



POLISH-AMERICAN FREEDOM FOUNDATION



2023 ANNUAL REPORT



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Letter from the PAFF Leadership



Andrew Nagorski
Chairman of the Board
of Directors



Jerzy Koźmiński
President and Chief
Executive Officer

Dear Friends,

We have the pleasure of presenting the Annual Report of the Polish-American Freedom Foundation, which reviews the Foundation's operations in 2023. The final version was drafted in June 2024, after the audit of Financial Statements had been completed.

Three important Polish anniversaries fell in this recent period: it was 35 years since the political transformation started paving the way to freedom, democracy and a market economy in Central and Eastern Europe; 25 years since Poland joined NATO; and 20 years since Poland became a member of the European Union.

All of which offers a perfect occasion to revisit the basic goals that were adopted in 2000 by the newly established Polish-American Freedom Foundation. These goals were aimed at consolidating the outcomes of Poland's 1989 transformation and sharing the Polish experience with other countries of the region. From the very outset our focus in Poland was on the communities and groups that required particular support during the economic transition, especially those in rural areas and small towns. Ever since, two objectives have guided PAFF's domestic programs: leveling the playing field in education while improving education quality overall, and supporting the developmental aspirations of local communities. Between 2000 and 2023 the Foundation channeled more than \$270 million (over one billion Polish zlotys) to fulfill its programmatic mission.

In 2023, as in the year before, we allocated a significant part of our funding to actions for Ukraine, which has been valiantly standing up to Russian aggression for two years now. That included the continuation of the special grant program, "Support for Ukraine", which was launched in 2022. This program aided Polish non-governmental organizations that assisted civilians in Ukraine and war refugees who had fled to Poland. To date, under that program, PAFF has allocated more than PLN 8 million to initiatives that helped deliver direct support to nearly 95,000 Ukrainian refugees in Poland and almost 160,000 people in war-torn Ukraine.

The Foundation's commitment to Ukraine was also clearly visible in other PAFF programs. Our actions were aimed primarily at providing aid to Ukrainian refugees in local Polish communities. So far, the Foundation made a total of PLN 4.7 million available for such projects. The bulk of the support was channeled to organizations working with Ukrainian children and youth.

Significantly, PAFF Program Managers acquired nearly PLN 25 million for Ukraine from foreign donors, mostly from the Save the Children Foundation and PLAN International. These funds were used mainly for initiatives under the Library Development Program and the “School with Class” project.

Regarding the Foundation’s efforts to build and bolster social capital, it is worth noting that the Library Development Program has been scaled up. Since 2008 the LDP has supported rural and small-town public libraries as they have assumed the role of modern, local points of access to information, culture, education, and civic activity. From its outset, the LDP placed particular emphasis on strengthening the competence and skills of librarians along with the prestige of their profession. Up until 2015, the LDP functioned thanks to a partnership of the Polish-American Freedom Foundation and the Bill and Melinda Gates Foundation; the Gates Foundation provided PAFF with a grant of \$31 million for the LDP’s implementation.

The four Library Development Program rounds held to date channeled aid to 4,055 libraries in 1,335 communes, which covers 70% of the LDP target group. More than 12,000 librarians engaged in LDP activities, which included extensive training. As part of the fifth LDP round, another 166 libraries from rural communes and towns with up to 50,000 inhabitants joined the program in 2023. The LDP provided them with assistance in preparing services to aid the integration of Ukrainian refugees with local communities, in organizing workshops and educational events on climate change and natural environment protection to residents under the “Libraries for Climate” component, as well as in providing digital education combined with assistance in improving critical digital literacy.

In December 2023, we concluded the “Relief Fund for Non-Governmental Organizations and Civic Initiatives”, an ad-hoc PAFF program that aimed to assist social organizations in minimizing the impact of the COVID-19 pandemic. Initially, the program targeted a broad range of organizations, chiefly those working with children and youth, seniors, local communities, as well as NGOs which were forced to limit their cooperation with foreign partners. Since 2021 the “Relief Fund” had prioritized education of the youngest learners: initiatives that helped children catch up at school, combat loneliness, and engage youngsters in local actions. Financing of nearly PLN 9 million reached a total of 250 organizations.

PAFF built on its “Relief Fund” experience to launch “Fostering Resilience in Children and Youth” in 2024. This new, pilot PAFF program aims to boost mental resilience in children and youth – to address a challenge that has been growing in Poland and many other countries over recent years.

Poland’s October 15 parliamentary elections were a major event of the past year. In the run-up to the elections, many non-governmental organizations engaged in various initiatives seeking to encourage citizens to vote. It is assessed that these efforts helped significantly fuel the unusually high voting participation, especially among young people. Overall turnout reached 74%.

It is worth noting that ten “PAFF Leaders” alumni ran in the parliamentary elections. Two became members of the Sejm (the lower chamber of parliament): Marcin Skonieczka, Mayor of the Płużnica Rural Commune, and Iwona Karolewska, a Świecie Councilor. In November 2023, at one of its first sessions, the new Sejm appointed Monika Horna-Cieślak, a PAFF Leader, lawyer and co-author of important legal acts on children’s right protection, as Commissioner for Children’s Rights.

One of last year’s events which we were particularly proud of was Olga Tokarczuk’s presence at the premiere of “Treasure,” a movie made by the amateur Locomotive Theater in Świdnik. “Treasure” was produced thanks to “Act Locally” support. The Polish Nobel Prize Winner highly praised the film adaptation of her 1999 play.

Also noteworthy, the “Equal Opportunities” program received the Janusz Korczak Award in 2023. The Janusz Korczak University – Academy of Applied Sciences in Warsaw serves as Award Organizer and honors institutions and individuals who reshape education and foster the rights of children and young people.

As we look forward to new challenges and activity, we extend our deep gratitude to all those who have actively participated in PAFF endeavors during the past year, mainly to our Partners – PAFF Program Managers. We thank them for their initiative, effort, reliability, and highest standards of operations. We convey our warmest thanks to the Members of the PAFF Board of Directors, who have been consistently involved in the Foundation’s development and supported the PAFF Team in their work.



Andrew Nagorski
Chairman of the Board of Directors



Jerzy Koźmiński
President and CEO

New York – Warsaw, June 2024

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Initiatives in Education

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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 stimulating 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 actions.

Between 2000 and 2023, grant competitions addressed to small-town schools and non-governmental organizations funded 1,210 projects to organize school clubs for fans of Anglo-Saxon culture and the English language, 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 song festivals. Children and teenagers were invited to watch English films and take part in lessons with native speakers of English. More than 75,000 pupils and nearly 5,000 teachers participated in the projects directly, and over 200,000 parents and other representatives of local communities were engaged indirectly.

Summer language camps for children and youth are also organized, which attracted nearly 2,000 participants from 2006 to 2023.

“Weekends with English Teaching” are methodology training sessions for English teachers based in towns and villages with populations of up to 20,000. To date, 158 such training sessions have been arranged for a total of 7,200 participants.

19 nation-wide educational meetings – English Teaching Markets – were organized for English teachers and representatives of interested institutions, organizations, schools, and publishing houses; they attracted more than 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. In 2023 over 300 participants took part in the English Teaching Market.

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

FACTS AND FIGURES



1,210 projects were funded through grant competitions addressed to schools and non-governmental organizations in small localities.

THE FOUNDATION HAS DISBURSED

\$9,832,548

including \$251,596 in 2023.

PROGRAM MANAGER:

The Nidzica Development Foundation “Nida”

MORE INFORMATION AT:

englishteaching.org.pl

is the professional development of English teachers from small towns and villages in particular, as well as advocating social activities there.

English teachers who cooperated with the program were provided support in terms of methodology and techniques of remote teaching. Language projects for students were mostly carried out online. ●

EQUAL OPPORTUNITIES

The purpose of this program, initiated in 2001, is to support social initiatives aimed at equalizing 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 established goals, and planning actions to achieve them.

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 fulfilment of the realistic goals they set on their own, help cope with emotions, develop active attitudes and openness, and encourage acting for the benefit of their communities. The projects give young people the opportunity to participate in classes extending beyond the standard educational offer of their schools.

In 2023, the “Large Grants” and “Small Grants” competitions channeled funding to a total of 111 projects. 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 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 implementers of a given undertaking.

The program offer is complete with the Summer School for Young Leaders, whose every edition attracts more than 20 participants of “Equal Opportunities” projects. At the Summer School, young people spend a week of their holidays at workshops where they learn how to plan and implement social actions more effectively, and discover more about civic education.

FACTS AND FIGURES



3,340 projects have been implemented within the program and engaged **153,000 active participants** – involving nearly **516,000 people** indirectly.

THE FOUNDATION HAS DISBURSED

\$18,777,000

including \$729,782 in 2023.

PROGRAM MANAGER:

The Civis Polonus Foundation

MORE INFORMATION AT:

rownacszanse.pl

In the twenty-three years of the program, more than 3,340 projects were carried out with almost 153,000 participants (indirectly: 516,000 people were involved). The program also contributed to the activation and integration of local communities to act for children and youth.

The third round of the „Ready for the Future“ campaign took place in 2023. This initiative seeks to create a space where young people and adults can engage in exchanging experience and knowledge about the daunting challenges facing youth today. This campaign focuses on the mental health of young people, as well as the competencies indispensable to successfully navigating the current labor market. Similar to 2022, the Onet.pl portal acted as media partner, while the Orange Foundation and Martyna Wojciechowska’s Unaweza Foundation took on the role of partner organizations.

The „Equal Opportunities“ program is the winner of the Janusz Korczak Award in the “Institutions and Organizations” category in 2023. The aim of the award, organized by the Korczak University – Academy of Applied Sciences, is to promote Janusz Korczak’s ideas and support changes in education by rewarding institutions and people who are guided by the principle of empowering

children, as well as supporting children and their families in difficult situations, and creating environments favorable to a happy childhood.

The program enables 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 format helps young people learn through experimentation using simple, easily available materials.

Last year saw the twelfth international Young Explorer Clubs Forum held at the Copernicus Science Center in Warsaw. The event gathered over 250 people from Armenia, Georgia, Ukraine, and Poland. The Forum is a contact and experience-sharing platform which promotes the Clubs. Nearly 1,100 units belong to the YEC network; over 200 operate in Georgia.

The Polish Children and Youth Foundation was Program Manager from 2001 to 2020. ●

LEARNING SCHOOLS (LES)

Comprehensive action to improve Polish education, using the 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.

The “LES” training offer involves long-term actions for holistic school development, year-long e-learning courses for teachers, one-day workshops for teaching staff. “LES” has also cooperates with Collegium Civitas to offer Postgraduate Courses for Education Leaders.

“LES” introduces an original quality assurance system into the daily operation of schools, which improves pupils’ learning outcomes. The system is based on formative assessment, a set of learning strategies which constitute the basic tool for working with schools. By encouraging learners and teachers to become partners in learning, the system develops learning skills, strengthens internal motivation, and gives children and youth a sense of authorship. “LES” schools develop ways to perfect teacher performance, monitor results of activities, and share best practices with each other. The “Learning Schools” program improves the effectiveness of teaching and learning, organizing the functioning of a school as a learning institution, increasing the competencies and autonomy of teaching staff, strengthening

the position of headmasters, and ensuring cooperation between the school and its outside environment.

In the course of 23 years, the program gathered some 12,000 schools, of which 1,600 participated in its core operations that aimed to introduce formative assessment. Nearly 200,000 teachers and more than 10,000 school principals benefited from various “LES” components.

