

Report generated on 9/13/2025

# Speakers for Africa

Dedicated to the youth of Uganda and their families



**EIN** 93-1552982      **Executive Director** Peyton S Thomas  
**Location** Conifer, CO      **IRS subsection** 501(c)(3) Public Charity  
**Year founded** 2023      **Organization type** Public charities  
**Ruling year** 2023

✔ **Contribution tax deductible**  
as of September 9, 2025

✔ **IRS BMF 501(c)(3) Public Charity**  
as of September 9, 2025

[Compliance report](#)

## Mission

Speakers for Africa is a US-based nonprofit, operating in Uganda, aimed at providing vulnerable primary and secondary students with necessary education materials, food and tuition assistance.

### IRS filing requirement

This organization is required to file an IRS Form 990-N.

## Our focus

### Subject area

- Unknown or not classified
- International human rights
- Agriculture, fishing and forestry
- Health
- Environment
- Community and economic development
- Sports and recreation
- Education
- Human services

### NTEE codes

Fund Raising and/or Fund Distribution (P12)

### Geographic area served

Soroti (Eastern Region, Uganda) | Mbarara (Western Region, Uganda) |  
Gulu (Northern Region, Uganda) | Kampala (Central Region, Uganda) | Central Region (Uganda) |  
Western Region (Uganda)

### Population served

Out-of-school youth | Tribal and indigenous religious groups | Muslims | Christians |  
Multi-racial/Multi-ethnic people | Indigenous peoples | Black/African people | Caregivers |  
Fathers | Mothers | Families | Young adults | Farm workers | Teachers | Students |  
People living in urban areas | People living in rural areas | Farmers | Activists |  
Children and youth | Victims of violence or disasters | Economically disadvantaged people

# Contact

## Primary contact

Peyton S Thomas  
Executive Director  
3604415200  
[info@speakersforafrica.com](mailto:info@speakersforafrica.com)

## Fundraising contact

Lee Pulliam  
Treasurer  
360-441-5062  
[speakersforafrica07@gmail.com](mailto:speakersforafrica07@gmail.com)

## Mailing address

9546 S Dallman Dr Unit 46  
Conifer, CO 80433  
Phone: 360-441-5351  
<https://www.speakersforafrica.com>

## Physical address

26379 Pleasant Park Rd  
Conifer, CO 80433  
Congressional district: Colorado Congressional District 7

## Donation payable

Legal name of organization: Speakers for Africa, Inc.  
EIN for payable organization: 93-1552982  
9546 S Dallman Dr Unit 46  
Conifer, CO 80433

# Program

## What we aim to solve

What We Aim to Solve In Uganda, many children—especially orphans and vulnerable students—struggle to access a safe, consistent, and supportive learning environment. Schools in underserved areas face chronic challenges: collapsing classrooms, leaking roofs, unsanitary or non-existent latrines, and a shortage of desks, supplies, and athletic opportunities. These conditions not only compromise student health and dignity but also discourage attendance, hinder learning outcomes, and perpetuate cycles of poverty. Speakers for Africa, Inc. is working to change this reality. We aim to solve the urgent need for safe, functional, and inclusive school infrastructure while also providing educational materials, meals, and extracurricular opportunities. By addressing these fundamental barriers, we create healthier, more engaging schools where children can thrive academically, socially, and emotionally.

Total programs

3

## Uganda Desk Initiative

The Uganda Desk Initiative, led by Speakers for Africa, Inc., addresses the urgent need for safe and functional learning environments at Uganda Youth Aid Nursery & Primary School in Kampala. For years, many students were forced to sit on the floor during lessons due to a severe shortage of desks, limiting both comfort and focus. Through this initiative, we provide sturdy, locally built desks that seat multiple children, giving them dignity in the classroom and improving their ability to learn. The program not only supports students but also strengthens the local economy by engaging Ugandan carpenters and suppliers in the construction process. Our goal is to ensure that every child has a seat in class — moving from the floor to a proper desk — and to create a foundation for brighter educational outcomes. This project is part of our broader mission to empower vulnerable children in Uganda through education, health, and community-driven solutions.

