



POLISH-AMERICAN FREEDOM FOUNDATION



2019 Annual Report

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Letter from the PAFF Leadership



Andrew Nagorski
Chairman of the Board
of Directors



Jerzy Koźmiński
President and Chief
Executive Officer

Dear Friends,

We are pleased to share with you our Annual Report summing up the Foundation's activities in 2019. The Report was completed in June 2020, when we could present our financial statements, together with the independent auditors' report.

Now is a special time for the Foundation, as last month marked 20 years since the launch of its first programs in Poland. On the occasion of its jubilee, the Foundation received letters of congratulations from President Andrzej Duda and President Donald Trump. It has also been honored with congratulatory letters by the former Presidents of the Republic of Poland, Lech Wałęsa, Aleksander Kwaśniewski and Bronisław Komorowski, as well as by the former Presidents of the United States of America, Bill Clinton and George W. Bush.

In this jubilee year, it is worth recalling that the Foundation's establishment was made possible by the success of the Polish-American Enterprise Fund, which was created at the initiative of President George H. W. Bush in 1990. For an entire decade the Enterprise Fund played an active role in building and developing Poland's market economy. The Enterprise Fund's successful investment operations generated a profit that notably exceeded the \$240 million entrusted to it by the U.S. Congress. Following the 1999 agreement between the governments of the United States and Poland, the Fund returned half of its initial capital – \$120 million – to the U.S. budget, while the other half and the surplus earned – a total of \$255 million – was transferred to the Polish-American Freedom Foundation it had established.

The founders of PAFF had two primary goals in mind: help consolidate the results of the Polish changes triggered in 1989, and share Poland's transformation experience with other countries. Such broadly defined objectives had to be narrowed down. To this end, the Foundation decided to focus its Polish activity on the communities and groups in greatest need of support during the transition period, especially those in rural areas and small towns.

As a result, PAFF programs promote two main issues: leveling the playing field in education along with improving the quality of education overall, and supporting the development of local communities, which contributes to building social capital. Since its beginning, the Foundation has launched 37 programs. By the end of 2019, it had allocated almost \$216 million of its own funds to these undertakings, and attracted more than \$200 million from outside sources.

Over the 20 years of PAFF activity, those funds enabled us to grant 30,000 scholarships for university studies to young people from low-income families, offer training in modern teaching methods to 110,000 teachers, and conduct 16,000 local projects for target audiences of hundreds of thousands. We were able to support 14,000 student-volunteers in carrying out 40,000 educational projects for 380,000 children and youth,

and more than 30,000 NGO leaders and staff participated in professional development training to improve their qualifications and skills.

Thanks to a partnership with the Bill and Melinda Gates Foundation, PAFF received a grant of \$31 million to implement the Library Development Program in Poland. This Program transformed almost 4,000 Polish rural and small-town libraries into modern centers of information, education and culture, which are now teeming with civic activity. About 10,000 librarians completed specialist courses while their institutions received computer equipment, software, and free access to the Internet.

2016 witnessed the emergence of a particularly noteworthy initiative aimed at improving the quality of Polish education, namely the establishment of the School of Education of the Polish-American Freedom Foundation and the University of Warsaw. The School of Education offers Poland's first full-time postgraduate study program which prepares students for the teaching profession. Its innovative curriculum is the product of PAFF's long-term cooperation with Columbia University Teachers College in New York. Students combine the latest theoretical knowledge with day-to-day teaching practice at primary and secondary schools in Warsaw. At the same time, this state-of-the-art institution offers professional development courses for in-service teachers.

For two decades the Freedom Foundation has been active in sharing Poland's experience of transformation and integration with the European Union with other countries. PAFF has supported more than 1,000 projects implemented jointly by Polish NGOs and their partners from Eastern Europe, Central Asia, and the South Caucasus. PAFF study tours have brought more than 9,500 representatives of academia, local governments, public administration, the media and the third sector to Poland. That, added to the number of Lane Kirkland Scholars, means we have hosted more than 14,000 visitors from the East since 2000.

For nearly 10 years, the Foundation has been based in its own building in Warsaw, where PAFF's Representative Office in Poland is located. Since 2011 the modern conference infrastructure of our office in Wilanów has enabled us to hold nearly 1,000 workshops, seminars, training sessions and other meetings. Every year these events attract more than 2,000 participants of PAFF's programs.

We are releasing this Report in unprecedented times. During the last few months, the world has been struggling with the coronavirus pandemic and its severe socio-economic consequences. In response to the crisis in Poland, the Foundation launched its \$1 million "Relief Fund for Non-governmental Organizations and Civic Initiatives" in early April. This special program's main objective is to support organizations and groups involved in PAFF programs. Actions to counteract the effects of the pandemic have also been taken within particular Foundation programs. The most extensive aid is provided through the "Act Locally" Program, with a budget exceeding a half million dollars. For the most part, these actions aim to support NGOs and informal groups that help the elderly, the disabled and the quarantined, as well as to provide training for the thousands of teachers who have been teaching remotely since March.

As we look back at the past 20 years, we wish to strongly emphasize that all the above figures illustrating PAFF's achievements are the product of the huge engagement and hard work of very many people. In this jubilee year, we would like to extend our sincerest gratitude to all those who are responsible for PAFF's track record.

We would also like to express our gratitude to the Members of the Foundation's Board of Directors. We greatly appreciate their immense kindness, support, competence and experience, which have always made a valuable contribution to our PAFF efforts. We truly regret that some of our colleagues left us before we could celebrate our 20th anniversary together. Last year, we said our final farewell to John P. Birkelund. In previous years, we mourned the passing of Zbigniew Brzeziński, Robert G. Faris, Nicholas A. Rey, John H. D'Arms, Aleksander Koj and Frederic M. Bohen. In March 2020, after nine years of service, David Niemiec resigned from the PAFF Board of Directors. We wish to thank him for his dedicated support for the Foundation. This year we warmly welcome Kasia Kieli and John Kasnicki to the Board of Directors.

We would like to extend our sincerest gratitude to all the partners, civic leaders, NGOs and other institutions involved in PAFF's programs. First of all, we express our great appreciation for those organizations that took

on the role of PAFF Program Managers. Finally, we wish to show particular appreciation for our excellent PAFF Team. No Foundation achievement would have been possible without the passionate and professional input they provide every day.

We firmly believe that our experience of the last two decades and the unwavering support of our partners will enable the Polish-American Freedom Foundation to continue fulfilling its original mission successfully.

New York – Warsaw, June 2020



Andrew Nagorski
Chairman of the Board of Directors



Jerzy Koźmiński
President and CEO

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Initiatives in Education

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ENGLISH TEACHING

THE FOUNDATION HAS DISBURSED

\$8,269,849

including \$247,468 in 2019.

PROGRAM MANAGER:

› The "Nida" Development Foundation

MORE INFORMATION AT:

www.englishteaching.org.pl



Introduced in 2000, this program launches and supports activities that promote the English language as well as improve the quality of English teaching to children and teenagers in small towns and rural areas. Hence the program promotes their equal access to educational opportunities and also contributes to the professional development of English teachers working in small localities.

By promoting the study of English the program stimulates and develops a variety of civic initiatives. The results often transcend the original objectives which is shown in the general activation of local communities. The program is mainly addressed to English teachers of elementary schools and kindergartens in rural areas and small towns. In the past many projects were implemented at junior high schools, no longer existing in the Polish educational system. The program's offer includes training for teachers coupled with the possibility of implementing projects with their students as well as training and consultation during the project's preparation.

In the years 2000-2019, 1,036 projects were funded through grant competitions addressed to schools and non-governmental organizations in small localities. As a result, friends of Anglo-Saxon culture and English language clubs, small libraries of English-language books and press, as well as theater circles were set up in many schools. Numerous contests involving knowledge about English writers, culture and history as well as song festivals were held. Children and young people had opportunities to watch English-language films in their original versions and to take part in lessons conducted by native speakers.

About 72,000 students and 4,700 teachers participated directly, while over 170,000 parents and other members of local communities were engaged indirectly in the projects financed through the grant competitions.

The program offer also includes "Weekends with English Teaching" methodological training sessions for English teachers at schools in villages and towns of less than 20,000 residents. So far 142 such training sessions have been conducted for 6,513 participants.

The most active teachers participating in the program have a chance to improve their qualifications at a three-week Teaching English to Speakers of Other Languages (TESOL) Summer Institute, organized by Gonzaga University in the USA.

Under the program, 17 annual nationwide English Teaching Market meetings have been organized for teachers of English as well as interested institutions, organizations, schools and publishers. Almost 9,000 people participated in them. These annual meetings are primarily aimed at developing a cooperation network of English teachers working at schools in villages and small towns. They are supported by a community portal and regular e-news

1,036

projects were funded through grant competitions addressed to schools and non-governmental organizations in small localities.

on other educational initiatives such as grants for projects, training sessions, and competitions.

Since 2015 the “English Teaching” Nationwide English Teachers Association has been in operation. It was established at the initiative of the En-

glish Teaching Program Ambassadors – the most active teachers participating in the program. The objective of the Association is to carry out professional training for English teachers, especially those from villages and small towns, as well as advocacy activities on behalf of them. ■

EQUAL OPPORTUNITIES

THE FOUNDATION HAS DISBURSED

\$15,862,990

including \$812,457 in 2019.

PROGRAM MANAGERS:

- › The Polish Children and Youth Foundation
- › The Copernicus Science Center

MORE INFORMATION AT:

www.rownacszanse.pl
www.kmo.org.pl



The objective of the program, implemented since 2001, is to support civic initiatives that help level the playing field for a good start for children and young people from rural areas and small towns by improving their key competencies and developing social skills such as teamwork, the ability to plan their activities and win support for achieving their goals.

Under the program, NGOs, community centers, libraries and informal groups apply for grants for projects stimulating intellectual and creative aspirations of children and teenagers, developing their ability to achieve independently and realistically set goals, shaping active and open attitudes, and encouraging them to act for the benefit of their communities. Through implementing these projects young people gain opportunities to participate in activities extending beyond the standard curricula offered by schools. In 2019, a total of 122 projects were financed under the Nationwide Grant Competition and the Regional Grant Competition. Among them were projects promoting ecological activities, learning the values of their neighborhood environments or facilitating actions for the benefit of local community to be taken up by young people.

The program's offer is supplemented with training sessions for project coordinators aimed at improving their qualifications, teaching them how to run a project, with emphasis on engaging young people as active creators, participants and direct implementers. The training offer for coordinators covers also such subjects as the use of ICT in project management and popularization of educational projects.

In 2019, as in previous years, another round of summer school for the most active participants of projects was held. It was attended by 24 people. The objective of the summer school is to improve skills in implementing social initiatives for local environments and to develop leadership competencies. The school graduates can receive a grant for short-term projects benefiting their local communities.

Over

3,000

projects have been implemented within the program engaging approximately 147,000 active participants (indirectly nearly 470,000 people have been involved) as well as activation and integration of local communities around activities benefiting children and youth.

An important component of the program is its Equal Opportunities Local Forums held by organizations participating in the program. The Forum is a place where institutions and individuals involved in activities benefiting young people in their communities can discuss the use of the local environment potential in overcoming obstacles to development of young people in villages and small towns. Last year 12 local forums were held and attended by over 350 participants.

Since inception over 3,000 projects have been implemented within the program engaging approximately 147,000 active participants (indirectly nearly 470,000 people have been involved) as well as activation and integration of local communities around activities benefiting children and youth.

33 publications have been issued, describing the methodologies of model projects that can be disseminated in various parts of Poland. They are available on www.rownacszanse.pl.

As a result of activities carried out under the program over 150 local non-governmental organizations have been established, and many projects are continued without any additional financial support from PAFF.

Among initiatives supported under the program are Young Explorer Clubs – a continuation of the model project launched in 2002 by the Education Society of Kłodzko and currently implemented by the Copernicus Science Center in Warsaw. The goal of Young Explorer Clubs is to promote interest in science among children and young people. The Clubs enable them to learn through experimenting and carrying out self-directed experiments with the use of simple and easily accessible materials. Last year the eighth round of the Young Explorer Clubs Forum was held for a total of 240 people. The forum is a platform of contacts and exchange of experiences, and it helps promote the Clubs. The Young Explorer Clubs network comprises over 700 clubs, including several dozen established in Ukraine, Belarus, Lithuania and Georgia. ■

THE LEARNING SCHOOLS (LES)

THE FOUNDATION HAS DISBURSED

\$12,975,167

including \$912,247 in 2019.

PROGRAM MANAGER:

› The Center for Citizenship Education Foundation

MORE INFORMATION AT:

www.sus.ceo.org.pl



Under the program, implemented since 2000, comprehensive activities based on the best foreign models have been carried out to improve the quality of Polish education. The level of education at Polish schools, especially those in rural areas and small towns, is enhanced primarily by improving teaching techniques.

Some

5,000

schools have taken part in the program; almost 1,500 of them participated in the core part which is aimed at comprehensive development of the school by introducing the formative assessment tool. Training sessions offered as part of various components of the "LES" Program covered more than 100,000 teachers.

The "LES" Program introduces an original quality assurance system into the daily practice of schools which ultimately increases the skills and autonomy of teaching staff, bolsters the position of the principal as the leader of the school transformation process and improves teamwork. All that results in improved teaching. "LES" is a broad program – it encompasses teacher on-line training sessions and courses, staff workshops, post-graduate courses and conferences for principals, as well as a systemic program of support for schools introducing the formative assessment method and other innovative educational practices. Schools participating in the "LES" program develop organizational solutions that professionalize teaching, monitor the results of their efforts, and share best practices. The program has resulted in quality improvement in key areas of school activities such as the teaching and learning effectiveness, organization of a school as a learning institution, and cooperation of a school with its outside community.

Over 20 years some 5,000 schools have taken part in the program; almost 1,500 of them participated in the core part which is aimed at comprehensive development of the school by introducing the formative assessment tool. Training sessions offered as part of various components of the "LES" Program covered more than 100,000 teachers.

Since the 2017/18 school year the "LES" Program has been implemented in a new situation at schools because of the profound changes introduced by the Ministry of National Education. Having adjusted its activities to these new circumstances, the program continues to be attractive among teachers and at schools all over Poland.

In addition to training and workshop sessions, held on a large scale for school staff under the On-line Teachers Academy (OTA), e-learning courses for teachers of various subjects in different types and levels of schools and kindergartens are also offered. They prepare teachers to use modern information technologies in their work with pupils. OTA offers seven year-long courses for c. 800 teachers. The most popular is the OK Notebook course on a new tool that supports formative assessment.

The extensive experience gained during many years of the "LES" Program implementation was used in various educational initiatives financed from EU funds, such as the Students' Academy Program or the Digital School completed in 2015, as well as School for Innovator inaugurated in 2019. The objective is to develop competencies and skills students will need as adults. It is achieved by promoting innovative teaching and assessing methods, and by organizing work at school in a new way. To date the projects have been participated in by more than 20,000 people.

In 2019, the Learning Schools Academy of Education Leaders was completed. It was a two-year post-graduate course of studies for 900 school and kindergarten principals and vice-principals from the Mazowieckie and Świętokrzyskie provinces. The objective of the course was to improve educational institution managers' qualifications in leadership aimed at developing key skills in students. The course was based on experience gained in the "LES" Program and conducted in cooperation with Collegium Civitas and the Maria Grzegorzewska University-Academy of Special Education. It was financed from EU funds.

