



POLISH-AMERICAN FREEDOM FOUNDATION



2021 ANNUAL REPORT

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Andrew Nagorski
Chairman of the Board
of Directors



Jerzy Koźmiński
President and Chief
Executive Officer

Dear Friends,

We are pleased to present the Annual Report of the Polish-American Freedom Foundation. The Report sums up PAFF operations in the year 2021, but the document was not finalized until June 2022, following the approval of the audited 2021 Financial Statements by the PAFF's Board of Directors.

This is an extremely challenging time. War has been raging in Ukraine for many months now, severely affecting each and every one of us, including PAFF and other NGOs in Poland.

In response to Russia's brutal invasion of Ukraine on February 24, the Polish-American Freedom Foundation and its partner organizations took strong measures to help the citizens of that war-torn country. PAFF channeled financial and material aid to civilians in Ukraine through both its international and domestic programs. This included medical equipment, medication, food, and transport, as well as the coordination of NGO aid initiatives. At the same time, PAFF joined in the efforts to assist war refugees in Poland.

Shortly after the outbreak of the war, the Foundation reallocated more than PLN 3 million of its current budget to new Ukraine-related goals. Our main priority was to respond to the needs of the Ukrainian participants and alumni of the Foundation's three international programs: the Lane Kirkland Scholarship Program, "Region in Transition" (RITA), and "Study Tours to Poland" (STP). Between 2000 and 2022, these programs brought 8,426 Ukrainian citizens to Poland. A total of 541 were Kirkland scholars, 1,330 took part in "RITA", and 6,575 participated in study visits that involved 4,477 professionals and 2,098 university students.

In March 2022, the PAFF Board of Directors committed an additional PLN 4 million to create a special grant program aimed at strengthening the efforts of Polish NGOs who rushed to help their Ukrainian neighbors. Entitled "Support for Ukraine," this program contributes to expanding the range of actions taken by Polish civic organizations in cooperation with their Ukraine-based partners, as well as the efforts to assist Ukrainian refugees in Poland. The Education for Democracy Foundation (FED) is the Program Manager of "Support for Ukraine."

Much like 2020, the previous year was marred by COVID-19. Pandemic-related restrictions continued to heavily affect the implementation of PAFF programs which resulted in shifting most training sessions, seminars, workshops and other meetings online.

The "Relief Fund for Non-Governmental Organizations and Civic Initiatives," which was launched in April 2020, continued to support pandemic mitigation efforts of NGOs and offered aid to those organizations that have suffered because of the outbreak. The "Relief Fund" sought to support organizations involved in PAFF programs, such as Act Locally Centers, along with NGOs who had never cooperated with PAFF but whose operations were aligned with PAFF's mission. By the end of the first edition of the "Relief Fund" in late 2021, a total of PLN 5 million had been

distributed to 158 organizations. These funds helped NGOs across Poland initiate many socially significant actions in a variety of forms. At present, most initiatives are connected with education and strive to engage children, youth, teachers, caretakers and parents. All projects seek to level the playing field in education, as the pandemic and the shift to remote learning highlighted and deepened educational disparities.

Despite pandemic restrictions, last year the Foundation succeeded in expanding some existing programs and introduced new ones.

One area of PAFF's expansion is the Library Development Program whose fourth round, financed entirely from PAFF funds, was launched in January 2021. Apart from continuing to support this network of just under 4,000 libraries, the program offered aid to 247 new libraries operating in villages and towns with populations of up to 50,000 residents. The program's comprehensive offering includes training and advice, equipment purchases, and assistance in drafting library development plans which respond to the diagnosed, local community needs.

"Green Leader" is a new PAFF program managed by the Sendzimir Foundation. This undertaking aims to support local leaders in knowledge and competence building for environmental and climate protection. It also seeks to improve their ability to obtain necessary funding, especially from the EU.

The "Media Forum. Local Development" pilot project, managed by the "ROTA" Association under the "Pro Publico Bono" program, is another notable new venture. This pilot supports continuous professional development of local media journalists by offering them a cycle of training sessions run by experienced journalists and other experts. The project should help strengthen the role played by local media in building social capital and activating local communities.


A few months ago, we welcomed Ambassador Mark Brzeziński to Warsaw. We are pleased that the son of Professor Zbigniew Brzeziński, a great Pole and American who was strongly committed to the establishment and activity of our Foundation, will be the Honorary Guest of the Board of Directors during his mission to Poland.

In May of the present year, Carla Skodinski resigned from the PAFF Board of Directors, where for eight years she chaired the Foundation's Investment Committee. Carla played a pivotal role in bolstering PAFF's financial potential, which contributed to expanding the Foundation's programmatic activity. In 2022, following his appointment as the U.S. Ambassador to Serbia, Christopher R. Hill also resigned from the PAFF Board of Directors. His knowledge and experience had been extremely helpful to us. We cordially welcomed two new Directors to our Board: Angela Brav and Ambassador Stephen Mull.

As we sum up this past year, we want to say how grateful we are to all our Staff, Partners, other institutions and organizations, as well as all those individuals who have been involved in the endeavors of PAFF. Our particular appreciation goes to the Members of PAFF's Board of Directors who have consistently engaged in the Foundation's development and supported our Team with their knowledge and kindness.

At this special time, we wish to express our deepest solidarity with Ukraine's heroic fight. We hope that the war will become an event of the past as soon as possible, so that we can thank all those who will have contributed to Ukraine's ultimate victory. Dear Ukrainian Friends: Слава Україні!

New York – Warsaw, June 2022



Andrew Nagorski
Chairman of the Board of Directors



Jerzy Koźmiński
President and CEO

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ENGLISH TEACHING

Since 2000 this program has initiated and supported actions to promote the English language and improve its teaching standards among children and youth from small towns and villages, thus strengthening their educational opportunities overall. The program fosters the professional development of English teachers working in small towns and rural areas as well.

“English Teaching” stimulates and develops a variety of social initiatives. Their results often surpass the initial goal, leading to the general spurring of activity in local communities. The program is aimed mostly at English language teachers working in primary schools and kindergartens based in rural areas and small towns. In the past many initiatives were organized at junior high schools, but those schools no longer exist. The program includes training sessions for teachers, coupled with the possibility of implementing projects with their pupils; it also provides help in preparing these undertakings.

Between 2000 and 2021, grant competitions addressed to small-town schools and non-governmental organizations financed 1,116 projects to organize school clubs for fans of Anglo-Saxon culture and English, create libraries with English literature and press, and form theatrical clubs. The program led to organizing numerous contests focused on Anglo-Saxon writers, culture, and history, as well as some song festivals. Children and teenagers were invited to watch English films and take part in lessons with native speakers of English. More than 72,000 pupils and 4,700 teachers participated in the projects

directly, and over 170,000 parents and other representatives of local communities were engaged indirectly.

The program also offers “Weekends with English Teaching”, namely methodology training for English teachers based in towns and villages with populations of up to 20,000. To date, 142 such training sessions have been organized for a total of 6,513 participants.

The most active teachers can increase their competencies during the three-week Teaching English to Speakers of Other Languages (TESOL) Summer School taking place in Gonzaga University in the USA.

17 nation-wide educational meetings – English Teaching Markets – were organized for English teachers and representatives of interested institutions, organizations, schools, and publishing houses; they attracted almost 9,000 attendees. These annual meetings help expand the cooperation network of English teachers from smaller localities; they are backed up with a social media portal and regular e-news about other educational initiatives, such as grants for projects, training, or contests.

FACTS AND FIGURES

1,116 projects were funded through grant competitions addressed to schools and non-governmental organizations in small localities.

PAFF HAS DISBURSED

\$9,058,784

in grants, including \$172,765 in 2021.

PROGRAM MANAGER:

The “Nida” Development Foundation

MORE INFORMATION AT:

www.englishteaching.org.pl



The Polish Association of Teachers of English “English Teaching” was founded in 2015, developed from the “English Teaching Ambassadors” initiative – the most active teachers participating in the program. Its main purpose is the professional development of English teachers from small towns and villages in particular, as well as advocating relevant social activity.

Between 2020 and 2021, because of the pandemic restrictions, the program offered mostly online training

sessions, as well as weekly webinars held by experts and trainers in cooperation with Instaling which attracted over 50,000 participants. Also the annual English Teaching Market meeting did not take place during that time. English teachers who cooperate with the program were provided support in terms of methodology and techniques of remote teaching. Language projects for students, which began in September, were mostly carried out online. ●

EQUAL OPPORTUNITIES

The purpose of this program, initiated in 2001, is to support social initiatives aimed at evening out the opportunities for a good start to adult life for rural and small-town children and youth by increasing their competencies and developing their social skills, such as teamwork, winning the support necessary to accomplish set goals, and planning actions to achieve them.

In two decades of the program, 3,200 projects with ca. 149,000 participants were carried out (indirectly: nearly 480,000 people were involved), as well as the activation and integration of local communities to act for the benefit of children and youth.

As part of the program non-governmental organizations, cultural centers, libraries, and informal groups apply for grants for projects that stimulate the aspirations of children and young people, are conducive to the fulfil-

ment of the realistic goals they set on their own, develop active attitudes and openness, and encourage acting for the benefit of their own communities. The projects enable young people to participate in classes extending beyond the standard educational offer of their schools.

In 2021, 101 projects were financed. These included initiatives to promote pro-ecological activities, reclaiming public space by the young (e.g. by painting murals, or taking care of urban green spaces), broadening the scope

FACTS AND FIGURES

3,200 projects have been implemented within the program and engaged approximately **149,000 active participants** – involving nearly 480,000 people indirectly.

PAFF HAS DISBURSED

\$17,423,247

in grants, including \$443,795 in 2021.

PROGRAM MANAGERS:

The Polish Children and Youth Foundation (2001-2021)

The Civism Foundation

MORE INFORMATION AT:

www.rownacszanse.org.pl



of educational and cultural activities for youth, e.g., by organizing outdoor urban games or staging theatrical productions.

The program also offers training for project coordinators to increase their qualifications, teach project management with a focus on engaging youth as active creators, participants, and direct actors in a given undertaking. The coordinators are also offered training in using modern technologies in educational project management and promotion. The “Equal Opportunities” Local Forums, scheduled regularly by participating organizations, constitute an important part of the program. The Forums offer a space for institutions and individuals concerned with various youth-engaging activities in their local environments to discuss how to use the potential of such environments to break barriers that impede development opportunities for young people from small towns and villages.

The coronavirus pandemic significantly limited ways to celebrate the 20th jubilee of the program in 2021. One part of the jubilee was the special grant competition which enabled 13 local non-governmental organizations to arrange program-promoting events in their communities.

These included meetings with participants and coordinators, exhibitions of pictures and posters created during the projects, and local field games to explore places related to the projects carried out under the “Equal Opportunities” program. The results of the 20 years of program activity were also broadly presented during social media campaigns.

The program allows the Foundation to support the Young Explorer Clubs initiative, which is a continuation of a model project initiated as part of the program in 2002 by the Education Society of Kłodzko, now carried out by the Copernicus Science Center. The purpose of the Young Explorer Clubs is to attract children and young people to the sciences. The YEC formula helps young people learn through experimentation using simple, easily available materials. Last year the international Young Explorer Clubs Forum was held for the ninth time, this time online owing to the pandemic. The event gathered over 1,700 people from Armenia, Georgia, Germany, and Poland. The Forum is a platform of contact and experience sharing and also serves to promote the Clubs. Nearly 800 units belong to the YEC network; over 180 operate in Georgia. ●

LEARNING SCHOOLS (LES)

Comprehensive action to improve Polish education, using best international standards, has been carried out under this program since its launch in 2000. The quality of schools improves mostly thanks to training delivered to teachers and headmasters, in rural areas and small towns in particular.

“LES” introduces into the daily operation of schools an original quality assurance system that improves pupils’ learning outcomes. This is achieved by increasing the competencies and autonomy of the teaching staff, strengthening the school principal’s position, and improving teamwork. The program offers online courses for teachers, workshops for teacher boards, post-graduate studies and conferences for principals, during which participants learn the principles of formative assessment and other educational practices. “LES” schools develop ways to perfect teacher performance, monitor results of performed activities, and share best practices with each other. The “Learning Schools” program improves quality in areas key to school operations, namely: the effectiveness of teaching and learning, organizing the functioning of a school as a learning institution, and ensuring cooperation between the school and its outside environment.

In the course of 21 years the program gathered some 10,000 schools, of which 3,000 participated in its core part that aimed at comprehensive school development by introducing a “formative assessment”. 160,000 teachers attended training sessions offered by various “LES” components.

Since the 2017/18 school year, “LES” has been carried out under new conditions resulting from the far-reaching changes introduced into the Polish educational system by the Ministry of Education. The program, adjusted to the needs imposed by the new reality, continues to be very popular with teachers and schools all over Poland.

In 2021, the “LES” program offer was adjusted to the pandemic situation on an ongoing basis. Online courses, webinars but also onsite meetings on methods of working with students were attended by over 10,000 teachers and school principals.

