603
Provisions	-	-
Other	-	-
<b>Total Current Liabilities</b>	<b>31,383</b>	<b>11,603</b>
<b>Non-Current Liabilities</b>		
Borrowings	-	-
Other financial liabilities	-	-

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These financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID website [www.acfid.asn.au](http://www.acfid.asn.au)

Provisions	-	-
Other	-	-
<b>Total Non-Current Liabilities</b>	-	-
<b>TOTAL LIABILITIES</b>	31,383	11,603
<b>NET ASSETS</b>	461,682	291,678
<b>EQUITY</b>		
Reserves	170,004	111,164
Retained Earnings	291,678	180,514
<b>TOTAL EQUITY</b>	461,682	291,678



## Statement of Changes in Equity

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### School for Life Foundation Australia Limited For the year ended 30<sup>th</sup> June 2015

	Retained Earnings	Reserves	Other	Total
Balance at 1 <sup>st</sup> July 2014 (commencing balance)	291,678	-	-	291,678
Adjustments or changes in equity due to, for example, adoptions of new accounting standards	-	-	-	-
Items of other comprehensive income	-	-	-	-
Excess of revenue over expenses	170,004	-	-	170,004
Other amounts transferred (to) or from reserves	-	-	-	-
Balance at 30 <sup>th</sup> June 2015 (year end balance)	461,682	-	-	461,682

**AUDITOR'S INDEPENDENCE DECLARATION**  
**UNDER SECTION 307C OF THE CORPORATIONS ACT 2001**  
**THE DIRECTORS FOR**  
**SCHOOL OF LIFE FOUNDATION LIMITED**  
**A.B.N. 44 134 595 681**

I declare that, to the best of my knowledge and belief, during the period ended 30 June 2015 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation that audit.

**WATKINS COFFEY MARTIN  
CHARTERED ACCOUNTANTS**



**RICHARD WATKINS FCA  
Partner**

65 Hill Street  
Roseville NSW 2069

Dated this 21<sup>st</sup> day of January, 2016



## **INDEPENDENT AUDITOR'S REPORT TO THE DIRECTORS OF SCHOOL FOR LIFE FOUNDATION LIMITED**

### **Overall Scope**

I have audited the financial statement of School of Life Foundation Limited for the period 1 July 2014 to 30 June 2015, consisting of the statement of results and accumulated surplus, balance sheet, statement of cash flows and accompanying notes set out on pages 3 to 13. The directors are responsible for the financial statements. I have conducted an independent audit of these financial statements in order to express an opinion on them to the directors.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and an evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards, other mandatory professional reporting requirements, statutory requirements and comply with the provisions of the Trust Deed dated 17 February 1997, as amended, so as to present a view which is consistent with our understanding of the trust's financial position and the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

### **Additional scope pursuant to the Charitable Fundraising Act for New South Wales (NSW) and Regulations**

In addition, my audit report has also been prepared for the trustees in accordance with the Charitable Fundraising Act of NSW and Regulations. Accordingly, I have performed additional work beyond that which is performed in my capacity as auditor. These additional procedures included obtaining an understanding of the internal control structure for fundraising appeal activities and examination, on a test basis, of evidence supporting compliance with the accounting and associated record keeping requirements for fundraising appeal activities pursuant to the Charitable Fundraising Act of NSW and Regulations.

It should be noted that the accounting records and data relied upon for reporting on fundraising appeal activities are not continuously audited and do not necessarily reflect after the event accounting adjustments and the normal year end financial adjustments for such matters as accruals, prepayments, provisioning and valuations necessary for year end financial statement preparation.

The performance of my audit included a review of internal controls for the purpose of determining the appropriate audit procedures to enable an opinion to be expressed on the financial statements. This review is not a comprehensive review of all those systems or of the system taken as a whole and is not designed to uncover all weaknesses in those systems.

My audit opinion pursuant to the Charitable Fundraising Act of NSW and Regulations has been formed on the above basis.

### **Qualifications**

It is not always practicable for the trust to establish accounting control over all sources of fundraising appeal activities prior to receipt of these funds by officers of the trust and accordingly it is not possible for my examination to include procedures which extend beyond the amounts of such income recorded in the accounting records of the trust.