PAFF is a partner of the School with Class 2.0 initiative, promoting innovative educational solutions based on information and communication technologies and the "design thinking" method. By the end of 2019, more than 9,000 schools from all over Poland and about 150,000 teachers had participated in its implementation. It was supplemented by initiatives such as Teacher with Class; Lego, Cogito, Ago; Student with Class; and School of Thinking. The current initiative stems from the School with Class project launched in 2002, inspired by the "LES" Program and managed by the Center for Citizenship Education Foundation in cooperation with the Gazeta Wyborcza daily. The current School with Class 2.0 initiative is managed by the School with Class Foundation established in 2015. ■

PAFF AND UW SCHOOL OF EDUCATION

THE FOUNDATION HAS DISBURSED

\$3,960,165

including \$1,398,057 in 2019.

PROGRAM MANAGER:

› The Foundation for Quality Education

MORE INFORMATION AT:

www.szkołaedukacji.pl



The School of Education is a joint undertaking of the Polish-American Freedom Foundation and the University of Warsaw. The program has been developed in cooperation with a prestigious teacher training institution – Columbia University Teachers College, New York. It is the only school in Poland that conducts full-time post-graduate teacher certificate studies. Currently the School is free of charge, and students may apply for a scholarship that will help them cover their costs of living, as well as obtain accommodation at the UW dormitory.

The Foundation for Quality Education established by PAFF in 2014, on behalf of PAFF, is responsible for the management and development of the School of Education (SE). The School is located in the UW Center of New Technologies (CENT) building in Warsaw.

In the current 2019/20 academic year, the School of Education is attended by 35 students on four educational paths – the Polish language, mathematics, history and civic education, as well as biology. It is the fourth year of SE's operation.

An integral part of teacher training at SE are everyday practical internships at schools. The students spend their time both in academic classes at the School of Education and at a selected school – they observe lessons, participate in conducting them or conduct them on their own. They also take part in school staff meetings and in parent-teacher conferences. The experiential knowledge gained at a school is discussed during the students' academic classes

on an on-going basis. The School of Education is responsible for the quality of the teaching practice and therefore it cooperates with a network of carefully selected schools in Warsaw and surrounding areas. Almost 200 teachers from the cooperating schools participate in workshops and consultation meetings held for SE students.

The students have their individual tutors at the School of Education. Academic classes are held for small groups. Great attention is paid to discussion and regular student progress self-evaluation. The classes are conducted by individuals experienced in schoolwork, professionals in education, who represent various perspectives – those of practicing teachers, academics, and other people with a passion for education. The lecturers represent various universities; they were trained by top American and European specialists in teacher education.

There is also an Alumni Office at the PAFF and UW School of Education which offers long-term

In 2019 over

5,000

people attended various conferences, training sessions and meetings where methods and tools used by the School of Education in their work with students were presented.

support to graduates, including assistance in finding a job at the first stage. Graduates cooperate on a current basis with lecturers of the School, improving their teaching skills and sharing experiences. Also, educational institutions which hire SE graduates can benefit from various training sessions offered by the School of Education.

Since 2017 the School of Education has been offering professional development courses on teaching Polish literature and grammar, math, biology, history, as well as educational and communication competencies for in-service teachers.

The courses enable participants to improve both subject-related and pedagogical skills. In the 2019/2020 school year 70 people are taking advantage of these courses.

The best practices applied at the School of Education are popularized not only at schools but also at institutions responsible for educating and training teachers. In 2019 over 5,000 people attended various conferences, training sessions and meetings where methods and tools used by the School in their work with students were presented. ■

PROJECTOR – STUDENT VOLUNTEERS

THE FOUNDATION HAS DISBURSED

\$7,153,668

including \$345,657 in 2019.

PROGRAM MANAGER:

› The Educational Enterprise Foundation

MORE INFORMATION AT:

www.projektor.org.pl



This program is aimed at equalizing educational opportunities for children and youth living in rural areas and small towns. Within the program groups of student volunteers (2 to 3 persons) implement educational projects, which they have prepared, to develop the knowledge, skills and interests of children and youth. The projects are conducted in free time during the school year as well as during summer vacations and winter breaks.

The projects involve a specific field of knowledge, a subject or a selected area of activity, and include activities such as classes in fine arts, sports, information technology, theater, and linguistics. The program encourages pupils to develop their skills by promoting positive role models and at the same time it shapes university students' sense of social responsibility while providing them with an attractive way to discover and fulfill their passions and interests.

Since 2003, over 39,000 educational projects have been carried out in about 2,800 schools all over Poland; they involved 14,500 student volunteers and 390,000 pupils.

The program was supported by two former Prime Ministers, Professor Jerzy Buzek and Professor Marek Belka who, in 2007, volunteered to conduct vacation activities for children in several rural communes. In 2012, the Foundation

Over

39,000

educational projects have been carried out in about 2,800 schools all over Poland; they involved 14,500 student volunteers and 390,000 pupils.

for the Development of Voluntary Service, in cooperation with the Chancellery of the President of Poland, carried out the Modern Patriotism project in which Ministers and Advisors at the Chancellery visited eight schools in small localities. The project under the honorary patronage of President Bronisław Komorowski was designed to popularize knowledge of patriotism, instill civic values among young people, teach local traditions and national symbols and foster tolerance and respect for other people.

Since 2011, the program has been monitored and the projects carried out by student-volunteers have been evaluated on a regular basis. It serves both the direct measurement of the program results as well as assessment of its long-term impact. Among the greatest advantages mentioned by student volunteers are the opportunities to gain new, practical experience, develop communication skills, establish new contacts, as well as become acknowledged and appreciated for their civic activity by their universities.

And, what is especially important, the schools find participation in the "PROJECTOR" beneficial. The advantages include widening their educational offers, increasing attractiveness of the school, as well as parents' support for the program.

In 2019, among all summer vacation projects under the program, 47 were carried out at 44 schools by 74 female students of IT faculties. These projects were implemented thanks to cooperation with the Perspektywy Education Foundation which carried out the 3rd round of the "IT for SHE" Program in Poland. Almost 2,000 children from small towns and villages participated in the projects. The participants learned the basics of coding and robotics, as well as the possible applications of 3D printers.

Over the years 2005-2010 the program was managed by the Polish Association of Pedagogues and Animators Klanza. Between 2010 and 2017, its manager was the Foundation for the Development of Voluntary Service. ■

BRIDGE SCHOLARSHIPS

THE FOUNDATION HAS DISBURSED

\$24,341,296,

including \$1,255,715 in 2019.

PROGRAM MANAGERS:

- › The Educational Enterprise Foundation
- › The Good Network Foundation (My Scholarship, and e-Volunteering)

MORE INFORMATION AT:

www.stypendia-pomostowe.pl
www.dobrasiec.org



This undertaking was launched in 2002 in response to a serious social problem of disparity in access to higher education between young people from urban and rural areas. The underlying idea of the program was to help talented young people from villages and small towns, and especially from former state-owned farm areas, in making the decision to begin university studies by offering them first-year scholarships.

*A total of almost
24,000
scholarships have been
awarded, including nearly
17,000 scholarships for
the first year of studies.*

Since inception, the Bridge Scholarships Program has been a joint undertaking of many partners. At present it is financed by the Polish-American Freedom Foundation, the National Bank of Poland, the Rural Development Foundation, and the BNP Paribas Foundation. Its partners are also Cotton House and a coalition of almost 90 local NGOs. The initiative is implemented with the organizational assistance of the National Support Centre for Agriculture (formerly the Agricultural Property Agency) and in cooperation with the Professor Bronisław Geremek Center as well as the Center for Social Innovation and Research – “Shipyard” Foundation. The Partners have so far disbursed over PLN 117 million; a total of almost 24,000 scholarships have been awarded, including nearly 17,000 scholarships for the first year of studies.

Under the Diploma of Dreams campaign intended to encourage additional local NGOs to become involved in scholarship initiatives, since 2006 as many as 151 such organizations have extended assistance to 4,500 scholarship holders.

Over the years the program evolved into a more and more extensive scholarship system whose offer went far beyond support for the first year of studies. Today the scholarship holders who do well in their academic pursuits have a chance for assistance in successive years of study – for the second year they may enter the Top Student competition; they may apply for corporate scholarships for their third and fourth years, or a scholarship under the Study Abroad initiative, and doctoral scholarships. The program's offer also includes language scholarships, workshops preparing scholarship holders for entering the job market or challenges related to digitalization, as well as Academic Start conferences.

The program offers summer internships in the United States organized in cooperation with

the U.S. Embassy in Warsaw (the Polish-American Internship Initiative). In the years 2011-2019, 105 students worked as interns in thirteen companies: Archer Daniels Midland Company, Boeing, Chevron North America, Citigroup, GE Hitachi Nuclear Energy, MoneyGram, Pittsburgh Glass Works LLC, Raytheon BBN Technologies, Sikorsky Aircraft Corporation, Westinghouse Electric Company, Discovery Inc., Planting Arboretum Fields, and Broadmoor Resort. Additionally, thanks to cooperation with Transatlantic Future Leaders Forum, 46 students did their internships at the United States Congress.

In the past, one of the program segments offered scholarships addressed to the best performing students coming from villages and small towns who studied economics in non-state universities and private business schools. Between 2001-2014, nearly 7,000 of them were awarded scholarships.

As a survey conducted among scholarship holders shows, 98 percent of the program alumni believe the scholarship significantly improved their financial situations when they were studying; 90 percent of scholarship holders performed well or very well at universities; 70 percent of them completed their diplomas on time; only 4 percent dropped out.

Through its Bridge Scholarships Program, PAFF lends support to the scholarship initiatives and volunteer activities carried out by the Good Network Foundation, including the www.mojustypendium.pl portal, Poland's largest Internet service dedicated to scholarships.

The program's media partners are the Rzeczpospolita daily, Forum Akademickie (the Academic Forum) and the Perspektywy (Perspectives) monthly. ■

THIRD AGE UNIVERSITIES (TAU)

THE FOUNDATION HAS DISBURSED

\$5,160,561

including \$401,971 in 2019.

PROGRAM MANAGER:

› The Association of Creative Initiatives "e"

MORE INFORMATION AT:

www.seniorzywakcji.pl



The program, launched in 2005, aims at promotion of educational projects and activity of seniors in order to get them socially involved, especially in intergenerational relations. It is carried out mainly by supporting and promoting seniors' initiatives, by harnessing their potential, knowledge, experience and time to benefit their communities, and by supporting the Third Age Universities themselves.

Under the Seniors in Action competition, grants and training sessions are offered to people over 60 years old who wish to carry out civic intergenerational actions based on their own ideas, individually or in cooperation with young people. The competition is addressed to senior citizens involved in activities both within Third Age Universities (TAU) and in cooperation with various other organizations and institutions.

To date, in eleven rounds of the Seniors in Action competition, a total of 357 intergenerational projects stimulating seniors to act for the benefit of their neighborhoods and promoting senior volunteering were sponsored. In the present, 12th round of the competition, 19 projects are being carried out.

In order to support Third Age Universities, the program offers training, workshops and opportunities to share experiences at national conferences for TAU representatives. Between 2004 and 2012 these nationwide conferences were held in Kraków, Bydgoszcz, Słupsk, Płock, Warsaw, Nowy Sącz and Katowice. From 2011 to 2013, the pro-

gram also supported 14 regional meetings of the Third Age Universities. In addition to TAU nationwide congresses, the program supports another event that is important to the TAU environment – the annual Third Age Forum which is a part of the International Economic Forum in Krynica.

Since 2013 Third Age Universities can take part in a series of TAU for Local Communities workshops, which support establishment of voluntary groups at TAUs and their cooperation with local communities. A total of 60 TAUs participated in the six completed rounds of the project, while ten new ones are taking part in the present, seventh round.

A new offer of the program is the "Tandem. Mentoring 55+" project. It started last year and consists of encouraging seniors to get involved in mentoring children and young people who live in social environments requiring support. Under the pilot project a dozen mentors are trying to help their charges to bolster their self-respect and social competencies. The partners in the project are Elżbieta Sołtys's School with Pas-

357

intergenerational projects stimulating seniors to act for the benefit of their communities and promoting their voluntary work have been carried out.

sion Educational and Kindergarten Complex in Ostrowiec Świętokrzyski, and Joanna Radziwił's Caring Wings Foundation in Warsaw.

Additionally, from 2005 to 2008 under the grant competition addressed directly to the Third Age Universities, 131 grants were awarded for projects improving the quality of their educational offers, including computer and Internet

courses enabling Third Age Universities to reach to a wider audience of senior citizens as well as stimulating seniors' involvement in activities for the benefit of their local communities, particularly through voluntary work. ■

Development of Local Communities

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SUPPORT FOR NGOS

THE FOUNDATION HAS DISBURSED

\$10,509,146

including \$649,843 in 2019.

PROGRAM MANAGERS:

- › The Klon/Jawor Association (MIS@NGO)
- › The Civil Society Development Foundation (FIMANGO)
- › The Academy of Civic Organizations Foundation (PROMENGO)

MORE INFORMATION AT:

www.ngo.pl

www.frso.pl

www.fao.pl



The objective of the program is to provide institutional support in the form of access to information, advice and training for non-governmental organizations and civic leaders in Poland, especially in small towns and rural areas. It facilitates improvement of conditions in which non-profit organizations operate and improves the quality of their management, which in turn makes their activities more effective and social initiatives more valuable.

At present the program operates along three paths.

The first, the "Mutual Information Society" (MIS@NGO), is an information system for civil society organizations. Its main component is the ngo.pl portal – the largest Internet service for and about non-governmental organizations in Poland, recognizable by almost 80 percent of NGOs in Poland. The portal is visited by over 3 million users a year and its database contains information about 170,000 Polish civic organizations. Additionally, the system consists of the Informatory and Helpline 801-646-719, as well as a collection of studies and publications.

The second path, "EURO-NGO+", is aimed at improving non-profit organizations' ability to acquire European Union funds. It is the continuation of PAFF's "EURO-NGO" Program that was carried out over the years 2003-2006 through which Polish NGOs learned about EU structural funds and increased their competencies in successfully applying for these funds. The program supported NGOs in building partnerships, advocacy activities and participating in structural funds planning for the years 2007-2013 and 2014-2020.

Information and advocacy activities are carried out by the National Federation of Polish NGOs.

The third path – "NGO Training" – has two components. The first is "Financial Management for NGOs" (FIMANGO) and includes training, counseling and publications addressed to people responsible for financial management of non-profit organizations, mostly those operating outside major metropolitan areas. During the period 2000-2019 over 4,800 people representing 3,250 organizations from all over Poland took advantage of these training opportunities. The training courses are implemented by the Civil Society Development Foundation. The second part, launched in 2013, is a comprehensive educational offer for NGO managers, comprised of the "PROMENGO" training program, the Kursodrom e-learning platform that has been used by almost 5,200 people, and NGO-managing workshops whose main component is the Fundraising Education Program addressed to those who are in charge of raising funds for non-profit organizations' activities. A supplement to the offer is the Third Sector quarterly, an academic publication on research and analyses of issues important to NGOs' development in Poland.

During the period
2000-2019 over

4,800

people representing 3,250 organizations from all over Poland took advantage of training opportunities under the "Financial Management for NGOs" initiative.

That component of the program is managed by the Academy of Civic Organizations Foundation established by PAFF.

Additionally, under the program PAFF has been a co-organizer of the annual meeting of rural civic organizations in Maró. Each year nearly 300 representatives of 160 organizations from

various regions of Poland participate in a meeting that promotes integration, an experience sharing, acquisition of new knowledge and skills, as well as cooperation. The meetings are organized by the Rural Development Foundation and the "Nida" Development Foundation. PAFF also supports a regular study about the condition of the third sector in Poland. ■

ACT LOCALLY

THE FOUNDATION HAS DISBURSED

\$16,887,589

including \$1,309,528 in 2019.