With multiple pressures on the Polish education system, e.g. the changes introduced by the National Education Ministry in 2017, the COVID-19 pandemic, and the war in Ukraine which resulted in an influx of refugees to Poland, it became necessary to help school principals and teachers rise to these new challenges. To this end, “LES” added “Resilient School” to its portfolio. The objective behind this new initiative is to create a network of schools, enhance teacher skills, and strengthen the position of headmasters by publishing conclusions of expert analyses, exchanging information, sharing opinions, and presenting best practices in education, learner

FACTS AND FIGURES



12,000 schools have taken part in the program over 23 years. Training sessions offered as part of the “LES” program attracted **200,000 teachers**.

THE FOUNDATION HAS DISBURSED

\$16,357,194

including \$1,034,891 in 2023.

PROGRAM MANAGERS:

The Center for Citizenship Education Foundation
School with Class Foundation (“School with Class”)

MORE INFORMATION AT:

sus.ceo.org.pl

counseling, and organizing work at participating schools. So far, over 3,000 principals and teachers took part in „Resilient School” activities.

The many years of “LES” experience is also 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”. The purpose of these initiatives is to develop competencies which students will need in adult life, by promoting innovative teaching, assessment 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.

PAFF is a partner with the “School with Class” initiative which promotes modern educational solutions among schools and teachers, cutting-edge ITCs, the design thinking method, and the adjustable methodology. The first “School with Class” campaign was kicked off in 2002 and carried out by the Center for Citizenship Education Foundation (the “LES” Program Manager) in cooperation with the “Gazeta Wyborcza” daily. In 2015 the School with Class Foundation took over as organizer. In the past the campaign expanded to include additional initiatives, such as: “Teacher with Class,” “Lego, Cogito, Ago,” “Student with Class,” and “School of Thinking.” In total, “School with Class” has gathered more than 10,000 schools from all over Poland and some 160,000 teachers. ●

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 several leading topics, including: responsible use of the Internet, ecology as well as building and maintaining social relationships. 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 43,600 educational projects have been organized across Poland in about 3,200 schools

FACTS AND FIGURES



43,600 educational projects have been carried out since 2003 in **3,200 schools** all over Poland; they involved **16,000 student – volunteers** and **456,000 pupils**.

THE FOUNDATION HAS DISBURSED

\$8,640,462

including \$390,485 in 2023.

PROGRAM MANAGER:

The Educational Enterprise Foundation

MORE INFORMATION AT:

www.projektor.org.pl

with 16,000 volunteer students, involving more than 456,000 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 pupils 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.

“PROJECTOR – Student Volunteers” closely cooperates with a group of about a dozen accomplished education experts. Among them are: Przemysław Staroń, a psychologist, lecturer, trainer, and educator, Teacher of the Year 2018, the winner of the 2020 Global Teacher Prize; Anna Konarzewska – a teacher, educator, writer and blogger; Agnieszka Jankowiak-Mail, a teacher, educational activist, writer and blogger, the winner of the Irena Sendlerowa Award, and the Grand Press Freedom of Speech Medal. The experts assist student-volunteers in conducting projects, preparing materials and drawing up lesson scenarios.

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 provide an occasion 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.

The program launched actions to support Ukrainian refugees. In 2022 almost 100 student-volunteers engaged in 590 projects for more than 3,000 Ukrainian children at 93 educational facilities (2,600 hours of instruction).

The year 2023 saw a new event: the “Learning since Childhood” congress, combined with an expert meeting and convention of student-volunteers. The congress offered workshops, online lessons, and a discussion panel with teachers, principals, and parents. It sparked active discussions and exchanges of experience and served as a platform for cooperation and analysis of potential actions benefiting children who live in small towns and villages. The turnout exceeded 800 participants.

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

PAFF AND UW SCHOOL OF EDUCATION

School of Education is a joint undertaking of the Polish-American Freedom Foundation and the University of Warsaw, whose curriculum was 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 a place in a UW dormitory.

Daily in-school teaching practice is an integral part of SE teacher training. Students spend time in both academic classes and a school classroom. They observe lessons, co-teach, teach on their own, and take part in meetings of teacher boards and parent-teacher conferences. The experience gained 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 a network of 40 selected schools in Warsaw and vicinity. 100 teachers from these schools regularly participate in workshops and consultation meetings.

SE tutors provide students with one-to-one tutoring. Academic sessions are held in small groups, where major focus is placed on discussing and systematically reflecting on student progress. Tutors have experience with in-school work, are actively involved in the education sector, and offer a range of perspectives: teachers-practitioners, academics, and education enthusiasts. The SE faculty comes from different academic centers

and has undergone training by leading American and European experts in teacher education.

The seventh round (covering the 2022/23 academic year) attracted 24 students who pursued one of the four education paths: Polish studies, mathematics, history and civic education, as well as biology and natural studies.

The PAFF and UW School of Education offers long-term support for more than 200 alumni, also provides assistance in securing a teaching job. Former students have ongoing contact with SE lecturers, regularly refining their methods and sharing teaching experiences. Education facilities that hire the alumni are welcome to benefit from 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. The 2023/24 academic year courses are attended by some 200 people.

Ever since 2023, the program taps into the “Thinking Class” experience. This innovative teaching method was designed by a Canadian math teaching expert, Prof. Peter Lijledahl of the Simon Fraser University in Vanco-

FACTS AND FIGURES



4,000 people attended various online meetings (conferences, training sessions, workshops) in 2023 to learn about School of Education methods and tools for working with students.

THE FOUNDATION HAS DISBURSED

\$8,527,117

including \$1,236,726 in 2023.

PROGRAM MANAGER:

The Foundation of Quality Education

MORE INFORMATION AT:

szkolaedukacji.pl

uver, Canada. After being trained by Prof. Lijledahl, SE mentors hold workshops to introduce this method to all subjects– not just math, but also Polish, biology, etc.

In 2021 the SE faculty started conducting research to scientifically verify this method and related teaching tools used at the School of Education. Tried-and-tested practices are promoted not just at schools but also at other universities and teacher development centers. In

2023 nearly 4,000 participants attended conferences, training sessions, and webinars which showcased SE methods and tools.

The Foundation for Quality Education, established by PAFF in 2014, is responsible for the management and development of the School of Education. ●

THIRD AGE UNIVERSITIES (TAU)

The program, initiated in 2005, aims to promote educational actions that encourage older people to become more active, with particular emphasis placed on their social activity and inter-generational relations. 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 as well as 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, 438 projects have been financed in the 15 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 16th edition is underway, with 19 projects being implemented.

To support Third Age Universities (TAU) 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, Plock, Warsaw, Nowy Sącz, and Katowice. Between 2011 and 2013, 14 regional TAU meetings were granted support. The program is also engaged in other

FACTS AND FIGURES



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

THE FOUNDATION HAS DISBURSED

\$6,429,673

including \$312,222 for the current edition.

PROGRAM MANAGER:

The Association of Creative Initiatives “e”

MORE INFORMATION AT:

seniorzywackji.pl

events important to the TAU movement; the annual Third Age Forum, which was a part of the International Economic Forum in Krynica (now 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. Ten rounds of this project gathered 100 TAUs; the present, eleventh edition includes ten 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 the “School with Passion” Kindergarten Complex in Ostrowiec Świętokrzyski, as well as 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. ●

BRIDGE SCHOLARSHIPS

This undertaking 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, former state farms (PGR) in particular, make the decision to continue their education at universities by awarding them 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 Inter Cars Foundation, and by a coalition of local non-governmental organizations. The program is carried out with organizational help from the National Support Center for Agriculture (formerly the Agricultural Property Agency), and in cooperation with the Professor Bronisław Geremek Center Foundation. So far the Partners have provided nearly PLN 142.5 million for the program. More than 27,000 scholarships have been granted since the beginning of the program, including 19,000 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 153 NGOs in helping more than 6,500 students since 2006.

After several years “Bridge Scholarships” evolved 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 the possibility of receiving 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. 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). From 2011 to 2019, 105 students completed internships in thirteen corporations, including: Boeing, Chevron North America, Citigroup, GE Hitachi Nuclear Energy, MoneyGram, Pittsburgh Glass Works LLC, Raytheon BBN Technologies, Sikorsky Aircraft Corporation, Westinghouse Electric Company, and Discovery Inc. Additionally, thanks to cooperation with the Transatlantic Future Leaders Forum, 41 students completed 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.

FACTS AND FIGURES



27,000 “bridge” scholarships have been awarded since program launch, including 19,000 scholarships for the first year of studies.

THE FOUNDATION HAS DISBURSED

\$28,877,107

including \$1,344,654 in 2023.

PROGRAM MANAGERS:

The Educational Enterprise Foundation
The Good Network Foundation

MORE INFORMATION AT:

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

Surveys conducted among program graduates show that 98 percent believe their bridge scholarship significantly improved their financial standing during their studies. 90 percent of scholarship holders achieve good or very good academic results, 70 percent finish their studies on time, and only 5 percent discontinued their studies.

Under this program PAFF supports the Entrepreneurship Olympics, a joint initiative of the Foundation for the Promotion and Accreditation of Economic Education and the five largest Polish economic universities: the Warsaw School of Economics (SGH), and the Economic

Universities in Katowice, Cracow, Poznań, and Wrocław. The aim of the initiative is to promote entrepreneurship among middle school students across Poland.

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 website (mojestypendium.pl) – the largest Polish website about scholarships.

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

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 non-profit 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. In 2023, 4.4 million users visited the portal, whose database currently contains information about 200,000 Polish NGOs. The system also has an Information Center with a free Infoline at 801-646-719 (more than 4,000 consultations in 2023), plus research papers 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 EU funds and raise their competencies, thus enabling them to apply for these grants with greater success. NGOs were granted support for building partnerships, advocacy, and participating in planning EU 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. In total, nearly 6,300 representatives of almost 4,370 organizations across Poland participated in this training in the years 2000–2023. Training sessions were provided by the Civil Society Development Foundation.

The second component, 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 by more than 9,000 persons, and workshops in NGO management whose important part 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.

For many years, PAFF co-organized the annual Polish meeting of rural organizations in Maróz, which was

FACTS AND FIGURES



4.4 million users visited the ngo.pl portal in 2023. Its database contains information on **200,000 Polish non-governmental organizations**.

THE FOUNDATION HAS DISBURSED

\$16,717,137

including \$828,994 in 2023.

PROGRAM MANAGERS:

The Klon/Jawor Association (“MIS@NGO”)

The Civil Society Development Foundation (“FIMANGO”)

The Academy of Civic Organizations Foundation (“PROMENGO”)

MORE INFORMATION AT:

www.ngo.pl
frso.pl
www.fao.pl

attended by several hundreds of representatives of organizations from various Polish regions. The present format of the initiative has undergone some change. It is now targeting village governors, and cooperates with the Rural Development Foundation.

PAFF also supports regular research on the overall condition of non-governmental organizations' 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.

Grants are awarded in open grant competitions organized once a year at the 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 and now includes 80 organizations in nearly 680 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 15,000 projects have engaged 5.3 million participants, involving over 251,000 volunteers.

Funded initiatives focus on culture and tradition, education, health, ecology, sports, 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 enables the population to learn new skills, better organize themselves, and respond to emerging problems. Local competitions paved the way for implementing projects aligned with thematic pathways. The current edition outlined the following: "Act Locally and in Solidarity with Ukraine", "Act Ecologically", and "Youth Acting Locally". The "Tell Me..." competition is organized for the managers of sup-

FACTS AND FIGURES



5.3 million participants, including 251,000 volunteers, have been involved in the implementation of **15,000 local projects**. Local involvement has always been their common denominator.

THE FOUNDATION HAS DISBURSED

\$20,899,716

including \$1,167,999 in 2023.

PROGRAM MANAGER:

The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

dzialajlokalnie.pl

ported initiatives; it gives awards to the most interesting forms of communicating and promoting the actions taken.

The quality of Act Locally Center work is improved through trainings, workshops, regional meetings, study tours, and webinars which enable the exchange of best 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 together with participants involved in different PAFF programs they 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 the ALC representatives in financial management counseling for smaller local organizations. So far, the program has been completed by 47 representatives of 33 Act Locally Centers.

