



IMPACT REPORT 2022



WWW.NITEO.ORG

Letter from the Founder

The year 2022 was a springtime for Niteo!

In the Northern Hemisphere it is springtime. The winter has finally broken and we are experiencing the joyous seasonal warming and determined signs of new life. In the same way, over the past year, our organization experienced a hopeful season of warming and new life.

First, the signs of spring are evident in the important move from 'Founder-as-centre-point' of our charity to a maturing and expansive organization with professionalism and reach. After 15 years of being volunteer-led, we onboarded our first-ever employee and Executive Director in a considered stretch to realize Niteo's potential. The Board of Directors is re-energized with the progress, strategic direction, and drive of Antonia De Boer's leadership of Niteo.

Niteo launched our local literacy programming for Newcomer families in January 2022. Each family is paired with a mentor and the public library hosts our 'Story as Community' program for weekly immersive literacy experiences. This program cannot run without the commitment of brilliant volunteers. I received a text from an empty-nester volunteer exclaiming, "I forgot how much I adored reading with young children."

It is a small miracle when a container of books travels from Kelowna to Kabojja International School in Uganda. In 2022, we sent our tenth container of books on this journey. It was, as always, the culmination of many book donors, volunteer hands, and funding from partners like Rotary Kelowna and generous donors like you!

Finally, it was a great joy to embark on our first trip to Uganda since 2019. Of personal significance, it was meaningful for David, Gracyn and I to travel together for the first time, as both a culmination of 15 years of work and launch of a new life-giving paradigm of service.

Our travel propelled a number of brilliant strategies forward. They include:

- an all-new continuum and rubric to offer support and accountability to our Ugandan partners.
- a commitment to renew our Northern Uganda literacy centres
- a vision for capacity-building and mentoring within our literacy centre programming.

The work is alive with renewal and fresh growth!

Our aspirational hopes are aptly illustrated by Gracyn's dream to see a "whole bunch of giraffes" during our travel. The dream came true!

What dreams will come true over the next year? How will Niteo continue to blossom?

"Niteo" – to bloom, to blossom, to shine, and be bright.

Consider joining our springtime by becoming a monthly donor.
Let's bloom together!

With hope and gratitude,



Founder & Board President
karine@niteo.org



Uganda Updates

"How can they read what they do not have?"

It can be difficult to picture the literacy inequity that exists around access to physical books in Uganda. Susan Kituyi, a Ugandan educator, shared with Niteo how her Rotary district organized a literacy training day for 15 schools in October 2022. However, these schools did not have books for the students to use. As a result of the 106 books Susan had received from a Niteo partner, they were able to resource 2 schools with books. With your help, Susan and the remaining schools will receive books in 2023!

Access to Books

Because of your support, over **3,330 children** were provided with access to books through **27 libraries** in 2022.

We collected a data snapshot in November and our partners reported **6,767 library visits in 30 days!**

In 2022 we welcomed **2 new partners:**

- Happy Times Child Care Initiatives
- Ask8 Centre for Skills Development.



The Journey of a Book

On **November 17th**, a crew of volunteers loaded **26,106 lbs of books** into a 20 foot sea-can to ship to Uganda!

Books are donated by school libraries, book drives, and individuals. After being sorted for quality and relevance, volunteers pack the books into boxes which are numbered and weighed in preparation for shipment.

On shipment day, the books begin the journey from Kelowna to Vancouver by truck. In Vancouver, the books are loaded onto a vessel which transports the books across the ocean to the Mombasa port in Kenya. From there, the books travel by truck to Kampala, Uganda.

Upon arrival in Kampala, Niteo's Ugandan partners distribute the books across the country to cities such as Kampala, Gulu, Jinja, Bombo, Kiryandongo and Wakiso to fill the shelves of school and community libraries where they will be held and read by Ugandan children!

Omedo David Peter

"Our libraries wouldn't exist without the books that Niteo provides us."



Local Updates

Story As Community

In January 2022, we launched *Story As Community*, for newcomer parents and children to participate together in their literacy and English language learning. Reading Mentors support children with their reading and parents with their English language skills. A highlight of the program is Circle Time, a hospitable space which emphasizes that everyone has something to share and teach and everyone has something to learn!

Story As Community Year in Review

21

Families

70

Participants

7

Sessions

Susan's Story

Susan and her family moved to Canada in 2021. Susan registered in *Story As Community* with her two sons who were both quite hesitant to read. In fact, the older brother made it very clear he did not like reading of any kind! After the Fall session concluded, we agreed to accept Susan and her children in a second session of program.