PROGRAM MANAGER:

› The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

www.dzialajlokalnie.pl



The objective of this program, launched in 2000, is to assist and encourage local communities in villages and small towns by lending support to civic initiatives that foster developmental aspirations, improve the quality of life as well as contribute to building social capital.

The program offers support to local communities, whose members define their own needs themselves and undertake joint initiatives. Each community consists of different people, has different resources, needs, traditions and experiences, and therefore the "Act Locally" Program supports various categories of initiatives.

Grants are awarded at the local level in open grant competitions, organized each year by a network of Act Locally Centers (ALC) which encompasses associations and foundations operating in the areas with up to 50,000 people and covering from four rural communes up to several counties. The ALC network has successively expanded from 15 non-governmental organizations in 2004 to 71 units in 2019, and today it involves

over 600 communes. There are at least two Act Locally Centers in each province (voivodship). They establish cooperation with other NGOs as well as local governments and entrepreneurs. New ALCs are selected in an open recruitment procedure by the Competition Committee. The beneficiaries of local competitions conducted by ALCs are NGOs and informal groups of citizens whose applications may be submitted by organizations and local public institutions (schools, community centers, libraries) which operate in villages and small towns of less than 20,000 inhabitants.

To date almost 4 million program participants, including about 220,000 volunteers, have been involved in the implementation of nearly 11,500

Almost

4,000,000

program participants, including about 220,000 volunteers, have been involved in the implementation of nearly 11,500 local projects. The common denominator of the projects has been local involvement.

local projects. Since January 2019 the 11th round of the program has been conducted and it has already offered support to 956 local projects.

The supported initiatives focus on such areas as culture and local tradition, education, health care, ecology, sports, creating new opportunities for personal development, leisure time activities, tourism and making the region more attractive, as well as on counteracting social exclusion. The common denominator of the assisted projects is local activity that enables residents to acquire new skills, learn how to self-organize better and respond to new problems.

Those who implement these initiatives can take part in the "Tell Me..." competition which awards the most interesting forms of communicating about implemented projects and promoting them. The awarded works are presented on the program's website. Also, for several years a competition has been organized awarding the most creative ideas for carrying out campaigns to promote the possibility of allocating 1% of the income tax for an NGO with a public charity status.

In order to improve the Act Locally Centers' operation the program offers various training sessions, workshops, regional meetings, study visits and webinars that provide opportunities to share best practices, improve knowledge and qualifications as well as strengthen cooperation within the ALC network. Act Locally Centers use their experience gained under the program in other Foundation initiatives such as "PAFF Local Partnerships", where they can play the role of leaders in coalitions with participants of various Foundation programs jointly engaged in projects benefiting their local communities. Also in the "PAFF Leaders" Program ALC representatives serve both as participants and tutors. In the "Sector 3.0" Program they belong to the network of Mobile Advisors assisting other organizations in the use of modern technologies.

Since 2016 the FIMANGO Local Advisors School, based on resources of two PAFF programs, "Act Locally" and "Financial Management for NGOs"

(FIMANGO), has been in operation. It offers an intensive training program aimed at improving the competencies of ALC activists in financial management counseling to smaller, local organizations that cooperate with them. To date the School course has been completed by 40 representatives of 27 Act Locally Centers.

Efforts are also made to share "Act Locally" experiences with Ukrainian NGOs. Act Locally in Ukraine, the initiative being currently implemented and aimed at inspiring Ukrainian NGOs to build a network modeled on ALC, is a continuation and extension of the Global Challenges Local Solutions pilot program co-financed by PAFF in 2016-2017 as part of the "Region in Transition" Program (RITA). The project is managed by the Academy for the Development of Philanthropy in Poland in cooperation with the Ukrainian ISAR Ednania Foundation.

Under the "Act Locally" Program PAFF engages also in initiatives aimed at development and promotion of charity: it supports the Benefactor of the Year Competition, and is patron of its Local Development category that promotes civic engagement of companies which act in cooperation with ALCs and contribute to long-term changes in local communities. The Foundation is also the main partner of the Civic Leader of the Year Competition, organized by Newsweek Polska weekly (with the Academy for the Development of Philanthropy in Poland as the strategic partner). The aim of the Competition is to award pro-civic attitudes and promote activities of individual people as well as backing their organizations aimed at solving various social problems. As part of the program, the Foundation also supports the Charity Stars plebiscite organized by the Academy for the Development of Philanthropy in Poland. The plebiscite awards public figures for their charitable activities. ■

SECTOR 3.0

THE FOUNDATION HAS DISBURSED

\$2,998,789

including \$466,562 in 2019.

PROGRAM MANAGER:

› The Information Society
Development Foundation

MORE INFORMATION AT:

www.sektor3-0.pl



The program – formerly known as “ICT for Local Development” – has been implemented since 2012 and is a continuation of PAFF’s activities supporting the use of new information and communication technologies in local development. Its main goal is to improve the knowledge and skills of non-governmental organizations’ leaders and employees, particularly those from villages and small towns, in effective use of ICT in their everyday work in order to increase the scope and effectiveness of their actions.

The implementation of the program was preceded by a series of analyses carried out by the Center for Social Innovation and Research – “Shipyards” Foundation, as well as consultations with domestic and foreign experts. Information on the progress made by NGOs in the ICT field, and on the knowledge and qualifications of their staff members in that area was collected and made available.

Under the program, thematic training for NGOs was carried out showing examples of effective use of modern technologies in communication, marketing and management. Some of those organizations received grants for purchase of hardware and software as well as for financing projects focused on the practical use of ICT in third sector activities. The program’s offer also includes an ICT Mobile Advisors’ Network – 100 experts providing free educational and technological support services for local NGOs. So far, Mobile Advisors have provided over 7,500 pieces of advice and nearly 15,000 NGO representatives from all over Poland benefited from their assistance.

Particular emphasis is placed on providing knowledge on how to identify potential areas where information technologies can be harnessed by NGOs. To that end a network of TechClubs has been set up in 16 Polish cities where representatives of NGOs, business, local governments and academic communities meet on a cyclical basis to share their experiences in using modern technologies. Since 2012 over 18,000 people have participated in the TechClubs’ meetings.

An important part of the program are annual international conferences – Sector 3.0 Festival. They gather representatives of non-governmental organizations, public administration, ICT professionals from businesses, academics as well as foreign experts from the USA, the UK, South Korea and India. These events provide a platform of information exchange about current trends in ICT use for social activities. Over the period from 2012 to 2019, 4,550 people participated in 9 rounds of the annual Sector 3.0 conference held in Warsaw. ■

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*In 16 Polish cities the TechClub
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by over 18,000 people.*

The program also offers funds supporting creation of new ICT tools that can be used by non-profit organizations.

PAFF LEADERS

THE FOUNDATION HAS DISBURSED

\$5,169,032

including \$419,096 in 2019.

PROGRAM MANAGER:

› The School for Leaders Foundation

MORE INFORMATION AT:

www.liderzy.pl



The objective of this program, implemented by the School for Leaders Foundation, is to support the development of skills and qualifications of individuals working for the benefit of their local communities. This is achieved mainly through the tutorial method consisting of regular cooperation between an experienced tutor and a local leader.

The program is addressed to active participants of projects implemented under various programs of the Polish-American Freedom Foundation, especially "Act Locally", "Equal Opportunities", "English Teaching", "Region in Transition" (RITA), "PAFF Local Partnerships" and the Library Development Program.

The core part of the program is a twelve-month cooperation between a leader and a tutor coupled with a series of training sessions adapted to the participants' particular needs and priorities. It focuses first of all on interpersonal development planning, team building, managing an organization, communication, community involvement and building a local partnership. The skills acquired in the program help leaders in taking up activities benefiting their local communities in best possible ways.

An essential component of the program is the offer for program graduates – the Alumni Initiative, which involves cooperation and experience sharing by the PAFF program alumni. Among other things, it provides them opportunities to participate in meetings with well-known figures of public life and workshops adapted to the alumni needs, as well as the possibility of obtaining a grant

from the Alumni Initiative Fund for carrying out individual leader's projects. The alumni regularly receive information about current actions carried out under the program via their subscription to the electronic newsletter. A special group of program participants and alumni are those who are active in local governments. In the 2018 local government elections 184 of them ran; 83 were elected mayors or members of the commune, municipality or town councils.

Since 2008, study visits to the United States have been organized for leaders under the International Visitor Leadership Program implemented in cooperation with the U.S. Embassy in Poland. In 2019 another group of ten leaders and tutors participated in this year's visit.

As a result of the program's fourteen rounds, 660 local leaders from all over Poland improved their qualifications, and they have established an active nationwide network. Also, 67 tutoring experts have been trained. In the present, 15th round which began in 2019, 46 leaders and 14 tutors are participating. ■

660

local leaders from all over Poland improved their qualifications. Also, 67 tutoring experts have been trained.

PRO PUBLICO BONO

THE FOUNDATION HAS DISBURSED

\$2,502,568

including \$17,563 in 2019.

PROGRAM MANAGER:

- › The Pro Publico Bono Competition Foundation (2000-2014)
- › The Local Press Association
- › The Institute for Market Economics in Gdańsk



The Pro Publico Bono Competition for the Best Civil Initiative was launched in 1999 by Prime Minister Jerzy Buzek. From 2000 the Polish-American Freedom Foundation funded the prizes awarded in the Competition.

The objective of the Competition was to support development of civil society by annually selecting and promoting the most valuable and creative NGO activities – on a national, regional, and especially local level. These covered the fields of education, culture and the national heritage, health protection, social assistance and charity, environment and regional development, as well as social diplomacy and European integration.

When considering an initiative submitted for the competition, the Competition Chapter, whose first honorary chairman was Jan Nowak-Jeziorański, took into account the social importance of the initiative, its innovativeness, its impact on development and competitiveness of local communities, as well as the effectiveness and transparency of using public funds. Additionally, the Chapter considered the institutional stability of the nominated organization, compliance with ethical standards in its activity, and the quality of its cooperation with public administration and other institutions. The competition winners were awarded cash prizes which most frequently were used by them for continuation of their initiatives.

As part of the program, in 2007 the Bolesław Wierzbiański Award for the editorial staff of local press was established and PAFF took on the role

of sponsor. Until 2011 the award was granted by the Polish Journalists Association; it is currently awarded by the Local Newspapers Association. The winner of the 2019 Bolesław Wierzbiański Award was the editorial staff of Aktualności Lokalne published in Złotów.

Under the program, the Foundation also supports the Civic Congress organized annually by the Institute for Market Economics. The event, held since 2005, is a unique form of engaging citizens in a dialogue about the directions of state development, the condition of society, and the common good. Thus it helps strengthen and activate civic society. The Congress is an open event and each year is attended by almost one thousand participants, including representatives of central and local administration, NGOs, academics, businesses, student organizations, and local communities. The 14th Civic Congress, which was held in 2019 under the motto “What keeps the Poles together in the 21st century – principles, objectives or threats?”, was attended by 600 participants. In addition to the issues directly referring to the motto of the Congress, the discussions taking place there often deal with matters related to development of local government in Poland. The Congress also provides an opportunity to present PAFF experience in local communities' activation. ■

The winner of the 2019 Bolesław Wierzbiański Award was the editorial staff of Aktualności Lokalne published in Złotów.

THE LIBRARY DEVELOPMENT PROGRAM

THE FOUNDATION HAS DISBURSED

\$5,448,902

including \$687,193 in 2019.

PROGRAM MANAGER:

› The Information Society
Development Foundation

MORE INFORMATION AT:

www.biblioteki.org

www.labib.pl



The program was addressed to public libraries and their branches in rural communes, rural-and-municipal communes, and towns of up to 20,000 residents. Its objective was to transform libraries into modern, multi-functional information, cultural and educational centers that would stimulate civic activity as well. An important part of the program was strengthening librarians' competencies and the prestige of their profession. Thanks to the assistance received by nearly 4,000 libraries, residents of small localities gained an opportunity to improve their quality of life.

Until April 2015, the program was carried out within the partnership of the Polish-American Freedom Foundation and the Bill and Melinda Gates Foundation. It was part of a broader project, Global Libraries: the Gates Foundation created partnerships in selected countries to provide citizens with free access to information and communication technologies via networks of public libraries.

In 2008 PAFF established the Information Society Development Foundation and in cooperation with it prepared a detailed plan of supporting Polish libraries, primarily by providing them with computer hardware and software, as well as offering training opportunities for librarians. PAFF also signed a cooperation agreement with the Ministry of Culture and National Heritage which launched a long-term program called Library+ implemented by the Book Institute. The objectives of both initiatives were similar – the Foundation and the Ministry were shaping their activities in such a way that these could reinforce and complement each other.

The implementation of the program started in 2009. The recruitment process was carried out in a competition conducted in three rounds. 1,873 libraries qualified for the first round. In the second round, implemented in 2011, another group of 1,454 libraries participated. In 2013, recruitment to the third round was conducted. The program covered a total of 3,808 libraries in over 1,250 communes which is almost 60 percent of all Polish libraries in rural areas and small towns.

The program participants received content-related support in the form of various training courses (such as library activities planning workshops, IT training and specialist training in development of libraries to meet the needs of their local communities) and technical assistance with computers, laptops, tablets, multifunctional devices, printers, projectors and digital cameras, as well as software contributed for free by Microsoft. Libraries also had an opportunity to apply for grants to finance activities included in the li-

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4,000

libraries, residents of small localities gained an opportunity to improve their quality of life. Raising librarians' competencies and building the prestige of their profession constituted an important component of the program.

braries' development plans, which enabled them to extend their offers with, e.g., computer and Internet courses, meetings with interesting people, or exhibitions. And, they could receive grants for organizing meetings of cooperating institutions to integrate local librarians and share their experiences.

The program received support from the National Partnership for Library Development composed of more than a hundred representatives of science, art, the economy, the media, public administration and the non-governmental sector. Additionally, the Information Society Development Foundation signed regional agreements with the authorities of all 16 provinces in Poland aimed at promoting the public libraries' modernization in villages and small towns. The partnerships for library development were also set up at the rural commune and municipality level. In addition to local-governments other institutions were involved, such as schools, non-governmental organizations, businesses, the media, and local leaders.

Libraries were also promoted in nationwide social campaigns such as "Library. A Place of Reading. A Place of Activity" or the "Let's Meet in the Library" Internet competition, as well as during annual all-Poland public conventions of libraries held since 2010, each participated in by over 400 people coming mainly from small localities. The LABiB initiative has been developed as well, which is a network of librarian-innovators using a social portal to popularize best practices in activities held at libraries.

Non-profit organizations such as the Center for Citizenship Education Foundation, the KARTA Center Foundation, the Comenius Foundation for Child Development and the Association of Creative Initiatives "e" took up initiatives supporting libraries. They prepared offers of cooperation that extended the scope of services provided by libraries. And the Library Development Program included projects aimed at strengthening the entire library system in Poland, e.g. through cooperation with the National Library, provincial public libraries and the Association of Polish Librarians.

In 2009 the Ministry of Culture and the National Heritage, the Ministry of Administration and Digitization, the Information Society Development Foundation and Orange Polska concluded an agreement on connecting libraries to the Internet, under which Orange Polska committed to provide all Polish public libraries with free

Internet access via wire or wireless system and exempt them from subscription fees. In 2012 the agreement was extended for another three-year period. Approximately 3,500 libraries benefited from the offer.

In 2012, the Information Society Development Foundation was presented by the European Commission with the E-Inclusion Award 2012 for implementation of the Library Development Program in a competition promoting the best practices in use of modern information and communication technologies as well as counteracting digital exclusion.

After three years of the program's implementation, the Center for Social Innovation and Research – "Shipyard" Foundation conducted quantitative and qualitative studies in communes and municipalities covered by the program. The study results were presented in the "What Do Poles Need Libraries For?" report. The impact of the program was also analyzed on the basis of data provided by the Central Statistical Office. The results showed that more and more libraries are playing the role of "a third place" – friendly and open to everybody. And, that libraries are also the place where everybody can access new technologies.