**Subject area:** Education Community and economic development

**Geographic area served:** Nakawa (region in Uganda) Kampala Central Division (Central Region, Uganda)

## Rwakobo Pit Latrine

Overview The Rwakobo Pit Latrine Project was launched in response to an urgent request from Hon. Wilson Kajwenje, Member of the Uganda Parliament, to address the critical sanitation challenges at Rwakobo Primary School in the Mbarara district of Uganda. With over 1,000 students attending the school, existing latrines had collapsed or overflowed, forcing children to use nearby bushes and open fields. This posed serious risks to health, safety, and dignity—especially for young girls. Goals The project aimed to: Provide safe, durable, and gender-sensitive sanitation facilities. Improve student health by reducing exposure to disease and unsanitary conditions. Encourage school attendance, especially for girls, by ensuring privacy and dignity. Support the local community through employment and skill-sharing during construction. Implementation Speakers for Africa, Inc. partnered with Hon. Kajwenje, school leadership, and local community members to design and construct a sustainable p

**Subject area:** Public safety and disaster management Human services Community and economic development

**Population served:** General population

**Geographic area served:** Mbarara (Western Region, Uganda) Western Region (Uganda)

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## Uganda Youth Aid Nursery and Primary School

Speakers for Africa is a Colorado-based 501(c)(3) nonprofit involved with many projects in Uganda— committed to delivering aid to schools and providing tools to communities. Currently our primary focus has been supporting the Uganda Youth Aid Nursery and Primary School in Kampala, assisting with tuition assistance, food and general school supplies. In February 2024, we supplied laptops, tablets and school supplies from Colorado. We also helped improve a boys and girls soccer club with jerseys, equipment, and coaches. In addition, Speakers for Africa started an agriculture program for the students, administered and maintained by the students. Together with our commitment to education, we hope such programs will promote leadership and communication skills.

**Population served:** Children and youth Economically disadvantaged people Victims of violence or disasters Unemployed people

**Geographic area served:** Uganda

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# Impact

## Goals

### What we **aim to solve**?

What We Aim to Solve In Uganda, many children—especially orphans and vulnerable students—struggle to access a safe, consistent, and supportive learning environment. Schools in underserved areas face chronic challenges: collapsing classrooms, leaking roofs, unsanitary or non-existent latrines, and a shortage of desks, supplies, and athletic opportunities. These conditions not only compromise student health and dignity but also discourage attendance, hinder learning outcomes, and perpetuate cycles of poverty. Speakers for Africa, Inc. is working to change this reality. We aim to solve the urgent need for safe, functional, and inclusive school infrastructure while also providing educational materials, meals, and extracurricular opportunities. By addressing these fundamental barriers, we create healthier, more engaging schools where children can thrive academically, socially, and emotionally.

### What is the organization **aiming to accomplish**?

Speakers for Africa, Inc. is dedicated to improving education and opportunity for vulnerable children in Uganda. Our goals are to: Rebuild and improve school infrastructure so that children learn in safe, weatherproof classrooms with adequate sanitation. Provide essential learning tools—including desks, books, technology, and supplies—to enhance academic achievement. Support student well-being through food programs, hygiene initiatives, and gender-sensitive facilities. Promote equality and empowerment by offering extracurricular programs such as athletics, dance, and cultural exchange. Foster transparency and connection by sharing real-time updates with donors and partners to build lasting trust.

### What are the organization's **key strategies** for making this happen?

Strategies to Achieve Our Goals Speakers for Africa, Inc. partners directly with local schools, community leaders, and government officials in Uganda to identify the most urgent needs. We fund and oversee targeted projects such as rebuilding classrooms, constructing pit latrines, and supplying desks, technology, and learning materials. To support student well-being, we implement food and hygiene programs and provide gender-sensitive facilities. We also expand opportunities through athletics and cultural programs that promote confidence and inclusion. By maintaining transparency with live updates and impact reporting, we ensure donors and partners see exactly how their support transforms lives.

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# Results

Our Impact at a Glance 🏫 2 Schools Supported - Uganda Youth Aid & Rwakobo Primary 🧑🏫🧑🏫 1,450+ Children Reached with education, meals, and programs 🪑 100+ Desks Donated for safe and comfortable learning 🚻 1 Pit Latrine Built at Rwakobo Primary School (2025) ⚽ 2 Soccer Teams Formed with uniforms, coaches, and equipment 🖥️ Laptops, Tablets & Supplies Delivered to classrooms 🍲 Food & Hygiene Programs improving health and attendance

## How we listen

How is your organization using feedback from the people you serve?

- To identify and remedy poor client service experiences
- To identify bright spots and enhance positive service experiences
- To inform the development of new programs/projects
- To make fundamental changes to our programs and/or operations

Which feedback practices does your organization routinely carry out?

- We aim to collect feedback from as many people we serve as possible
- We take steps to ensure people feel comfortable being honest with us
- We engage the people who provide feedback in looking for ways we can improve in response
- We act on the feedback we receive
- We tell the people who gave us feedback how we acted on their feedback
- We ask the people who gave us feedback how well they think we responded

What challenges does your organization face in collecting feedback from the people you serve?