Something clicked in the second session. The older brother had received a Spiderman graphic novel from Niteo at the end of the Fall session and he came back excited to read! Then, referring to her youngest son, Susan shared: "I had a meeting with Eric's teacher and she told me that Eric improved a lot in reading. In class the kids read by levels so Eric was reading at level 6 (books with simple sentences) but now he reads books with level 15! I am so proud about this."

*Names changed to maintain privacy.



Reading Mentors

We Love our Volunteers!

We had 60 INCREDIBLE volunteers support our work in 2022. When we come together to share our collective time, talent, and energy it fuels each step we take. We are so encouraged, inspired, and grateful for each of you! Thank you.

Reading Mentors

Reading Mentors commit for 2 hours/week for 6-8 week sessions. They are paired with a family and will work with the children and/or parents to help them reach their literacy and learning goals.

Book Wranglers

Book Wranglers sign up for shifts to sort and pack the donated books we receive. We have a lot of fun visiting and connecting while we pack!



60 volunteers

We could not do the work we do without our volunteers!



1309 hours

Book Wranglers,
Mentors, Graphic
Designers, Board
Members, & More!



Heidi's Story

I recently relocated to Kelowna and was delighted to learn of Niteo's Family Reading Program. With literacy being such an important and valuable tool, what could be better than assisting newcomer and refugee families to advance their English language and reading skills?

Being a Reading Mentor is a tremendously rewarding experience. Seeing measurable progress in my mentee's abilities has been the greatest gift. Connecting with my mentee and all the participants was something I looked forward to every week. One of my favourite parts is the weekly story time. It's remarkable how engaged the children are regardless of any language barriers. Even the most active among the group settle down and hang onto every word when being read to. Everyone loves story time!!

"One thing that really stands out is not how different we all are, but how we're all the same! Families from different corners of the earth all sharing the same goals."



Heidi
Reading Mentor

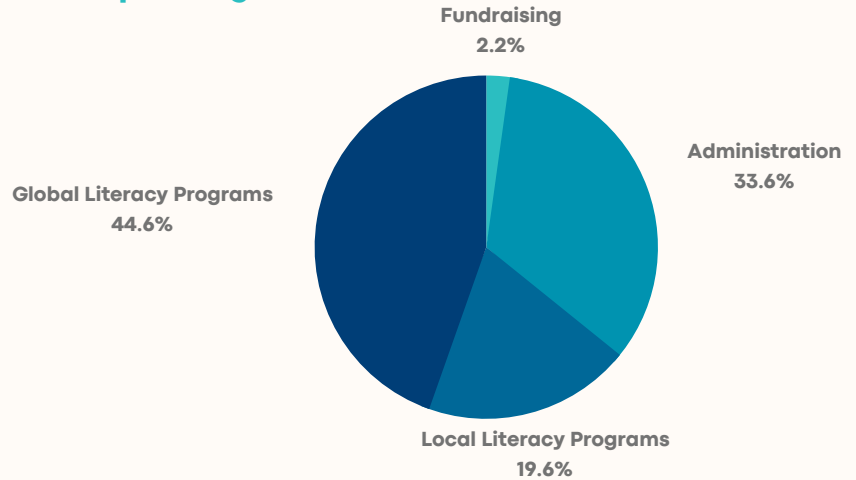
2022 Financials

Thank you.

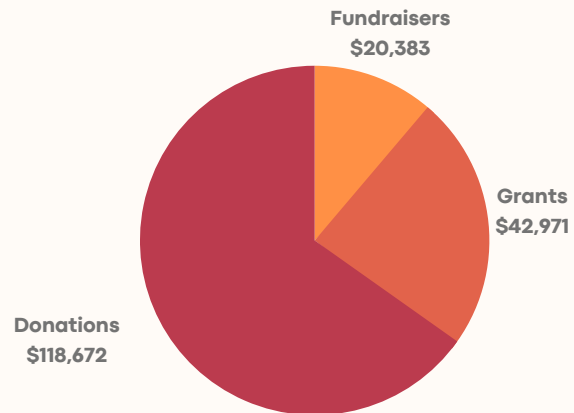
We stepped into 2022 with a vision of raising a 3-year runway to support operational expenses during the transition of hiring our first full-time Executive Director. Thank you for investing in this vision through your financial support. While we still have runway targets to meet, **we exceeded our 2022 goal**. Thank you for believing in us.