Today, support for libraries in villages and small towns is continued as part of the sustainability strategy aimed at strengthening the effects of the Library Development Program's core stage. The objective is to reinforce the changes in functioning of public libraries so that they can further contribute to the development of local communities, and continue popularizing modern ICT that facilitate access of village and small town residents to information, knowledge, culture and education, while taking into account the need of critical thinking while using digital media. The program further stimulates civic activity and enhances the position of libraries as institutions offering social counselling in various forms and engaging residents in solving problems important for their communities. To strengthen institutional potential of libraries the program continues developing the librarians' competencies and building their prestige.

Current activities under the program include training sessions and e-learning courses for librarians and their local partners; grants for improvement of technological capabilities of selected libraries; support for networking and cooperation aimed at local community development; as well as establishing and developing innovation incubators based on the library infrastructure. ■

PAFF LOCAL PARTNERSHIPS

THE FOUNDATION HAS DISBURSED

\$2,621,855

including \$5,026 in 2019.

PROGRAM MANAGER:

› The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

www.lokalnepartnerstwa.org.pl



The objective of the program is to initiate and develop cooperation among participants of various PAFF programs to promote setting up of partnerships that can implement social projects important to local communities. The program uses the local communities' civic activation method to build the common good on the basis of a social needs diagnosis.

Thanks to a broad and diversified offer of PAFF programs, many local communities in Poland have carried out projects which have created opportunities for unleashing additional civic energy. The "PAFF Local Partnerships" Program offers to participants of these projects the possibility of building joint partnership initiatives using the accumulated potential for work benefiting their local communities. At the same time, this contributes to strengthening of social capital through synergy of experiences and results achieved as part of various previous initiatives. Partnerships primarily composed of participants of several PAFF programs, who constitute an Initiative Group within each coalition, are established. They are joined by local governments, businesses, media, NGOs and other institutions that have not participated in PAFF programs before. The partnership leader can be an organization that has participated in one of the following programs – "Act Locally", "English Teaching", "Equal Opportunities", "The Learning Schools", "PAFF Leaders", Library Development Program, "Region in Transition" (RITA) and "Seniors in Action". Numerous local residents and volunteers are engaged in the implementation of partnerships' projects.

So far, in the 6 rounds of the program carried out from 2009 to 2019, 45 partnerships have been established; they cover 97 rural communes and their operations involve over 630 partners. Partnership projects included such undertakings as the change of regulations which enabled reducing of air pollution in Żywiec, setting up an Internet civic TV in Grodzisk Mazowiecki, creating a public park in Biłgoraj, or establishing a district volunteering center in Dębica. The results of the projects include also promotion of local products such as the Carp Trail in the Barycza River Valley, or the Apple Trail near Warka. Established were the Network of Youth-friendly Places in the Podkarpacie Region, and the Volcano Activity Center in Złotoryja where priority is given to actions involving young people, as well as the Youth Forest Guard in Niemce which cares for the cleanliness and beauty of the Kozłowieckie Forest and popularizes pro-ecological attitudes. Under the 6th round of the Program, completed in December 2019, the partners and residents of Chrzanów changed the already closed Fablok SA – the first Polish factory of locomotives – into a museum being the pride of the town, while in Krotoszyn a neglected square in front of the public library was turned into a lively meeting place. Also,

45

partnerships have been established; they cover 97 rural communes and their operations involve over 630 partners.

in the same round – for the first time in the program history – three grants were awarded for small start-up projects. They resulted in establishing a local TV in Międzyrzecz, while in Niepołomice residents began activities aimed at popularization of the Niepołomicka Forest.

Additional financial support granted by PAFF enables local partnerships to continue their operations and motivates them to develop strategies of embedding the results of implemented projects. The program disseminates the method of local communities' civic activation that was developed in cooperation with experts from the "Shipyard" Foundation. The method was presented in the "How to Build The Common Good? A Guide For Those Who Act Locally" publication. The following publication, of 2015, entitled "How to Build Local Partnerships", presented expert materials dealing with issues important to building coalitions and working on their sustainability and featured examples of realized pro-

jects. Regular regional meetings, seminars, and the program e-bulletin co-created by members of the partnerships help enhance the sustainability of the partnerships and facilitate experience sharing.

Another program component – the Common Good Lab initiative – is addressed to program alumni. The objective of the Lab is to popularize cooperation of local communities working for the common good, promoting methods of local communities' civic activation and enhancing the sustainability of existing partnerships. The program offers support by experts, access to a material base and regular alumni meetings, training sessions and webinars. The most active participants are included in the Civic Activists' Community and work not only on improving the civic activation method and developing local community activation tools but also support establishing new partnerships in places that have not been included in the program. ■

Sharing the Polish Experiences in Transformation

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› STUDY TOURS TO POLAND (STP)	34



LANE KIRKLAND SCHOLARSHIP PROGRAM

THE FOUNDATION HAS DISBURSED

\$14,462,030

including \$868,887 in 2019.

PROGRAM MANAGER:

› The Leaders of Change Foundation

MORE INFORMATION AT:

www.kirkland.edu.pl



The objective of the program, implemented since 2000, is to share the Polish experience in transformation and European integration with representatives from Eastern Europe, the Southern Caucasus and Central Asia during a two-semester postgraduate course of studies at a Polish university. The program is currently addressed to candidates coming from Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Ukraine and Uzbekistan.

Under individual programs the scholarship holders study selected aspects of economics and management, public administration and business, law, social and political sciences, journalism, NGO management, or culture management.

The program begins with an introductory course, the purpose of which is to provide or systematize the students' knowledge of history as well as the current political, social and economic situation of Poland. Then Kirkland scholarship holders proceed with their individually programmed studies at universities in Warsaw, Kraków, Poznań, Wrocław and Lublin. They prepare their end-of-term papers and diploma dissertations under the supervision of academic tutors. They also participate in integration and thematic meetings, and have internships at state institutions (including the Supreme Court, the National Bank of Poland and regional marshal offices) as well as non-governmental or private organizations. Courses on civic project implementation and teamwork supplement the curriculum.

In 2016 a new path, the Kirkland Research Program, was launched. It is an offer of a one-semester research internship for people with established scholarly positions who come from countries covered by the Lane Kirkland Scholarships Program. Individual work under the care of an academic tutor should result in a research paper written by the participant.

Each year approximately 45 scholarship holders participate in the program. From 2000 to 2019, 832 people from 11 countries completed it. Of that number 462 were from Ukraine, 151 from Belarus, 56 from Georgia, 51 from Russia, 32 from Armenia, 22 from Moldova, 19 from Kazakhstan, 12 from Lithuania, 10 from Slovakia, 8 from Azerbaijan, and 9 from Kyrgyzstan.

The most popular fields of study among scholarship holders are economics and management, and law. Also popular are social sciences, journalism, political science, and international relations. Academic staff, public institutions' representati-

832

people from 11 countries completed the Kirkland Program. Each year approximately 45 scholarship holders participate in it.

ves and experts have accounted for the largest number of professionals coming to Poland.

After the program's completion, the graduates keep regular contact among themselves and with their Polish hosts through the bulletin, reunions of graduates and the www.kirkland.edu.pl website. The alumni conferences, held every 4-5 years, especially help maintain graduates' ties with Poland and with each other, as well as establish new contacts. They provide an opportunity to update knowledge of Poland and the European Union but also to discuss possible direc-

tions of changes in the countries of the Region. Former scholarship holders are supported by the Coordinator of Post-Scholarship Projects whose task is to maintain graduates' contacts with Poland and encourage them to undertake joint initiatives such as developing national graduates' associations.

Over the years 2001-2013, the program had been managed by the Polish-U.S. Fulbright Commission. Between 2013 and 2016 the manager of the program was the Education for Democracy Foundation. ■

THE REGION IN TRANSITION (RITA)

THE FOUNDATION HAS DISBURSED

\$15,133,196

including \$469,268 in 2019.

PROGRAM MANAGER:

› The Education for Democracy Foundation

MORE INFORMATION AT:

www.programrita.org



The program, launched in 2000, is addressed to non-governmental organizations willing to share Poland's experience of social and economic transformations with partners from Eastern European countries, the Southern Caucasus and Central Asia.

1,064

projects designed to share Polish experiences, especially in building civil society, strengthening social activities, promoting local government transformation, reforming education, and functioning of the free media, have been supported.

The program's open grant competitions award grants to Polish non-governmental organizations for projects designed to share Polish experiences, especially in building civil society, social assistance, transformation of local government, education reform, and free media. The maximum grant amount is \$17,500. About 30 grants are awarded annually.

As part of the program, organizations may also apply for small travel grants which can be ear-

marked for project consultation with a foreign partner before the application for a regular grant is submitted, for strengthening cooperation with a partner organization or evaluation of an implemented project. Under a special grant path, "RITA" Program grants may be used for co-financing of a larger project for which a given organization had been awarded a grant from other sources – Polish or foreign. However, such projects must comply with objectives of the "RITA" Program as well as geographic and thematic areas of its operation.

Additionally, the program offers training opportunities and experts' support to Polish NGOs and schools, as well as assistance in establishing contacts and developing cooperation with foreign partners. Every two years, meetings of the "RITA" Program grant recipients, "Ambassadors of Transition in the Region", are held. Information exchange between organizations and civic leaders is facilitated by the www.civicportal.org social networking site. The portal is also an e-learning platform offering training to Polish and foreign NGOs.

The main grant competition is announced twice a year. The applications are to be submitted by mid-March and by mid-October. Applications for travel grants and subsidies for larger projects are accepted on an on-going basis until the funds earmarked for those activities are exhausted.

Over the years 2000-2019 the „RITA" Program supported a total of 1064 projects. ■

STUDY TOURS TO POLAND (STP)

THE FOUNDATION HAS DISBURSED

\$6,854,072

including \$688,457 in 2019.

PROGRAM MANAGER:

► The Leaders of Change Foundation

MORE INFORMATION AT:

www.studytours.pl



Launched in 2004, the program is addressed to active university students and professionals from countries of Eastern Europe. The objective of the program is to show participants the realities of Poland and the European Union and, at the same time, develop and strengthen professional and personal contacts between young leaders from Eastern Europe and their Polish hosts.

University students are offered a 12-day-long study tour to Poland; the eligible candidates are 18- 21 years old, come from Belarus, Moldova, Ukraine and the Russian Federation – currently from the Kaliningrad, Novgorod, Leningrad and St. Petersburg regions, as well as from Moscow and Voronezh. Students participating in the "STP" meet representatives of the Polish academic environment, civic organizations, leaders

of public life; they also participate in lectures, workshops, seminars and cultural events.

Students apply to the program individually. The tours are organized for mixed groups of 10-12 people coming from various countries. They are held twice a year, in the spring and the fall, and are managed by experienced Polish NGOs selected in an open competition.

Between 2004-2019,

10,253

participants, both university students and professionals representing various environments took part in the study tours. Each year Poland is visited by more than 300 professionals and more than 200 students.

The program coordinator is the Borussia Foundation from Olsztyn.

The offer for professionals is addressed to representatives of local governments, central and regional administration, central public institutions, NGOs, media, the educational sector, and other institutions and communities from countries of Eastern Europe, the Southern Caucasus and Central Asia. The tours, aimed at sharing the Polish experiences in transformation and European integration, are held in cooperation with Polish NGOs as well as central and local administration bodies. After the Maidan events in 2014, special emphasis in contacts with Ukraine has been placed on sharing experience with people involved in local government reform and activities related to integration of Ukraine with EU structures. Over the period from 2004 to 2019, Study Tours to Poland were held for 6,546 citizens of Ukraine, including 4,454 professionals and 2,092 students.

The recruitment of participants in study tours for professionals is preceded by a letter of intent sent to the program office in Warsaw by an interested institution and its partner organization from the countries of the region, or by a Polish NGO or another institution.

From 2004 to 2019 a total of 10,253 participants, including 3,523 university students and 6,730 professionals representing various envi-

ronments took part in the study tours. Each year Poland is visited by more than 300 professionals and more than 200 students.

Under the "Study Tours to Poland" Program, the Foundation supports the Warsaw Euro-Atlantic Summer Academy (WEASA) – a joint initiative of PAFF, the German Marshall Fund of the United States and the College of Europe. The Academy offers two weeks of classes, based at the Natolin campus and addressed to experts from the EU Eastern Partnership countries, i.e. analysts, political and government advisors, think tank and NGO staff, civil servants, and journalists. The thematic scope of the classes encompasses systemic transformations, European integration and transatlantic relations, and – starting from 2017 – the main subjects have included digital challenges, especially cyberspace security. The classes are held in the form of lectures, workshops, and meetings with practitioners, and are conducted by prominent lecturers and experts from Poland and other countries. The seven rounds of WEASA (2013-2019) were participated in by a total of 324 people, including 279 from the Eastern Partnership countries: 34 from Armenia, 24 from Azerbaijan, 32 from Belarus, 60 from Georgia, 33 from Moldova, and 96 from Ukraine. Since 2017 WEASA has also been attended by experts coming from the Balkans: Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Kosovo, and Serbia. ■

MONITORING, EVALUATION AND ANALYSES (MEVA)

THE FOUNDATION HAS DISBURSED

\$2,290,022

including \$124,310 in 2019.

Under "MEVA" the Foundation supports the **Center for Social Innovation and Research – "Shipyard" Foundation** that was co-founded by PAFF in 2007. At the same time, the "Shipyard" Foundation is the manager of a significant part of the "MEVA" Program itself.



Launched in 2005, the program is primarily for expert analysis and research activities. Its objective is to conduct on-going analytical work that contributes to maximizing the effectiveness of the Polish-American Freedom Foundation's programs. The methods developed under the program and the results of its analyses are also used by other NGOs.

The analytical work help find out to what extent the goals defined in PAFF programs and activities, as well as achieved results meet the existing needs and issues, especially with regard to local communities and equal education opportunities.

The results of evaluations of programs such as "Act Locally", "Third Age Universities" or "School with Class" help the Foundation both in modifying the existing activities as well as suggesting future ones. One of the "MEVA" Program objectives is to monitor the initiatives completed by PAFF in terms of the sustainability of achieved results.

Potential PAFF activities are considered in the context of the existing, emerging and anticipated social needs. To that end, selected social groups and communities are studied – for example village youth, librarians or NGO employees – and new initiatives are tested. An example is the study on key trends influencing social activities in villages and small towns and their impact on the role of a local leader, carried out in 2019 under the "PAFF Leaders" Program. Another

example is the analysis of the Library Development Program's impact on its participants in comparison with the libraries and communities that did not participate in the program.

As part of the "MEVA" Program, mutually complementing and strengthening elements of PAFF programs are analyzed in order to improve the quality and effectiveness of the Foundation's activities overall. Among the projects serving that aim is the "Squared Evaluation" initiative helping develop the evaluation culture among the organizations closely cooperating with PAFF, part of which the "Evaluation – How do You Carry It out?" guide was prepared. Regular seminars on evaluation studies are held involving PAFF Program Managers. Special among these is the "Impact on Social Capital in PAFF Communities" project (the so-called BOX) that helped create and test out a set of methods and research techniques enabling the determination of changes in the social capital level resulting from the impact of Foundation programs on local communities. ■

The results of evaluations of PAFF programs help the Foundation both in modifying the existing activities as well as suggesting future ones. One of the "MEVA" Program objectives is to monitor the initiatives completed by PAFF in terms of the sustainability of achieved results.

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ENGLISH TEACHING

CAN LEARNING ENGLISH BE FUN?