For several years, actions were also taken under the program to transfer the “Act Locally” 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.

Act Locally Centers are flexible in responding to evolving circumstances and related challenges.

Between 2020 and 2021 funds from grant competitions were transferred to initiatives counteracting the negative effects of the COVID-19 pandemic. 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.

Since 2021, with the expert assistance of WWF Poland, the program operates a thematic grant pathway entitled “Act Locally and Ecologically.” This path helped implement 64 initiatives for nature and climate protection.

In 2022, under a local grant competition, the program opened a new path titled “Act Locally and in Solidarity with Ukraine” to aid projects supporting Ukrainian refugees. The path awarded 201 grants of almost PLN 1mln in total.

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 the social activity of businesses which, together with Act Locally Centers, help introduce permanent changes in local communities. 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, operated since 2012, 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 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 included a Mobile ICT Advisors’ Network. So far they have provided over 9,000 pieces of consultations; almost 15,000 NGO representatives from across Poland benefited from their help.

Mobile Advisors’ support was supplemented by a network of TechClubs. These cyclical meetings of experts, representatives of business, local governments, and

FACTS AND FIGURES



8,200 people participated in Sector 3.0 conferences held in Warsaw in the years 2012-2023.

THE FOUNDATION HAS DISBURSED

\$4,860,170

including \$516,318 in 2023.

PROGRAM MANAGER:

The Information Society Development Foundation

MORE INFORMATION AT:

sektor3-0.pl

academia helped share experience in applying modern technologies. They attracted more than 18,000 people.

Currently, the focus is mainly on delivering knowledge that helps identify potential areas where NGOs can employ ICT. To this end, the Sector 3.0 blog showcases diverse technological solutions that aid the digital transition of NGOs, while the e-learning sektor3-0.pl platform offers online courses since its launch in 2022.

The program also offers funds and expert support for new ICT tools that can be used by non-profit organizations such as the Sector 3.0 Innovation Fund. The Fund channeled support to projects like the TuDu e-volunteering portal, the "Patients for Patients" application for patients with chronic diseases, and the "Search: Induc-

tion Loop" database of locations and events where an induction loop is available for the hearing impaired to enable them to better enjoy social life.

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/civic actions. More than 7,400 people participated in 12 rounds of the Sector 3.0 conference held in Warsaw in 2012-2022. Due to the pandemic, from 2020 to 2022 the Festival was held exclusively online. The 2023 hybrid event attracted more than 800 attendees. ●

LIBRARY DEVELOPMENT PROGRAM

The Library Development Program (LDP) has operated since 2008 to support public libraries across Poland in becoming modernized local points of access to information, culture and education, as well as of social activity. An important part of the program is to increase the competencies of librarians and strengthen the prestige of their profession.

To date 4,221 libraries in 1,385 communes (70% of the target group) received support under five rounds of the program. More than 12,000 librarians have joined LDP activities.

Until 2015 the program was carried out within the partnership of the Polish-American Freedom Foundation

and the Bill and Melinda Gates Foundation. It was part of a broader initiative of the Gates Foundation, "Global Libraries," covering about a dozen countries. In Poland, the Information Society Development Foundation, established by PAFF in 2008, was the manager from the outset of the Library Development Program. The Gates

FACTS AND FIGURES



4,221 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.

THE FOUNDATION HAS DISBURSED

\$7,126,349

including \$511,836 in 2023.

PROGRAM MANAGER:

The Information Society Development Foundation

MORE INFORMATION AT:

biblioteki.org

Foundation entrusted PAFF with a \$31 million grant for the program.

3,808 public libraries from 1,256 communes with populations of up to 20,000 (nearly 60% of the target group) were involved in the program, recruited in three rounds between 2008 and 2015. 10,000 librarians received specialist support in the form of counseling and training, while libraries were equipped with nearly 8,000 pieces of hardware: computers, tablets, printers, multimedia projectors, and other devices. Additionally, libraries received software worth \$18 million provided free of charge by Microsoft. 450 libraries received small grants for expanding their offer aimed at local resident activation. Funds for organizing 1,000 study tours found their way to librarians, who also participated in experience exchange forums such as the annual Library Congress.

The Library Development Program contributed to the emergence of many initiatives for strengthening the entire library system. LDP communication and advocacy efforts led to, among others, the establishment of the National Partnership for Library Development (consisting of more than 100 representatives of different backgrounds), 16 regional partnerships with provincial authorities aiming to promote public library modernization in areas with smaller populations, and local partnerships for library development in more than 300 communes.

In 2008 PAFF signed a cooperation agreement with the Polish 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. Another memorandum was signed with the Ministry of Administration and Digitalization and the Orange company, based on which all public libraries in the country were provided with free Internet access from 2009 to 2015. There were also joint actions carried out with the National Library, provincial public libraries, the Association of Polish Librarians, and numerous non-governmental organizations.

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 by PAFF funds through numerous 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 efforts aimed at benefiting the local community, as well as creation and development of innovation incubators based on library infrastructure. The LABiB initiative is being developed as well: a network of librarian-innovators using the LABiB.pl social portal to popularize best practices in activities held at libraries.

The years 2021 and 2022 saw the launch of the fourth program round financed from PAFF funds. Apart from continuing to work with the entire library network, this edition channeled support to 247 new facilities based in 79 communes. Participating facilities received 20 mon-

ths of training and counselling, equipment, and ample opportunities for exchanging experiences.

In 2023, as part of the currently ongoing fifth round, another 166 facilities from rural communes, rural and municipal communes, and localities with up to 50,000 inhabitants joined the program. The program provides them with assistance in preparing an offer of services aiding the integration of Ukrainian refugees with local communities, delivering non-formal education on climate change and natural environment protection to residents under the “Library for Climate” component,

as well as providing digital education combined with assistance in improving digital literacy.

The program promotes a wide array of socially activating efforts, public consultations and actions aimed at involving the residents concerned in relevant issues. Libraries are flexible in their response to changing needs and emerging challenges. From day one of Russia’s 2022 aggression against Ukraine, libraries have been supporting refugees and reshaping their offer to help refugees become part of the local community. ●

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 effectiveness and transparency of how public funds were used. Additionally, the Chapter assessed the institutional stability of a given organization, its adherence to ethical

FACTS AND FIGURES



300 local media journalists attended training sessions organized as part of the “Media Forum. Local Development” project in 2021 and 2023.

THE FOUNDATION HAS DISBURSED

\$3,517,587

including \$569,638 in 2023.

PROGRAM MANAGERS:

The Local Press Association (The Bolesław Wierzbiański Award)

The Media Forum Foundation (“Media Forum. Local Development”)

The Institute for Market Economics (Civic Congress)

The Pro Publico Bono Competition Foundation (2000-2014)

MORE INFORMATION AT:

gazetylokalne.pl

lokalnemediaworld.org.pl

www.kongresobywatelski.pl

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 managed by the Local Press Association. The 2023 Bolesław Wierzbiański Award went to the editorial staff of “Kronika Beskidzka.”

In 2021, a new undertaking, “Media Forum. Local Development”, was launched based on the experience gained within the competition for the Bolesław Wierzbiański Award. The objective of this 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. Between 2021 and 2023 almost 300 local media journalists attended training sessions organized by the Media Forum Foundation as part of the “Media Forum. Local Development” project.

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 organizations, 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 eighteenth Civic Congress, which took place in 2023 under the heading “Poland – a new beginning”. The Civic Congress’s offer is complete with interactive “Ideas for Poland” newsletters which provide a platform for discussion about issues pertinent to Poland’s national and regional development. Every week the newsletter, containing expert-authored texts, is sent out to subscribers via e-mail. ●

PAFF LEADERS

The objective of this program 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 carried out within various programs of 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 2023, the Polish Parliament appointed Monika Horna-Cieślak (an eighteenth edition alumna) as Commissioner for Children’s Rights. Two PAFF leaders secured mandates in the 2023 parliamentary elections: Iwona Karolewska (a fourteenth edition alumna) and Marcin Skonieczka (a second edition alumnus). A total of 184 PAFF leaders ran for office in the 2018 local government elections, and 83 of them were appointed mayors, town or municipality councilors.

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 about a dozen PAFF leaders and tutors participate in the tours.

Last year more than 100 alumni actively engaged in aiding Ukrainian refugees. In the very first months following

FACTS AND FIGURES



880 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.

THE FOUNDATION HAS DISBURSED

\$6,794,161

including \$401,742 in 2023.

PROGRAM MANAGER:

The Zbigniew Pełczyński School of Leaders Foundation

MORE INFORMATION AT:

programliderski.pl

the Russian aggression against Ukraine, 40 PAFF leaders visited the Polish-Ukrainian border to work with organizations coordinating support for Ukrainians fleeing from the war to neighboring Poland. Also three NGOs, where PAFF leaders were active, received grants for actions connected with coordinating the relocation of refugees in Poland and organizing the work of volunteers receiving refugees from Ukraine.

Last year the cooperation of four organizations – the Kościuszko Foundation, the Pogranicze Foundation, the Folkowisko Association, and the Zbigniew Pełczyński School of Leaders Foundation – resulted in organizing

a series of meetings for young Belorussian leaders. The program prepared young people for taking on leadership roles in their communities, as well as initiating and continuing international cooperation between Ukraine, Belarus, and Poland. Participants took part in workshops, webinars, and study visits to NGOs with experience in implementing cross-border projects.

The program's nineteen editions held to date have resulted in raising the qualifications of more than 880 local leaders from across Poland as well as creating their active nation-wide network, and educating 68 experts in employing the tutoring method. ●

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 and other 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 "Green Leader" program launched by the Foundation and successfully tested in a 2021 pilot version.

The program 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 150,000 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. From 2021 to 2023, nearly 150 participants from 52 communes across Poland joined the program.

The main part of the program involves training and

FACTS AND FIGURES



150 participants from **52 communes** across Poland joined the program in 2021 and 2023.

THE FOUNDATION HAS DISBURSED

\$595,912

including \$270,252 in 2023.

PROGRAM MANAGER:
The Sendzimir Foundation

MORE INFORMATION AT:
zielonylider.org

consulting. Its participants – leaders and their teams – can follow one of the three thematic paths: waste management, local water retention and counteracting droughts, or energy efficiency. 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 these methods and tools to introduce change within the local community and apply for grants from the European Union and

other funds for their own pro-ecological initiatives.

An important component of the “Green Leader” program is The “Green Euro-NGO” Advisors’ network, which is the national information and advisory system on the rules and mechanisms of operating of environment and climate protection funds, mainly from the EU. The network supports NGO’s as well as local government partnership’s leaders in small towns and villages. The support is provided by specialized experts present in all Poland’s regions. The initiative is coordinated by the National Federation of Non-Governmental Organizations. ●

RELIEF FUND FOR NON-GOVERNMENTAL ORGANIZATIONS AND CIVIC INITIATIVES

The objective of the program, launched in March 2020, was 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 had not cooperated with the Foundation before but whose activities match its mission.

The first 2020–2021 edition awarded more than 160 grants to organizations who needed to uphold their pre-

-pandemic institutional and human capacity, as well as adapt to the new reality. As pandemic restrictions were being lifted, the Foundation shifted to minimizing the pandemic impact on NGOs.

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

FACTS AND FIGURES



PLN 8.9 million in grants went to **245 non-governmental organizations** in Poland.

THE FOUNDATION HAS DISBURSED

\$2,837,208

including \$256,047 in 2023.

PROGRAM MANAGER:

The Education for Democracy Foundation

MORE INFORMATION AT:

fed.org.pl/fundusz-pomocowy/

children and young people, primarily those living in villages and small towns, as well as from environments at risk of social exclusion. Therefore the main objective of the competitions held between 2021 and 2023, was to support civic initiatives in the following areas: minimizing learning losses, ensuring security and improving mental and physical health of children and young people, as well as counteracting their social isolation. 85 grants were awarded, mainly to small, local organizations.