For many years, apart from the large-scale training and workshops, the “Online Teachers Academy” (OTA) has offered e-courses for teachers of numerous subjects from all types of schools and kindergartens. These courses prepare teachers to apply modern methods and techniques in working with pupils. “OTA” offers eight different types of one-year courses which attract some 800 teachers each time. In the past pandemic year the most popular “OTA” course was “School on the Web”, a course dedicated to methods of remote learning.

The many years of “LES” experience is used in various educational initiatives financed from EU funds. These include: “The Student Academy”, “Digital School”, “The Learning Schools Academy for Education Leaders”, and the “School for the Innovator” introduced in 2019. The purpose of these initiatives is to develop competencies which students will need in adult life, by promoting innovative teaching and evaluation methods among teachers and school principals, and by reshaping the organization of schoolwork. So far, more than 10,000 schools have taken part in these initiatives.

In cooperation with Collegium Civitas, Postgraduate Courses for Education Leaders were continued. Since 2005 they have been participated in by over 500 school principals. In response to challenges caused by the pandemic and distance teaching, the series of “Resilient School”

meetings have been organized and attended on a regular basis by some 300 education managers.

PAFF is a partner to the “School with Class” initiative which promotes modern educational solutions among schools and teachers, using IT and communication technologies, the design thinking method, and the agile methodology. In total, it has gathered more than 9,000 schools from all over Poland and nearly 150,000 teachers. It is the continuation of the “School with Class” campaign initiated in 2002, inspired by “LES” and carried out by the Center for Citizenship Education Foundation in cooperation with the “Gazeta Wyborcza” daily. In the past the campaign included such initiatives as: “Teacher with Class”, “Lego, Cogito, Ago”, “Student with Class”, and “School of Thinking”. In 2020, the entire program was carried out mostly online, with more than 10,000 teachers taking part in numerous webinars, remote training sessions and meetings. 80 schools from all over Poland enrolled in the 19th round of the “School with Class” that was started in 2021. The format of classes was adjusted to the pandemic conditions. Teachers attended online workshops and meetings where they could learn various methods of working with students in distance education. Also launched was the “School with Class Club” to which over 200 teachers, who have participated in the action in previous years, applied. ●

FACTS AND FIGURES

10,000 schools have taken part in the program over 21 years. Training sessions offered as part of the “LES” Program attracted **160,000 teachers**.

PAFF HAS DISBURSED

\$14,685,474

in grants, including \$826,616 in 2021.

PROGRAM MANAGER:

The Center for Citizenship Education Foundation

MORE INFORMATION AT:

www.sus.ceo.org.pl



PAFF AND UW SCHOOL OF EDUCATION

School of Education is a joint undertaking of the Polish-American Freedom Foundation and the University of Warsaw, designed in close cooperation with Columbia University Teachers College in New York. This is the only non-remote, full-time post-graduate course in Poland granting teaching certificates.

At present, the course is provided free of charge, and School of Education students may apply for a scholarship to help cover the costs of living and for a place in a UW dormitory.

The sixth round (the 2021/22 academic year) is attended by 30 students following one of the four education paths: Polish studies, mathematics, history and civic education, as well as biology and natural studies. Additionally, 12 students are on the psychological and pedagogical education path carried out in cooperation with the UW Faculty of Biology.

Daily school teaching practice is an integral part of teacher training. Students spend time in both academic classes and a school classroom. They observe lessons, co-teach, and teach, take part in meetings of teacher boards and parent-teacher conferences. The experience accrued at schools are then regularly discussed during academic classes. The School of Education takes responsibility for the quality of in-school apprenticeships by closely cooperating with carefully selected schools in Warsaw and vicinity. Some 200 teachers from the co-operating schools participate in workshops and consultation meetings held for SE students.

Each student has her/his own individual tutor from the School of Education. Academic classes are held in small groups. The focus is set on discussion and systematic analysis of student progress. SE faculty is made up of people with school experience, actively involved in the area of education, and having different perspectives: in-service teachers, academics, and other people with a passion for education. The School of Education employs lecturers from several academic centers, trained by renowned American and European specialists in teacher education.

The PAFF and UW School of Education has its own Alumni Office which offers long-term support for 150 former SE students, also helping them find an appropriate teaching job. The alumni cooperate with SE lecturers on an ongoing basis, regularly refining their methods and sharing teaching experiences. Education facilities that hire the alumni may take part in the rich training offer of the School of Education.

Since 2017 the School has added to its offer professional development for in-service teachers in teaching literature and Polish, mathematics, biology, history, as well as didactic and communication competencies. In the

FACTS AND FIGURES

4,000 people attended various online meetings (conferences, training sessions, workshops) in 2021 to learn about School of Education methods and tools for working with students.

PAFF HAS DISBURSED

\$6,173,509

in grants, including \$1,157,486 in 2021.

PROGRAM MANAGER:

The Foundation of Quality Education

MORE INFORMATION AT:

www.szkołaedukacji.pl



2020/21 academic year the courses were attended by some 100 people.

A novelty of the School is the research component under which 8 projects on scientific verification of methods and tools used at the School of Education are conducted. The project was launched in 2021.

Good practices developed in the School of Education are popularized not only in schools but also in institutions for teacher education and professional development. In 2021 alone, with the pandemic restricting available options, various SE conferences, training sessions, and workshops attracted more than 4,000 people.

In 2020 most university programs, in-school internships, Continuing Professional Development (CPD) courses, and educational events shifted to online. The SE faculty modified its curriculum to adjust to the extraordinary situation caused by the COVID-19 pandemic.

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

PROJECTOR – STUDENT VOLUNTEERS

The purpose of the program is to equalize education opportunities of children and youth from villages and small towns. Under this program, groups of volunteer university students carry out projects that expand knowledge, skills, and personal interests of children and teenagers. The projects are carried out in free time during the school year and during summer and winter holidays.

They focus on a specific field of science, subject, or a selected scope of activity; these can be visual art classes, artistic classes, sport activities, IT classes, theater or language classes. The program encourages pupils to develop their skills by promoting positive role models and shaping university students' sense of social responsibility and solidarity while providing them with an attractive way to discover and follow their passions.

Since 2003 more than 40,000 educational projects have been organized across Poland; more than 3,000 schools with 15,000 volunteer students involving 439,000 pupils.

The program gained support from two former Prime Ministers: Professor Jerzy Buzek and Professor Marek Belka who, during the 2007 summer holidays, took on the role of volunteers and taught classes for school pu-

FACTS AND FIGURES

40,500 educational projects have been carried out since 2003 in about 3,000 schools all over Poland; they involved **15,000 student volunteers** and **439,000 pupils**.

PAFF HAS DISBURSED

\$7,973,906

in grants, including \$320,547 in 2021.

PROGRAM MANAGER:

The Educational Enterprise Foundation

MORE INFORMATION AT:

www.projektor.org.pl



pils in several rural communes. In 2012, in cooperation with the Chancellery of President Bronisław Komorowski, the Modern Patriotism project was carried out as part of the program where Chancellery Ministers and Advisors visited schools in small localities. The project was designed to stimulate discussion about patriotism, shaping citizen attitudes in young people, introducing them to national symbols and local traditions, as well as promoting respect and tolerance.

Since 2011 the projects carried out by volunteer students have been regularly monitored and evaluated. This is meant to both assess the direct results of the entire program and observe its long-term influence. The biggest benefits mentioned by student-volunteers include opportunities to acquire practical experience, develop communication skills, meet people, and an oppor-

tunity for their social activity to be seen and appreciated by their alma maters. The most important benefits of taking part in the "PROJECTOR" are emphasized by schools which mention: expanding the educational offer, increasing school attractiveness, and positive reception of the program by parents.

Owing to the coronavirus outbreak the online format dominated 2020 and 2021 program activities. A total of 840 projects attracted nearly 9,000 children from 240 schools across Poland.

Between 2005 and 2010, the program was carried out by the Polish Association of Pedagogues and Animators "Klanza". Until 2017 the program was implemented by the Foundation for the Development of Voluntary Service. ●

BRIDGE SCHOLARSHIPS

This program was launched in 2002 to address the stark disproportion of access to higher education between young people from rural and urban areas. It was meant to help gifted youngsters from small towns and villages, from former state farms (PGR) in particular, make the decision to continue their education at universities by awarding first-year scholarships.

From the beginning "Bridge Scholarships", initiated by PAFF, was a joint undertaking of many partners. Now the scholarships are financed by the Polish-American Freedom Foundation, the National Bank of Poland,

the Rural Development Foundation, and the BNP Paribas Foundation. Also engaged is a coalition of 80 or so local non-governmental organizations. The program is carried out with organizational help from the National

FACTS AND FIGURES

26,000 "bridge" scholarships have been awarded since program launch, including nearly 18,000 scholarships for the first year of studies.

PAFF HAS DISBURSED

\$27,200,536

in grants, including \$1,236,899 in 2021.

PROGRAM MANAGERS:

The Educational Enterprise Foundation
The Good Network Foundation
(My Scholarship and "e-wolontariat")

MORE INFORMATION AT:

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



Support Center for Agriculture (formerly the Agricultural Property Agency), and in cooperation with the Professor Bronisław Geremek Center and the Shipyard Foundation. So far the Partners have provided more than PLN 123 million for the program. Almost 26,000 scholarships have been granted since the beginning of the program, including nearly 18,000 for the first year of studies.

The Diploma of Dreams campaign, which aims to encourage and support more local non-governmental organizations to take up similar scholarship initiatives aligned with the “Bridge Scholarships” concept, has resulted in engaging another 153 NGOs in helping more than 6,500 students since 2006.

After several years the program transformed into a complex scholarship system, offering much more than a stipend 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, as well as doctoral scholarships. Additionally, the program offers language scholarships, workshops preparing scholarship holders for entering the job market and challenges of the digitalized world, and annual Scientific Start conferences.

There are also summer internships in the USA organized in cooperation with the Embassy of the United States in Warsaw (the Polish-American Internship Initiative – PAII). In the years 2011–2019, 111 students completed internships in thirteen corporations, such as: Boeing, Chevron North America, Citigroup, GE Hitachi Nuclear

Energy, MoneyGram, Pittsburgh Glass Works LLC, Raytheon BBN Technologies, Sikorsky Aircraft Corporation, Westinghouse Electric Company, or Discovery Inc. Additionally, thanks to cooperation with the Transatlantic Future Leaders Forum, 46 students did their internships at the United States Congress.

In the past one of the program segments offered scientific scholarships to the best performing young people from small towns and villages who studied economics at non-state universities and private business schools. Between 2001 and 2014 nearly 7,000 such scholarships were granted.

Surveys conducted among program graduates show that 98% believe their bridge scholarship significantly improved their financial standing during studies. 90% of scholarship holders achieve good or very good academic results, 70% finish their studies on time, and only 4% discontinued their studies.

Last year, because of the pandemic, all substantial program operations were shifted online, internships with the Polish-American Internship Initiative were suspended, and the Scientific Start conference did not take place.

The Bridge Scholarships Program enables PAFF to support the development of scholarships and volunteer services carried out by the Good Network Foundation which runs the My Scholarship (www.mojestypendium.pl) website – the largest Polish website about scholarships.

“Rzeczpospolita”, “Forum Akademickie”, “Perspektywy” and the dlaStudenta.pl website provide media sponsorship for the program. ●

THIRD AGE UNIVERSITIES (TAU)

The program, initiated in 2005, aims to promote educational actions that encourage older people to become more active, with emphasis placed on their social activity and inter-generational relations in particular. The program is carried out mainly by supporting and promoting initiatives taken by seniors themselves, who use their potential, knowledge, experience, and time for the benefit of their own environment and local communities, and by supporting the Third Age Universities.

The “Seniors in Action” competition offers grants and training for people over 60 who wish to carry out social initiatives based on their own ideas, individually or in tandem with a younger person. The competition is addressed to active seniors enrolled in a Third Age University, as well as those cooperating with other organizations and institutions.

So far 398 projects have been financed in the thirteen editions of the “Seniors in Action” competition: inter-generational projects, projects that encourage older people to act for the benefit of their community, and projects promoting volunteer services by the seniors. The fourteenth edition is underway, with 21 projects being implemented.

To support Third Age Universities the program offers training, workshops, and experience exchange during conferences for TAU representatives. In 2004–2012, the nationwide TAU meetings were held in Cracow, Bydgoszcz,

Słupsk, Płock, Warsaw, Nowy Sącz, and Katowice. Between 2011 and 2013, 14 regional TAU meetings were granted support. The program is also engaged in other events important to the TAU movement, in particular the annual Third Age Forum, which is a part of the International Economic Forum in Krynica (now organized in Karpacz), as well as the Nationwide TAU Congresses.

Since 2013, representatives of Third Age Universities may participate in TAU for Local Communities workshops which encourage the formation of volunteer groups at the Universities as well as cooperation with local communities. Eight editions of this project gathered 82 TAUs; the present ninth edition includes 9 more.

