

ANNUAL REPORT

2017



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A Message from the Board

Friends and Colleagues of P4H Global,

I would like to begin by thanking you for joining us on this journey – six years and counting! GROWTH was the theme for 2017. As the year approached, we knew it was going to be a pivotal one for the organization as we brought on our first full-time employees, grew our leadership team, refined our strategy, and opened our training center in Haiti. Each accomplishment would be a landmark achievement for any organization, but for P4H Global the accomplishments represented yet another year of historically strong and consistent growth.

Beginning January 1, our salaried staff grew to two people as Bertrhude Albert (CEO) and Priscilla Zelaya (COO) became our first paid employees. As a board, we could not have asked for anyone more committed or enthusiastic, and we are grateful to have them. Their passion coupled with the dedication of our all-star staff allowed P4H Global to thrive in 2017 and proved we could support full-time staff.

An organization is not defined by the challenges it faces, but rather its ability to creatively problem solve to overcome these hurdles. Our new board members brought in great energy, ideas and leadership as we navigated salaries, rebranding, and redefining our strategy. With the board's guidance, we evaluated all of our offerings, doubled down on the high impact activities with a global footprint in mind, updated our vision (**REDEFINE AID**) and mission (**TRAIN PEOPLE TO TRANSFORM NATIONS**) and committed to continuing to connect, empower and equip our partners. While we have updated our vision and mission this past year, our focus continues to be education. We focus on education because it is our sincere belief that education ends poverty. This belief that education ends poverty is not limited to efforts abroad, but also those at home, and we work on both fronts.

On the ground in Haiti, our presence became more concrete as construction was completed on our training facility. For the first time, we hosted our annual conference in the Isaac Albert Training Center where we hosted over 600 Haitian teachers. The 2017 curriculum featured some of the most inspiring speakers to date and left the participants reenergized and with a realization that they hold the keys to the country's future. By working alongside our Haitian educator community partners our work becomes sustainable because there is a collective ownership around a shared mission that moves forward both in our presence and our absence. Our partnerships in Haiti and our own local communities continues to be one of our greatest accomplishments. We are now laying the groundwork to replicate this model in even more communities around the world.

The P4H Global movement is thriving! We are stronger than ever and continue to seek out new partners and advocates for P4H Global. This can come in the form of becoming one of our more than 70 monthly donors, joining us on one of our impact trips, volunteering your time and expertise, or even sharing the P4H Global name and mission with your colleagues, friends, and family. Our impact is only as strong as our partners, so please, come alongside us in this journey to educate to eradicate poverty.

"Don't aspire to make a living, aspire to make a difference." -Denzel Washington

Warm regards,

Michael F. Breske, Jr.
Chairman of the Board of Directors



Redefining Aid

Handouts Don't End Poverty. Education Does.

Education empowers vulnerable populations with the skills, knowledge, and experiences needed to eradicate systemic poverty. In the world of charity, however, educational investments are not seen as urgent or as “sexy” as painting an orphanage or giving material goods. Providing clothes, food, and supplies is a common response to abject poverty, but unfortunately this type of aid never addresses the root issues of poverty. Although this type of aid is designed to help, it can easily cause an unhealthy dependence on the giver while stripping the receiver's dignity.

As an organization, P4H operates differently. In our call for a radical shift in the way the world sees and does aid, we aim to **Redefine Aid**. We believe that in order to truly help vulnerable populations, we must not only give with our hearts but also with our minds. In order to **Redefine Aid**, donors and charity workers must move away from practices that provide temporary relief and move towards evidence-driven practices that lead to long-term development. Formal, non-formal, and informal education are all proven ways of combating poverty because education empowers the greatest resource in every nation, its people. We deeply believe that **Handouts Don't End Poverty. Education Does.**



With our vision of **Redefining Aid** in mind, we engage in two main activities:

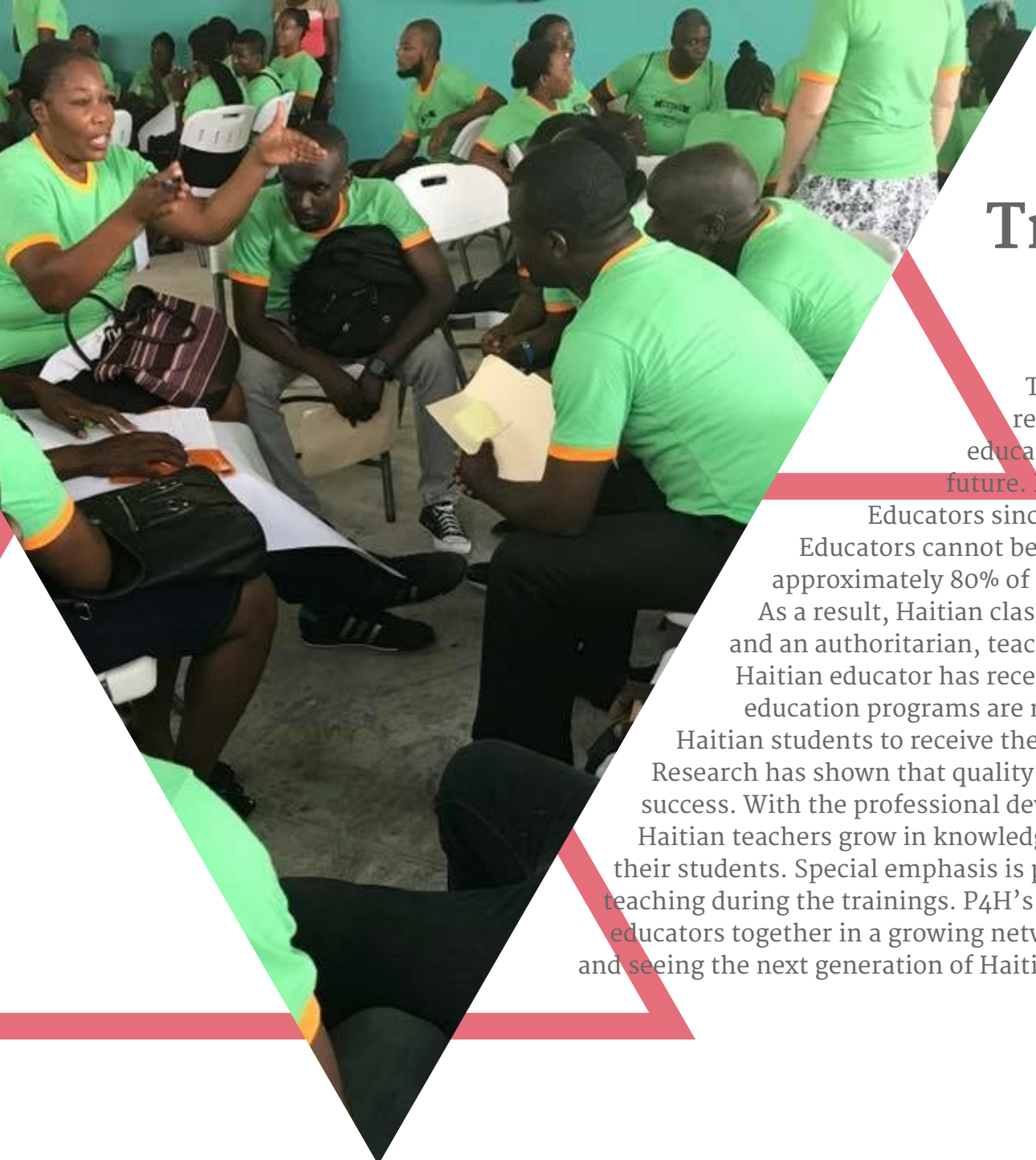
TEACHER TRAINING & IMPACT TRIPS

First, we train teachers. We invest in educators because they are the gatekeepers to the future of every nation. Teachers have the distinct responsibility of shaping the minds of the future generation. Doctors, lawyers, policemen, educators, pastors, and other vital members of society, all pass through classrooms. The viability of Haiti's future is threatened because 80% of Haitian teachers do not have any pre-service training. As a nonprofit, we aim to show that when you train a teacher you raise a nation.

Our second main activity is hosting Impact Trips. Through our week-long Impact Trips, volunteers take an uncommon approach to serving vulnerable populations. In lieu of painting buildings or serving food, our volunteers provide educational workshops and programs to our Haitian partners. P4H volunteers are challenged with designing and delivering programs that will increase the capacity of Haitian participants. Conversely, P4H team members are challenged to sit and learn from Haitians during our daily Learning Circles. Our Impact Trips are designed to ensure that Haitians and P4H Volunteers are both positively impacted through a meaningful shared experience. Through this experience, we commission team members to return to America and help us **Redefine Aid** by sharing their stories. We believe that by showing volunteers the power of educational investment, we will have influential allies who will help us transform the culture of charity in the most generous country in the world.

Our vision of **Redefining Aid** will continue to be our means by which we fight against global poverty.