“Yes!” was the unanimous reply of the primary schoolchildren from Bolechowice, Nawojowa Góra and Zabierzów in Poland’s Małopolska Province who signed up for “Legends of the World”. This project took the children on a literary journey across the globe, while helping them practice their language skills. “In class, the children could improve their English by performing different communication and project exercises. They also learned about legends and traditions from other countries, including Italy, Mexico, Vietnam and Ghana. We also had some volunteers from Spain and Ukraine share thrilling legends from their homelands,” reported Project Coordinator Renata Pędrys.

The project also involved the “Open, Magic Box!” workshops held in late September, early October 2019. These aimed to give Zabierzów and Krzeszowice teachers a taste of the Japanese kamishibai theater, and present it as an innovative method for working with schoolchildren.

The “Tales and Legends of My Region” Communal Kamishibai Theater Contest was held to promote this method. It attracted almost 100 participants, who fell into three age groups. Younger children prepared their kamishibai “paper plays” in Polish, while older pupils used English. The schoolchildren found the kamishibai concept very appealing. “It gave them interesting possibilities for stimulating imagination, creativity and language skills. All teachers agreed that kamishibai changed lessons into creative and collective activities, and claimed they intended to make use of this teaching tool in the future,” stressed Renata Pędrys.

The “Legends of the World” project was implemented as part of the “English Teaching Activities” path. The kamishibai workshops and contest were co-financed from the “FCI Małopolska Locally – North” program.

”

In class, the children could improve their English by performing different communication and project exercises.

Renata Pędrys
the Project Coordinator



EQUAL OPPORTUNITIES

PHOTOGRAPHY – THE PASSION OF ADAMÓW YOUTH

“Ujęcia Bez Zadęcia”, which can loosely be translated into “Great Photos, No Show Offs”, is a 2019 project implemented by a group of young people in co-operation with the Public Communal Library in Adamów, Lubelskie Province. The young people focused on photography, a passion of theirs. “For them, it was a great opportunity to develop their interests, learn more about themselves, their local environment and, by acting in a group, gain valuable experience,” said Iwona Adamska, Adamów Library Director.

Asked to help uncover the secrets behind taking the perfect photo, Grzegorz Winnicki, a photography enthusiast and expert, held workshops for project participants. “He broke the curse on our camera – it turned out it has a lot of functions and is capable of taking wonderful photos, something we didn’t even know. Mr. Winnicki invited us to his professional photographic studio and promised to support us in our efforts,” said one of the participants.

Three photo shoots were the main outcomes of the young people’s project. The first one was held at the Miś

Uszatek Pre-School in Adamów; the second took place at the local library; and the third – in the streets of Adamów. In pursuit of unique locations, the young people visited many interesting off-the-beaten-track sites scattered across their neighborhood, and secured materials that livened up the background. Organizing Adamów’s first “Explosion of Color” was quite a test. The event included the “Best with Family” open-air festival hosted by project participants. Many interesting images were captured and the local community really took to the event. “We learned how to organize large meetings. I’m proud to be part of the group in charge, as the event gave children and youth from our school so much joy. We also won the appreciation of teachers and parents,” said Kinga, one of the happy participants.

Unique pictures taken at the festival were quickly posted to young people’s Facebook and Instagram profiles. Printouts of the most interesting photographs were put on display at the communal library and collected in a photographic album published in memory of the event. The project was rounded off with a formal Success Gala, where the young people summed up their activity.

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We learned how to organize large meetings. I’m proud to be part of the group in charge, as the event gave children and youth from our school so much joy.

Kinga

the project participant



THE LEARNING SCHOOLS (LES)

CERTIFICATES FOR “LES” EDUCATIONAL LEADERS

June saw completion certificates of Learning School Academy of Education Leaders (LES AEL) being awarded to nearly 900 principals, leaders of subject-based teacher teams and managers of after-school care centers from Mazowieckie and Świętokrzyskie schools.

Alumni of this unique post-graduate course run by the Center for Citizenship Education gained competence in educational leadership, a skill indispensable in bringing about change at schools. The program built on another long-term PAFF-CEO endeavor – the Post-graduate Studies for Educational Leaders.

“The Academy helped create a large community of educational leaders. They change their school’s organizational culture to ensure that it creates more effective key competence acquisition and development in children. The effort is huge. We’re talking almost a thousand schools where ideas promoted by leading experts in modern teaching and educational facility management methods are being introduced,” said LES AEL Director Małgorzata Stodulna, summing up alumni achievements.

The Academy’s offer included workshops, online courses, and meetings which served as a platform for sharing

good practices. Classes were held at Collegium Civitas and the Maria Grzegorzewska University. The program was supplemented with numerous conferences, summer schools and individual support provided by counselors. Among major LES AEL advantages, alumni list diverse topics and teaching forms, new work methods, peer-to-peer contact and options for upward professional mobility.

„We did our best to create a curriculum that responds to the most pressing in-school issues and challenges faced by principals and teacher boards, enables effective implementation of the Learning School concept, and helps focus one’s work on improving learning outcomes,” added Jędrzej Witkowski, President of the Center for Citizenship Education Foundation.

The “LES AEL” postgraduate courses were held in cooperation with Collegium Civitas, the Maria Grzegorzewska University, the Świętokrzyskie In-Service Teacher Training Center, the Mazowieckie In-Service Teacher Training Center, and the Local Government Advisory and Teacher Training Center in Siedlce. The project was co-financed from EU funds.



The Academy helped create a large community of educational leaders. They change their school’s organizational culture to ensure that it creates more effective key competence acquisition and development in children.

Małgorzata Stodulna
the Learning School Academy
of Education Leaders Director



PAFF AND UW SCHOOL OF EDUCATION

PAFF DIRECTORS AT THE SCHOOL OF EDUCATION

What teaching tools does the School of Education (SE) offer teachers for effective core curriculum implementation and inspiring learners? How to teach working with youth? Those were some of the topics discussed at the May meeting with Prof. Anna Fornalczyk and Dr. Krzysztof Pawłowski held at the School of Education.

Directors of the Polish-American Freedom Foundation's Board, along with SE faculty and students, visited the Blessed Fr. Popiełuszko Primary School No. 3 of the Catholic Family Association where they met with principal Mirosława Galas-Piasecka and participated in a fourth-grade mathematics lesson held by SE alumna Małgorzata Ładzińska. The discussion-based class taught children how to compare decimals by playing War, the popular card game.

Dr. Krzysztof Pawłowski assumed the role of listener at Marcin Karpiński's class on teaching mathematics. The future teachers tackled angles in mathematics.

The students referred to the methodology-related issues and examples presented at their schools of practice, and shared their exercise ideas.

Prof. Fornalczyk attended the Polish teaching class on critical reading, where Kinga Białek discussed fake news, i.e. false information published in the media to mislead recipients and evoke the desired reactions. Students were presented with online fact-checking methods, and there was ample room for a discussion on the methods of using texts downloaded from the Internet in Polish lessons. "Class organization was very interesting. It involved the workshop method, with the whole team divided into three groups that discussed the phrases used in the analyzed text. The students acquired practical knowledge about modern methods for conducting analytical and creative lessons, methods they will use when working with learners in the future," commented Prof. Anna Fornalczyk.



The students acquired practical knowledge about modern methods for conducting analytical and creative lessons, methods they will use when working with learners in the future.

Prof. Anna Fornalczyk
the PAFF Board Member



PROJECTOR – STUDENT-VOLUNTEERS

“PROJECTOR” LEADERS

“It’s not about walking alone in one direction. It’s about discovering a path that others can follow,” argued Angelika Chrapkiewicz-Gądek, traveler, author of “Climb Your Highest Mountain” (“Zdobądź Swój Szczyt”) and special guest to the March 2019 “PROJECTOR” Leader Gala.

“PROJECTOR” Leaders are a group of 96 active student-volunteers who wish to develop their leadership potential and teamwork competencies (including organization and planning), as well as improve their public speaking skills and learn how to communicate and cooperate with the media. The acquired know-how will contribute to the initiation of social projects that engage such local community institutions as schools and libraries. “The goal of this development program is to create conditions conducive to active student-volunteer cooperation and development,” as Program Director Kamil Wrzos explained the “PROJECTOR” Leaders concept.

This community is formed by student-volunteers from Lublin, Rzeszów, Częstochowa, Łódź, Kraków, Toruń, Bydgoszcz, Wrocław, Warsaw, Gdańsk, Olsztyn, Białystok, Poznań and Szczecin. Participation in the “PROJECTOR”

development program enabled the students to implement 29 team initiatives which promoted student volunteering and attracted new members. They organized tech shows, science-promoting discussions, debates on career options at NGOs, plus team-building workshops, outdoor games, and setting up promotional stands with animation and shows in Warsaw, Rzeszów, Cracow and Wrocław. The social projects conducted were aimed at counteracting hate, hate speech and intolerance, as well as cultivating tradition, providing care to homeless animals and integrating youth with senior citizens. “Implementing this social project encouraged me to grow my knowledge of personal development, which became a passion of mine. It spurred me to discover areas that required improvement, convert weaknesses into advantages,” summarized “PROJECTOR” Leader Aleksandra, who studies economy at the University of Rzeszów.

The “PROJECTOR” Leader community was also forged by training sessions aimed at expanding specialist expertise in social project implementation and integrating the student-volunteer group.

”

The goal of this development program is to create conditions conducive to active student-volunteer cooperation and development

Kamil Wrzos

the “PROJECTOR – student volunteers”
Program Director



BRIDGE SCHOLARSHIPS

“SCIENTIFIC START” FOR “PROJECTOR” VOLUNTEERS AND BRIDGE SCHOLARS

Three days, more than 90 participants, six thematic sessions – spiced with student presentations, expert lectures, a debate on three anniversaries and a discussion panel on career-building and student activity. That comprised the general picture of the “Scientific Start” Polish Interdisciplinary Conference. In June, Łódź welcomed “PROJECTOR” student-volunteers and bridge scholars interested in broadly understood scientific and personal development.

The conference, held as part of the Bridge Scholarships Program, served mainly as an opportunity for 42 students to share their insights on technologies of the future, various forms of innovativeness, the media and marketing, medicine and health, economy and management, and psychology and sociology. “Energy Harvesting – How Far From a Perpetual Motion Machine Are We?” by Tomasz,

student of the Łódź University of Technology, was voted the best student presentation by conference participants.

“PROJECTOR” volunteers and bridge scholars were also welcome to participate in interesting debates and expert lectures.

What impression did the conference make on its participants? “I’m glad I could take part in such a well-prepared conference. I gained a lot of valuable knowledge, made plenty of new contacts, and my motivation for further development got a serious boost,” said Anna, one of the participants.

The Conference was organized by the Educational Enterprise Foundation, Manager of the “PROJECTOR – Student-Volunteers” and Bridge Scholarships Program.

”

I’m glad I could take part in such a well-prepared conference. I gained a lot of valuable knowledge, made plenty of new contacts, and my motivation for further development got a serious boost.

Anna
the conference participant



THIRD-AGE UNIVERSITIES

SING TO ME, GRANDMA

“Sing to Me, Grandma” is the multimedia, intergenerational integrating project of the Wodzisław Third-Age University, designed by Stanisława Wieczorek and Adriana Adamczyk.

The project engages children from four community centers that form part of the “Dziupla” Wodzisław Day Care Facility. As they take part in the thematic workshops, the young project participants are accompanied by senior citizens from the Wodzisław Third-Age University, with whom they work on releasing an album of the songs which their grandmothers and grandfathers sang to them as they played, in days of yore.

“As a volunteer, together with my colleagues, I visited nurseries, kindergartens and hospitals, where we shared our time with the youngest children to play and sing together. I noticed that children react vibrantly to music and are eager singers. That’s how I came up with the idea behind the ‘Sing to Me, Grandma’ project,” said Stanisława Wieczorek.

A song album will be the project’s final outcome. The recordings will also be made available at www.zaspiewajbabciu.blogspot.com. They will be available for pre-schools, Third Age Universities and community centers, i.e. for all the institutions and individuals willing to make use of them.

What value does intergenerational integration have? Stanisława Wieczorek argues that it is mutually beneficial. “The older generation can learn a lot from children, and kids had lots of fun at the workshops,” explained the project initiator. “Children are fascinated by old songs and, trust me on this, our senior ladies boast a rich repertoire,” added Agnieszka Kozielska, multimedia workshop coordinator.

Project implementation is supported by the “Seniors in Action” grant competition held under PAFF’s “Third-Age Universities” Program.

”

The older generation can learn a lot from children, and kids had lots of fun at the workshops.

Stanisława Wieczorek
the project co-initiator



SUPPORT FOR NGOS

FUNDRAISING IN PRACTICE, OR HOW TO SECURE FUNDING FOR ONE'S ORGANIZATION

This two-day event held in June 2019 by the Academy of Civic Organizations Foundation (FAOO) was Poland's largest open meeting for NGOs focused on reaching private funding sources. It gathered more than 100 participants – NGO fundraisers, managers, and communication and promotion experts.

The event's special guest, Alan Clayton, experienced Scottish fundraiser and consultant to organizations in Europe, the United States, Australia, New Zealand and South Africa, presented the "Great Fundraising" initiative for large-scale fundraising that ensures sustainable NGO growth. The next speaker, Aibhinn Kelleher, Irish expert and Facebook's "Social Good" team member, discussed the options provided by the world's largest fundraising tool operated by a social network.

Domestic examples of donor engagement were also demonstrated. Marta Wróbel of the Jewish Historical Institute Association discussed the fundraising efforts

behind Poland's largest cultural project financed under a public-private partnership, i.e. the POLIN Museum of the History of Polish Jews. Tomasz Mazurek of the Łódź-based JiM Foundation spoke about using automation and artificial intelligence mechanisms in fundraising. Iwona Duda, of the Cracow-based Saritago Foundation, focused on target audience segmentation and message adjustment, i.a. by referring to the karmimypsiaki.pl campaign for feeding homeless dogs. Participants could also learn about fundraising for oncology-related goals: Aleksander Pawłowski of the Alivia Foundation presented a computer-game-like media spot aimed at attracting 1% income tax donations. Łukasz Kościuczuk of the "Rak'n'Roll" Foundation recalled the "Can't Rak'n'Roll Without Percentage" campaign ("Nie Ma Rak'n'Rolla Bez Procentów").

"We very much enjoy sharing with non-governmental organizations, sharing reliable, up-to-date knowledge of independent financing that they so badly need," summed up FAOO President Lidia Kuczmierowska.



We very much enjoy sharing with non-governmental organizations, sharing reliable, up-to-date knowledge of independent financing that they so badly need.

—
Lidia Kuczmierowska
President of the Academy
of Civic Organizations Foundation



ACT LOCALLY

STUDY VISIT OF UKRAINIAN NGOS

Ustrzyki Dolne, Dębica, Sandomierz, Tomaszów Lubelski and Biłgoraj – representatives of 10 Ukrainian NGOs participating in the “Act Locally in Ukraine” project toured all those locations in early June.

The study visit had one key objective: to share with the Ukrainian NGOs Polish local organizations’ “Act Locally” experience from the perspective of the day-to-day challenge of building social capital in villages and small towns. The visit was organized by the Biłgoraj Local Community Fund Foundation (FFLZB).