2020 was the last year of the pilot program “Tandem. Mentoring 55+” focused on engaging older people in mentoring children and youth living in environments needing support. About a dozen mentors cooperated with their proteges to boost their self-esteem and social

competencies. The result was the publication “Tandem: How to Provide Inter-generational Mentoring”, a step-by-step compendium for institutions and organizations interested in such actions among children and teenagers (available for free on the website of the Program Manager). The partners of the pilot program were: the Elżbieta Sołtys Education and Kindergarten Complex “School with Passion” in Ostrowiec Świętokrzyski and Joanna Radziwiłł’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 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. ●

FACTS AND FIGURES

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

PAFF HAS DISBURSED

\$5,708,445

in grants, including \$215,224 in 2021.

PROGRAM MANAGER:

The Association of Creative Initiatives “e”

MORE INFORMATION AT:

www.seniorzywalcji.pl



Development of Local Communities

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SUPPORT FOR NGOS

The purpose of the program is to support non-governmental organizations and community leaders in Poland, especially in small towns and villages, by providing them with information, guidance, and training. This improves management quality in third-sector organizations and strengthens their potential, leading to improved effectiveness of social undertakings.

The program operates along three paths.

The first, "Mutual Information Society" ("MIS@NGO") – is an information system for civil society organizations, the main component of which is the Non-governmental Organizations Portal ngo.pl – the largest Polish portal about civil society, recognized by almost 80% of NGOs in Poland. Visited annually by more than 4 million users, its database contains information about nearly 180,000 Polish non-governmental organizations. The system also includes the Informatory and Helpline 801-646-719 (around 5,000 consultations a year), as well as research and publications.

The second path, "EURO-NGO+", aims to increase NGO capacity for acquiring EU funds. This is the continuation of the 2003-2006 PAFF "EURO-NGO" program which helped Polish non-governmental organizations obtain knowledge about structural funds and raise their competencies, thus enabling them to apply for EU grants with greater effectiveness. NGOs were granted support for building partnerships, advocacy, and participating in planning structural funds for 2007-2013 and then 2014-2020. In this respect, the National Federation of Polish NGOs (OFOP) is responsible for information and advocacy.

The third path, "NGO Training", has two components. The first, "Financial Management for NGOs" (FIMANGO), consists of providing training, guidance, and publications to persons responsible for financial management in non-profit organizations, mostly those operating outside major metropolitan areas. Nearly 5,500 representatives from almost 3,500 organizations across Poland participated in such trainings in the years 2000-2020. Training efforts were carried out by the Civil Society Development Foundation. Last year, due to the pandemic, the bulk of training activity was performed online.

The second part, launched in 2013, is a comprehensive educational offer for NGO managers, consisting of the "PROMENGO" training program, the "Kursodrom" e-learning platform that has been used already by 6,300 persons, and workshops in NGO management whose important component is the Fundraising Education Program addressed to people who are focused on obtaining funds for non-profit organizations. The Third Sector quarterly completes the offer. It is a scientific publication wholly dedicated to research and analysis of issues pertinent to the development of NGOs in Poland. This part is implemented by the Academy of Civic Organizations Foundation created by PAFF.

FACTS AND FIGURES

4 million users visit the ngo.pl portal annually. Its database contains information on nearly **180,000** Polish non-governmental organizations.

PAFF HAS DISBURSED

\$15,273,552

in grants, including \$636,553 in 2021.

PROGRAM MANAGERS:

The Klon/Jawor Association

The Civil Society Development Foundation ("FIMANGO")

The Academy of Civic Organizations Foundation ("PROMENGO")

MORE INFORMATION AT:

www.ngo.pl

www.frso.pl

www.faoo.pl



Additionally, PAFF co-organizes the annual nation-wide meetings of rural civic organizations in Maróz under this program. Each event, aimed at integration, experience exchange, cooperation, acquiring knowledge and skills, is attended by more than 300 representatives of nearly 160 organizations from all over Poland. The meetings are organized by the Rural Development Foundation

and the “Nida” Development Foundation. In 2021 the leading theme of the meeting was civic, legal and environmental education.

PAFF also supports regular research on the overall condition of the third sector in Poland. ●

ACT LOCALLY

The purpose of this program, launched in 2000, is to support and activate local communities in rural areas and small towns through civic projects meant to encourage development and increase the quality of life, thus building social capital. The program offers support for active local communities whose members define their needs themselves and take collective action.

Each community is made of various people, with different needs, resources, traditions, and experiences. That is why “Act Locally” supports widely varied projects.

Grants are awarded in open grant competitions organized once a year on a local level by the network of Act Locally Centers (ALCs) which encompasses associations and foundations operating in localities with up to 50,000 people, and covering areas whose size ranges from four rural communes to several counties. The ALC network is gradually growing. It began with 15 ALCs in 2004, including now 78 organizations in nearly 690 communes. There are at least two Act Locally Centers in every Polish

province. They cooperate with other non-governmental organizations as well as local authorities and entrepreneurs. New ALCs are appointed by the Competition Committee in an open recruitment procedure. The beneficiaries of local competitions are non-governmental organizations as well as informal citizen groups that may apply through public organizations and institutions (schools, cultural centers, libraries) in small towns and villages of less than 20,000 inhabitants.

So far more than 13,000 projects have engaged nearly 4.5 million participants, including some 230,000 volunteers. The 12th edition of the program was launched in January 2021.

FACTS AND FIGURES

4.5 million participants, including some **230,000 volunteers**, have been involved in the implementation of more than **13,000 local projects**. Local involvement has always been their common denominator.

PAFF HAS DISBURSED

\$18,885,428

in grants, including \$1,302,636 in 2021.

PROGRAM MANAGER:

The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

www.dzialajlokalnie.pl



Funded initiatives focus on culture and tradition, education, health, ecology, sport, creating new opportunities for personal development and spending free time, tourism, and improving the attractiveness of the region, as well as fighting social exclusion. Their common denominator is local activity, which allows the population to learn new skills, better organize themselves, and react to emerging problems.

The “Tell Me...” competition is organized for the managers of supported initiatives; it awards the most interesting forms of communicating and promoting the actions taken. Winning works from all competition editions can be viewed on the program website. For several years there has also been another competition awarding the most creative ideas on how to carry out a campaign to donate 1% of income tax to an NGO with public charity status.

The quality of Act Locally Center work is improved with trainings, workshops, regional meetings, study tours, and webinars which enable the exchange of good practices, acquiring knowledge and competencies, and increased cooperation within the ALC network. Act Locally Centers use their “Act Locally” experience to engage in other PAFF efforts, such as “PAFF Local Partnerships”, where they lead coalitions of participants involved in different PAFF programs formed to execute social projects that meet the needs of their communities. “PAFF Leaders” is also a program where ALC representatives take on the role of both leaders and tutors. In “Sector 3.0”, ALC representatives co-create the Mobile Advisors Network supporting other organizations in their use of ICT.

The “FIMANGO” Local Advisors School has been operating since 2016. This initiative utilizes resources of the PAFF programs: “Act Locally” and “Financial Management for NGOs” (FIMANGO). It is an intense training program which raises competencies of ALC representatives in financial management counseling for smaller local organizations. So far, the program has been completed by 54 representatives of 39 Act Locally Centers.

Between 2020 and 2021 funds from grant competitions

were transferred to initiatives counteracting the negative effects of the COVID-19 pandemic. The projects included intervention actions, helping seniors and disabled people, those undergoing quarantine, providing psychological help and counseling, as well as supporting remote education. A special institutionalized relief fund was initiated for Act Locally Centers that found themselves in a difficult situation due to the pandemic – it has benefited 31 ALCs. The same number have obtained support as part of the “Relief Fund for Non-governmental Organizations and Civic Initiatives” created by PAFF. In total, Act Locally Centers received PLN 650,000 of financial support.

With the expert assistance of WWF Poland, the program launched a thematic grant pathway entitled “Act Locally and Ecologically”. This path helped implement just under 40 initiatives for nature and climate protection.

Actions were also taken to transfer the “Act Locally” program experience to Ukraine and inspire Ukrainian non-governmental organizations to create a network modelled after Act Locally Centers as part of the “Act Locally in Ukraine” action carried out by the Academy for the Development of Philanthropy in Poland in cooperation with the ISAR Ednannia Foundation in Ukraine.

As part of “Act Locally”, PAFF also participates in various undertakings that serve the development and promotion of social philanthropy. The Foundation supports the “Benefactor of the Year” competition and holds patronage over its “Local Partnership” category promoting social activity of businesses which, together with Act Locally Centers, help introduce permanent changes in local communities. The Foundation is also the main partner of the “Civic Leader of the Year” Competition organized by the Newsweek Polska weekly (with the Academy for the Development of Philanthropy in Poland as its expert partner), the purpose of which is to promote civic activity of individuals and organizations, backing them in solving various social problems. As part of the program, the Foundation also supports the “Charity Stars” competition organized by the Academy, which awards public figures for their charitable activities. ●

SECTOR 3.0

This program, launched in 2012 (previously under the name “ICT for Local Development”), is a continuation of earlier actions implemented by PAFF to support the use of modern information and communication technologies in local development and civic activity. Its purpose is to broaden the knowledge and increase the skills of NGO activists and employees, in small towns and villages in particular, for effective ICT use in their daily work.

The program was preceded by an analysis conducted by the Shipyard Foundation, as well as consultations with Polish and international experts. Information was

gathered and published about the advancement of non-governmental organizations in utilizing digital tools, including adequate knowledge and competencies of their staff.

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 the NGOs received grants to buy hardware and software, as well as to carry out projects aimed at practical use of ICT in the third sector.

The program offer also includes a Mobile ICT Advisors' Network, currently consisting of 80 experts who provide free training and technological support for local non-governmental organizations. So far, the Mobile Advisors have given over 9,000 pieces of advice; almost 15,000 NGO representatives from across Poland benefited from their help. Last year, because of the pandemic, Mobile Advisors focused mainly on supporting civic organizations in performing their tasks online.

The offer of the program also includes the means to support creating new ICT tools that could then be used by non-profit organizations. The 2020/2021 Sector 3.0 Fund provided support to two projects. Having received PLN 30,000, "Patients for Patients" is being implemented by the People and Medicine Foundation and aims to create a mentoring application which will help chronic disease patients cope with their illnesses. With the other project, "Find: Induction Loop", the Culture without Barriers Foundation seeks to use PLN 20,000 to create a database of locations and events where induction loops are available for the hearing impaired so that they too can enjoy a full social life.

Particular emphasis is placed on providing knowledge that enables the identification of potential areas where IT could be used in non-governmental organizations. A network of TechClubs was created for this purpose in 16 cities in Poland. The clubs hold regular meetings (online since 2020) for representatives of NGOs, businesses, local governments, and academia with the aim of sharing experiences related to the use of modern digital tools. Since 2012, TechClubs have succeeded in attracting nearly 18,000 people.

Annual international conferences, "Sector 3.0" Festivals, play an important role in the program. These events attract representatives from non-governmental organizations, business ICT experts, politicians, scientists, and foreign experts from the USA, the UK, South Korea, Israel, and India. They offer a platform to share information about modern trends in how to utilize ICTs for social actions. More than 6,600 people participated in 11 rounds of the Sector 3.0 conference held in Warsaw in the years 2012-2021. In 2020 and 2021 the Festival was held exclusively online. In 2021 it reached 6 million Internet users, including 400,000 live viewings through the Onet.pl portal, and more than 3,500 people participated in events organized through the Hopin platform and social media. ●

FACTS AND FIGURES

6 million Internet users participated in the 2021 Sector 3.0 Festival, all of which was held online.

PAFF HAS DISBURSED

\$4,034,515

in grants, including \$540,276 in 2021.

PROGRAM MANAGER:

The Information Society Development Foundation

MORE INFORMATION AT:

www.sektor3-0.pl



PAFF LEADERS

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 funded from various programs carried out by the Polish-American Freedom Foundation: "Act Locally", "Equal Opportunities", "English Teaching", "Region in Transition" (RITA), "PAFF Local Partnerships", and the Library Development Program.

The main part of the program is the 12-month leader-tutor cooperation and the training cycle adjusted to user needs and priorities consisting of planning their own development, team building, organization management, communication, engaging the community, and building a local partnership. Skills acquired during the program help leaders act for the benefit of local communities.

An important part of the program is the offer addressed to the graduates – the "Alumni" initiative – which provides an opportunity for cooperation and experience exchange. It enables the participants to meet with well-known public figures, take part in workshops that respond to their needs, and access funds from graduate initiatives to carry out leader projects. Thanks to the e-newsletter subscription, the alumni regularly receive news about current program actions. The experience

exchange between leaders is also possible during annual meetings and through the social media. A special group of program participants and alumni are those who are active in local governments. In the local government elections of the autumn of 2018, 184 of the alumni ran; 83 were elected mayors or members of a commune, municipality, or town council.

Since 2008 the PAFF Leaders study tours to the United States have been organized in cooperation with the US Embassy in Poland. Each year a group of ten leaders and tutors participates in the program. Due to pandemic, a tour planned for 2021 was carried out in hybrid form.

As a result of pandemic restrictions most of the meetings in 2020/2021 were held online. In 2021 PAFF Leaders participated in meetings with public figures on such themes as running social activities at the time of pandemic and isolation. The meetings were attended by 400 people.