In respect of the qualification however, based on my review of the internal controls, nothing has come to my attention which would cause me to believe that the internal controls over revenue from fundraising appeal activities by the trust are not appropriate.

### **Qualified Audit Opinion**

In my opinion, except for the effects on the financial statements of such adjustments, if any, which might have been required had the limitations referred to in the qualification paragraphs not existed, the financial statements of School for Life Foundation Limited are properly drawn up;

- a) So as to present fairly the state of affairs of the trust for the period 1 July 2014 to 30 June 2015 and the results and cash flows of the company for the year ended on that date; and
- b) In accordance with applicable Accounting Standards and other mandatory professional reporting requirements.

### **Qualified Audit Opinion Pursuant to the Charitable Fundraising Act of NSW and Regulations**

In my opinion, except for the effects on the financial statement of such adjustments, if any, which might have been required, had the limitation referred to in the qualification paragraph not existed:

- a) The financial statement present fairly the financial result of fundraising appeal activities for the period 1 July 2014 to 30 June 2015;
- b) The financial statements have been properly drawn up, and the associated records have been properly kept for the period 1 July 2014 to 30 June 2015, in accordance with the Charitable Fundraising Act of NSW and Regulations; and
- c) Money received as a result of fundraising appeal activities conducted during the period 1 July 2014 to 30 June 2015 has been properly accounted for and applied in accordance with the Charitable Fundraising Act of NSW and Regulations.

WATKINS COFFEY MARTIN  
CHARTERED ACCOUNTANTS



Richard Watkins FCA

65 Hill Street  
Roseville NSW 2069

Dated this 21<sup>st</sup> day of January . 2016



**SCHOOL FOR LIFE FOUNDATION LIMITED**  
**A.B.N. 44 134 595 681**

**AUDITOR'S DISCLAIMER**

The additional financial data presented in the following pages is in accordance with the books and records of School for Life Foundation Limited ('our Client') which has been subjected to the auditing procedures applied in our audit of the Company for the period ended 30 June 2015. It will be appreciated that our audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given. Neither the firm nor any member or employee of our firm undertakes any responsibility or accepts any liability in any way whatsoever to any person (other than our Client) in respect of such data, including any errors or omissions therein however caused.

**WATKINS COFFEY MARTIN**



**RICHARD WATKINS FCA**  
Partner

Dated this 2<sup>1</sup><sup>st</sup> day of Jan 2016

## 9 HOW YOU CAN HELP

There are many ways you can help support our work in Uganda. Visit our website at [www.schoolforlife.org.au](http://www.schoolforlife.org.au) to:

1. **Donate:** make a one-off contribution towards our work;
2. **Sponsor:** become an ongoing donor by sponsoring a child, teacher, cook, Hilux, office or member of the maintenance team. You will receive regular updates on the progress of the school and feel a part of something special.
3. **Fundraise:** hold a dinner, high tea, lunch or cocktail party to generate interest and support for the project and raise much-needed support for our work.
4. **Attend our events:** each year, we host a Black Tie Fundraising Ball, Christmas party and other social events that the general public are encouraged to attend. This is a valuable way on contributing financially and helping raise awareness about School for Life's work.
5. **Volunteer:** at SFLF we have passionate volunteers who are given the opportunity to work hands on in a grassroots organisation in Uganda and Australia. We work together as a team to ensure that children and adults at Katuuso receive a quality education and achieve the capacity to find employment and elevate themselves, and their children, from poverty.

School for Life Foundation is a registered charity and a member of the Australian Council for International Development and adheres to ACFID's Code of Conduct. Donations to School for Life Foundation Australia Limited are tax deductible through our partnership with Rotary Australia World Community Service and its Overseas Aid Fund.

Any feedback or complaints about SFL can be directed to:

[info@schoolforlife.org.au](mailto:info@schoolforlife.org.au) or 0423002535. Any complaints in regards to a breach of the ACFID Code of Conduct can be directed to ACFID's Code of Conduct Committee at [complaints@acfid.asn.au](mailto:complaints@acfid.asn.au)



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MEMBER





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