Teacher Training Strategy

Teaching is a profession that carries much responsibility. Across cultures and nations, educators are widely seen as gatekeepers of the future. P4H has therefore partnered with Haitian Educators since 2012. The need for well-trained Haitian Educators cannot be overstated. According to the World Bank, approximately 80% of Haitian Educators lack adequate training. As a result, Haitian classrooms are marked by rote memorization and an authoritarian, teacher-centered approach. Whether or not a Haitian educator has received training in the past, ongoing teacher education programs are needed in order for the next generation of Haitian students to receive the quality instruction they need to succeed. Research has shown that quality teacher training directly impacts student success. With the professional development opportunities that P4H offers, Haitian teachers grow in knowledge and skills to meet the distinct needs of their students. Special emphasis is placed on a student-centered approach to teaching during the trainings. P4H's method not only trains educators, it links educators together in a growing network that values mutual capacity building and seeing the next generation of Haitian students reach their highest potential.

Teacher Training Strategy

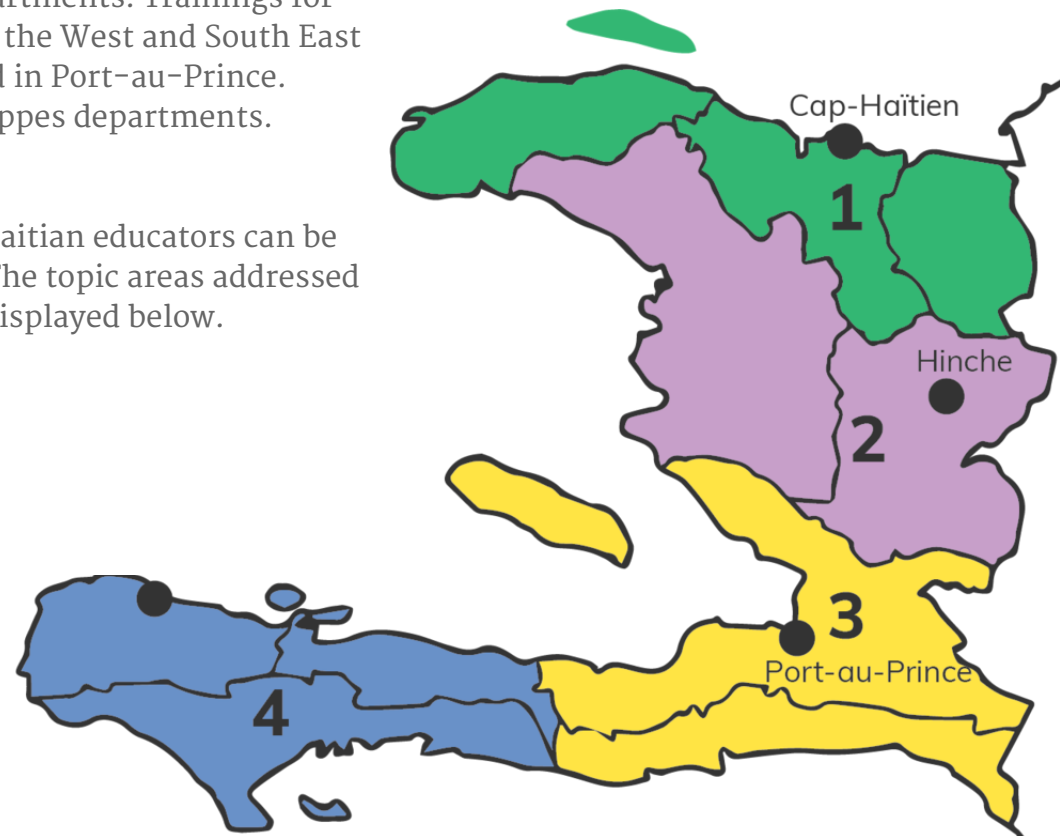
The image below shows the reach of our Teacher Training Program. We provide trainings to educators in 4 main regions. Region 1 covers the North, North East, and North West departments. Cap-Haitien is home to our headquarters. We host our annual Educator Professional Development Conference in Region 1, which allows teachers from every region to come together once a year in a national conference. Additionally, we host monthly workshops for teachers in this region.

Region 2 covers the Center and Artibonite departments. Trainings for this region are held in Hinche. Region 3 covers the West and South East departments. Trainings for this region are held in Port-au-Prince. Region 4 covers the Grand Anse, South, and Nippes departments. Trainings for this region are held in Jérémie.

We are confident that through our efforts all Haitian educators can be reached with sound pedagogical preparation. The topic areas addressed through P4H's Teacher Training Program are displayed below.