The program's fifteen editions held to date have resulted in raising the qualifications of more than 700 local leaders from across Poland as well as creating their ac-

FACTS AND FIGURES

750 local leaders from all over Poland improved their qualifications, and they have established an active nationwide network. **68 tutoring experts** have been educated in employing the tutoring method.

PAFF HAS DISBURSED

\$6,073,341

in grants, including \$480,684 in 2021.

PROGRAM MANAGER:

The School for Leaders Foundation

MORE INFORMATION AT:

www.liderzy.pl



tive nation-wide network, and educating 67 experts in employing the tutoring method. The current, sixteenth edition of the program, which ends in June 2021, is attended by 46 leaders and 14 tutors. ●

PRO PUBLICO BONO

The “Pro Publico Bono” Competition for the Best Civic Initiative was initiated in 1999 by then Prime Minister Jerzy Buzek. From 2000 until 2014, the Polish-American Freedom Foundation funded the Competition awards.

The objective of the Competition was to support the development of civil society by annually selecting and promoting the most valuable and creative NGO activities – on a national, regional, and especially local community level. The Competition reviewed actions taken in the fields of education, culture and national heritage, healthcare, 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 (Jury), 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 effective-

ness and transparency of how public funds were used. Additionally, the Chapter assessed the institutional stability of a given organization, its adherence to ethical methods, and the quality of cooperation with the public administration and other institutions.

In 2007 the Bolesław Wierzbiański Award for the editorial staff of local press was established and was funded by PAFF. Until 2011 the initiative was conducted by the Polish Journalists Association. At present it is awarded by the Local Press Association. The 2021 Bolesław Wierzbiański Award went to the editorial staff of “Tygodnik Podhalański” located in Zakopane.

In 2021 a new undertaking, “Media Forum. Local Development”, was launched based on the experience gained within the competition for the Bolesław Wierzbiański

FACTS AND FIGURES

900 participants took part in the Civic Congress, which was held online in 2021. The theme of this year’s event was „Poland of Tomorrow. Green Transformation – New Technologies – Cooperation.”

PAFF HAS DISBURSED

\$2,782,685

in grants, including \$266,336 in 2021.

PROGRAM MANAGERS:

The Local Press Association

The “ROTA” Association

The Institute for Market Economics

The Pro Publico Bono Competition Foundation (2000-2014)

MORE INFORMATION AT:

gazetylokalne.pl

lokalnemedio.org.pl

kongresobywatelski.pl



Award. The objective of this pilot project is to support the professional development of local journalists by improving their competencies through training sessions conducted by experienced journalists of local and national media along with other experts. It is managed by the "ROTA" Association.

As part of the "Pro Publico Bono" program the Foundation also supports the Civic Congress, organized annually by the Institute for Market Economics. This event, held since 2005, is a unique method of engaging citizens in discussions about the directions of Poland's development, the condition of society and the common good. The Congress is an open event which each time attracts nearly a thousand participants, including representatives of central and local administrations, non-governmental orga-

nizations, the academic milieu, business people, student organizations, and local community leaders. Additionally, the Congress offers an opportunity to present PAFF's experience in activating local communities.

The 16th Civic Congress, that took place in 2021 under the motto "Poland of Tomorrow. Green Transformation – New Technologies – Cooperation", was held in a hybrid form due to pandemic restrictions. It was attended by 900 participants. The offer of the Civic Congress is supplemented with "Ideas for Poland" interactive newsletters which offer a space for discussing topics important to the country's development both at national and regional levels. Expert texts published in newsletters are e-mailed to subscribers on a weekly basis. ●

LIBRARY DEVELOPMENT PROGRAM

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 main purpose was to support the transformation of libraries into modern, multi-functional centers that provide access to information, culture and education, and at the same time stimulate civic activity. Nearly 4,000 libraries received support. This helped improve the quality of life of small-town and village populations. An important part of the program was to increase the competencies of librarians and strengthen the prestige of their profession.

Between 2008 and 2015 the program was carried within the partnership of the Polish-American Freedom Foundation and the Bill and Melinda Gates Foundation. It was part of a broader initiative of the Gates Foundation, "Global Libraries", covering about a dozen countries. The Information Society Development Foundation, established by PAFF in 2008, performed the role of manager from the outset of the Library Development Program. The Gates Foundation entrusted PAFF with a \$31 million grant for the program.

3,808 public libraries from 1,256 communes (nearly 60% of the target group) were involved in the program, recruited in three rounds between 2009 and 2015. Participants received support in the form of counseling and training (10,000 librarians), technological support through modern hardware (nearly 10,000 devices: PCs, laptops, tablets, multifunctional devices, printers, multimedia projectors, and digital cameras). Additionally, libraries received software worth \$18 million provided free of charge by Microsoft – including libraries that did not participate in the program. Libraries could also apply for grants to finance the activities they listed in their library development plans that enabled them to expand their offers, for instance, with computer skills courses, Internet courses, meetings with interesting people, or

exhibitions. They could also receive funds to organize meetings between cooperating libraries to integrate the community of librarians and share experiences.

The program was supported by the National Partnership for Library Development, consisting of almost a hundred representatives of science, arts, economy, media, politics, and the non-governmental sector. Additionally, regional agreements were signed with the authorities of all 16 provinces in Poland to promote the public library modernization in villages and small towns. Local partnerships were also created for the purpose of developing libraries in more than 300 communes.

The Library Development Program helped launch many initiatives to support the entire library system. In 2008 PAFF signed a cooperation agreement with the Ministry of Culture and National Heritage, which initiated the multiannual "Library+" program carried out by the Polish 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. In 2009, the Ministry of Culture and National Heritage, the Ministry of Administration and Digitalization, the Information Society Development Foundation, and Orange Polska signed an

FACTS AND FIGURES

4,055 libraries from across Poland benefited from the program offer. Improving librarian competencies and the prestige of their profession constituted an important component of the program.

PAFF HAS DISBURSED

\$6,355,650

in grants, including \$727,620 in 2021.

PROGRAM MANAGER:

The Information Society Development Foundation

MORE INFORMATION AT:

www.biblioteki.org



agreement regarding the digitalization of public libraries, in which Orange Polska provided all libraries in the country with free Internet access until 2015. There were also joint actions carried out with the National Library, provincial public libraries, and the Association of Polish Librarians. Initiatives for the benefit of libraries wishing to extend their offers to local communities resulted in engaging other non-governmental organizations including the Center for Citizenship Education Foundation, the KARTA Center Foundation, the Comenius Foundation for Children Development, and the Association of Creative Initiatives “ę”.

In 2012 the Information Society Development Foundation received the E-Inclusion Award for the Library Development Program from the European Commission in a competition that promotes best practices in using modern information and communication technologies and preventing digital exclusion.

Since 2016 libraries in rural areas and small towns have been further supported as part of the strategy to perpetuate the effects of the main phase of the Library Development Program. The purpose is the consolidation of changes in the functioning of libraries to increase their influence on local community development, to further propagate modern technologies to the largest possible extent providing the population with access to information, knowledge, culture, and education, including the ability to use digital media in a critical manner, and to stimulate pro-social activity. The program enhances the position of libraries as institutions offering social counseling in various forms and engaging residents in solving

problems important for their communities. To strengthen the institutional potential of libraries, the program continues developing librarian competencies and building their prestige.

Actions taken as part of the program currently include training and e-learning courses for library employees and their local partners, grants for technological expansion of selected libraries, support in their networking and cooperation for the benefit of local community, as well as creation and development of innovation incubators based on library infrastructure. The LABiB initiative has been developed as well, which is a network of librarian-innovators using the LABiB.pl social portal to popularize best practices in activities held at libraries. Program actions also respond to the pandemic-related needs of libraries. Among others, libraries drafted optimal development plans adjusted to the new conditions. In those plans, they involved on-site, on-line, and hybrid operation models.

January 2021 saw the launch of the fourth program round financed from PAFF funds. Apart from continuing to work with the entire network of 3,800 libraries, this round channelled special support to an additional 247 facilities (libraries and their branches) based in the 79 communes recruited via an open call. Participating facilities are public libraries operating in rural communes, rural and municipal communes, and towns with populations of up to 50,000 residents. The program offers 20 months of training and advisory, equipment, as well as exchanging experiences and building relations within the existing network. ●

PAFF LOCAL PARTNERSHIPS

The objective of the program is to initiate and develop cooperation among participants of various PAFF programs to promote establishing partnerships capable of implementing social projects important to entire local communities. The program uses the local community civic activation method to build common good on the basis of a social needs diagnosis.

Thanks to the diversified PAFF programmatic offer, many local communities in Poland have carried out projects which have created opportunities for gaining experience and building resources that unleash additional civic energy. The “PAFF Local Partnerships” program offers participants of these projects the possibility of building joint partnership initiatives using the accumulated potential for work benefiting their local communities. This contributes to strengthening local social capital through a synergy of experiences and results of various 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, the local media, and non-governmental organizations and institutions that have not participated in any PAFF programs previously. Organizations participating in one of the following PAFF programs can become partnership leaders: “Act Locally”, “English Teaching”, “Equal Opportunities”, “The Learning Schools” (LES), “PAFF Leaders”, the Library Development Program, “Region in Transition” (RITA), and “Third Age Universities” (TAU). Many local residents and volunteers are engaged in the execution of the projects.

In the seven editions held since 2009, 50 PAFF Local Partnerships and 11 partner start-ups have been formed, reaching 107 communes and engaging nearly 1,000 partners.

Thanks to the partner projects it was possible to amend existing legal regulations and reduce air pollution in Żywiec, open a local online citizen television in Grodzisk Mazowiecki, develop a public park in Biłgoraj, and open a county volunteer center in Dębica. The projects also resulted in the promotion of local products, e.g., a “Route of the Carp” was created in the Barycz River Valley, and an “Apple Route” was outlined near Warka. The program led to the establishment of the Network of Youth-Friendly Places in the Podkarpacie region, and the formation of the “Volcano” Activity Center in Złotoryja. These projects focus on actions engaging young people. The village of Niemce witnessed the creation of a Youth Forest Guard which now protects the purity and beauty of the Kozłowiecki Forest and promotes pro-ecological attitudes. The engagement of partners and local residents resulted in restoring Poland’s first (though shut-down at the time), locomotive factory, Fablok SA, as the showpiece of Chrzanów.

FACTS AND FIGURES

50 PAFF Local Partnerships and 11 partnership start-ups were set up over seven rounds of the program. They cover **107 communes** and municipalities, and involve **100 partners**.

PAFF HAS DISBURSED

\$3,111,550

in grants, including \$228,345 in 2021.

PROGRAM MANAGER:

The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

www.lokalnepartnerstwa.org.pl



The seventh edition of the program, that ended in December 2021, led to the formation of five partnerships and four start-ups. At the pilot stage four start-up grants were awarded to bottom-up partnerships implementing smaller-scale projects. A “Sharing Cooperative (Współdzielnia)” was established in Płużnica to create a friendly and modern educational space for local residents, a Center for Local Integration was set up in Orneta, and a center for youth volunteers emerged in Mosina. In Niepołomice the program succeeded in integrating local residents by involving them in caring for the Niepołomice Forest, which they had hardly ever frequented. Gołdap focused on the region’s multicultural mix, while Dragacz and Mosina forged a partnership to protect cultural and natural heritage. Many of these initiatives involved actions to counter the negative effects of the pandemic as well.

The 8th edition of the program was launched in January 2022.

Additional financial support offered by PAFF enables local partnerships to continue already launched actions and motivates them to prepare strategies to sustain results of the implemented activities. The program promotes the local community activation method developed together with the Shipyard Foundation, which has been showcased in two publications: “How to Build

Common Good. A Guide for Local Actors” and “How to Build Local Partnerships.” The scientific publication entitled “The Local Community Animation Method for the Common Good. Theory and Practice” was published in 2021 and presents the conclusions reached by a team of University of Warsaw researchers led by Professor Anna Giza. The monograph confirmed that this method was effective and useful in practice, i.e. that it stimulated local communities, and that its effects responded to local residents’ needs and expectations.

Another program component – the Common Good Lab – is addressed to program alumni. The objective of this initiative is to popularize cooperation of local communities working for the common good, promoting methods of local communities’ animation and enhancing the sustainability of existing partnerships. The initiative offers expert support and access to a database of materials, as well as regular alumni gatherings, training sessions, and webinars. The most active participants form the Civic Activists’ Community, which works to improve the animation method and to develop tools to mobilize local communities. They also support creating new partnerships in locations that have not yet been covered by the program. ●

GREEN LEADER

Launched in 2021, the program supports local leaders who want to gain knowledge and competencies in conducting actions aimed at protecting the environment in their local communities and dealing with climate change, as well as effectively obtaining EU funds for implementation of their initiatives.

Natural environment degradation and climate change harm all our lives. The challenge is to mitigate them and introduce new, more sustainable ways of developing local communities. These are the assumptions of the new program launched by the Foundation and successfully tested in a 2021 pilot version. The “Green Leader” program also exploits experiences gained in the implementation of many local pro-ecological projects within PAFF’s and other NGOs’ activities in the past.