In 2022, funds were allocated to eight projects whose participants designed particularly valuable methods

and tools for providing children and youth affected by the pandemic with equal educational opportunities.

Apart from awarding grants, the program held informational webinars, and networking meetings for organizations implementing projects financed by the Fund. Advisory services helped improve project quality. Best educational practices for building mental resilience in children and youth were collected in a publication. All these experiences have led to the designing of a new PAFF program, "Fostering Resilience in Children and Youth", scheduled to be launched in 2024. ●

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 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, as well as non-governmental organizations and institutions that have not previously participated in any PAFF programs. 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), "Seniors in Action", and "Green Leader."

FACTS AND FIGURES



58 PAFF Local Partnerships and 17 partnership start-ups were set up over 8 rounds of the program. They cover 121 communes and municipalities, and involve **1,200 partners.**

THE FOUNDATION HAS DISBURSED

\$3,548,325

including \$193,567 in 2023.

PROGRAM MANAGER:

The Academy for the Development of Philanthropy in Poland

MORE INFORMATION AT:

www.lokalnepartnerstwa.org.pl

Many local residents and volunteers are engaged in the execution of the projects.

In the eight editions held since 2009, 58 PAFF Local Partnerships and 17 partner start-ups have been formed, reaching 121 communes and engaging 1,200 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.

The eighth program edition ran from January 2022 to December 2023, and saw the establishment of eight partnerships and six start-ups, including one for self-established partnerships that implemented smaller-scale projects. Partnership projects included the construction of a "Library Garden" in Nowy Tomyśl and an eco-museum in Bircza, the regeneration of a historical park in Drawsko Pomorskie, creating spaces for non-

-formal education in Oborniki Śląskie and Łubiany, cultivating porcelain-making traditions in Ćmielów, and establishing the Polish-Ukrainian business generator in Wojkowice. January 2024 marked the start of the ninth edition, which is expected to involve the establishment of another seven local partnerships.

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 develop tools to mobilize local communities. They also support creating new partnerships in locations that have not yet been reached by the program. ●

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 them two-semester complementary courses at Polish universities.

The program is currently addressed to candidates from Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, 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 either Warsaw, Cracow, Poznań, Wrocław, or 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 the Kirkland Research Program was launched. This is a one-semester offer of research and scientific in-

ternships 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 2023, the program was completed by 1,033 people who came from 13 countries, including 560 from Ukraine, 180 from Belarus, 67 from Georgia, 69 from Russia, 38 from Armenia, 30 from Kazakhstan, 25 from Moldova, 17 from Kyrgyzstan, 15 from Azerbaijan, 12 from Lithuania, 10 from Slovakia, as well as 5 from Uzbekistan and 5 from Tajikistan.

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. Starting from the 2023/24 academic year the thematic scope of the scholarship was expanded to cover issues related to the reconstruction of war-stricken Ukrainian areas, e.g. urban planning, civil engineering, and forensic science.

After the program's completion, the graduates keep in regular touch between themselves and with their

FACTS AND FIGURES



1,033 people from 13 countries have completed the Lane Kirkland Scholarship Program since 2000. Each year approximately **45 scholars** participate in the program.

THE FOUNDATION HAS DISBURSED

\$17,644,042

including \$820,552 in 2023.

PROGRAM MANAGER:
The Leaders of Change Foundation

MORE INFORMATION AT:
kirkland.edu.pl

Polish 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.

From the very outbreak of the war in Ukraine, launched by Russia's aggression in February 2022, the program provides all Kirkland scholars currently staying in Poland with informational and organizational support. Kirkland's scholars have also been offered assistance in bringing their families to Poland. The Program Team strove to meet all individual and collective needs reported by Ukraine-based alumni. Among others, the program sent medication, medical equipment, and food. To this end, in just two weeks, nearly PLN 100,000 from the Kirkland Program budget was redirected towards humanitarian aid for civilians and coordinating aid efforts in Ukraine.

The Leaders of Change Foundation, Manager of the program, worked together with Kirkland alumni to raise funds and in-kind donations. These efforts enabled the equipping of three ambulances, which were delivered to Ukraine by Kirkland alumni currently residing in Poland.

Many former Kirkland scholars play a pivotal role in Ukrainian public administration, local government units, academia, institutions of culture, NGOs, business, and media. For example, Deputy Prime Minister of Ukraine and Minister of Reintegration of Temporarily Occupied Territories, Iryna Vereshchuk, studied at the National School of Public Administration in Warsaw from 2015 to 2016.

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 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 as well as EU integration with partners from Eastern European countries, the Southern Caucasus, and Central Asia.

The program's open grant competitions award grants 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 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 ongoing basis until the funds earmarked for those activities are exhausted.

Starting from 2021, seasoned non-governmental organizations, i.e. managers of "RITA" projects, are welcome to apply for grants of up to PLN 100,000 under the "RITA – Partnership to Power" competition to continue their work.

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.

FACTS AND FIGURES



1,189 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 2000–2023.

THE FOUNDATION HAS DISBURSED

\$17,951,604

including \$593,758 in 2023.

PROGRAM MANAGER:

The Education for Democracy Foundation

MORE INFORMATION AT:

programrita.org

The portal is also an e-learning platform offering training to Polish and foreign NGOs.

Between 2000 and 2023, “RITA” provided support to 1,189 projects.

In the first days of March 2022, in response to Russia’s aggression against Ukraine and the immediate aid efforts of Polish NGOs, “RITA” opened an ad-hoc “Ukrainian path” in its grant competition. Available organizational and financial “RITA” resources were redirected to the new path. The “Ukrainian path” became part of a newly created, separate “Support for Ukraine” program. Once the “Ukrainian path” was transformed into “Support for Ukraine,” a total of PLN 1.7 million was allocated to ad-hoc projects. ●

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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 22 years old, currently they come from Belarus, Moldova, and Ukraine. Students participating in “STP” meet representatives of the Polish academic community, 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.

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.

FACTS AND FIGURES



10,931 participants, both university students and experts in different fields, took part in the study tours to Poland between 2004 and 2023.

THE FOUNDATION HAS DISBURSED

\$8,351,955

including \$333,523 in 2023.

PROGRAM MANAGER:

The Leaders of Change Foundation

MORE INFORMATION AT:

studytours.pl

After the Maidan events of 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 2023, study tours to Poland were held for 7,007 citizens of Ukraine, including 4,772 professionals and 2,235 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 other institution.

Between 2004 and 2023, a total of 10,931 participants, including 3,728 university students and 7,203 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.

In 2022, due to the Russian aggression in Ukraine, PAFF launched the “STP for Ukraine” initiative with a budget of PLN 900,000. Polish NGOs who had hosted student and professional leader groups in Poland channeled material and financial aid through program alumni to people affected by the war. Aid reached most of Ukraine’s 24 oblasts, including the city and oblast of Kyiv, as well as the oblasts of Lviv, Ternopil, Dnipropetrovsk, Kharkiv, Sumy, and Luhansk.

“Study Tours to Poland” alumni from Ternopil and founders of the Ternopil Science Center, Khrystyna Bilinska

(a public official and social activist) and Mykhailo Syrotyuk (a city councilor), organized a sizable group of volunteers and were actively involved in supporting refugees, among others by delivering material aid. The Science Center in Ternopil was transformed into a local humanitarian aid center.

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 offer involves 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 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, cybersecurity in particular. The 10th WEASA edition titled “Information War And The New Geopolitical Reality” focused mainly on Russia’s war against Ukraine and its impact on the Region, Europe and the rest of the world.

From 2013 to 2023, the eleven WEASA editions attracted 490 people from Eastern Partnership countries and (since 2017) the Western Balkans, including: 47 participants from Armenia, 36 from Azerbaijan, 44 from Belarus, 87 from Georgia, 42 from Moldova, and 135 from Ukraine. ●

SUPPORT FOR UKRAINE

This special grant program was launched by the Polish-American Freedom Foundation in response to the war in Ukraine. It is aimed at assisting Polish non-governmental organizations which provide aid to civilians in Ukraine and refugees fleeing to Poland from the war. To date, PAFF has allocated more than PLN 8 million to the program.

Priority has been given to those NGOs that have well-established cooperation with their partners in Ukraine, as well as those operating in Polish villages and small towns where Ukrainian war escapees were arriving and staying.

Funding is also available for coordinating Polish NGOs' activities for Ukraine and Ukrainian refugees – including cooperation with other institutions and communities.

Under open grant competitions, "Support for Ukraine" provides funding for projects which provide Ukrainian children and youth with education and care during their stay in Poland, and support those staying in Ukraine; deliver legal, civic, professional and psychological aid to Ukrainian refugees in Poland, along with assistance in accessing public services; prevent acts of discrimination and hostility against Ukrainian refugees, counteract disinformation, and provide reliable information about the Ukrainian refugee community in Poland and the situation in Ukraine.

„Support for Ukraine" builds on a special initiative that was launched as part of the „RITA" program. At the beginning of March 2022, in response to the Russian invasion of Ukraine, „RITA" opened an ad-hoc "Ukrainian path" in its grant competition. All organizational and finan-

cial RITA resources available at the time were redirected to the new path. Once "Support for Ukraine" was established, the "Ukrainian path" became part of the newly created, separate program. In March 2022, 422 Polish NGOs presented their initiatives in the competition for grants for intervention projects. The Grant Committee selected 59 projects: 44 implemented in 14 Polish provinces, and 15 in Ukraine. Those projects were aimed at protecting the life and health of the civilian population in Ukraine: evacuation within Ukraine and to other countries, supplying medical and personal protection items, supporting medical staff, humanitarian aid workers, and journalists, equipping and adapting locations that help civilians function under the conditions of war (e.g. buying camp beds, blankets, telecommunication equipment, generators), as well as supporting Ukrainian refugees in Poland, providing them with accommodation, means of subsistence, food, transport, and psychological, legal and informational aid.

The second intervention grant competition, announced in the fall of 2022, was addressed to Polish NGOs that carried out activities improving access of Ukrainian children and young people – both those staying in Poland and those living in Ukraine – to school and non-school education. A total of 96 submissions were filed, and 24

FACTS AND FIGURES



PLN 8 million to support the activities of Polish NGOs carried out in cooperation with their partners in Ukraine, as well as support activities of NGOs in Poland that are aimed at taking care of refugees from Ukraine.

THE FOUNDATION HAS DISBURSED

\$2,354,091

including \$735,515 in 2023.

PROGRAM MANAGER:

The Education for Democracy Foundation

MORE INFORMATION AT:

fed.org.pl/wspieramy-ukraine

projects received funding. Those were aimed at organizing support in the areas of psychology, teaching and child rearing; hiring intercultural assistants at schools; giving learners the possibility of studying their mother language, literature and history in the Polish educational system, holding remedial classes, and assisting Internally Displaced Persons from south-western Ukraine (two projects in Ukraine).

The second program pathway focused on supporting long-term projects. In June 2022, 246 such projects were submitted to the competition. The Grant Committee selected 33 initiatives, which were implemented in 14 Polish voivodeships, while eight projects were conducted in Ukraine. Project actions, continued through July 2023, covered Polish language teaching, psychological aid for refugees staying in Poland and IDPs in Ukraine, career support for disabled IDPs, and preparing intercultural assistants at Polish schools.