“We focused on presenting specific actions. In this case we discussed grant competitions held as part of the ‘Act Locally’ Program. We showed the visitors how local NGOs operate in Biłgoraj, Dębica and Tomaszów Lubelski so that our partners could become capable of taking up this kind of activity in Ukraine on their own,” explained FFLZB President Irena Gadaj. In Ustrzyki Dolne, Bieszczady Foundation President Lucyna Sobańska presented examples of effective cooperation with local governments, while the meeting in Dębica was centered on cooperating with businesses. Paweł Werbowy of the Dębicki

Business Club shared his knowledge of designing grant competitions, seeking out partners and fundraising. In Sandomierz, Wojciech Zych of the Center for Promotion and Support of Entrepreneurship in Agriculture focused on grant competition procedures and application evaluation, which included the role of local grant commissions. In Biłgoraj, Maciej Mulawa stressed that diagnosis and assessment of local community needs, along with project evaluation, were essential. Marcin Rechulicz of the “Czajnia” Association in Tomaszów Lubelski emphasized the importance of local community animation and involvement in actions aimed at solving social problems. Wherever they visited, the Ukrainian guests were also free to study examples of other “Act Locally” projects.

“We return with valuable experience, as well as the conviction that a lot of work awaits us, a lot has to be done to stimulate the local community to take more action for the common good and improve the quality of life,” said meeting participant Aleksander Ahinskiy.

The ISAR Ednannia Foundation was the project’s Ukrainian partner.

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We showed the visitors how local NGOs operate in Biłgoraj, Dębica and Tomaszów Lubelski so that our partners could become capable of taking up this kind of activity in Ukraine on their own.

Irena Gadaj

President of the Biłgoraj Local Community Fund Foundation



SECTOR 3.0

“EMPOWERING CREATORS” SECTOR 3.0 FESTIVAL – HOW CAN TECHNOLOGY SUPPORT CREATORS?

More than 900 participants from 13 countries, nearly 70 expert speakers from Poland and beyond. Lectures, seminars, workshops at the offices of 12 partners, an international debate, a trade fair attended by more than a dozen companies, technological space for Polish universities, networking and a children's coding zone. Plus, a live report that reached almost 80,000 Internet users and became the number one trending topic on Twitter. That would be a summary of this year's Sector 3.0 Festival, Poland's largest event dedicated to using new technology in social activism, held in May at the Copernicus Science Center in Warsaw.

“All signs suggest that (...) artificial intelligence is the key to combating the effects of climate change,” said traveler Marek Kamiński during his opening presentation. Tom Gilb, Agile methodology pioneer, touched upon the issue of stimulating creativity by means of cutting-edge technological developments. Andrea Leitch of National Geographic closed the main part of the event with her presentation on the role of history in creating online content.

Also, meetings open to participants were held by Michał Jaworski of Microsoft (“Data First!”), Łukasz Pietrzyk of

Google, Dr. Jan Zając and panelists – former Deputy Prime Minister and Minister of the Economy Janusz Piechociński (“Twitter: 280 Characters for a Good Cause”), Orange Foundation President Ewa Krupa, Michał Pol of Onet.pl and Steven Patterson of MIT Media Lab (“How Do They Do It at MIT? A Hackathon Recipe”) and Johnny Miller of africanDONE (“An Idea for a Drone: africanDONE”). The discussions and workshops were rounded out by the closing debate on how technology can support innovative ideas, hosted by Dr. Michał Boni, Member of European Parliament, with the participation of Prof. Samir Chatterjee (University of Southern California), Michał Jaworski (Microsoft), Dr. Anneken Reise (the German Aerospace Center) and Marcos Oliveira (Meviro).

Festival guests were also given the opportunity to participate in the fair, where a dozen or so exhibitors presented their offer. “The Festival attracts more and more participants. The growing group of Polish and international event partners is important as well,” said “Sector 3.0” Program Director Dawid Szarański of the Information Society Development Foundation.



The Festival attracts more and more participants. The growing group of Polish and international event partners is important as well.

Dawid Szarański
the “Sector 3.0” Program Director



PAFF LEADERS

"PRZEWIEW. 12 HISTORII OTWARTYCH" STORIES OF PEOPLE WITH ACTION IN THEIR DNA

This 2019 collection of non-fiction stories ("Przewiew. 12 Historii Otwartych") is about people who contributed to changing the local reality they shared with others. It tells the stories of PAFF Leaders.

"Non-fiction writers use to say that it's hard to write about the good things, and the people who made it are the toughest topic of all. A group of Polish School of Non-fiction alumni and one of the School's lecturers, Filip Springer, embarked on this demanding task and told the stories of those who take matters into their own hands and act for others. They wrote twelve texts about how making an effort counts...even if it ends in failure. The most important thing is never to give up," reviewed Mariusz Szczygieł, non-fiction and fiction writer.

Twelve stories, 22 leaders, and one goal: finding the key to building sustainable communities. Readers will come across the stories of people like Paweł Grabowski – a Warsaw oncologist who established the first hospice in a Podlasie village, Marta Makuch – the First Deputy President of Słupsk City, and an innovation and social entrepreneurship expert, and Barbara Zamożniewicz

– former Commissioner for Youth at the Marshal Office of the Świętokrzyskie Province who made this region famous for its active youth policies. "The heroes of these stories don't have any 'best advice', any manuals for saving the world. It's rather tips on how not to lose spirit. That's their way of making our own day-to-day business become more of a shared thing," explained Katarzyna Czayka-Chelmińska, Management Board President of the School for Leaders Foundation.

The texts were written by such Polish School of Non-fiction alumni as Jan Król, Kaja Poznańska, Filip Springer, Agata Romaniuk and Magda Roszkowska. The people described in the stories were photographed by Anna Bedyńska, the winner of the 2017 Grand Press Photo. "Przewiew. 12 Historii Otwartych" is the second volume of non-fiction stories about "PAFF Leaders" alumni, which follows up on "Tutaj Drzwi Trzeba Otwierać Powoli" (Volume I, published in 2013).

The new volume was published by the "Czytelnik" Publishing House in March 2020.

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*They wrote twelve texts
about how making
an effort counts...
even if it ends in failure.
The most important thing
is never to give up.*

Mariusz Szczygieł
non-fiction and fiction writer



LIBRARY DEVELOPMENT PROGRAM

INICJATYWY – SUPPORT FOR LOCAL LIBRARIAN GROUPS

The Polish InicjaTyWy Group is an example of the many actions taken under the strategy for consolidating the outcomes brought about by the main Library Development Program phase. Further competence development in librarians is one of the efforts taken to strengthen library institutional potential.

The InicjaTyWy Group brings together 20 leaders – library directors from across Poland who initiate and run local groups of directors that serve as platforms for exchanging expertise and providing support, as well as jointly tackling the problems faced by cultural institution managers. “A group leader must be a good listener who responds to other members’ needs. We are partners,” explained Damian Domański, Director of the Public Communal Library in Morzeszczyn and initiator of the local director group.

Group meetings attract representatives of approx. 150 institutions from all Polish regions. “I find them very important as I can confront my experience in library operation

with the expertise of other library directors. They also build a sense of belonging to this professional group,” assessed Przemysław Pawlak, Director of the Public Municipal and Communal Library in Gostyń. “I feel better and better at what I do. The library I manage benefits from that,” said Katarzyna Roszak, Director of the Public Communal Library in Jaraczewo.

2019 saw InicjaTyWy Group members prepare a library management compendium for directors. The manual was titled “Local Director Group – How Does It Work?” It mainly contains information on methods for establishing local director groups, examples of best practices, and the tools necessary for successful library director meetings. “We’re delighted that librarians took to the local group format,” said Bogna Mrozowska of the Information Society Development Foundation, coordinator of the activities taken to support the InicjaTyWy Group.

The publication is available free of charge at www.biblioteki.org.



I find meetings very important as I can confront my experience in library operation with the expertise of other library directors. They also build a sense of belonging to this professional group.

Przemysław Pawlak

Director of the Public Municipal and Communal Library in Gostyń



PAFF LOCAL PARTNERSHIPS

GIVING CHRZANÓW'S IMAGE A MAKE-OVER

“Putting a stop to our town being commonly associated with that beer commercial and the *babichka* from Chrzanów” as Ewelina Langer, one of the project’s initiators, recalled. This was one of the goals of the “On Track with Tradition” project implemented in Chrzanów by the Public Municipal Library (Małopolska Province), Primary School No. 6 and the Third-Age University.

Tracks, trains, and traditions – project originators wanted to highlight the vital role played in shaping local identity by “Fablok”, a now closed locomotive factory dating back to 1919. In pre-war times, Chrzanów was the first point of departure for the famous “Luxtorpeda” trains, and “Fablok” had a peak workforce exceeding 8,000.

Chrzanów youth became very actively involved in the project. “They are running the project’s social media profile and publishing articles in the local paper. They have also conducted interviews with former factory staff, which will be published in a book prepared by our partnership,” said the project initiator.

One important partnership outcome was the tour guidebook that takes walkers and cyclists on trips passing through Chrzanów’s factory-related sites. To make things easier for tourists, QR codes were placed at the sites en route. Now all that one needs to learn more interesting facts is a smartphone and the right app.

Thanks to the efforts of senior-volunteers of the Third-Age University, “Fablok”-related trivia were also discussed at Chrzanów pre-schools and during history lessons at Chrzanów primary schools.

The project also led to the establishment of the Digital Archive of Local Tradition, an online database of photographs and other “Fablok” memorabilia. The Archive’s creation was only possible due to the support of the local community. The collection of Chrzanów’s Public Municipal Library is available at chrzanow.archiwa.org. “Local residents’ response to the project surpassed our expectations. Thanks to the Chrzanów residents of good will, materials swiftly piled up,” rejoiced Ewelina Langer.

”

Local residents’ response to the project surpassed our expectations. Thanks to the Chrzanów residents of good will, materials swiftly piled up.

—
Ewelina Langer
the project co-initiator



THE LANE KIRKLAND SCHOLARSHIPS

NATALIA LEONOVA – KIRKLAND SCHOLAR AND SOCIAL ACTIVIST

Natalia Leonova hails from Moscow. In the 2019/20 academic year, she studies as Kirkland scholar at the Jagiellonian University. Under the scientific supervision of Prof. Ewa Bogacz-Wojtanowska, she is writing a paper on cooperation between NGOs and business.

She had long juggled two areas of activity: working as a CSR expert and volunteer at different NGOs. Three years ago she started her own foundation to help orphanages, hospices, and hospitals. "Small as it may be, my organization strives to change the world for the better," said Natalia Leonova.

She joined the Kirkland Program to improve her public and social organization management skills. "Each day in Poland is a source of inspiration, it greatly broadens horizons and expands knowledge," explained the scholar. Also, the contacts made here will help her improve her Polish, which she quickly learned.

She is incredibly involved in social activity – she cooperates with the Dr. Clown Foundation, the "Rainbow" Association of Parents and Friends of Children with Down Syndrome, the "Zupa na Plantach" Foundation, and the Public Provincial Library in Cracow, where she teaches Russian. At the Jan Matejko Special Educational and Schooling Center No. 1 in Cracow, she holds classes on Russian culture and cooking workshops.

Thanks to the Kirkland Program, she was able to complete a traineeship at the Therapist Association. Her work consisted of helping those supported by the Autism Society to become more independent. "In the future, I would like to open a center like that in Moscow. My Polish experience gathered through the Kirkland Scholarship will be very helpful," assessed Natalia Leonova.



Each day in Poland is a source of inspiration, it greatly broadens horizons and expands knowledge.

Natalia Leonova
Russia



STUDY TOURS TO POLAND (STP)

POLISH INSPIRATIONS: 15 YEARS OF “STP”

Nearly 100 participants – mainly “STP” alumni, but also experts – attended the “1989 and 2019: Similarities and Differences. Challenges and Inspirations” conference held at the Polish-American Freedom Foundation. Organized in September by the “Borussia” Foundation and the Leaders of Change Foundation, the event offered an opportunity for summing up the 15 years of the “Study Tours to Poland” program.

Participants debated the best methods for using Poland’s transformation and EU integration experiences to support the development of countries in the region. Polish, Belarusian, Russian and Ukrainian economists, journalists, political scientists, sociologists, authors and other experts voiced their opinions in two panel discussions: “It’s the economy, stupid!” and “The end of the end of history, or what’s on the horizon?” “While in Poland, one can talk to interesting people and see what they’re up to. After returning to one’s country, one can set up an organization or a project and make use of the experience gathered

during the study visit,” said “STP” participant Tudor Arnăuț from Moldova.

At the three-day forum, study tour participants from Belarus, Moldova, Russia and Ukraine were welcome to join workshops in preparing and implementing social projects and mobilizing local communities. They learned about the activities undertaken by Polish NGOs and they established contacts that are likely to evolve into trans-regional cooperation. “It’s wonderful to bring together young people from countries which are so different, to share experience in areas of interest to us, to see what is happening in other countries and to build a network of mutual contacts,” noted Ksenija Sidarowicz, a satisfied participant from Belarus.

The meeting was co-financed by the Polish Ministry of Foreign Affairs under the “Public Diplomacy 2019” competition.

”

It’s wonderful to bring together young people from countries which are so different, to share experience in areas of interest to us, to see what is happening in other countries and to build a network of mutual contacts.

Ksenija Sidarowicz
Belarus



Consolidated Financial Statements

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Polish-American Freedom Foundation

**Consolidated Financial Statements
as of and for the year ended December 31,
2019, and Independent Auditors' Report**



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INDEPENDENT AUDITORS' REPORT

To the Board of Directors of the Polish-American Freedom Foundation

We have audited the accompanying consolidated financial statements of the Polish-American Freedom Foundation (the "Corporation"), which comprise the consolidated statement of financial position as of December 31, 2019, and the related consolidated statements of activities, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Corporation's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Corporation as of December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Warsaw, April 29, 2020

POLISH-AMERICAN FREEDOM FOUNDATION
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31, 2019

ASSETS

ASSETS:

Investments, at fair value (Notes 3 and 6):

Common and Preferred Stocks	\$ 61,420,578
Public Mutual Funds - Equity	11,734,673
Fixed Income Securities	3,997,749
Public Mutual Fund - Fixed Income	1,721,088
Alternative Investments	147,948,854
Private Mutual Fund - Equity	27,275,524
Cash and cash equivalents (Notes 3 and 5)	25,127,737
Investment redemptions receivable	225,528
Land and fixed assets, net (Note 7)	4,293,016
Loans, net of allowance for loan losses (Note 9)	4,317,089
Prepaid expenses and other assets	3,661,249

Total assets \$ 291,723,085

LIABILITIES AND NET ASSETS

LIABILITIES:

Grants payable (Note 3)	\$ 5,921,688
Accounts payable and accrued expenses	337,181

Total liabilities 6,258,869

NET ASSETS (Note 2):

With donor restrictions	-
Without donor restrictions	285,464,216

Total liabilities and net assets \$ 291,723,085

The accompanying notes are an integral part of these consolidated financial statements.

POLISH-AMERICAN FREEDOM FOUNDATION
CONSOLIDATED STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2019

	<u>Without Donor Restrictions</u>
Changes in net assets without donor restrictions:	
Increases in net assets without donor restrictions:	
Interest and dividend income	<u>\$ 1,614,838</u>
Decreases in net assets without donor restrictions:	
Employee compensation and benefits	1,342,782
Operating expenses	762,346
Occupancy	112,591
Depreciation and amortization	124,021
Total decrease in net assets without donor restrictions	<u>2,341,740</u>
Grants (Note 3)	<u>(14,339,028)</u>
Grants and decrease in net assets without donor restrictions in excess of income	(15,065,930)
Net realized gain on investments (Note 6)	4,135,838
Net unrealized appreciation on investments (Note 6)	33,825,398
Net currency remeasurement loss (Note 3)	<u>(118,912)</u>
Total increase in net assets without donor restrictions	22,776,394
Net assets without donor restrictions, beginning of the year	<u>262,687,822</u>
Net assets without donor restrictions, end of the year	<u>\$ 285,464,216</u>

The accompanying notes are an integral part of these consolidated financial statements.