The initiative is addressed to local leaders in villages and towns of up to 50,000 residents (towns with populations of up to 100,000 in justified cases), particularly PAFF program participants, as well as other civic and local government leaders who believe it is important to protect the natural environment and address climate change.

The main part of the program involves training and consulting. Its participants – leaders and their teams – can follow one of the three thematic paths: waste manage-

ment, local water retention and counteracting droughts, or reduction of greenhouse gas emissions. They can also apply for a study tour grant – abroad or within Poland – that would enable them to establish cooperation with partners, acquire innovative solutions and, potentially, prepare ideas for joint projects. Through the program leaders will learn how to solve an environmental problem important for their local community, and/or climate change mitigation and adaptation. They will use the methods and tools to introduce change within the local community and apply for grants from the European Green Deal and other funds for their own pro-ecological initiatives.

The objective of the “Green Leader” program is to contribute to the creation of a nationwide system of information and consultation on the rules and mechanisms of EU and other funds serving environmental protection and climate change mitigation and adaptation efforts, addressed mainly to leaders of NGOs in villages and small towns. ●

FACTS AND FIGURES

The “Green Leader” program thematic paths: waste management, local water retention, counteracting droughts, and reducing greenhouse gas emissions.

PAFF HAS DISBURSED

\$105,598

PROGRAM MANAGER:
The Sendzimir Foundation

MORE INFORMATION AT:
www.sendzimir.org.pl/projekty/zielony-lider/



RELIEF FUND FOR NON-GOVERNMENTAL ORGANIZATIONS AND CIVIC INITIATIVES

The objective of the program, launched in March 2020, is to support initiatives of non-governmental organizations aimed at mitigating and/or counteracting the negative effects of the COVID-19 pandemic and offering aid to organizations in difficult situations resulting from the pandemic.

The program was addressed to organizations involved in the implementation of PAFF's programs (e.g. Act Locally Centers) as well as those that haven't cooperated with the Foundation before but whose activities match its mission.

Under the first round, carried out from April 2020 to the end of 2021, grants of over PLN 5 million went to 158 organizations, including 15 acting as PAFF Program Managers, 36 PAFF Regional Partners (Act Locally Centers and organizations involved in the “Study Tours to Poland” program) as well as 83 other foundations and associations that submitted their applications in two open competitions. Grants awarded under the “Relief Fund” helped adjust the program beneficiaries' activities to the pandemic situation; first of all to implement new projects, often of an intervention nature, addressed to people who need assistance the most. Organizations also received institutional support in the form of donations to cover administrative and payroll costs.

The second grant competition held in 2021 focused on education-related issues. It helped implement many currently pending, important projects. These vary in terms of intervention type and subject matter. They engage children, youth, teachers, caretakers, and parents. Half of the projects has been directed to communities living in localities with populations of up to 50,000 residents, while others involved helping social groups based in larger urban centers. Those included a peer volunteering initiative titled “Older Brother, Older Sister” that provided comprehensive support to children of imprisoned parents as well as psychological assistance to wards of socio-therapeutic centers. The project also led to the establishment of the “School for Parents” initiative, and the drafting of a report on the situation of Roma children in Cracow schools during the COVID-19 pandemic.

As PAFF, its partners and other NGOs' experiences revealed, the pandemic and resulting social isolation have had an especially negative impact on the education of

children and young people, primarily those living in villages and small towns, and from environments at risk of social exclusion. Therefore, the main objective of the program's new round, for the years 2022-2023, is to support civic initiatives in the following areas: counteracting and minimizing learning losses, improving effectiveness of teaching and learning in the pandemic, ensuring security and improving mental and physical health of children and young people as well as counteracting their social isolation.

The second edition of the program, to be launched in 2022, will consist of two rounds of open grant competitions and a competition for projects that improve and implement good education practices developed in the first edition of the program. This will include holding webinars with experts in children's and young people's problems, workshops, and meetings enabling the networking of organizations. It is also planned to create a forum for organizations to share the knowledge they have gained and establish cooperation among these NGOs. ●

FACTS AND FIGURES

PLN 5 million in grants went to **158 non-governmental organizations** from all Polish regions.

PAFF HAS DISBURSED

\$1,850,240

in grants, including \$1,005,432 in 2021.

PROGRAM MANAGER:

The Education for Democracy Foundation

MORE INFORMATION AT:

www.fed.org.pl



Sharing the Polish Experiences in Transformation

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LANE KIRKLAND SCHOLARSHIP PROGRAM

The objective of this program, launched in 2000, is to share the Polish experiences in transformation and European integration with representatives of Eastern European countries, the South Caucasus, and Central Asia by offering two-semester complementary courses at Polish universities.

The program is currently addressed to candidates from Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Ukraine, and Uzbekistan.

In the course of their 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 scholarship begins with a preparatory course which aims to present and systematize knowledge about Poland's history and the current socio-political situation. Scholarship holders then go on to attend their individual programs at universities in Warsaw, Cracow, Poznań, Wrocław, and Lublin, where they write semester and diploma papers under the tutelage of their academic supervisors. Integration and knowledge-sharing meetings are organized for the scholarship holders, as well as internships in public, non-governmental, and private institutions (e.g. the Supreme Court, the National Bank of Poland, or regional marshal offices). Participants are also welcome to take part in classes concerning the preparation and execution of civic projects and teamwork.

In 2016 a new path within the program was launched – the Kirkland Research Project. This is a one-semester of-

fer of research and scientific internships for academics holding an established position in participating countries. Interns following this path write a scientific article under the supervision of their academic supervisor.

Each year, the program is attended by ca. 45 individuals. Between 2000 and 2021, the program was completed by 940 people who came from 13 countries, including 513 from Ukraine, 168 from Belarus, 61 from Georgia, 68 from Russia, 36 from Armenia, 24 from Moldova, 24 from Kazakhstan, 15 from Kyrgyzstan, 12 from Lithuania, 11 from Azerbaijan, 10 from Slovakia, 2 from Tajikistan and 2 from Uzbekistan.

The most popular faculties are economics and management, and law. Also popular are social sciences, journalism, political sciences, and international relations. Academic staff, public institutions' representatives and experts have accounted for the largest number of professionals coming to Poland.

After the program's completion the graduates keep in regular touch among themselves and with their Polish

FACTS AND FIGURES

940 people from 13 countries have completed the Lane Kirkland Scholarship Program since 2000. Each year approximately **45 scholars** participate in the program.

PAFF HAS DISBURSED

\$16,203,475

in grants, including \$853,104 in 2021.

PROGRAM MANAGER:

The Leaders of Change Foundation

MORE INFORMATION AT:

www.kirkland.edu.pl



hosts through the bulletin, alumni reunions, and the www.kirkland.edu.pl website. The alumni conferences, held every 4-5 years, help maintain alumni ties with Poland and with each other, as well as establishing new contacts. They also offer an opportunity to broaden alumni knowledge about Poland and the European Union, and to discuss possible directions of changes in 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 alumni associations.

In 2020 and 2021, the coronavirus pandemic put most program activities online. This applied mainly to integra-

tion and specialist meetings for scholars, professional internships, and alumni meetings.

Between 2001 and 2013, the Kirkland Program was managed by the Polish-U.S. Fulbright Commission. In the following period leading up to 2016, the Education for Democracy Foundation took over the task of managing the program.

Since 2017 some of the Kirkland scholarships have been financed from funding provided by the Polish National Agency for Academic Exchange. ●

REGION IN TRANSITION (RITA)

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.

The program's open grant competitions award donations to Polish non-governmental organizations for projects designed to share experiences, especially in building civil society, social assistance, transformation of local government, education reform, and free media. The maximum grant amount is PLN 60,000. About 30 grants are awarded annually.

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

FACTS AND FIGURES

1,124 projects designed to share Polish experiences, especially in building civil society, strengthening social activities, promoting local government transformation, reforming the educational system and free media, have been supported by "RITA" in the years 2000–2021.

PAFF HAS DISBURSED

\$16,635,994

in grants, including \$901,679 in 2021.

PROGRAM MANAGER:

The Education for Democracy Foundation

MORE INFORMATION AT:

www.programrita.org



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 operations.

The main grant competition is announced twice a year. Applications may 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.

In the fall of 2021 the new “RITA – Partnership To Power” competition was launched. It is addressed to experienced program grant holders and the maximum grant that can be awarded is PLN 100,000.

Additionally, the program offers training opportunities and expert 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 civicportal.org social networking site. The portal is also an e-learning platform offering training to Polish and foreign NGOs.

In 2020 and 2021, despite the pandemic restrictions, it was possible to maintain cooperation within international partnerships. Part of the program had to be carried out online. Meetings with other applicants and recipients as well as some project activities implemented in cooperation with partners based in the Region had to go digital as well.

Between 2000 and 2021, “RITA” provided support to 1,124 projects. ●

STUDY TOURS TO POLAND (STP)

Launched in 2004, the program is addressed to active university students and professionals from countries of Eastern Europe and other post-communist states. The objective of the program is to show participants the realities of Poland and the European Union as well as develop and strengthen professional and personal contacts between young leaders from Eastern Europe and their Polish hosts.

University students are offered a study tour of more than ten days to Poland; the eligible candidates are 18 to 21 years old, they come from Belarus, Moldova, Ukraine, and the Russian Federation – in recent years 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 about a dozen 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. Study tours for students are coordinated by the Borussia Foundation from Olsztyn.

The offer for professionals is addressed to representatives of local governments, state administration, central state institutions, NGOs, media, education, and other professional groups from 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. From 2004 to 2021, study tours to Poland were held for 6,575 citizens of Ukraine, including 4,477 professionals and 2,098 students.

The recruitment of participants in study tours for professionals is preceded by a letter of intent sent to the “STP” 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.

Between 2004 and 2020, a total of 10,374 participants, including 3,531 university students and 6,843 professionals representing various environments took part in the study tours. Prior to the COVID-19 outbreak, more than 300 experts and more than 200 students visited Poland every year.

FACTS AND FIGURES

10,327 participants, both university students and experts in different fields, took part in the study tours. Each year Poland is visited by more than **300 professionals and more than 200 students**.

PAFF HAS DISBURSED

\$7,502,911

in grants, including \$353,366 in 2021.

PROGRAM MANAGER:

The Leaders of Change Foundation

MORE INFORMATION AT:

www.studytours.pl



Due to the pandemic and related restrictions in force, the study tours to Poland under the “STP” program were suspended from the spring of 2020 until the fall of 2021. Contacts with interested persons and alumni (students and professionals) were kept online. Among other things, webinars for alumni and a series of online meetings Neighbor Dialogues on local government in Poland and Ukraine were held.

At present, study tours to Poland are organized but restrictions related to pandemic situation and sanitary regime are taken into consideration.

Under the “Study Tours to Poland” program, the Foundation is involved in 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 is 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. In the years 2013–2016, the thematic scope of the Academy focused on political transformation, European integration, and transatlantic relations. Since 2017, WEASA’s main subjects have been digital challenges, in particular cybersecurity. The 9th WEASA edition titled “Whose technology? Whose interests? Power and influence in the Digital Age” took the form of webinars and online meetings. In total, the nine (2013–2021) WEASA editions attracted 416 people from Eastern Partnership countries and (since 2017) the Western Balkans, including: 40 participants from Armenia, 30 from Azerbaijan, 35 from Belarus, 77 from Georgia, 38 from Moldova, and 118 from Ukraine. ●

MONITORING, EVALUATION AND ANALYSES (MEVA)

“MEVA” is an expert-research undertaking initiated in 2005. The primary purpose is to carry out regular analytic research in order to maximize the effectiveness of PAFF programs. The methods developed under “MEVA” and the results of its analyses are also used by other NGOs to pursue their activities.

The analytical work aids in determining the extent to which the goals defined in PAFF programs and activities,

as well as achieved results, meet the existing needs and are capable of resolving the problems addressed

sed, especially with regard to local communities, equal education opportunities and overall education quality improvement.

Evaluation research of PAFF programs, such as „Act Locally“, „Third Age Universities“, or „PAFF and UW School of Education“, helps the Foundation both determine future program initiatives and modify the existing ones. One of the tasks of „MEVA“ is to monitor completed PAFF projects in terms of the durability of their outcomes.

PAFF's potential actions are evaluated in the context of existing and expected 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, which compared program libraries with the libraries and communities that did not participate in the program. In 2020, some analyses and evaluations (including „Act Locally“ and the Library Development Program) have been aimed at identifying the problems organizations faced during the pandemic, so as to adjust programmatic actions to the changing conditions. An analysis was

also carried out to assess the possibilities for PAFF and cooperating institutions to join local community educational and animation activities aimed at protecting the environment and climate. These led to the creation of the “Green Leader” 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 goal is the “Squared Evaluation” initiative helping foster evaluation culture among the organizations closely cooperating with PAFF, part of which the “Evaluation – How do You Carry It out?” guide was prepared. Cyclical seminars about evaluation research are also being held. Special among these is the “Impact on Social Capital in PAFF Communities” project (the so-called „BOX”) that helped create and test a set of methods and research techniques enabling the determination of changes in the level of social capital resulting from the impact of Foundation programs on local communities.