Two open calls were conducted for 2023. The first competition, in April, attracted 215 applications; the Grant Committee awarded funding to 29 projects. 19 projects were run in Poland, and 10 in Ukraine. The second grant competition was announced in September; 22 of the 130 submitted projects were selected for funding. 15 initiatives are being carried out in Poland, and seven in Ukraine. The selected projects aim to support war refugees from Ukraine staying in Poland by providing them with legal and public service advisory, psychological aid, as well as assisting Ukrainian children and youth in acquiring formal and non-formal education, and supporting local communities in Ukraine, especially those which accepted high numbers of IDPs. The purpose of several projects is to counteract discrimination and hostility that refugees from Ukraine may be exposed to. One project seeks to combat disinformation and deliver reliable information about the community of Ukrainian refugees in Poland and the situation in 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, 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 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 anticipated social needs. To that end selected social groups and communities are studied – for example village youth, librarians, or NGO employees – and new initiatives are tested. An example is the study on key trends influencing social activities in villages and small towns and their impact on the role of a local leader, carried out in 2019 under the “PAFF Leaders” program. Another example is the analysis of the Library Development Program’s impact on its participants, which compared program libraries with the libraries and communities that did not participate in the program.

Between 2022 and 2023, some analyses and evaluations (including „Act Locally” and the Library Development Program) were aimed at identifying the problems faced by organizations due to the influx of refugees from Ukraine, so as to adjust their actions. As in previous years, MEVA analyses and studies provided the basis for modifying programs and adjusting them to the changing conditions – just as during the pandemic. 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

FACTS AND FIGURES

Between 2022-2023, some analyses and evaluations have been aimed at identifying the problems faced by organizations due to the influx of refugees from Ukraine.

THE FOUNDATION HAS DISBURSED

\$2,829,827

including \$152,328 for in 2023.



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. ●

People, Projects, Initiatives

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EQUAL OPPORTUNITIES

THE JANUSZ KORCZAK AWARD GIVEN TO “EQUAL OPPORTUNITIES”

“The Janusz Korczak Award is particularly close to our hearts, as it promotes ideas that we align with: empowering young people and supporting their rights, as well as creating environments conducive to the development of youth,” said “Equal Opportunities” Program Director Paweł Walecki during the gala held at the POLIN Museum of the History of Polish Jews on May 19, 2023.

The prize aims to advance ideas promoted by Janusz Korczak and support changes in education by distinguishing institutions and individuals who are guided by Korczak’s values and implement them; to create modern and bold educational solutions, consistently empower children and protect children’s rights, support vulnerable children and families, and create environments conducive to a happy childhood.

In 2023 the “Equal Opportunities” program won this award in the “Institutions and Organizations” category.

“This award is a token of appreciation for educational initiatives that are in tune with the Korczak spirit. It rewards local leaders and institutions, integrating and bolstering Korczak’s ideas and Korczak-like environments,” said Professor Barbara Smolińska-Theiss, Chair of the Award Committee.

The Award Committee selects winners in three categories: an organization or institution guided by Korczak’s values; an individual – local leader who implements Korczak’s ideas in practice; and a public person acting for the benefit of children and young people.

“We believe that we should trust and have confidence in young people. The award is a great distinction for our entire community, where “Equal Opportunities” defines our way of thinking about young people, the world, and the role of adults in preparing a young person for adulthood,” said Paweł Walecki.

The Janusz Korczak University – Academy of Applied Sciences in Warsaw serves as Organizer of the Janusz Korczak Award, a unique prize for institutions and individuals who reshape education and foster the rights of children and young people.



The Janusz Korczak Award is particularly close to our hearts, as it promotes ideas that we align with: empowering young people and supporting their rights, as well as creating environments conducive to the development of youth

—
Paweł Walecki
“Equal Opportunities” Program Director

LEARNING SCHOOL (LES)

SUMMER SCHOOL FOR “LES” PRINCIPALS

While pupils enjoy their holidays and teachers relish their summer leave, school principals participate in the Summer Principal School held annually as part of the “Learning School” (LES) program by the Center for Citizenship Education Foundation in early July.

The meeting attracted 130 participants and served as a platform for exchanging experiences and presenting various measures taken at schools. Empathy, in the broad sense, was the theme of the Summer School. Participants benefited from workshops in empathetic school leadership. They reflected on how to promote empathy among learners, as well as introduce empathy to teaching team management and parent-teacher contacts.

The event was hosted by: Aleksandra Cupok-Kokoszka, Deputy Principal of Primary School no. 2 in Świętochłowice, Sylwia Żmijewska-Kwireg, Head of the “Learning Schools” program, and Jędrzej Witkowski, President of the Center for Citizenship Education Foundation.

Professor Jon-Håkon Schultz of the Norwegian Center for Violence and Traumatic Stress Studies gave the opening lecture entitled “How to Support Pupils In Coping With Stress?” By referring to scientific research conclusions, Prof. Schultz presented the situation of children in crisis, and indicated how important a role adults play in reducing anxiety and stress in children.

The “School of Opportunity” panel participants, moderated by Principal Study Program Coordinator, Aleksandra

Kluj, discussed changes to be introduced to schools. The principals explained how to replace traditional parent-teacher conferences with trilateral pupil-parent-teacher meetings, showed why appreciating pupils pays off, and argued that schools do not need bells, and indicated that changes can take root despite not everyone being enthusiastic about them.

The conference ended with a lecture given by Professor Marcin Napiórkowski, who explained that schools cannot effectively address modern challenges without better narratives about education. “It’s been a long time since anything has given me so much hope and optimism on the subject of education than the sight of idea-brimming, experimenting, bold principals who were openly discussing their successes and failures,” was the final sentence of the Professor’s lecture.

PAFF Program Director Marianna Hajdukiewicz summed up the meeting by thanking all participants for a whole year of hard work, as well as an inspiring exchange of experiences in addressing the challenges faced by schools and principals.



It’s been a long time since anything has given me so much hope and optimism on the subject of education than the sight of idea-brimming, experimenting, bold principals who were openly discussing their successes and failures

—
Professor Marcin Napiórkowski
University of Warsaw

PAFF AND UW SCHOOL OF EDUCATION

PAFF BOARD OF DIRECTORS VISITS THE SCHOOL OF EDUCATION

On May 19, 2023 the Polish-American Freedom Foundation and the University of Warsaw School of Education hosted the PAFF Board of Directors. The meeting, attended by Rector of the University of Warsaw, Professor Alojzy Nowak, served as an occasion for presenting the School's unique curriculum.

"We encourage you, ladies and gentlemen, to put on a pair of 'educational glasses' and see what schools, pupils, teachers, and parents look like from our perspective. Today we would like to demonstrate our School of Education's thinking about quality teacher education and its practical applications," with these words School of Education Director, Professor Jolanta Sujecka-Zajac, welcomed the participants. UW Rector, Professor Alojzy Nowak emphasized that this program showcases UW's openness to international cooperation and gives teachers an opportunity to learn about modern teaching methods.

Andrew Nagorski, Chairman of the PAFF Board of Directors, underlined the particular role of schools, teachers, and quality education at a time when children and youth are dealing with the difficulties of the pandemic, remote learning, and the war in Ukraine.

The PAFF and UW School of Education cooperates with many schools of practice, including Primary School no. 1 in Piastów, whose Principal, Urszula Skrzypczak stressed how important the School of Education's support for teachers proved to be during the pandemic and the war. "In times of difficulty, contact with the School of Education turned out to be particularly developing for our teachers. The SE provided them with new methods, e.g. "Thinking Class," and assistance in remote education. The guidebooks created by SE staff on the Ukrainian core curriculum

proved invaluable," Principal Skrzypczak emphasized.

The PAFF and UW School of Education gives its students time to learn under the attentive eye of practitioners and theorists. Kamil Kasprzak, alumnus of the Polish language pathway, underlined that the School of Education offers him tools, specific procedures and methods for supporting male and female pupils.

Olga Stepanova, Belarussian student of the mathematical pathway, explained how her SE education helped her provide support to refugee children. At her foundation, Olga implements the teaching methods she acquired at SE, establishes contacts with pupils, introduces rituals, and uses new techniques for teaching math.

In the next part of the meeting the SE faculty discussed the major challenges they encounter in the Polish education system: Why do children stop liking math so soon? How is the climate catastrophe discussed? How should schools teach critical thinking and combat disinformation in times of artificial intelligence? How to strike a balance between teaching history and fostering specific civic attitudes? And finally, how can schools have a positive impact on the mental health of children and young people? These issues sparked keen interest in PAFF's Directors, who pointed to their universality, as American teachers and academics are asking themselves the same questions.



We encourage you, ladies and gentlemen, to put on a pair of „educational glasses” and see what schools, pupils, teachers, and parents look like from our perspective. Today we would like to demonstrate our School of Education’s thinking about quality teacher education and its practical applications

Professor Jolanta Sujecka-Zajac
PAFF and UW School of Education Director

PROJECTOR – STUDENT VOLUNTEERS

CRITICAL THINKING CAN BE A PART OF EARLY TEACHING (AND LEARNING)

Critical thinking is the key to the future – is the main message of the first “Critical Thinking Since Childhood” Congress co-organized by the “PROJECTOR” program and the “Świat i My(ślimy krytycznie)” project in May 2023. The Mayor of the City of Lublin extended his honorary patronage to the event.

Once instilled in the earliest years of life, critical thinking increases in value as one develops. Critical thinking enables analyzing, challenging, and verifying information, i.e. it equips one with the prerequisites for the modern information-crammed world. Nurtured since childhood, critical thinking accumulates value and enables analyzing, challenging, and verifying information. This process evolves as one gains experience and becomes aware of context and information sources. In today's information-filled world critical thinking supports effective decision-making, unleashing independent thinking and the ability to confront differing perspectives, which is key to being successful in every-day life and dynamic professional environments.

The Congress attracted 32 experts and 18 partners. The “PROJECTOR” Team, composed of teachers, student-volunteers, and education experts, was also present. Nearly 800 children from schools across Poland attended the Congress remotely.

Participants focused on critical thinking as well as participatory education. The Congress summed up two years of the Critical Thinking Academy project and discussed the conclusions drawn from the workshops and the educational model created.

“Our communication is full of hidden assumptions. We should first pull the wool off our eyes, and then start saving the world,” said Przemysław Staroń, teacher and lecturer, winner of the 2018 Teacher of the Year contest, and “PROJECTOR” program expert. Przemysław Staroń encouraged listeners to ask themselves one question at the end of each day: “What hidden assumption did I make when I listened to others throughout the day?” “It's time to start with ourselves and check what mind traps we fall right into. Let us pay attention to the reasoning behind our beliefs and the assumptions we hear,” indicated Przemysław Staroń.



Our communication is full of hidden assumptions. We should first pull the wool off our eyes, and then start saving the world

Przemysław Staroń

teacher and lecturer, and “PROJECTOR” program expert.

THIRD-AGE UNIVERSITIES – SENIORS IN ACTION

“CRAZY BABKI” SPREAD THE SONG

In small Orla in Podlasie, a group of women seniors called “Crazy Babki” fire up others with their passion for singing. This amateur artistic group is supported by “Futurum,” a Foundation acting for social integration and leveling the playing field in education for children and youth. “Crazy Babki” initiated a project aimed at integrating and strengthening their band through professional instruction.

The project is animated by Walentyna Suszcz, a member of two organizations of the Orla Communal Library: the Senior Club and the 60+ Women Coder-Developer team, and Karina Jaroszewicz, a cultural institution director and social activist. Both believe that music not only “soothes the savage beast” but also unites generations.

Thanks to the support of professional instructors “Crazy Babki” stepped up their activity and now give concerts more frequently. The project brought concerts to orphanages, local public nursing homes, as well as individual shows to dependent seniors whose health condition prevents them from participating in local culture.

“‘Crazy Babki’ established a ‘musical emergency service’ for those who cannot partake in cultural events. We organize special private concerts for such people: outside their house, on a bench... We sing and make merry, we give them joy,” explained Karina Jaroszewicz, “Crazy Babki” Artistic Director.