POLISH-AMERICAN FREEDOM FOUNDATION
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2019

Cash flows from operating activities:

Increase in net assets without donor restrictions	\$	22,776,394
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Adjustments to reconcile decrease in net assets without donor restrictions to net cash used in operating activities:

Net realized gain on investments	(4,135,838)
Net unrealized appreciation on investments	(33,825,398)
Net currency remeasurement loss	118,912
Provision for loan losses	87,445
Depreciation and amortization	124,021
Increase in accrued interest on loans	(12,786)
Increase in accrued interest on investments	(36,124)
Decrease in investment redemption receivable	2,326,150
Increase in prepaid expenses and other assets	(3,609,677)
Increase in accounts payable and accrued expenses	78,232
Increase in grants payable	3,174,913
Net cash used in operating activities	(12,933,756)

Cash flows from investing activities:

Proceeds from sales/redemption of investments	25,908,852
Cost of investments purchased	(15,047,456)
Loans disbursed	(4,563,479)
Proceeds from loan repayments	4,202,151
Purchase of fixed assets	(44,406)
Net cash provided by investing activities	10,455,662

Effects of exchange rate changes on cash and cash equivalents	(276,814)
---	-----------

Net decrease in cash and cash equivalents	(2,754,908)
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Cash and cash equivalents, beginning of year	27,882,645
--	------------

Cash and cash equivalents, end of year	\$ 25,127,737
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The accompanying notes are an integral part of these consolidated financial statements.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2019

1. ORGANIZATION

The Polish-American Freedom Foundation (the "Foundation", and, together with its subsidiary, the "Corporation") is a U.S. not-for-profit corporation established on August 11, 1999. The Foundation was created by the Polish-American Enterprise Fund (the "Fund") to advance the purposes of the Support for East European Democracy Act of 1989 by building upon the successful assistance programs and sound practices established by the Fund, and to undertake other developmental initiatives designed to solidify Poland's successful transition to democracy and free markets.

The Foundation concentrates its efforts in three main program areas: (i) Initiatives in Education, (ii) Development of Local Communities, and (iii) Sharing the Polish Experiences in Transformation. The Foundation generally seeks an external program manager (typically a well-established non-governmental organization in Poland) to execute the objectives of each individual grant, thereby leveraging the Foundation's resources. The Foundation does not have ownership or control of the external program managers.

With the permission of the Minister of Foreign Affairs of Poland, the Foundation maintains a representative office in Poland (the "Representative Office"), the purpose of which is to engage in activities to promote the Foundation and to provide information and consultation to the Foundation with respect to its activities.

Polsko-Amerykański Fundusz Pożyczkowy Inicjatyw Obywatelskich Sp. z o.o. ("PAFPIO") is a separately managed subsidiary of the Foundation which extends loans to non-governmental organizations, associations and other non-profit initiatives in Poland. On May 31, 2011, the Fund contributed 100% of the shares of PAFPIO as a grant to the Foundation. PAFPIO is an independent and distinct business unit from the Foundation and, given that the Foundation owns all the outstanding shares, PAFPIO is consolidated with the accounts of the Foundation, as required by accounting principles generally accepted in the United States of America ("U.S. GAAP").

2. BASIS OF PRESENTATION

In accordance with U.S. GAAP, the Corporation is required to classify information regarding its consolidated financial position and consolidated activities into certain classes of net assets. At December 31, 2019, the entire balance of net assets was classified as net assets without donor restrictions and the Corporation had no net assets with donor restrictions and no net assets designated by the Board of Directors as restricted.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Consolidation

The consolidated financial statements are prepared in conformity with U.S. GAAP and include the accounts of the Foundation and PAFPIO, the Foundation's only subsidiary. All intercompany balances and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of the consolidated financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2019

Investments, at Fair Value

The Corporation records investment transactions on the trade date. Interest and dividend income, unrealized appreciation and depreciation and realized gains and losses are reported in the consolidated statement of activities. The Corporation's investments are assets of the Foundation. The Corporation engages professional investment managers and advisors who manage and monitor the Corporation's investments. See Note 6 for more detailed disclosures of the Corporation's investments. Investments, at fair value, are categorized according to the "fair value hierarchy" or measured at net asset value ("NAV"), as described below.

Investments, at Fair Value, Categorized According to the Fair Value Hierarchy

The Corporation's investments categorized according to "fair value hierarchy" are valued at fair value and disclosed according to the "fair value hierarchy" in the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 820, Fair Value Measurements and Disclosures. The fair value hierarchy defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Corporation's investments categorized according to fair value hierarchy are classified as described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices available in active markets for identical assets or liabilities as of the reporting date;

Level 2: Inputs to the valuation methodology are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies; and

Level 3: Inputs to the valuation methodology are unobservable in situations where there is little or no market activity for the asset or liability and the reporting entity makes estimates and assumptions related to the pricing of the asset or liability including assumptions regarding risk. The inputs into the determination of fair value require significant judgment. Due to the inherent uncertainty of these estimates, these values may differ materially from the values that would have been used had a ready market for these assets and liabilities existed.

A financial instrument's level within the fair value hierarchy is based on the lowest of any input that is significant to the fair value measurement. A description of the valuation methodologies used for instruments measured at fair value, including the general classification of such instruments pursuant to the fair value hierarchy, is presented below:

Common and Preferred Stocks and Fixed Income Securities: Equity and fixed income securities (Polish government treasury securities) are valued based upon the closing price as quoted on major exchanges. Common and preferred stocks and certain fixed income securities are classified within level 1 of the fair value hierarchy.

Public Mutual Funds – Equity and Fixed Income: These investments are public investment vehicles valued using the NAV provided by the administrator of the investment vehicle. The NAV for public mutual funds is a quoted market price and classified within level 1 of the fair value hierarchy.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2019

Investments, at Fair Value, Measured at Net Asset Value

Investments measured at NAV are valued using the NAV of the investment vehicle as a practical expedient. The NAV is based on the value of the underlying assets owned by the investment vehicle, minus its liabilities. The fair value of investments valued using NAV represents the portion of the NAV owned by the Corporation, and are comprised of Alternative Investments and Private Mutual Fund – Equity:

Alternative Investments: These investments are private investment vehicles valued using the NAV provided by the investment vehicle manager. Underlying investments that are determined by the investment vehicle manager to be illiquid and/or lacking a readily accessible market value are valued using current estimates provided by the investment vehicle manager. Valuation inputs and methodologies are determined by the investment vehicle manager.

Private Mutual Fund – Equity: This investment is a private investment vehicle valued using the NAV provided by the administrator of the investment vehicle. The NAV for this private mutual fund is the NAV's unit price which is quoted on a private market that is not active; however, the unit price is based on underlying investments which are traded on active markets and the Corporation can redeem its investment at the measurement date or within the near term without redemption restrictions.

Cash and Cash Equivalents

For purposes of the consolidated statement of cash flows, the Corporation considers all highly liquid financial instruments with an original maturity of three months or less when purchased to be cash equivalents. At December 31, 2019, the Corporation had no restricted cash.

Grants and Grants Payable

Grants are recorded as grant expense in the consolidated statement of activities and grants payable in the consolidated statement of financial position when the grant is approved in accordance with policies set by the Board of Directors, negotiations have been finalized with the grantee, and the parties have signed the grant agreement.

Contributions

Contributions are reported as income in the consolidated statement of activities in the period the grant agreement between the Corporation and the donor is signed to the extent there are no donor-imposed conditions or there are donor-imposed conditions but the likelihood of the Corporation not meeting such conditions is remote. In 2019 there were no contributions.

Interest and Dividend Income

Interest income is recognized on an accrual basis. Dividend income is recorded in the period in which the dividend is declared and the Corporation was the holder of the security as of the record date.

Foreign Currency

The Corporation's functional and reporting currency is the U.S. dollar. The functional currency of the Representative Office and PAFPIO is the Polish zloty. Income and expenses transacted in Polish zlotys are translated into United States dollars during the year at current exchange rates. Polish zloty denominated assets and liabilities are translated at the year-end spot currency rate. Remeasurement and translation adjustments are reflected in the consolidated statement of activities.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2019

Donated Services

The Corporation's American directors receive no compensation or fees for serving as directors. Such directors donate significant amounts of their time to the Corporation. No amounts have been reflected in the accompanying consolidated financial statements for such donated services, inasmuch as no objective basis is available to measure the value of such services. The Corporation's chairman of the board of directors (the "Chairman") receives an honorarium in exchange for his services as the Chairman. The Corporation's non-executive Polish directors receive a fee for providing advice and assistance to the Corporation. For the year ended December 31, 2019, the total fees paid to all Polish directors and the Chairman amounted to \$78,618.

Depreciation and Amortization

Land and fixed assets are initially recorded at cost. All fixed assets, other than land, which is not depreciated, are depreciated on a straight-line basis over their estimated useful lives as follows: land improvements, 15 years, building, 39 years, and computer equipment, software, furniture, equipment and automobiles, from three to five years.

Operating Expenses

Professional services, expenses of Board of Directors meetings, fees paid to Polish directors and the Chairman, expenses for travel, lodging and meals, administrative expenses and VAT and PAFPIO Polish income tax and allowance for loan losses are classified as operating expenses.

Credit risk

Credit risk is the possibility that loss may occur from counterparty failure to perform according to the terms of a contract. Unless noted otherwise, collateral or other security is not normally required by the Corporation to support financial instruments or loans with credit risk. At December 31, 2019, the Corporation had credit exposure mainly from debt instruments in the Corporation's investment portfolio and loans extended by PAFPIO. The maximum risk of loss from these assets is represented by their respective consolidated statement of financial position amounts.

Recently Issued Accounting Pronouncements

In August 2018, the FASB issued ASU 2018-13 Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement ("ASU 2018-13") set forth in Accounting Standards Codification Topic 820 ("Topic 820"). ASU 2018-13 modifies the disclosure requirements of fair value measurements in Topic 820. The following disclosure requirements were removed from Topic 820: (i) the amount of and reasons for transfers between Level 1 and Level 2 of the fair value hierarchy, (ii) the policy for timing of transfers between levels of the fair value hierarchy, (iii) the valuation processes for Level 3 fair value measurements and (iv) the changes in unrealized gains and losses for the period included in earnings for recurring Level 3 fair value measurements held at the end of the reporting period. The following disclosure requirements were modified in Topic 820: (i) in lieu of a rollforward for Level 3 fair value measurements, a nonpublic entity is required to disclose transfers into and out of Level 3 of the fair value hierarchy and purchases and issues of Level 3 assets and liabilities, (ii) for investments in certain entities that calculate net asset value, an entity is required to disclose the timing of liquidation of an investee's assets and the date when restrictions from redemption might lapse only if the investee has communicated the timing to the entity or announced the timing publicly, and (iii) the amendments clarify that the measurement uncertainty disclosure is to communicate information about the uncertainty in measurement as of the reporting date. The Corporation implemented ASU 2018-13 in 2019.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2019

4. POLISH-AMERICAN ENTERPRISE FUND GRANT

Pursuant to an agreement signed in 1999 between the Fund and the U.S. Government and in consultation with the Government of Poland, the Fund returned \$120 million of the Fund's assets to the U.S. Treasury and contributed the Fund's remaining assets to the Foundation pursuant to a grant agreement between the Fund and the Foundation (as amended, the "Grant Agreement"). The total amount the Fund contributed to the Foundation was \$255.3 million, which was recorded as unrestricted net assets. According to the terms of the final amendment to the Grant Agreement, the Grant Agreement terminated upon the Fund's dissolution on December 27, 2011 except that certain provisions survived termination, including that the U.S. Government may require the Foundation to return the assets received from the Fund, together with any earnings generated thereby, to the U.S. Treasury if the U. S. Government determines that the Foundation has provided grants to or otherwise financed certain prohibited activities.

5. MANAGEMENT OF LIQUID RESOURCES

The Foundation relies on returns on its investment portfolio (the "Portfolio") and PAFPIO relies on interest income from loans to support spending for operations, which are the costs incurred to carry out the mission of the Foundation and the mission of PAFPIO. The Foundation has adopted an investment policy to govern the management of the Portfolio, which includes a spending policy that provides that annual spending, which includes grants and operating expenses, shall be based on approximately 5.0% of the average quarter-end Portfolio value for the most recent twelve quarters. Approximately 95% of the Foundation's spending is in Polish zlotys. The Foundation seeks to maintain approximately two years of estimated spending in Polish zlotys. At December 31, 2019, the Foundation held approximately 1.7 years of spending in Polish zlotys. To meet cash needs for operations within one year of the balance sheet date, the Corporation had available liquid resources of \$23.0. million held in cash. In addition, \$78.9 million of the Corporation's investments at fair value have daily liquidity. None of the Corporation's cash or investments are subject to any donor or board restrictions.

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019

6. INVESTMENTS AT FAIR VALUE

See "Investments, at Fair Value" in Note 3, above, for discussion of the methodologies and assumptions used to determine the fair value of the Corporation's Investments. The cost, fair value and accumulated unrealized appreciation (depreciation) on investments at December 31, 2019 is presented in the table below:

	Cost	Fair Value	Accumulated Unrealized Appreciation (Depreciation)
Investments Categorized According to the Fair Value Hierarchy:			
Common and Preferred Stocks	\$ 26,120,339	\$ 61,420,578	\$ 35,300,239
Public Mutual Funds - Equity	12,088,602	11,734,673	(353,929)
Fixed Income Securities	4,007,050	3,997,749	(9,301)
Public Mutual Fund - Fixed Income	1,716,393	1,721,088	4,695
Investments Measured at NAV:			
Alternative Investments	112,491,268	147,948,854	35,457,586
Private Mutual Fund - Equity	13,860,006	27,275,524	13,415,518
	\$ 170,283,658	\$ 254,098,466	\$ 83,814,808

The net unrealized appreciation (depreciation) and net realized gain / (loss) on investments for the year-ended December 31, 2019 is presented in the table below:

	Net Unrealized Appreciation (Depreciation)	Net Realized Gain / (Loss)
Investments Categorized According to the Fair Value Hierarchy:		
Common and Preferred Stocks	\$ 10,449,990	\$ 3,262,059
Public Mutual Funds - Equity	1,899,242	(44,455)
Fixed Income Securities	(641)	-
Public Mutual Fund - Fixed Income	12,005	30,314
Investments Measured at NAV:		
Alternative Investments	17,568,199	887,920
Private Mutual Fund - Equity	3,896,603	-
	\$ 33,825,398	\$ 4,135,838

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019

Set forth in the table below are the Corporation's investments as of December 31, 2019, at fair value on a recurring basis by the hierarchy levels described in Note 3:

	Quoted Prices in Active Markets for Identical Assets (Level 1)	Measured at Net Asset Value	Total
Investments Categorized According to the Fair Value Hierarchy:			
Common and Preferred Stock	\$ 61,420,578	\$ -	\$ 61,420,578
Public Mutual Funds - Equity	11,734,673	-	11,734,673
Fixed Income Securities	3,997,749	-	3,997,749
Public Mutual Fund - Fixed Income	1,721,088	-	1,721,088
Investments Measured at NAV:			
Alternative Investments	-	147,948,854	147,948,854
Private Mutual Fund - Equity	-	27,275,524	27,275,524
	\$ 78,874,088	\$ 175,224,378	\$ 254,098,466
% of total	31.0%	69.0%	100.0%

For the year ended December 31, 2019, the Foundation's investments, net of external and direct internal investment expenses had an annual rate of return of 15.4%.