Through „MEVA“, PAFF supports the „Shipyard” Foundation (which it co-founded). At the same time, the Shipyard Foundation is the manager of a significant part of the “MEVA” program itself. ●

FACTS AND FIGURES

Conducting studies to evaluate PAFF programs helps the Foundation both determine future program initiatives and modify existing ones. One task of „MEVA” is to monitor completed PAFF projects and assess the durability of their outcomes.

PAFF HAS DISBURSED

\$2,640,180

in grants, including \$205,887 in 2021.



People, Projects, Initiatives

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EQUAL OPPORTUNITIES

MONIKA JANUSZEWSKA: “EQUAL OPPORTUNITIES” IS CHANGING THE WORLD WE LIVE IN

“Local communities are in great need of libraries” – Monika Januszevska, a PAFF Leader and Library Director at the Lubiewo Commune Center for Promotion and Culture in the Kujawsko-Pomorskie Region, discusses the role of cultural institutions in smaller localities and tells the story of her adventure with “Equal Opportunities.”

What is the greatest advantage of public libraries in communes? Monika Januszevska believes that, among public institutions, libraries are closest to local residents. For this reason libraries perform important social functions. “They serve as a meeting space, and host many various events. Apart from the library, we also run a culture center and nine village day care centers in Lubiewo. I think it’s safe to say that Lubiewo is the only real cultural hub in our commune” – said Monika Januszevska, who has worked with “Equal Opportunities” since 2013, when the Public Communal Library in Lubiewo received a grant for its “Events in Focus” project. Over the years, “Equal Opportunities” helped Monika Januszevska’s library contribute to leveling the playing field in education on many occasions. The library also participated in the “PAFF Local Partnerships” program.

When engaging in activities benefiting society, Monika Januszevska places great emphasis on relations with youth. “We need time to break down school-like teacher-student barriers. For a coordinator, moving past that stage of a relationship is very important, even fundamental. It is key to create a space conducive to integration and building relations” – she explained.

Monika Januszevska appreciates the personal professional development opportunities offered by the “Equal Opportunities” program. “To me, this was a quantum leap. When I applied, I wasn’t thinking about my own development at all. Now I sometimes think of myself as part of the great PAFF family” – the PAFF Leader summed up.

”

We need time to break down school-like teacher-student barriers. (...) It is key to create a space conducive to integration and building relations.

—
Monika Januszevska

a PAFF Leader and Library Director
at the Lubiewo Commune Center for
Culture and Promotion



BRIDGE SCHOLARSHIPS

HEAD IN THE CLOUDS. ERASMUS+ AT CRANFIELD UNIVERSITY

“I used my exchange year in the UK to study Autonomous Vehicle Dynamics and Control at the Aviation Faculty, and I specialized in unmanned aerial vehicles” – said a bridge scholarships participant, Aleksandra Marciniak.

Aleksandra Marciniak hails from Tarczyn (the Mazowieckie Province) and is a fifth-year student of Automation and Robotics at Warsaw University of Technology. Under the Bridge Scholarships Program she secured a scholarship for the first year of her studies, as well as for her second year (the “Top Student” competition), and finally the “Study Abroad” scholarship took her to Cranfield University for the 2020/21 academic year. Thanks to the Polish-American Internship Initiative (PAII), she spent 2019 doing a Mechanical Engineering Internship at the Raytheon Company (USA) and participated in the technical development of the Patriot missile system.

At Cranfield University she studied Autonomous Vehicle Dynamics and Control at the Aviation Faculty. During her studies, she engaged in working on a test stand for a hybrid missile engine. “For my thesis I cooperated with Rolls-Royce to implement my eVTOL vehicle control system project. I proposed

to construct an electric-powered vertical take-off and landing autonomous aerial vehicle intended for transporting people in urban space” – the scholar explained.

Cranfield University awarded her a scholarship for a year-long master’s program at its School of Aerospace, where she completed the “Autonomous Vehicle Dynamics and Control Msc” course. At the same time, she continued with her Polish master’s program.

“Cranfield University is one of the best aviation schools in the world. I strove to make the best possible use of my time there. I was lucky to meet many interesting people from all over the world and gain new opportunities for development” – said Aleksandra Marciniak.

”

I strove to make the best possible use of my time there. I was lucky to meet many interesting people from all over the world and gain new opportunities for development

—
Aleksandra Marciniak
a Bridge Scholarships participant



PROJECTOR – STUDENT VOLUNTEERS

STUDENT MEDIA CENTER

The Student Media Center is a seven-month development project for participants of two PAFF programs: “PROJECTOR – Student Volunteers” and “Bridge Scholarships,” both managed by the Educational Enterprise Foundation.

Since August 2021, 20 student-volunteers have been participating in this initiative and expanding their knowledge about communication in social media. Maja Strzelecka (Content Lady), Keola Studio, and the Laska Nebeska PR Agency provide expert content for the training sessions.

The Student Media Center offers on-site and online training. Participants are welcome to join in the communication-related activities of “PROJECTOR – Student Volunteers” and “Bridge Scholarships”. They are encouraged to write articles, plan educational campaigns, and stream live.

“Our training aims to stimulate creativity, prod participants to create interesting and valuable online content. We made sure that participants find opportunities to make use of their newly gained know-

ledge in practice, and have a go at creating content and moderating company profiles on social media. We inspired and talked about why it is worth doing it, and how to do it consciously and thoughtfully” – explained Aleksandra Skorzyńska-Surowiec, Social Media & Multimedia Manager at the “PROJECTOR” Program and Coordinator of the Student Media Center.

“We rely on development and cooperation with active students. Our investment in the Student Media Center is three-fold: we help students learn more about social media, give them opportunities to make practical use of that knowledge, and support communications in our program” – said Kamil Wrzos, Program Director of “PROJECTOR – Student Volunteers”.

”

We made sure that participants find opportunities to make use of their newly gained knowledge in practice, and have a go at creating content and moderating company profiles on social media.

Aleksandra Skorzyńska-Surowiec
Coordinator of Student Media Center



PAFF AND UW SCHOOL OF EDUCATION

DEVELOPMENT STANDARDS FOR TEACHERS

By drafting *Development Standards for Teachers (DST)*, the PAFF-UW School of Education created the first Polish document that describes best teaching practices.

“It is very difficult to describe teaching practice well as it seems that every teacher has their own way of teaching effectively. The School of Education succeeded in putting together a set of universal rules that can be applied by every teacher in every classroom, no matter how diverse. That’s what makes these Standards so powerful” – explained Dr Kinga Białek, a tutor at the PAFF and UW School of Education, and expert in the Polish language teaching methodology.

The Development Standards for Teachers are based on research outcomes and draw from the experience gathered by some of the world’s top education centers. These standards are guided by certain assumptions concerning good teaching practices. One is the belief that it is necessary to create a friendly, supportive learning environment for each and every learner. A learning-conducive atmosphere must be backed by specialist knowledge of the subject and teaching methodology, thorough and targeted

planning, as well as skillful management of the learning process. Development Standards for Teachers are discussed in relation to four areas: creating a learning environment, knowledge about a given subject and how it can be taught, planning the teaching process, and managing the teaching process.

The School of Education uses DST on a daily basis: experienced methodologists give students feedback on their lesson plans and the lessons they conducted in class. Students and methodology experts also work together to formulate professional development goals.

“We intended for the Development Standards for Teachers to be a tool which remains useful even after graduation, in every-day teacher work. DST can serve as valuable signposts that guide teachers through successive years of teaching practice” – said Kinga Białek, PhD.

”

The School of Education succeeded in putting together a set of universal rules that can be applied by every teacher in every classroom, no matter how diverse.

Kinga Białek, PhD

Tutor at the PAFF and UW School of Education



THIRD AGE UNIVERSITIES (TAU)

RENOWATORNIA (RENEWATION)

Can renovating old furniture integrate generations? Participants of the 2021 “ReNOWAtornia (ReNEWation)” project carried out in Bytów (the Kujawsko–Pomorskie Province) as part of “Seniors in Action” proved that such integration is, in fact, very possible.

The initiative of two animators – Edyta Świrska, an artist and industrial designer associated with the Stróżewo Seniors’ Club, and Zygmunt Sosnowski, a local government activist of many years and President of the Bytów Rural Commune Development Association – led to the creation of a space for senior citizens and all those willing to spend time together in a creative environment. The workshop was set up in a room which commune authorities let the ReNOWatornia initiators use free of charge.

Project participants work together to renovate old objects, and delve into their history. They make use of their own ideas to create new pieces of furniture

and everyday objects. They also run a blog where they showcase their work, share knowledge, and encourage others to take part in the workshops. “I am a ‘Senior in Action,’ and that makes me very happy. This project helped me meet new people and work with them” – said Zygmunt Sosnowski.

“We overcome barriers. We gave seniors free choice about what they want to do. No matter whether you’re 80 or 20, we’ve created a place where age is irrelevant. ‘ReNOWatornia’ is more than a workshop which brings old objects back to life, it also renews relationships in our local community” – said Edyta Świrska.

”

We overcome barriers. We gave seniors free choice about what they wanted to do. No matter whether you’re 80 or 20, we’ve created a place where age is irrelevant.

—
Edyta Świrska
Community Animator



ACT LOCALLY

“MOUSE TOWER PERMACULTURE GARDEN”

In 2021 PAFF cooperated with the WWF Poland Foundation to implement the “Act Locally and Ecologically” thematic pathway, and granted funding to 38 projects which adopted various approaches to involving citizens in protecting the environment.

One project, “Mouse Tower permaculture garden,” both employed green solutions and co-shaped public space. This garden was created by the Arkona Local Animation Association, and the project was carried out in the Mouse Tower Kindergarten in Byczyn (the Opolskie Province).

Project participants created a permaculture or – in other words – natural garden. The concept behind a permaculture garden is to grow plants native to a given climate zone and ensure environmentally sound usage of any resources, the ultimate goal being natural environment protection. Nothing goes to waste in a permaculture garden: rainwater, plants, and compost all reinforce one another. No imported resources are necessary: strips of farmed land are fenced off by means of sticks and stones collected in the area. A wildflower meadow, providing nectar for pollinators, is another part of the project. Edible flowers grow in concrete pots along the path leading to the kindergarten.

Parallel to creating the green zone surrounding the kindergarten, project managers organized a cycle of open-air workshops for children. Workshop topics circulated around the concept of a permaculture garden: “Starting and growing a garden,” “Why are trees important,” and “Useful insects.”

The project attracted great interest from the local community. More than 80 people joined in. “Most importantly, we succeeded in raising the local community’s awareness of ecological issues. We created a green zone around the kindergarten, which now serves as a place for children and parents to enjoy during their free time, plus it provides space for hands-on ecological education” – said Paweł Zań, “Act Locally” Coordinator at the Academy for the Development of Philanthropy in Poland.

”

We succeeded in raising the local community’s awareness of ecological issues. We created a green zone around the kindergarten, which now serves as a place for children and parents to enjoy during their free time.

—
Paweł Zań
“Act Locally” Coordinator



SECTOR 3.0

MOBILE ADVISORS FACING THE CHALLENGE OF OUR TIMES

They train, consult, and give advice on modern technology. They support NGOs across Poland, because that's what they find important. They are Mobile Advisors, a group of 60 volunteers enrolled in the "Sector 3.0" program. Their work has never been more important than during the pandemic.

"Ever since the pandemic locked us up in our homes and restricted our movements we took training and advisory fully online. We started with a series of webinars where we helped organizations and teachers acquire useful digital skills to aid their work and teach remotely. We set 3D printers in motion to produce face shields as part of the #PrintersForHospitals campaign. Many Mobile Advisors have taken up online education activities by starting their own Youtube channels with tutorials, blogs, and Facebook fanpages, where they uploaded helpful content and links to useful online resources" – explained Filip Jędruch, the Mobile Advisor Network Coordinator.

In 2021, the Mobile Advisors of "Sector 3.0" provided nearly 250 pieces of advice on the use of modern

technologies to assist communities, in particular to counteract the negative consequences of the pandemic. They provided support to digitally excluded children, teachers, and senior citizens by teaching them how to access and use computer hardware and software. Mobile Advisors also became involved in drafting recommendations for schools on how to use modern technologies for educational purposes amid the pandemic.

"The two most important words for Mobile Advisors are education and engagement" – said Filip Jędruch.

”

Ever since the pandemic locked us up in our homes and restricted our movements, we took training and advisory fully online.

—

Filip Jędruch
Mobile Advisor Network Coordinator



PAFF LOCAL PARTNERSHIPS

HOW TO SUCCESSFULLY ANIMATE A LOCAL COMMUNITY?

How to organize resident activity? How to combine the potential vested in local governments, businesses and NGOs, and channel that capacity to pursue the common good of local communities?

You can find the answers to these and many more questions about local community animatorship in the publication entitled “The Method of Local Community Animation for the Common Good. Theory and Practice” published in 2021 by the Academy for the Development of Philanthropy in Poland under the “PAFF Local Partnerships” program.