“Crazy Babki” are living proof that women seniors are active, have passions, and know how to share them with the local community. Apart from concerts, “Crazy Babki” held singing workshops for seniors and children, meetings where local vocal traditions were discussed, and old songs and folk ditties were written down, and where participants learned to sing contemporary songs.

The “Crazy Babki Spread the Song” project, implemented in 2023 as part of the “Seniors in Action” grant competition, proves that music knows no age limits. This project is an inspiring story of how passion for singing can transform a community and inspire others to discover talents of their own. Irrespective of age, everyone has something to offer. “Crazy Babki” are the perfect example that age is only a number.



‘Crazy Babki’ established a ‘musical emergency service’ for those who cannot partake in cultural events. We organize special private concerts for them: outside their house, on a bench... We sing and make merry, we give them joy

—
Karina Jaroszewicz
“Crazy Babki” Artistic Director.

ACT LOCALLY

PREMIERE OF OLGA TOKARCZUK'S "TREASURE" SCREEN ADAPTATION WITHIN "ACT LOCALLY"

The Wałbrzych-based Appollo cinema hosted the official premiere of "Treasure" movie, attended by Olga Tokarczuk. The Nobel Prize Winner highly evaluated the film adaptation of her 1999 play.

The Amateur "Locomotive" Theatre from Świdnik produced the movie. It was directed by Andrzej Łagoda, theater founder, who co-authored the script with Michał Łagoda.

Film production was made possible by funding provided by PAFF's "Act Locally" program, managed by the Academy for the Development of Philanthropy in Poland. A group of Locomotive Theater enthusiasts secured PLN 6,000 for their project in the "2021 Act Locally" competition organized by Act Locally Center – the Granica Association in Lubawka. The initiative succeeded in attracting local donors as well, among others, Marciszów Commune, and Edyta and Aloiz Gillmaier.

"Treasure," the novel, is set in the 1960s in Nowa Ruda, while the movie unfolds in modern times. The main character, Krysia Popłoch, is a local smart dresser and bank clerk whose father hunts treasures left behind by Germans. Krysia dreams of far-away travel and finding the love of her life.

The "Locomotive" Theater had already gathered some experience in adapting the Nobel Prize Winner's work

for the screen. In 2020, thanks to an "Act Locally" grant, the Theater staged "Żurek" based on the novel of the same title. Initially, the Locomotive Theater intended to stage "Treasure" as well, but their plans were thwarted by the pandemic. They thus decided to make a movie.

Granica Association representatives, volunteers who supported the making of the film, project partners, and representatives of the Academy for the Development of Philanthropy in Poland participated in the event. "Olga Tokarczuk's work is largely rooted in the 'local' – local stories, local characters whom she sees from her perspective and through her incredible sensitivity. Director Andrzej Łagoda, who also leads a local organization, consistently follows this lead," said Paweł Łukasiak, President of the ADPP.

"Treasure" shows that local communities can create valuable artistic works that can reach a wider audience. This project is an inspiring story about the power of community, passion for art, and the possibilities created by local action.



Olga Tokarczuk's work is largely rooted in the 'local' – local stories, local characters whom she sees from her perspective and through her incredible sensitivity

—
Paweł Łukasiak

President of the Academy for the Development of Philanthropy in Poland

PAFF LEADERS

MONIKA HORNA-CIEŚLAK: PAFF LEADER APPOINTED AS COMMISSIONER FOR CHILDREN'S RIGHTS

The Sejm and the Senate of the Republic of Poland approved the appointment of Monika Horna-Cieślak as Commissioner for Children's Rights. The new Commissioner, alumna of the "PAFF Leader" program, has protected children's rights ever since she turned nineteen. That is her life's mission and passion.

She is a lawyer who calls herself: "a social activist." She provides legal counsel to young people experiencing mental, physical, and sexual violence. She is also active in other areas of children's rights, such as education, equality and access to psychological care.

She sits on the Human Rights Committee of the Polish Bar Council, serves as head of the Children's Rights Section, and is a member of the Committee for cooperation with courts at the Regional Bar Council in Warsaw. She is also a tutor in the Council of Europe's HELP program.

Monika Horna-Cieślak has co-authored several important legal acts on children's rights, in particular the Act on the Protection of Minors (the so-called Kamilek of Częstochowa Act) and the act that improved access to psychologists for young people without the consent of their legal guardians. She co-wrote all these bills with young people.

It was young people who, because they saw her as an expert in children's rights, initiated and endorsed her

as a candidate for Commissioner of Children's Rights. She also had the support of youth organizations, such as: the Autism Team Foundation, the Informed Youth Club of Autism Team Foundation, Teenage Asylum, the Pro Aperte Foundation, Future for Youth. The Polish Bar Council also recommended Monika Horna-Cieślak and supported her candidacy.

"Monika gave her whole heart and most of her life to the youngest. She pushed for the law that gave young people under 18 the space to seek psychological assistance without the consent of a legal guardian. Monika often burned the midnight oil to write that document," said Angelika, a leader of Teenage Asylum, a support group for young people in mental crisis.

As she explained in a Polsat News interview: "Young people have changed completely - they are well informed about how the society works, they want to be active citizens of our Polish community". The newly elected Commissioner for Children's Rights wants her Office to become a place for "dialog, meetings, and problem-solving".



Young people have changed completely - they are well informed about how the society works, they want to be active citizens of our Polish community

—
Monika Horna-Cieślak
Commissioner for Children's Rights,
PAFF Leader

THE LIBRARY DEVELOPMENT PROGRAM

HOW DO LIBRARIES HELP? THE 14TH NATIONAL LIBRARY CONGRESS

November 2023 saw the 14th National Library Congress being held under the motto “How Can I Help?”. The hybrid event attracted nearly 600 participants and took place in the Public Library in Piaseczno.

The event was opened by Joanna Lempart, PAFF Program Director, and Jacek Królikowski, President of the Information Society Development Foundation. Both speakers underlined that in recent years libraries had not just achieved specialization in delivering aid, but also initiated many such efforts.

Journalist Aga Kozak conducted the studio interview entitled “How to Provide Useful And Quality Help?” with Professor Paweł Łukow of the University of Warsaw and cultural expert Oksana Liubenko, a participant of the “University of Warsaw for Ukraine” project. Together they reflected on how to provide help and organize support in line with best practices and with respect; whether there is such a thing as a Code of Good Helping, and also how to receive assistance.

The winners of the Olga Rok competition for women librarians, the initiators of unconventional activities in libraries, were interviewed by her granddaughter Anna Rok. Magdalena Boczkowska of the Gustaw Daniłowski Municipal Public Library – Zagłębie Multimedia Library in Sosnowiec won the main prize in the “Larger Library” category. Beata Rogalska of the Communal Public Library

in Krypno Kościelne won the main prize in the “Smaller Library” category.

Congress guests also participated in workshops on library aid activity. Katarzyna Dąbrowska held the on-site workshop entitled “How to Care For Yourself While Helping Others?” At the same time, online participants could listen to Filip Jędruch of the “Sector 3.0” program interviewing his guests.

As a summary of the Congress, Aga Kozak interviewed Monika Zuber, a woman pastor and theologian, about motivation and supporting others wisely.

“Libraries play a pivotal role in organizing help by responding to evolving needs. Therefore, at the Congress we discussed not just various forms of support for others, but also preventing burn-out in those who deliver support. I am also glad that we could honor the winners of the Olga Rok Librarian Contest, as these women boldly reshape their communities”, said Joanna Lempart, PAFF Program Director.



Libraries play a pivotal role in organizing help by responding to evolving needs. Therefore, at the Congress we discussed not just various forms of support for others, but also preventing burn-out in those who deliver support

—
Joanna Lempart
PAFF Program Director

PAFF LOCAL PARTNERSHIPS

W.P.A.R.K. OR WOJCIESZKÓW ACTIVITY, RECREATION AND CULTURE SPACE

Known for its rich history, Wojcieszków Commune in the Lubelskie Province, the holiday destination of Henryk Sienkiewicz, opened a new chapter in 2023. Thanks to a PAFF Local Partnership the local park has been converted into the Wojcieszków Activity, Recreation and Culture Space (W.P.A.R.K.).

The partnership aimed to reclaim the park for its local residents, along with its valuable traditions. In the past the Suchodolski and Plater families took strolls down its alleys.

“Never before in Wojcieszków’s history did 20 partners engage in a single initiative and devote their precious time to its implementation,” claimed Project Coordinator Kamil Zbietka, adding that he had not expected cooperation to be so successful and effective.

Members of the Wojcieszkowo Partnership jointly designed the concept behind the project, which covered a range of actions and investments. Among others, they planned for hardening park alley surface as well as installing trashcans and lighting. Along park alleys emerged educational paths, eight wooden educational and historical boards, and 12 benches which refer to the

manor-like nature of the area. Four outdoor games were also designed. A mural telling the story of this place was created on a wall of the Wojcieszków School Complex. The next step was to create space for social integration – a gazebo with a fireplace.

Numerous partners, most important, the Communal Public Library, the School Complex, and Wojcieszków residents, readily joined in.

Thanks to Wojcieszków residents and the partnership, an attractive leisure spot now attracts younger and older residents. The neglected, derelict and shunned park regained its former glory and is now a hallmark of Wojcieszków. Wojcieszków gained a tourist attraction and space for organizing various sports, cultural, and integration events.



Never before in Wojcieszków history did 20 partners engage in a single initiative and devote their precious time to its implementation

—
Kamil Zbietka
Project Coordinator

SECTOR 3.0

LITTLE BROTHERS OF THE POOR
RECEIVE THE SECTOR 3.0 AWARD

Little Brothers of the Poor, an association active in Poland since 2002, was awarded the Sector 3.0 prize. For a decade now the prize has featured Polish social organizations that effectively use ICTs in their operations.

“The prize aims to disseminate and support best examples of NGOs using digital tools and new media in practice”, explained Radosław Jasiński, PAFF Program Director and Chair of the Sector 3.0 Award Committee.

The winner received a grant of PLN 40,000 for operations aligned with its bylaws and promotional support for nationwide actions aimed at the Polish third-sector community.

Little Brothers of the Poor has its offices in Warsaw, Poznań, Lublin, Wrocław, Kraków, Łódź, Pruszków, Świdnik, Gniezno, Tarnów, and Legionowo, and runs the PRESENCE program, where volunteers regularly visit seniors to forge unique bonds with lonely elderly residents.

The Association applies modern technologies and digital tools to implement PRESENCE. Particularly noteworthy

are the mbU Zone application, which helps communicate about volunteer activity; a Chatbot on Facebook Messenger, which handles questions about the Association's activity; the CiviCRM, a CRM database that collects contact details of all organization stakeholders; and the mbU shared drive, which enables safe storage of documentation.

In previous years, the Sector 3.0 prize went to: the Wdzielni Foundation (2013), the Itaka Foundation (2014), the Katarynka Foundation (2015), the TUS Foundation (2016), the Empowering Children Foundation (2017), Stowarzyszenie Inicjatyw Możliwych Rzeczjasna (the Rzeczjasna Association of Obviously Feasible Initiatives) (2018), Citizens Network Watchdog Poland (2019), the Virtual Dream Foundation (2020), the Demagog Association (2021), and the Homo Faber Association (2022).



The prize aims to disseminate and support best examples of NGOs using digital tools and new media in practice

Radosław Jasiński

PAFF Program Director,
Chair of the Sector 3.0 Award Committee

PRO PUBLICO BONO

ALICJA MOLENDĄ. WHY “MEDIA FORUM.
LOCAL DEVELOPMENT”?

“A well-thought-out training agenda with well-known experts like journalists Ewa Ewart and Magdalena Rigamonti was the magnet that attracted participants. I carefully listened to the discussions of young radio and podcast hosts. My group was very involved and creative; we’re still in touch”, said Agnieszka Molenda, a participant-turned-lecturer at “Media Forum. Local Development.”