- We don't have the right technology to collect and aggregate feedback efficiently

## Board leadership practices

<p><b>Board Orientation &amp; Education</b></p> <p>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</p>	Yes
<p><b>CEO Oversight</b></p> <p>Has the board conducted a formal, written assessment of the chief executive within the past year?</p>	Yes
<p><b>Ethics &amp; Transparency</b></p> <p>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements within the past year?</p>	Yes
<p><b>Board Composition</b></p> <p>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</p>	Yes
<p><b>Board Performance</b></p> <p>Has the board conducted a formal, written self-assessment of its performance within the past three years?</p>	Yes

Note: Candid worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section.

## UN Sustainable Development Goals



## People

### Leadership

Executive Director

#### Peyton S Thomas

✉ [info@speakersforafrica.com](mailto:info@speakersforafrica.com)

Peyton Thomas is the Executive Director and Co-Founder of Speakers for Africa, Inc., a U.S.-based nonprofit dedicated to empowering children in Uganda through education, health, and community-driven initiatives. Holding a degree in Political Science and Economics from Western Washington University, Peyton combines academic insight with over two decades of lived experience in Uganda, beginning with visits as a child alongside his mother and co-founder, Penny Randell. Today, he leads projects that range from school rehabilitation and sanitation initiatives to food security and youth empowerment programs. Guided by a commitment to transparency, equality, and cultural respect, Peyton works closely with Ugandan communities and leaders to ensure that local voices remain at the heart of the organization's mission.

Secretary

#### Penny Randell

✉ [pennyrandell@gmail.com](mailto:pennyrandell@gmail.com)

Penny Randell is secretary and cofounder.

### Board members

**Peyton S Thomas**  
Speakers for Africa Inc.  
Board chair: 2023 - 2028

**Gracious Taremwa**

**Karim Katuramu**  
Speakers for Africa

**Kyle Stevens**  
Speakers for Africa Inc.

**Lee Pulliam**  
Speakers for Africa Inc.

**Penny Randell**  
Speakers for Africa Inc.  
Board co-chair: 2024 - 2026

**Michael Reuter**  
Speakers for Africa Inc

**Tasha Mirembe**  
Speakers for Africa Inc

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## Staff

**Penny Randell**  
Secretary

**Tasha Mirembe**  
Compliance

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## Contact

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Treasurer  
360-441-5062  
[speakersforafrica07@gmail.com](mailto:speakersforafrica07@gmail.com)

## Compensation

### Officers, directors, trustees, and key employees

There are no Officers, directors, trustees, and key employees recorded for this organization.

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### Highest paid employees

There are no highest paid employees recorded for this organization.

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### Contractors

There are no contractors recorded for this organization.

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### Fundraisers

There are no fundraisers recorded for this organization

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## Demographics

SOURCE: Self-reported; last updated 9/13/2025

**This organization's Executive Director identifies as:**

- White/Caucasian/European
- Male
- Not transgender (cisgender)
- Heterosexual or straight
- Person without a disability

**This organization's Secretary identifies as:**

- White/Caucasian/European
- Female
- Not transgender (cisgender)
- Heterosexual or straight
- Person without a disability

## Race & ethnicity

	Board members	Senior staff	Staff
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>
Asian / Asian American	0	0	0
Black / African American	4	0	0
Hispanic / Latino / Latina / Latinx	0	0	0
Middle Eastern / North African	0	0	0
Multi-racial / multi-ethnic (2+ races / ethnicities)	0	0	0
Native American / American Indian / Alaska Native / Indigenous	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
White / Caucasian / European	4	0	0
Decline to state	0	0	0
Other	0	0	0
Unknown	0	0	0

## Gender identity

	Board members	Senior staff	Staff
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>
Female	3	0	0
Male	5	0	0
Non-binary	0	0	0
People who prefer to identify with another gender identity	0	0	0
Decline to state	0	0	0
Unknown	0	0	0

## Transgender identity

	Board members	Senior staff	Staff
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>
Not transgender (cisgender)	8	0	0
Transgender	0	0	0
People who prefer to identify with another gender identity	0	0	0
Decline to state	0	0	0
Unknown	0	0	0

### Sexual orientation

	Board members	Senior staff	Staff
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>
Gay, lesbian, bisexual, or other sexual orientations in the LGBTQIA+ community	0	0	0
Heterosexual or straight	8	0	0
People who prefer to identify with another sexual orientation	0	0	0
Decline to state	0	0	0
Unknown	0	0	0

### Disability

	Board members	Senior staff	Staff
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>
Person with a disability	1	0	0
Person without a disability	7	0	0
Decline to state	0	0	0
Unknown	0	0	0