Professor Anna Giza, Agata Komendant-Brodowska (PhD), Anna Baczek-Dombi (PhD), and Tomasz Schimanek authored this monograph on the method of animating local communities for the common good. This method rests on five interconnected pillars: local community diagnosis, common vision, common good, local partnership, and social (community) benefits. Intersectoral local partnerships have been implementing this method since 2008.

“This method works not just for activating local communities to pursue a common good that they themselves define, it also enables taking action through

local partnerships and using those partnerships to integrate people, institutions, and organizations. As a result, this method builds local social capital and promotes local community development” – explained Paweł Łukasiak, President of the Academy for the Development of Philanthropy in Poland.

The publication is a scientific paper which describes the method and its implementation methodology. The authors discuss the genesis of the method, its theoretical and practical basis, and main elements. They share the experience of local partnerships that decided to apply the method. The paper also provides conclusions and recommendations based on evaluation studies. The monograph is available at lokalnepartnerstwa.org.pl.



This method works not just for activating local communities to pursue a common good that they themselves define, it also enables taking action through local partnerships and using those partnerships to integrate people, institutions, and organizations.

—
Paweł Łukasiak
President of the Academy for the
Development of Philanthropy in Poland



LIBRARY DEVELOPMENT PROGRAM

PREPARING AND CONDUCTING A SUCCESSFUL PROJECT IN A LIBRARY

Community projects are not easily carried out in libraries. They certainly are very satisfying, though. Many libraries engage in projects on a daily basis as they provide an opportunity to expand and enrich a library's offer, and introduce services and activities that respond to residents' needs. Projects are also a chance for securing additional funds for capacity building and upskilling employees.

In 2021 the Library Development Program, having considered the needs of librarians and the pandemic situation, offered its participants a free e-learning course about preparing and implementing community projects.

"We tailored this course for librarians working at public facilities. Course content is presented in a practical and easily understandable way, and is adjusted to library realities. All you need to do to access this self-learning course is to create a Moodle account, and start learning" – explained Agnieszka Koszowska, Editor and Project Coordinator at the Information Society Development Foundation (FRSI).

The course is made up of 20 modules, including the fundamentals of project management, finance management, risk analysis, and communication in a project. As part of the Library Development Pro-

gram FRSI also organized three webinars about librarians as project managers. These events attracted just under 350 participants.

"I understood how important and multidimensional communication is in a project," "I started feeling confident about my team management skills," "I used the 'project tree' method to plan my actions": those are just a few comments shared by participants in evaluation surveys.

Last year, the course produced 250 graduates. Upon course completion participants receive a certificate issued by FRSI.

"How to prepare and successfully implement projects" is available without limitations at biblioteki.org.



We tailored this course for librarians working at public facilities. Course content is presented in a practical and easily understandable way, and is adjusted to library realities.

—
Agnieszka Koszowska
Editor and Project Coordinator
at the Information Society
Development Foundation



GREEN LEADER

ANDREW NAGORSKI VISITS KLEMBÓW

The aim of the visit to Klembów (the Mazowieckie Province) by the Chairman of the PAFF Board of Directors in October was to meet participants of the “Green Leader” pilot and learn about its outcomes so far. Chairman Nagorski was accompanied by the Head of the PAFF Representative Office in Poland, Grzegorz Jędrzys, and PAFF Program Director Agnieszka Mazur.

The pilot project ran from February to November 2021. The Managing Director Ilona Gosk and the Pilot Coordinator Maria Wiśnicka represented the pilot Manager, the Sendzimir Foundation, at the meeting in the Klembów Commune Office.

Klembów Mayor Rafał Mathiak, Marcin Piotrowski of the “Folkowisko” Association of Borderland Culture Animation in Gorajec, and Katarzyna Fornal-Urbańczyk of the Zamość Town Hall presented the environmentally beneficial actions made possible by the “Green Leader” pilot project.

The pilot successfully promoted composting among Klembów residents, resulting in a significant decrease

in collected bio-waste. “Green Leader” resulted in creating a model wastewater management solution in a housing estate in Zamość. Folkowisko Festival organizers managed to notably decrease the amount of mixed waste and, at the same time, make festival waste easier to segregate, e.g., by not using disposable utensils and promoting eco-friendly attitudes among festival participants.

“The pilot is not just a source of knowledge, it is also a valuable platform for meeting leaders from all Polish regions, exchanging information, and gaining mutual inspiration concerning nature and climate protection” – said Maria Wiśnicka of the Sendzimir Foundation.



Green Leader’ is a valuable platform for meeting leaders from all Polish regions, exchanging information, and gaining mutual inspiration concerning nature and climate protection.

—
Maria Wiśnicka
Program Coordinator



REGION IN TRANSITION (RITA)

CELEBRATING TWENTY YEARS OF “RITA”

Nearly 60 NGOs from Poland and partner organizations from CEE states took part in the “Region in Transition Ambassadors” online meeting in June 2021. This event was an occasion to sum-up twenty years of the “Region in Transition (RITA)” program, whose last year’s jubilee celebrations were thwarted by the pandemic.

PAFF President Jerzy Koźmiński gave the opening speech, reviewing twenty years of “RITA’s” history and the outcomes of the program. He noted that the “Region in Transition” program created a large group whose members are deeply involved in supporting pro-democratic and free market changes in Eastern Europe, the South Caucasus, and Central Asia. Martyna Bogaczyk, the Education for Democracy Foundation President, emphasized the significance of good interpersonal relations, which “RITA” fosters to build trust and openness, along with effective communication and engagement, and these in turn help maintain continuous contact between project participants. A presentation covering 20 years of program experience, prepared by project coordinators Ewa Sobiesiak and Agnieszka Świeczka, closed the first part of the meeting. Over the last two decades, 1,124 “RITA” projects attracted about 3,400 participants from 11 countries.

Meeting participants took part in a discussion panel titled “Communities and societies after the pande-

mic – challenges, changes and returns” which looked mainly at how the pandemic impacted the development of civil society in “RITA” participating states. Three thematic meetings were also held: “Poland’s experience in ecology and environment protection”, moderated by Agnieszka Makowska and Piotr Trzaskowski of the Ziarno Foundation, “Act Locally amid and after the pandemic” moderated by Martyna Studzińska of the Mazovia Federation, and “Where do we get our information from?”, moderated by Maciej Sopyło of the Information Society Development Foundation. Meeting organizers set up “national tables” to facilitate the exchange of experiences as well as having discussions with experts from Ukraine, Belarus, Georgia, the Southern Caucasus, and Central Asia. The official part of the meeting was followed by workshops on Georgian culture and cuisine.



“Two Decades of Cooperation. Twenty Years of RITA – Region in Transition,” a publication showcasing the program’s experience and legacy, was published to celebrate the jubilee.



Consolidated Financial Statements

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Polish-American Freedom Foundation

**Consolidated Financial Statements as of and for
the year ended December 31, 2021, and
Independent Auditors' Report**



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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors the Polish-American Freedom Foundation

Opinion

We have audited the consolidated financial statements of Polish-American Freedom Foundation (the "Corporation"), located in the United States of America, which comprise the consolidated statement of financial position as at December 31, 2021, and the consolidated statement of activities, and consolidated statement of cash flow statement for the year then ended, and notes to the financial statements ("Consolidated financial statements").

In our opinion, the accompanying Consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Corporation as of December 31, 2021, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with the applicable accounting principles generally accepted in the United States of America and the adopted accounting policies.

Basis for Opinion

We conducted our audit in accordance with the International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Corporation in accordance with the principles of professional ethics specified in the International Code of Ethics for Professional Accountants (including International Independence Standards) ("Code of ethics") developed and issued by the International Ethics Standards Board for Accountants and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of ethics.

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

Responsibilities of the Management and Those Charged with Governance for the Consolidated Financial Statements

The Corporation's Management is responsible for the preparation and fair presentation of Consolidated financial statements in accordance with accounting principles generally accepted in the United States of America and for such internal control as the Corporation's Management determines is necessary to enable the preparation of Consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the Consolidated financial statements, the Corporation's Management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Corporation's Management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

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District Court for the city of Warsaw, XII Business Division of the National Court Register, KRS No. 000046833, NIP: 527-020-07-86, REGON: 010076870



Auditor's Responsibilities for the Audit

Our objectives are to obtain reasonable assurance about whether the Consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Consolidated financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the Consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit 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;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Management;
- conclude on the appropriateness of the Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation's to cease to continue as a going concern;
- evaluate the overall presentation, structure and content of the Consolidated financial statements, including the disclosures, and whether the Consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation;
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or businesses activities within the Corporation to express an opinion on the Consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Deloitte Audyt Spółka z ograniczoną odpowiedzialnością sp. k.

Warsaw, April 29, 2022

POLISH-AMERICAN FREEDOM FOUNDATION
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31, 2021

ASSETS

ASSETS:

Investments, at fair value (Notes 3 and 6):	
Common and Preferred Stocks	\$ 55,509,560
Public Mutual Fund – Fixed Income	14,256,745
Alternative Investments	200,527,196
Private Mutual Fund – Equity	21,153,905
Cash and cash equivalents (Notes 3 and 5)	24,421,119
Investment redemptions receivable	283,963
Land and fixed assets, net (Note 7)	4,110,055
Loans, net of allowance for loan losses (Note 9)	4,591,410
Prepaid expenses and other assets	<u>8,058,625</u>
Total assets	<u>\$ 332,912,578</u>

LIABILITIES AND NET ASSETS

LIABILITIES:

Grants payable (Note 3)	\$ 8,355,453
Accounts payable and accrued expenses	<u>251,676</u>
Total liabilities	8,607,129
NET ASSETS (Note 2):	
With donor restrictions	-
Without donor restrictions	<u>324,305,449</u>
Total liabilities and net assets	<u>\$ 332,912,578</u>

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, 2021

	<u>Without Donor Restrictions</u>
Changes in net assets without donor restrictions:	
Increases in net assets without donor restrictions:	
Interest and dividend income	<u>\$ 733,104</u>
Decreases in net assets without donor restrictions:	
Employee compensation and benefits	1,431,926
Operating expenses	567,810
Occupancy	134,194
Depreciation and amortization	<u>122,537</u>
Total decrease in net assets without donor restrictions	2,256,467
Grants (Note 3)	<u>(13,516,458)</u>
Grants and decrease in net assets without donor restrictions in excess of income	(15,039,821)
Net realized gain on investments (Note 6)	19,189,065
Net unrealized appreciation on investments (Note 6)	12,513,907
Net currency remeasurement loss (Note 3)	<u>(825,252)</u>
Total increase in net assets without donor restrictions	15,837,899
Net assets without donor restrictions, beginning of the year	<u>308,467,550</u>
Net assets without donor restrictions, end of the year	<u>\$ 324,305,449</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, 2021

Cash flows from operating activities:	
Increase in net assets without donor restrictions	\$ 15,837,899
Adjustments to reconcile decrease in net assets without donor restrictions to net cash used in operating activities:	
Net realized gain on investments	(19,189,065)
Net unrealized appreciation on investments	(12,513,907)
Net currency remeasurement loss	825,252
Provision for loan losses	37,457
Depreciation and amortization	122,537
Increase in accrued interest on loans	(14,693)
Decrease in accrued interest on investments	16,772
Decrease in investment redemption receivable	3,392,690
Decrease in prepaid expenses and other assets	8,000,436
Decrease in accounts payable and accrued expenses	(22,543)
Increase in grants payable	1,528,704
Net cash used in operating activities	<u>(1,978,461)</u>
Cash flows from investing activities:	
Proceeds from sales/redemption of investments	74,102,984
Cost of investments purchased	(73,040,525)
Loans disbursed	(4,790,583)
Proceeds from loan repayments	4,150,279
Purchase of fixed assets	<u>(38,859)</u>
Net cash provided by investing activities	<u>383,296</u>
Effects of exchange rate changes on cash and cash equivalents	<u>(1,104,996)</u>
Net decrease in cash and cash equivalents	(2,700,161)
Cash and cash equivalents, beginning of year	<u>27,121,280</u>
Cash and cash equivalents, end of year	<u>\$ 24,421,119</u>

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, 2021

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, 2021, 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 (i) assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021

statements and (ii) income and expenses during the reporting period. Actual results could differ from those estimates.

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 the "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 the 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, 2021

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. The investment vehicle manager determines valuation inputs and methodologies.

Private Mutual Fund – Equity: This investment is a private investment vehicle valued using the NAV provided by the investment vehicle manager. 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, 2021, 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 2021 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, 2021

Donated Services

The Corporation's 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 consulting fee for support of the Foundation's programs in Poland. For the year ended December 31, 2021, the total fees paid to all Polish directors and the Chairman amounted to \$93,659.

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, VAT, 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, 2021, 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.

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

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2021

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. To meet cash needs for operations within one year of the balance sheet date, the Corporation had available liquid resources of \$24.4 million held in cash. Approximately 95% of the Foundation's spending is in Polish zlotys. At December 31, 2021, the Foundation held approximately 1.7 years of spending in cash. In addition, \$69.8 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.