“Media Forum. Local Development” is part of the “Pro Publico Bono” program of the Polish-American Freedom Foundation managed by the Media Forum Foundation. It is aimed at the professional development of local media journalists by improving their competencies through training sessions held by experienced Polish and local media journalists, and other experts.

Alicja Molenda is the creator and publisher of the “Przełom” weekly and the przelom.pl portal. She graduated in Slavic philology from Jagiellonian University and completed a post-graduate course in press law and intellectual property at the same university.

Drawing from her rich professional experience, Alicja Molenda has, for many years, supported journalists and media development in Poland and abroad. She worked

in Ukraine, Belarus, Georgia and Moldova, as well as Tajikistan and Kyrgyzstan, as a trainer and an expert in journalistic projects implemented by the East Europe Democratic Center, the Democratic Society East, the Lech Wałęsa Institute, and the Local Press Association.

This time she showed up at “Media Forum. Local Development” workshops as a lecturer. She shared her knowledge and experience about print-net synergies, methods of attracting recipients online and learning more about their behavior. During the workshops she encouraged participants to use artificial intelligence to accelerate the process of planning and illustrating press materials. “We are discussing the role of SEO, how algorithms work, how social media impact editorial offices”, explained Alicja Molenda.



A well-thought-out training agenda with well-known experts like journalists Ewa Ewart and Magdalena Rigamonti was the magnet that attracted participants

—
Alicja Molenda
journalist



RELIEF FUND FOR NON-GOVERNMENTAL ORGANIZATIONS AND CIVIC INITIATIVES

“FRIENDLY NUMBER”. HELPLINE FOR FAMILIES AND CHILDREN

The Society of Children’s Friends in Elbląg initiated the “Friendly Number” project: a helpline seeking to support children and their families. The organization focuses on protecting children’s rights, as well as providing multi-faceted aid for children and their families, especially those residing in rural and socially marginalized areas.

This project was made possible by the PAFF “Relief Fund” and serves those who need assistance in resolving problems connected with the functioning of a child in a family, peer or school environment. The project creates a place to which one can turn to when experiencing conflict, problems with addiction, crises that hamper daily functioning, as well as being a contact point for victims and witnesses of violence. Every caller is treated with respect and understanding.

Specialist helpline support is especially needed in crisis situations, such as those ushered in by the COVID-19 pandemic. Experts use the helpline to provide specialist help in restoring balance to the life of many. The helpline targets not just those experiencing difficulties, but also families that do not require long-term care, as they cope with every-day life.

“Most conversations stem from an inability to make a decision, non-assertiveness and loneliness in difficult situations”, explained Tomasz Kozieja, a psychologist who works on call at the helpline.

The qualified and flexible team of volunteers, ready to work without pay, plays a key role in operating the helpline. Candidates undergo a five-module course based on earlier consultations provided through the helpline.

Knowledge of the local social service market and aid institutions, as well as establishing a network of closely cooperating entities proved to be a vital aspect of the project. As a result, specialists are available with assistance to particularly vulnerable people.



Most conversations stem from an inability to make a decision, non-assertiveness and loneliness in difficult situations

—
Tomasz Kozieja
psychologist

THE LANE KIRKLAND SCHOLARSHIP PROGRAM

FROM A CONCEPT TO NATIONAL HERITAGE. KIRKLAND SCHOLARS TRANSLATE THE STORY OF THE CHURCH OF PEACE

It is a pleasure to present another achievement of Kirkland alumni. The Wrocław Kirkland group, together with alumna Irina Tkeshelashvili, prepared and recorded a translation of a text about the Holy Trinity Church of Peace in Świdnica, which is on the UNESCO World Heritage List, into Azerbaijani, Belarusian, Georgian, and Ukrainian.

Authors of the translations: Tatsiana Haiduk, Irina Tkeshelashvili, Arsen Yatsenko, and Suliddin Baghirov, were awarded the title of “Church of Peace Ambassadors.” This special distinction underlines their contribution to promoting the cultural and historical heritage of the Church of Peace.

Thanks to the translation, tourists from Azerbaijan, Belarus, Georgia, and Ukraine can learn about the history of the Church in their native languages. The Church of Peace has been on the UNESCO World Heritage List since 2001, and attracts many tourists every year. The Church hosts numerous cultural events, concerts and plays.

The official handover of translated texts and recordings to the Holy Trinity Church of Peace in Świdnica took place in July 2023, in the presence of Świdnica Presi-

dent Beata Moskal-Słaniewska, Świdnica Vice-President Szymon Chojnowski, Bishop Waldemar Pytal, parish priest of the Evangelical-Augsburg Church in Świdnica, Consul General of Ukraine in Wrocław Jurii Tokar, Azerbaijani Consul Kamran Mammadov, as well as representatives of the Leaders of Change Foundation Urszula Sobiecka, Kirkland Program Director, and Joanna Pietrzak, Kirkland Program Coordinator.

“We watch with pride as the energy and creativity of our alumni contribute to the development of world cultural heritage. This is proof that the Kirkland Program not only educates leaders, but also inspires them to act for cultural heritage and communities”, said Agnieszka Mazur, PAFF Program Director.



The Kirkland Program not only educates leaders, but also inspires them to act for cultural heritage and communities

—
Agnieszka Mazur
PAFF Program Director

REGION IN TRANSITION (RITA)

SUPPORTING THE DEVELOPMENT OF MODERN EDUCATION IN PHYSICAL THERAPY IN GEORGIA

In cooperation with the Order of the Camillian Brothers, in 2023 the Spine Foundation implemented a project supporting the development of modern education in physical therapy in Georgia as part of the “Region in Transition” (RITA) program.

The project sought to support disabled persons in Georgia by sharing the knowledge and experience of Polish physical therapists and trainers.

Project activities were performed in Tbilisi, at the Camillian Medical Rehabilitation Center, and in Udabno Village, where direct and free physical therapy care was provided.

The project enabled the establishment of a new partnership with the Udabno.org Foundation. Twelve physical therapists received training, twelve patients of the Camillian Center benefited from consultations. Project actions also included a palpation anatomy course. The Center was equipped with a training script, anatomy models, and equipment for working with patients – all purchased from project funds.

Training sessions are intended as part of a multi-stage educational process. Drawing from the experiences

accrued during the previous visit at the Center and the first round of training, the Spine Foundation designed a consistent training plan that takes into account the specific nature of the Center, patient needs, preferences of physical therapists, and Georgian customs.

“Long-term project outcomes are already tangible, as the quality of physical therapy and health of patients at the Center have improved, as has the daily functioning of caretakers of disabled family members”, explained Agnieszka Świczka, Management Board Member of the Education for Democracy Foundation, which is the “Region in Transition” Program Manager.

The project will be continued at a branch of the Camillian Center in Ahalcyhe. Physical therapists from the Ahalcyhe branch will be welcome to enhance their competencies by partaking in the project follow-up.



Long-term project outcomes are already tangible, as the quality of physical therapy and health of patients at the Center have improved, as has the daily functioning of caretakers of disabled family members

Agnieszka Świczka

Management Board Member of
the Education for Democracy Foundation

STUDY TOURS TO POLAND (STP)

STUDY VISIT OF UKRAINIAN FIREFIGHTERS TO POLAND

For many years Poland has been sharing its experience with firefighter-volunteers in Ukraine. Amid Russian aggression, the security of Ukrainian gromadas (communes) cannot rely solely on professional firefighter and police structures. The need to involve volunteers is becoming increasingly obvious.

Polish Volunteer Firefighting Brigades (OSP) are the largest and best-organized NGO network that brings together more than 800,000 firefighters serving in 16,000 units. OSP has a long history. Several units take pride in having a track record of more than 150 years. Today, OSP consists of well-organized groups of trained volunteers equipped with cutting-edge equipment, ready to step in when natural disasters, fires or other emergencies occur.

Ukraine has the Association of Ukrainian Firefighters and Rescuers, which aims to initiate and support volunteer firefighting in this country. On the organization's initiative and with the support of the Ukrainian State Emergency Service, the "Study Tours to Poland" program brought 12 Ukrainian Firefighting Association members to Poland in February 2023. The agenda of the visit covered a presentation of Polish OSP activity, discussing

OSP organization, financing, legal regulations, firefighter training, the OSP scope of duties and competencies, also social involvement and the role of OSPs in the life of communes and local environments, as well as providing OSPs with equipment and OSP cooperation within the National Fire and Emergency System.

The group visited OSPs in Zielonka, Wesoła, Niepokalanów, Ożarów Mazowiecki, Grodzisk, Żelechów, Skuły, Mińsk Mazowiecki, and Nadarzyn. "Each OSP has its individual character. Together, however, they show how important and much needed firefighter-volunteers are in Poland, and how useful such structures can prove to be in Ukraine during and after the war. This study visit demonstrated how important it is to exchange experience and engage in international cooperation in security and rescue services", explained Mirosław Skórka, "Study Tours to Poland" Program Director.



Each OSP has its individual character. Together, however, they show how important and much needed firefighter-volunteers are in Poland, and how useful such structures can prove to be in Ukraine during and after the war

—
Mirosław Skórka
"Study Tours to Poland" Program Director

SUPPORT FOR UKRAINE

“ACADEMIC INVINCIBLE POINT” IN KHARKIV

The bombing of Kharkiv, a city with a population of 1.5 million, started on February 24, 2022, together with the Russian invasion of Ukraine. “Kharkiv citizens suddenly faced unceasing and indiscriminate bomb raids”, said Donatella Rovera, Amnesty International’s Senior Crisis Response Adviser.

The “Academic Invincible Point” is a shelter created in the Kharkiv State Academy of Physical Culture in 2023 as part of the “Support for Ukraine” program, thanks to the cooperation between the University Sports Association of the University of Economy in Bydgoszcz and the Kharkiv Academy.

The project intended to secure rooms in the Kharkiv Academy of Physical Culture to provide a safe environment for schooling even during an air raid threat. The Academy has rooms in its basement that serve students, Academy faculty and Kharkiv residents as a shelter during bombardment.

The room covered by the project has been thoroughly refurbished and equipped with furniture, teaching aids, and an Internet connection so that education can be provided even during an air strike alarm.

“To us, this is much more than renovation and equipment. To us, it is proof that the world, Poland, and you, friends, have not forgotten about Kharkiv; that we are not alone in this fight”, said Professor Viacheslav Mulyk, Rector of the Kharkiv Academy of Physical Culture.

The shelter opening ceremony was held in December 2023 and attended by Martyna Bogaczyk, President of the Management Board of the Education for Democracy Foundation, which is the “Support for Ukraine” Program Manager, and Rector Viacheslav Mulyk. “We do not limit ourselves to protecting the lives of our students. Of course, life is the highest value, but thanks to you we can also provide them with development opportunities”, remarked Kateryna Melnyk, Coordinator of “Support for Ukraine” in Ukraine.



To us, this is much more than renovation and equipment. To us, it is proof that the world, Poland, and you, friends, have not forgotten about Kharkiv; that we are not alone in this fight

—
Professor Viacheslav Mulyk
Rector of the Kharkiv Academy
of Physical Culture.

Consolidated Financial Statements

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**Polish-American
Freedom Foundation**
**Consolidated Financial Statements as of and for
the year ended December 31, 2023, 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, 2023, and the consolidated statement of activities, and consolidated statement of cash flows for the year then ended, and notes to the consolidated 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, 2023, 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 Consolidated 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 the Code of ethics.

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

Other Matter

The Company's financial statements for the year ended December 31, 2022 were audited by another auditor who expressed an unqualified opinion on those statements on April 28, 2023.