We launched our first Read-A-Thon Fundraiser. We gathered together for dinner and donuts. We created stained glass art. We bid on items in an online auction. We were blown away by the way you rallied to support our Wildly Hopeful Thanksgiving Campaign. **Together, we accomplished more than we could on our own.**

2022 Spending



2022 Revenue



Thank you to our Generous Supporters



**The Merrifield
Family Foundation**

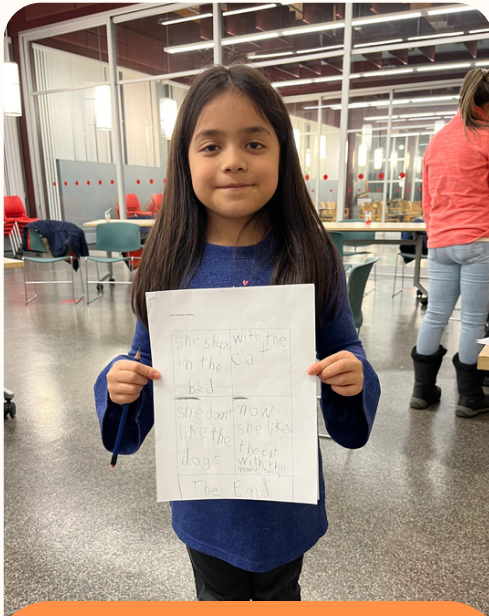


TROIKA



Rotary Club
of Kelowna





Give Monthly

Help write the next chapter of Niteo's story!



Join The Story

Niteo's Monthly Donor Community.

As we look ahead, we are focusing on our organizational resilience. Scheduled giving allows us to strategically plan for the future. **Together is the only way that we can scale our reach and multiply our impact.**

We have set a goal of 50 people joining The Story in monthly giving or annual pledges by the end of 2024. Would you consider what part you can play in helping us reach this goal? Is it committing to a monthly gift or annual pledge? Is it introducing someone in your network to Niteo?

Would you help us write the next chapter of Niteo's story by joining our community of Monthly Donors?

www.niteo.org/donate

WHY GIVE TO NITEO?

Sharon shares her WHY below.

"After a few irregular donations, I got to know Niteo and its values through the regular emails sent to my inbox. I began to truly appreciate the work that it does and how it empowers partners in Uganda to do the work, too."

How does Niteo align with your values and life?

"As a child, the library was my second home. Through reading, I was not only able to experience many adventures, I also learned so much about the world around me. As an immigrant child, literature exposed me to rich vocabulary that I wasn't exposed to at home. Literacy is so important in improving the quality of life through the levelling out of inequalities a child may face. I love that Niteo serves both locally and in Uganda and I especially love the fact that the organization is cognizant of not just providing resources for the sake of providing resources, but walking with our partners in humble relationship."



Sharon Bae

Monthly Donor

The Next Chapter: 2023 Updates

Ugandan Reading Mentor Program

In July 2023 we will be working with Read for Life Uganda to resource select partners with a phonics training and Reader Sets created in Uganda! Our partners will return to their libraries to launch Reading Mentor programs of their own, multiplying the impact of the training in their contexts.

Online Training Portal Launch

In 2019 Niteo launched its *Leadership in Literacy* micro-credential in Uganda. By the end of 2022 this training has been used in Uganda, Ghana, and Canada to develop literacy leaders! *Leadership in Literacy* equips leaders to further literacy equity in their unique contexts. In 2023 we are investing in an online training portal to allow for increased access to *Leadership in Literacy* around the world.

Emerging Partner Onboarding

At the end of 2022 we had a waitlist of 8 organizations wanting to partner with Niteo to build mobile, school, and community libraries in Uganda. We look forward to onboarding these emerging partners in 2023!

Upcoming Events

- Book Packing Shifts:
 - May 30, 5-7pm
 - June 6, 5-7pm
 - June 13, 5-7pm
 - June 20, 5-7pm
 Email info@niteo.org to sign up!
- June 30 - July 24: Antonia, Kassia, & Megan in Uganda
 - July 4-6: Read for Life Training
- August 15: Story in the Park!
- September 21: September Social
- October: *Story As Community* Fall Session begins
- October 5-9: A Wildly Hopeful Thanksgiving!




Niteo's Mission

Niteo exists to support children and families to develop the literacy skills needed to build bright and hopeful futures.

Open Books. Open Minds.
Open Doors.

Contact Us

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www.niteo.org