Pedagogical Training Topic Areas

- Foundational Education Theories
- Lesson Planning
- Assessments
- Classroom Management
- Collaborative Learning & Engagement
- Self Reflection
- Leadership Development
- Mathematics Strategies
- Reading Comprehension Strategies
- Science Strategies





BEFORE



AFTER



COMMUNITY

Isaac Albert Training Center

Dedication

For the past 3 years, P4H has been envisioning a building which would be not only the central hub for all P4H training endeavors, but also a beacon of hope within the community of Cap-Haitien, Haiti. Through the collaboration and support of various individuals and organizations such as the Olive Tree Foundation and the Sunrise Rotary Club in Gainesville, Florida, P4H was able to dedicate the Isaac Albert Training Center on July 3rd, 2017.

With several staff members and our Board Chairman in attendance, we were able to officially dedicate the building at the start of our 6th annual Educator Professional Development Conference. This event was significant for us because in the past P4H had to turn away teachers due to limited space at previous locations. With our new Training Center, we are able to comfortably fit up to 600 adults at one time!

This center is a beautiful example of the Haitian proverb, "*Pitit, pitit, zwazo fe nich li,*" which means "*Little by little, a bird makes its nest.*" It's been 3 years in the making, and we are in awe of what has come together, little by little. We are grateful for the support that made this center a possibility.

Use During Hurricane

The Isaac Albert Training Center was developed with the intention of doubling as a shelter during natural disasters which are frequent in the tropical country. As a result, during the month of September, our Training Center was used as a Hurricane Shelter for members in the community fleeing high winds and flooding from Hurricane Irma. P4H was able to help 600 individuals during the 2017 hurricane season. This training center has already surpassed our expectations and we look forward to how we can continue to be a blessing to our partner communities.



EPDC

270 Haitian educators attended our EPDC

97% of attendees stated that the training during the conference was effective

95% of educators stated that they planned on returning to this conference next year

On average, attendees indicated a statistically significant increase in knowledge in all **18** of the topics covered

IMPACT TRIPS

96% of trip members indicated an increase in knowledge of Haitian Culture

92% of trip members indicated an increase in their personal connections with Haitians

81% of trip members indicated an increase in knowledge of sustainable development

OVERALL **116** people traveled to Haiti on P4H trips

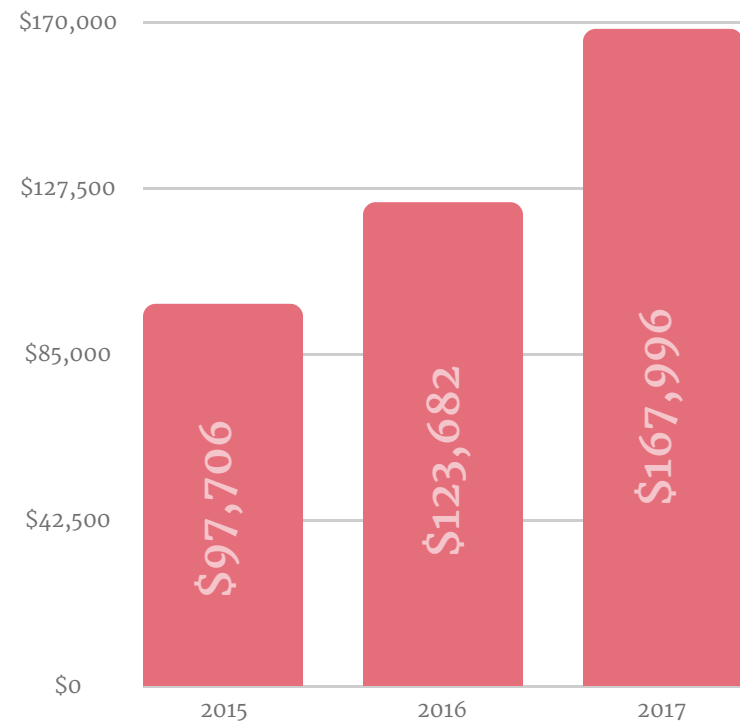
Impact by Numbers





Financial Overview

P4H Global continues to experience growth as an organization and in financial resources. Over the last three years, P4H's revenue growth over the prior year has accelerated from 25% to 27% to 36%. The revenue growth enabled P4H to build the Isaac Albert Training Center in prior years and in 2017 allowed the organization to invest in staff who daily build the future of P4H and the future of the countries in which P4H operates. Continued financial growth in 2018 will result in the ability of P4H to further invest in staff and Redefine Aid in new communities worldwide. In the near term, P4H looks to expand teacher training operations within Haiti with the goal of reaching an entirely new generation of teachers and students building the future of their nation together.





From 2016 to 2017,
P4H GLOBAL grew in more ways than one:

spending on program expenses increased by **110%**

program related income increased by **57%**

total revenue increased by **36%**





THANK YOU!