As of December 31, 2019, \$3.6 million of the Corporation's cash was invested into one new alternative investment fund, which was held in the fund's subscription account until accepted by the fund, which occurred on January 1, 2020. This amount is included in other assets in the accompanying Statement of Financial Position. This investment pursue's a primarily long-only equity investment strategy and will invest in both early stage growth and durable growth small- and mid-cap equities, across private and public markets. This investment will be valued using the NAV provided by the investment vehicle manager and will be classified as level 3 in the fair value hierarchy. This investment may be redeemed in full every three years, and the next redemption date is December 31, 2022. In addition, up to 5% of the NAV of this investment may be redeemed annually beginning December 31, 2022.

Presented in the table below is a reconciliation from the opening balances to the closing balances for assets categorized within Level 3 of the fair value hierarchy:

	Alternative Investments	Private Mutual Fund - Equity	Total
Opening balance	\$136,142,724	\$ 23,378,921	\$ 159,521,645
Transfers into Level 3	-	-	-
Transfers out of Level 3	-	-	-
Total net gains for the period included in total increase in net assets without donor restrictions	18,456,119	3,896,603	22,352,722
Purchases	2,949,085	-	2,949,085
Sales	(9,599,074)	-	(9,599,074)
Closing balance	\$ 147,948,854	\$ 27,275,524	\$ 175,224,378

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019

Presented in the table below is information about the Corporation's investments valued using the NAV of the investment vehicle as a practical expedient, categorized by investment strategy, as of December 31, 2019:

	Fair Value	Redemption Frequency	Redemption Notice Period	
<u>Alternative Investments:</u>				
Multi-strategy	\$ 51,145,710	See note.	45-90 days	(a)
Emerging markets	25,574,605	Monthly.	20-60 days	(b)
Long/short equity	28,908,300	See note.	30-90 days	(c)
Long Only	30,178,515	See note.	30-45 days	(d)
Private equity	12,141,724	Not able to redeem.	Not applicable.	(e)
	<u>147,948,854</u>			
<u>Private Mutual Fund – Equity:</u>				
International	27,275,524	Monthly.	10 business days	(f)
	<u>\$ 175,224,378</u>			

There are no unfunded commitments to the Corporation's investments other than as disclosed in note (e), below. It is probable that the amount ultimately received if investments measured at NAV were to be sold would be different than the fair value of these investments at December 31, 2019.

- (a) Multi-strategy: This category includes alternative investment funds that pursue multiple investment strategies, including long/short equity, event driven, credit, merger arbitrage, distressed debt and private transactions primarily in the United States and countries comprising the Organization for Economic Co-operation and Development. 72% of the investments in this category are redeemable quarterly and 28% of the investments in this category are redeemable annually. The amount ultimately received from the sale of these investments will likely be different from the present fair value.
- (b) Emerging markets: This category includes three alternative investment funds that pursue a long-only strategy for investment in emerging markets. One of the funds representing 34% of this category invests solely in the Asia Pacific region excluding Japan, primarily in emerging markets, but may invest in Australia or New Zealand. Another fund representing 36% of this category primarily invests in companies located in countries that are included in the MSCI Emerging Markets Index or MSCI Frontier Markets Index. The third fund representing 30% of this category invests principally in companies established or operating in emerging market and frontier countries, principally in Asia, Eastern Europe, the Middle East, Africa and Latin America. Redemptions may be made from these funds monthly.
- (c) Long/short equity: This category includes three alternative investment funds that pursue long/short equity strategies. One fund invests in value equities, event equities and distressed debt (33% of this category), and the other two funds invest in equities focused on the global technology, media and telecommunications sectors (67% of this category), 32% of the investments in this category may be redeemed quarterly. The percentages of investments in this category that cannot be redeemed currently are as follows: (a) 35%, which can be redeemed every three years beginning after December 31, 2021, and (b), 33%, which can be redeemed over eight consecutive quarters.

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- (d) Long Only: This category is comprised of two investments which focus on equity investments in the healthcare, industrial, and consumer discretionary sectors. 50% of the investments in this category are redeemable monthly and 50% are redeemable quarterly.
- (e) Private equity: This category is comprised of (i) two investments in private equity funds that invest in the energy sector in North America; the Corporation has committed to invest \$9.0 million in these funds, \$4.5 million to each, and, at December 31, 2019, the Foundation's remaining commitment to both funds was a total of \$1.0 million, (ii) an investment in two private equity funds that invest in expansion and growth-stage healthcare investments primarily in the specialty pharmaceuticals, medical technologies and healthcare services sectors; the Corporation has committed to invest \$10.0 million to these funds and, at December 31, 2019, the Foundation's remaining commitment to these funds was a total of \$5.5 million and (iii) an investment in a private equity fund that is a dislocation fund that is designed to invest during periods of market stress, with a focus on stressed and distressed securities, mainly in the United States and OECD countries; the Corporation has committed to invest \$5.0 million to this fund and, at December 31, 2019, the Foundation's remaining commitment to this fund was a total of \$4.0 million. These funds do not provide for redemptions as distributions are expected to be made as the underlying assets are sold by the funds; it is not possible to estimate the period of time over which the underlying assets will be sold; pursuant to the fund documents, all distributions are due to be made by the termination date of each fund (which may be extended for up to two years), which is in 2022 for the first energy fund, 2025 for the second energy fund, 2025 for the first healthcare fund, ten years from the initial drawdown date, which had not occurred as of December 31, 2019, for the second healthcare fund and 2024 for the dislocation fund.
- (f) International: This category has one investment fund whose objective is to achieve long-term growth primarily by investing in a diversified portfolio of non-tobacco equity securities of companies located in any country other than the United States. The fund invests primarily in established international markets; however, a portion of the fund's assets may be invested in emerging market securities and currencies.

7. LAND AND FIXED ASSETS

As of December 31, 2019, land and fixed assets consisted of:

Land	\$ 1,913,359
Land improvements	174,158
Building	2,769,692
Computer equipment and software	110,519
Furniture and equipment	281,596
Automobiles	82,615
	<u>5,331,939</u>
Less - Accumulated depreciation and amortization	<u>1,038,923</u>
Net book value	<u>\$ 4,293,016</u>

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8. FUNCTIONAL CLASSIFICATION AND ALLOCATION OF EXPENSES

Set forth below are the Corporation's expenses for the year ended December 31, 2019, reported by functional expense classification.

	Decreases in Net Assets Without Donor Restrictions and Grants	Program Services	Management and General
Employee compensation and benefits	\$ 1,342,782	\$ 977,486	\$ 365,296
Operating expenses	762,346	243,100	519,246
Occupancy	112,591	80,639	31,952
Depreciation and amortization	124,021	83,050	40,971
Total decrease in net assets without donor restrictions	2,341,740	1,384,275	957,465
Grants	14,339,028	14,339,028	-
Grants and decrease in net assets without donor restrictions	\$ 16,680,768	\$ 15,723,303	\$ 957,465

The costs of the Corporation's operations incurred to carry out the mission of the Foundation and the mission of PAFPIO are classified as grants and decreases in net assets without donor restrictions in the Consolidated Statement of Activities ("Decreases in Net Assets without Donor Restrictions"). Program services consist of services rendered to beneficiaries that fulfill the mission of the Foundation and the mission of PAFPIO ("Program Services"). Management and general expenses are all other activities of the Corporation and PAFPIO that support program services ("Management and General"). The Corporation had no fundraising expenses in 2019. Included on the Statement of Activities are Decreases in Net Assets without Donor Restrictions that are attributable to (i) Program Services and (ii) Management and General which require that expenses be allocated to those functional expense classifications on a reasonable basis that is consistently applied. Employee compensation and benefits and depreciation and amortization are allocated by employee based on estimates of time and effort spent on the Program Services and Management and General classifications. The majority of operating expenses by their nature are not programmatic expenses and are allocated to the Management and General classification. Occupancy is allocated based on square footage and estimates by employee of time and effort spent on the Program Services and Management and General classifications.

9. LOANS AND ALLOWANCE FOR LOAN LOSSES

Loans are generated by PAFPIO and are stated at the principal amount outstanding plus accrued interest reduced by an allowance for loan losses. Interest on loans is credited to income based on principal amounts outstanding at applicable rates. The accrual of interest is discontinued when the loan agreement is terminated or there is doubt regarding collectability.

The allowance for loan losses is maintained at a level determined by PAFPIO management to adequately absorb potential losses in the loan portfolio. This determination is based on the exposure to loss related to specific borrower situations, including their financial position, payment history and collateral values, and other relevant factors and estimates which are subject to change over time. Estimating the risk of loss and amount of loss on any loan is necessarily subjective and ultimate losses may vary from current estimates. These estimates are reviewed by PAFPIO management periodically and, as adjustments become necessary, are reported in the periods

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in which they become known. The allowance for loan losses is (i) increased by provisions for loan losses charged to operations, (ii) decreased by recoveries of loans previously provided for in the allowance for loan losses and (iii) decreased by write-offs. Collection efforts continue after a loan is charged-off by PAFPIO Management and future recoveries may occur.

Changes in the PAFPIO allowance for loan losses for the year ended December 31, 2019 were as follows:

Beginning balance	\$ 605,136
Additional provision charged to operations	87,445
Recoveries of loans previously provided for in allowance for loan losses	(9,721)
Loans written-off	(116,294)
Foreign currency translation adjustment	(6,728)
Balance, end of year	<u>\$ 559,838</u>

10. COMMITMENTS AND OFF-BALANCE SHEET COMMITMENTS

As of December 31, 2019, the Corporation had approved 14 programs totaling \$11.1 million that were subject to the completion of grant negotiations and the signing of grant agreements to the satisfaction of all parties. Subsequent to December 31, 2019 the Corporation signed grant agreements for these approved programs in the total amount of \$4.7 million.

At December 31, 2019, PAFPIO had granted guarantees in the amount of \$689,786 to secure the performance of five Polish non-governmental organizations ("NGOs") under grant agreements and loans. The guarantees expire as follows: \$263,212 on February 29, 2020, \$11,849 on June 30, 2020, \$6,583 on April 30, 2021 and \$408,142 on December 31, 2022. To the extent the NGO beneficiaries of these guarantees do not perform, PAFPIO would be obligated in the amounts set forth above. As of December 31, 2019, one guarantee in the amount of \$6,583 has been fully reserved for based on management's judgment of the financial situation of the borrower of a loan that PAFPIO guaranteed.

11. TAX STATUS

United States

The Foundation is exempt from U.S. Federal income taxes under Section 501(c)(4) of the U.S. Internal Revenue Code (the "Code"). In addition, the Foundation is exempt from state and local income taxes.

Poland

The Representative Office is not subject to Polish corporate income taxation. PAFPIO is a Polish limited liability corporation subject to Polish Corporate income tax. For the year ended December 31, 2019, PAFPIO incurred \$20,198 of income tax expense, which is included in operating expenses in the consolidated statement of activities.

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12. SUBSEQUENT EVENTS

Subsequent to year-end, the United States and global markets experienced significant declines in value resulting from uncertainty caused by the worldwide COVID-19 pandemic. At March 31, 2020, the Foundation's investment portfolio had declined by \$46.3 million, or 16.4%, from \$282.9 million to \$236.6 million. The Foundation and its advisors are closely monitoring the investment portfolio and are actively working to minimize the impact of any further declines. At March 31, 2020, the Foundation held approximately 1.7 years of spending in Polish zlotys and had available liquid resources of \$19.4 million held in cash. In addition, \$60.0 million of the Corporation's investments at fair value have daily liquidity and none of the Corporation's cash or investments are subject to any donor or board restrictions.

The ultimate disruption to the Foundation's programmatic activities which may be caused by the COVID-19 outbreak is uncertain, but the Foundation believes it poses a serious threat to many not-for-profit organizations in Poland, including the Foundation's program managers, and many organizations have suspended or significantly limited their activities. To address the impact to these organizations, on April 16, 2020 the Foundation approved a \$1.0 million grant to a new program: The 2020 Relief Fund for Non-Governmental Organizations and Civic Initiatives, which is primarily addressed to the organizations that are members of the Foundation's extensive network, and will also be open to other entities and groups whose activities are congruent with the Foundation's programmatic mission. In addition, the Foundation has taken actions addressed to current programs to stimulate social activity and to prevent the COVID-19 disease.

The Corporation has evaluated subsequent events, including the COVID-19 subsequent event, through April 29, 2020 the date the consolidated financial statements were available to be issued, and has determined that there were no additional events requiring consideration as adjustments to, or disclosures in, the consolidated financial statements as of and for the year ended December 31, 2019.

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BOARD OF DIRECTORS

* as of June 2020

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Award-winning journalist and author, former foreign correspondent and senior editor of Newsweek International

JOSEPH C. BELL

Senior Partner, Hogan Lovells

ALFRED B. BIEĆ

Former Undersecretary of State, Office of the Council of Ministers, Secretary of the Government's Economic Committee, former President and CEO of the Bank PEKAO New York and the Post Bank

ANNA FORMALCZYK

Former President of the Polish Office for Competition and Consumer Protection

CHRISTOPHER HILL

Chief Advisor to the Chancellor for Global Engagement and Professor of the Practice in Diplomacy, University of Denver; former U.S. Ambassador to Iraq, Republic of Korea, Poland, Macedonia, and Special Envoy to Kosovo, former Assistant Secretary for East Asia/Pacific Affairs

GEOFFREY HOGUET

Managing Member, GRH Holdings, LLC

JOHN KASNICKI

Managing Director on the Investment Team, Summit Rock Advisors

KASIA KIELI

President and Managing Director of Discovery Europe, Middle East and Africa

JERZY KOŹMIŃSKI

Former Polish Ambassador to the United States, President and Chief Executive Officer of the Polish-American Freedom Foundation

KRZYSZTOF PAWŁOWSKI

President of the High School of Business-National Louis University in Nowy Sacz, former Polish Senator

CARLA H. SKODINSKI

Vice President and Chief Investment Officer, KCM, LLC

SYLWIA WILKOS

Chief Executive Officer, Moondragon; academic teacher in social and political studies

U.S. AMBASSADOR TO POLAND, PARTICIPATING IN THE WORK OF THE BOARD OF DIRECTORS:

GEORGETTE MOSBACHER

FORMER MEMBERS OF THE BOARD OF DIRECTORS:

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MICHAŁ BONI – 2000-2008

COLIN G. CAMPBELL – in 2000

DAVID NIEMIEC – 2011-2020

JOHN P. BIRKELUND † – 2000-2019

FREDERICK M. BOHEN † – 2003-2013

ZBIGNIEW BRZEZIŃSKI † – 2000-2015

JOHN H'DARMS † – 2000-2002

ROBERT G. FARIS † – 2000-2015

ALEKSANDER KOJ † – 2000-2010

NICHOLAS A. REY † – 2000-2009

MANAGEMENT AND STAFF

* as of June 2020

President and Chief Executive Officer

JERZY KOŹMIŃSKI

Head of the Representative Office

GRZEGORZ JĘDRYS

Program Directors:

RADOSŁAW JASIŃSKI

JOANNA LEMPART

MARIANNA HAJDUKIEWICZ

AGNIESZKA MAZUR

RENATA KOŹLICKA-GLIŃSKA (*parental leave*)

Treasurer and Chief Financial Officer
Secretary to the Board of Directors

NORMAN E. HASLUN III

Senior Consultant

C. DOUGLAS ADES

Program Officers:

MIROŚŁAW CZYŻEWSKI

KATARZYNA ŚWIĄTKIEWICZ

KALINA GRZESZUK-ZAJĄCZKOWSKA

Chief Accountant

AGNIESZKA KWIATKOWSKA

Programs' Financial Controller

JUSTYNA PODRAZA

Public Relations Specialist

PRZEMYSŁAW ZAROŃ

Accounting

GRAŻYNA SKRZYPIEC

Analyst

MACIEJ MAKULSKI

Assistants / Administration:

KAROLINA REWSKA

TOMASZ WOJCIECHOWSKI

ALEKSANDRA WRÓBLEWSKA

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