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 on investments at December 31, 2021 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	\$ 19,981,854	\$ 55,509,560	\$ 35,527,706
Public Mutual Fund – Fixed Income	14,355,070	14,256,745	(98,325)
Investments Measured at NAV:			
Alternative Investments	123,904,452	200,527,196	76,622,744
Private Mutual Fund - Equity	9,752,993	21,153,905	11,400,912
	<u>\$ 167,994,369</u>	<u>\$ 291,447,406</u>	<u>\$ 123,453,037</u>

The net unrealized appreciation (depreciation) and net realized gain / (loss) on investments for the year-ended December 31, 2021 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	\$ 1,742,413	\$ 8,423,303
Public Mutual Fund - Fixed Income	(147,055)	(64,269)
Investments Measured at NAV:		
Alternative Investments	12,655,364	6,937,044
Private Mutual Fund - Equity	(1,736,815)	3,892,987
	<u>\$ 12,513,907</u>	<u>\$ 19,189,065</u>

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021

Set forth in the table below are the Corporation's investments as of December 31, 2021, 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	\$ 55,509,560	\$ -	\$ 55,509,560
Public Mutual Fund - Fixed Income	14,256,745	-	14,256,745
Investments Measured at NAV:			
Alternative Investments	-	200,527,196	200,527,196
Private Mutual Fund - Equity	-	21,153,905	21,153,905
	<u>\$ 69,766,305</u>	<u>\$ 221,681,101</u>	<u>291,447,406</u>
% of total	24.0%	76.0%	100.0%

For the year ended December 31, 2021, the Foundation's investments, net of external and direct internal investment expenses had an annual rate of return of 10.49%.

Included in other assets as of December 31, 2021 is \$8.0 million of the Corporation's cash, which was held in the subscription account of two existing alternative investments funds until accepted by each fund, which occurred on January 1, 2022. The Corporation invested an additional \$3.0 million in one, which invests in public and private healthcare and life science companies. This fund has quarterly liquidity with a 90-day redemption notice period. The Corporation invested \$5.0 million in a second fund, which pursues a long-only, international large-cap strategy. This fund has monthly liquidity with a 30-day redemption notice period. These investments will be valued using the NAV provided by the investment vehicle manager and will be classified within level 3 in the fair value hierarchy.

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	\$ 163,148,393	\$ 26,997,733	\$ 190,146,126
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	19,592,408	2,156,172	21,748,580
Purchases	42,486,372	-	42,486,372
Sales	(24,699,977)	(8,000,000)	(32,699,977)
Closing balance	<u>\$ 200,527,196</u>	<u>\$ 21,153,905</u>	<u>221,681,101</u>

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2021

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, 2021:

	Fair Value	Redemption Frequency	Redemption Notice Period	
<u>Alternative Investments:</u>				
Multi-strategy	\$ 45,913,966	Quarterly	45-90 days	(a)
Emerging markets	10,350,298	Monthly	20-60 days	(b)
Long/short equity	27,925,436	See note	30-90 days	(c)
Long Only	92,846,617	See note	see note	(d)
Private equity	23,490,879	Not able to redeem	Not applicable	(e)
	200,527,196			
<u>Private Mutual Fund – Equity:</u>				
International	21,153,905	Monthly	10 business days	(f)
	<u>\$ 221,681,101</u>			

There are no unfunded commitments to the Corporation's investments other than commitments totaling \$11.7 million 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, 2021.

- 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.
- b) Emerging markets: This category includes one alternative investment fund that pursues a long-only strategy for investment in emerging markets which primarily invests in companies located in countries that are included in the MSCI Emerging Markets Index and the MSCI Frontier Markets Index.
- c) Long/short equity: This category includes three alternative investment funds that pursue long/short equity strategies. One fund holds interests in private or illiquid companies, which will be liquidated as market opportunities, applicable laws and transfer restrictions permit (3% of this category). The other two funds invest in equities focused on the global technology, media and telecommunications sectors. The redemption frequency for investments in this category are (i) 31% may be redeemed quarterly, (ii) 66% may be redeemed annually beginning after January 1, 2022, and (iii) 3% cannot be redeemed currently.
- d) Long Only: This category is comprised of seven investments that (i) focus on companies in the Industrial, Consumer Discretionary, and Healthcare sectors (three companies), (ii) primarily invest in U.S. equities, (iii) invest in companies located in the United States, Internationally and in Emerging Markets, (iv) invest in international large-cap companies, and (v) invest in small cap growth companies. 49% of the investments in this category are redeemable monthly and 38% are

POLISH-AMERICAN FREEDOM FOUNDATION

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AS OF DECEMBER 31, 2021

redeemable quarterly. 13% of the investments in this category are redeemable once every three years upon 150 days prior notice beginning on December 31, 2022 and on each three year anniversary after that date.

- e) Private equity: The Corporation has invested in eleven private equity funds. 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. 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, 2021, the Corporation's remaining commitment to both funds was \$0.5 million. The termination dates of the first and second fund are in 2022 and 2025, respectively, (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, 2021, the Corporation's remaining commitment to both funds was \$3.3 million. The termination dates of the first and second fund are in 2025 and 2029, respectively, (iii) an investment in two private equity funds that are dislocation funds designed to invest during periods of market stress. These funds have a focus on stressed and distressed securities, mainly in the United States and OECD countries; the Corporation has committed to invest \$10.0 million to these funds and, at December 31, 2021, the Corporation's remaining commitment to these funds was \$4.8 million. The termination dates of the first and second fund are in 2024 and 2028, respectively, (iv) an investment in a globally diversified portfolio of venture capital funds that also pursues co-investment opportunities; the Corporation has committed to invest \$1.5 million to this fund and, at December 31, 2021, the Corporation's remaining commitment to this fund was \$0.3 million. The termination date of this fund is in 2031, (v) an investment in fund of funds focused on creating a concentrated portfolio of primary and secondary commitments in established and up and coming venture funds, and direct investments in growth stage companies; the Corporation has committed to invest \$1.5 million to this fund and, at December 31, 2021, the Corporation's remaining commitment to this fund was \$0.9 million. The termination date of this fund is in 2035, (vi) an investment in a private equity fund that invests in early-stage growth and durable growth companies in private markets. The Corporation has committed to invest \$0.5 million in this fund and at December 31, 2021, the Corporation's remaining commitment to this fund was \$0.4 million. The termination date of this fund is in 2031, and (vii) an investment in two private equity funds that invest in market leading, rapidly growing internet-enabled, consumer, enterprise software and financial technology companies primarily based in the U.S., China and India. The Corporation has committed to invest \$3.5 million in these funds and at December 31, 2021, the Corporation's remaining commitment to these funds was \$1.5 million. The termination dates for these funds are in 2031.
- 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.

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7. LAND AND FIXED ASSETS

As of December 31, 2021, land and fixed assets consisted of:

Land	\$ 1,913,359
Land improvements	174,158
Building	2,769,692
Computer equipment and software	127,974
Furniture and equipment	299,558
Automobiles	82,615
	<u>5,367,356</u>
Less - Accumulated depreciation and amortization	<u>1,257,301</u>
Net book value	<u>\$ 4,110,055</u>

8. FUNCTIONAL CLASSIFICATION AND ALLOCATION OF EXPENSES

Expenses 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"), which are allocated to functional classifications as follows:

	Decreases in Net Assets Without Donor Restrictions and Grants	Program Services	Management and General
Employee compensation and benefits	\$ 1,431,926	\$ 992,758	\$ 439,168
Operating expenses	567,810	118,801	449,009
Occupancy	134,194	90,674	43,520
Depreciation and amortization	122,537	77,117	45,420
Total decrease in net assets without donor restrictions	<u>2,256,467</u>	<u>1,279,350</u>	<u>977,117</u>
Grants	13,516,458	13,516,458	-
Grants and decrease in net assets without donor restrictions	<u>\$ 15,772,925</u>	<u>\$ 14,795,808</u>	<u>\$ 977,117</u>

Program services expenses 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 expenses of all other activities of the Foundation and PAFPIO that support Program Services ("Management and General"). Expenses are allocated to functional classifications as follows: (i) employee compensation and benefits and depreciation and amortization are allocated by employee based on estimates of time and effort spent by functional classification; (ii) operating expenses are allocated by employee based on estimates of time and effort spent by functional classification or to the Management and General classification for expenses that by their nature are not programmatic expenses; (iii) Occupancy is allocated based on square footage and by employee based on estimates of time and effort spent by functional classification; and (iv) grants are classified as Program Services. The Corporation had no fundraising expenses in 2021.

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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 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, 2021 were as follows:

Beginning balance	\$ 309,370
Additional provision charged to operations	37,457
Recoveries of loans previously provided for in allowance for loan losses	(12,748)
Loans written-off	(189,067)
Foreign currency translation adjustment	(23,220)
Balance, end of year	<u>\$ 121,792</u>

10. COMMITMENTS AND OFF-BALANCE SHEET COMMITMENTS

As of December 31, 2021 the Corporation had approved 21 programs totaling \$14.2 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, 2021 the Foundation signed grant agreements for these programs in the total amount of \$3.2 million.

As disclosed in Note 6, at December 31, 2021 the Foundation had \$11.7 million in commitments to private equity funds. Subsequent to December 31, 2021, the Corporation funded \$2.2 million of these commitments.

At December 31, 2021, PAFPIO had granted guarantees in the amount of \$381,774 to secure the performance of two Polish non-governmental organizations ("NGOs") under grant agreements and loans. The guarantees expire 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.

11. CORONAVIRUS (COVID-19)

On January 30, 2020, the World Health Organization declared the coronavirus outbreak a Public Health Emergency of National Concern and, on March 11, 2020, declared it a pandemic (the "Pandemic"). While the onset of the Pandemic caused a significant decline in the value of the Foundation's investment Portfolio, subsequently, the investment portfolio recovered, and at December 31, 2021 net assets were \$323.93

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million. Actions have been taken around the world and in Poland to help mitigate the spread of the Pandemic including restrictions on travel, quarantines, shelter-in-place orders and forced and voluntary closures of businesses and public places. COVID-19 and actions taken to mitigate it have had and are expected to continue to have a significant impact on the economy of Poland. In practice the Pandemic has had no impact on the Corporation's estimates, operations and assets. Management is continually monitoring the potential impact of COVID-19 on the Corporation.

12. 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. 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, 2021, PAFPIO incurred \$23,206 of income tax expense, which is included in operating expenses in the consolidated statement of activities.

13. SUBSEQUENT EVENTS

The ongoing military conflict in Ukraine and the related sanctions targeted against the Russian Federation may have an impact on the Polish, European and global economy. The Corporation's programmatic activities include programs conducted in Poland that are addressed to representatives, partners, students and professionals from Eastern European countries, the South Caucasus, Central Asia, Ukraine, Belarus and Russia. The Foundation's programmatic activities are financed from returns on its investment portfolio (the "Portfolio"), which does not have any significant direct exposure to Ukraine, Russia or Belarus. However, global financial markets and/or the general economic situation may be impacted, which could affect certain Portfolio related assumptions and estimates which could lead to adjustments to the carrying value of the Portfolio within the next financial year. At this stage, management is not able to reliably estimate the impact as events are unfolding day by day. However, the Corporation's available liquid resources are in excess of spending needs for the next financial year and programmatic activities have not been adversely impacted.

The Corporation has evaluated subsequent events through April 29, 2022, the date the consolidated financial statements were available to be issued and has determined that there were no events requiring consideration as adjustments to, or disclosures in, the consolidated financial statements as of and for the year ended December 31, 2021.

BOARD OF DIRECTORS

* as of June 2022

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

JOSEPH C. BELL

Senior Counsel, 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

ANGELA BRAV

President, Hertz International

ANNA FORMALCZYK

Former President of the Polish Office for Competition and Consumer Protection

GEOFFREY HOGUET

Managing Member, GRH Holdings, LLC

JOHN KASNICKI

Managing Director on the Investment Team, Summit Rock Advisors

KATARZYNA KIELI

President & Managing Director Warner Bros. Discovery Poland and CEO TVN

JERZY KOŹMIŃSKI

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

STEPHEN D. MULL

Vice Provost for Global Affairs, University of Virginia; Former U.S. Ambassador to Lithuania and Poland

KRZYSZTOF PAWŁOWSKI

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

SYLWIA WILKOS

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

MARK BRZEZINSKI - U.S. AMBASSADOR TO POLAND

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MICHAŁ BONI – 2000-2008

COLIN G. CAMPBELL – in 2000

CHRISTOPHER R. HILL – 2010-2022

DAVID NIEMIEC – 2011-2020

CARLA H. SKODINSKI – 2009-2022

JOHN P. BIRKELUND † – 2000-2019

FREDERICK M. BOHEN † – 2003-2013

ZBIGNIEW BRZEZIŃSKI † – 2000-2015

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ROBERT G. FARIS † – 2000-2015

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MANAGEMENT AND STAFF

* as of June 2022

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

Analyst

MACIEJ MAKULSKI

Accounting

GRAŻYNA SKRZYPIEC

Assistants / Administration:

JULIA CHĘCIŃSKA

IZABELA STAWSKA

TOMASZ WOJCIECHOWSKI

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