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 Corporation 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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Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

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 ISAs 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 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 business activities within the Corporation to express an opinion on the Consolidated financial statements. We are responsible for the direction, supervision and performance of the 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 identified during our audit.

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Deloitte Assurance Polska spółka z ograniczoną odpowiedzialnością sp. k. (formerly: Deloitte Assurance sp. z o.o.)

Warsaw, April 29, 2024

POLISH-AMERICAN FREEDOM FOUNDATION
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31, 2023

ASSETS

ASSETS:

| | |
|--|---------------------------|
| Investments, at fair value (Notes 3 and 6): | |
| Common and Preferred Stocks | \$ 17,658,223 |
| Exchange Traded Fund - S&P 500 Stock Index | 23,521,044 |
| Public Mutual Fund – Fixed Income | 16,958,935 |
| Alternative Investments | 177,598,748 |
| Private Mutual Fund – Equity | 23,826,588 |
| Cash and cash equivalents (Notes 3 and 5) | 14,217,156 |
| Investment redemptions receivable | 8,310,654 |
| Land and fixed assets, net (Note 7) | 3,975,325 |
| Loans, net of allowance for loan losses (Note 9) | 4,918,775 |
| Prepaid expenses and other assets | <u>9,566,817</u> |
| Total assets | <u>\$ 300,552,265</u> |

LIABILITIES AND NET ASSETS

LIABILITIES:

| | |
|---------------------------------------|---------------------------|
| Grants payable (Note 3) | \$ 8,634,059 |
| Accounts payable and accrued expenses | <u>248,378</u> |
| Total liabilities | 8,882,437 |
| NET ASSETS (Note 2): | |
| Without donor restrictions | <u>291,669,827</u> |
| Total liabilities and net assets | <u>\$ 300,552,265</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, 2023

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|-------------------------------|----------------------------|----------------|
| Changes in net assets: | | | |
| Increases in net assets: | | | |
| Interest and dividend income | \$ 2,076,454 | \$ - | \$ 2,076,454 |
| Decreases in net assets: | | | |
| Employee compensation and benefits | 1,636,473 | - | 1,636,473 |
| Operating expenses | 801,493 | - | 801,493 |
| Occupancy | 169,428 | - | 169,428 |
| Depreciation and amortization | 127,758 | - | 127,758 |
| Total decrease in net assets | 2,735,152 | - | 2,735,152 |
| Grants (Note 3) | (12,250,317) | (16,404) | (12,266,721) |
| Grants and decrease in net assets without and with donor restrictions | (12,909,015) | (16,404) | (12,925,419) |
| Net realized gain on investments (Note 6) | 20,831,924 | - | 20,831,924 |
| Net unrealized appreciation on investments (Note 6) | 18,264,875 | - | 18,264,875 |
| Net currency remeasurement gain (Note 3) | 1,123,734 | - | 1,123,734 |
| Total increase/(decrease) in net assets | 27,311,518 | (16,404) | 27,295,114 |
| Net assets, beginning of the year | 264,358,309 | 16,404 | 264,374,713 |
| Net assets, end of the year | \$ 291,669,827 | \$ - | \$ 291,669,827 |

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, 2023

| | Without Donor Restrictions | With Donor Restrictions | Total |
|--|-------------------------------|----------------------------|----------------------|
| Cash flows from operating activities: | | | |
| Increase/(Decrease) in net assets | \$ 27,311,518 | \$ (16,404) | \$ 27,295,114 |
| Adjustments to reconcile increase/(decrease) in net assets to net cash provided by/(used in) operating activities: | | | |
| Net realized gain on investments | (20,831,924) | - | (20,831,924) |
| Net unrealized appreciation on investments | (18,264,875) | - | (18,264,875) |
| Net currency remeasurement gain | (1,123,734) | - | (1,123,734) |
| Provision for loan losses | 98,000 | - | 98,000 |
| Depreciation and amortization | 127,758 | - | 127,758 |
| Increase in accrued interest on loans | (15,153) | - | (15,153) |
| Increase in accrued interest on investments | (2,883) | - | (2,883) |
| Increase in investment redemption receivable | (8,310,655) | - | (8,310,655) |
| Increase in prepaid expenses and other assets | (9,495,070) | - | (9,495,070) |
| Increase in accounts payable and accrued expenses | 39,848 | - | 39,848 |
| Decrease in grants payable | (459,771) | - | (459,771) |
| Net cash used in operating activities | <u>(30,926,941)</u> | <u>(16,404)</u> | <u>(30,943,345)</u> |
| Cash flows from investing activities: | | | |
| Proceeds from sales/redemption of investments | 57,919,384 | - | 57,919,384 |
| Cost of investments purchased | (30,021,004) | - | (30,021,004) |
| Loans disbursed | (4,478,654) | - | (4,478,654) |
| Proceeds from loan repayments | 4,259,402 | - | 4,259,402 |
| Purchase of fixed assets | (35,502) | - | (35,502) |
| Net cash provided by investing activities | <u>27,643,626</u> | <u>-</u> | <u>27,643,626</u> |
| Effects of exchange rate changes on cash and cash equivalents | <u>1,670,541</u> | <u>-</u> | <u>1,670,541</u> |
| Net decrease in cash and cash equivalents | (1,612,774) | (16,404) | (1,629,178) |
| Cash and cash equivalents, beginning of year | <u>15,829,930</u> | <u>16,404</u> | <u>15,846,334</u> |
| Cash and cash equivalents, end of year | <u>\$ 14,217,156</u> | <u>\$ -</u> | <u>\$ 14,217,156</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, 2023

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-Amerykanski Fundusz Pozyczkowy 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 to the Foundation as a grant. 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 according to two classes of net assets: (i) net assets without donor restrictions, which may be expended for any purpose, and, (ii) net assets with donor restrictions, which are net assets subject to donor-imposed stipulations that must be expended in accordance with those stipulations. At December 31, 2023, the entire balance of net assets was classified as net assets without donor restrictions and the Corporation had 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.

POLISH-AMERICAN FREEDOM FOUNDATION NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS AS OF DECEMBER 31, 2023

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 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, Exchange Traded Fund - S&P 500 Stock Index 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,

POLISH-AMERICAN FREEDOM FOUNDATION NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS AS OF DECEMBER 31, 2023

Exchange Traded Fund - S&P 500 Stock Index 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.

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, 2023, 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

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, contributions are reported as income in the consolidated statement of activities in the period (i) the contribution is made, and/or (ii) the grant agreement between the Corporation and the donor is signed. In 2023 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.

POLISH-AMERICAN FREEDOM FOUNDATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2023

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 as net currency remeasurement gain or (loss).

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, 2023, the total fees paid to all Polish directors and the Chairman amounted to \$99,078.

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 PAFPIO 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, 2023, 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 originally recorded as unrestricted net assets and, beginning in 2018, was recorded as net assets without donor restrictions

POLISH-AMERICAN FREEDOM FOUNDATION NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS AS OF DECEMBER 31, 2023

when the Corporation implemented FASB Accounting Standard Update 2016-14, Presentation of Financial Statements of Not-for-Profit Entities. According to the terms of the final amendment to the Grant Agreement, the Grant Agreement terminated upon the Fund's dissolution on December 27, 2011 except that certain provisions survived termination, including that the U.S. Government may require the Foundation to return the assets received from the Fund, together with any earnings generated thereby, to the U.S. Treasury if the U. S. Government determines that the Foundation has provided grants to or otherwise financed certain prohibited activities.

5. MANAGEMENT OF LIQUID RESOURCES

The Foundation relies on returns on its investment portfolio (the "Portfolio") and PAFPIO relies on interest income from loans to support spending for operations, which are the costs incurred to carry out the mission of the Foundation and the mission of PAFPIO. The Foundation has adopted an investment policy to govern the management of the Portfolio, which includes a spending policy that provides that annual spending, which includes grants, operating expenses and capital expenditures, 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 \$14.2 million held in cash ("Year-End Cash"). Approximately 95% of the Foundation's spending is in Polish zlotys. Included in Year-End Cash is approximately 7 months of zloty spending in zlotys. In addition, \$58.1 million of the Corporation's investments at fair value have daily liquidity.

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, 2023 is presented in the table below:

| | Cost | Fair Value | Accumulated Unrealized Appreciation |
|---|-----------------------|-----------------------|---|
| Investments Categorized According to the Fair Value Hierarchy: | | | |
| Common and Preferred Stocks | \$ 11,228,487 | \$ 17,658,223 | \$ 6,429,736 |
| S&P 500 Stock Index Exchange Traded Fund | 18,188,962 | 23,521,044 | 5,332,082 |
| Public Mutual Fund – Fixed Income | 16,863,334 | 16,958,935 | 95,601 |
| Investments Measured at NAV: | | | |
| Alternative Investments | 125,987,094 | 177,598,748 | 51,611,654 |
| Private Mutual Fund - Equity | 9,752,993 | 23,826,588 | 14,073,595 |
| | <u>\$ 182,020,870</u> | <u>\$ 259,563,538</u> | <u>\$ 77,542,668</u> |

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2023

The net unrealized appreciation (depreciation) and net realized gain / (loss) on investments for the year-ended December 31, 2023 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 | \$ (3,588,584) | \$ 8,918,703 |
| Exchange Traded Fund - S&P 500 Stock Index | 4,559,952 | - |
| Public Mutual Fund - Fixed Income | 754,437 | (431,123) |
| Fixed Income Securities | 5,537 | - |
| Investments Measured at NAV: | | |
| Alternative Investments | 12,499,256 | 12,344,344 |
| Private Mutual Fund - Equity | 4,034,277 | - |
| | <u>\$ 18,264,875</u> | <u>\$ 20,831,924</u> |

Set forth in the table below are the Corporation's investments as of December 31, 2023, 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 NAV | Total |
|--|--|-----------------------|-----------------------|
| Investments Categorized According to the Fair Value Hierarchy: | | | |
| Common and Preferred Stocks | \$ 17,658,223 | \$ - | \$ 17,658,223 |
| Exchange Traded Fund - S&P 500 Stock Index | 23,521,044 | - | 23,521,044 |
| Public Mutual Fund - Fixed Income | 16,958,935 | - | 16,958,935 |
| Investments Measured at NAV: | | | |
| Alternative Investments | - | 177,598,748 | 177,598,748 |
| Private Mutual Fund - Equity | - | 23,826,588 | 23,826,588 |
| | <u>\$ 58,138,202</u> | <u>\$ 201,425,336</u> | <u>\$ 259,563,538</u> |
| % of total | 22.4% | 77.6% | 100.0% |

For the year ended December 31, 2023, the Foundation's investments, net of external and direct internal investment expenses had an annual rate of return of 15.72%.

Included in other assets as of December 31, 2023 is \$9.5 million of the Corporation's cash, which was held in the subscription account of one of the Corporation's existing alternative investments until accepted by the fund, which occurred on January 1, 2024. This fund pursues a long-only equity strategy by investing in companies located in the United States, internationally and in emerging markets. This fund has quarterly liquidity with a 30-day redemption notice period. This investment is valued using the NAV provided by the investment vehicle manager and is classified as level 3 in the fair value hierarchy.

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2023

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 | \$ 173,512,292 | \$ 19,792,311 | \$ 193,304,603 |
| 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 | 24,843,600 | 4,034,277 | 28,877,877 |
| Purchases | 2,036,385 | - | 2,036,385 |
| Sales | (22,793,529) | - | (22,793,529) |
| Closing balance | <u>\$ 177,598,748</u> | <u>\$ 23,826,588</u> | <u>\$ 201,425,336</u> |

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, 2023:

| | Fair Value | Redemption Frequency | Redemption Notice Period | |
|---|-----------------------|-----------------------------------|-----------------------------|-----|
| <u>Alternative Investments:</u> | | | | |
| Multi-strategy | \$ 37,427,401 | Quarterly / over four quarters | 65-75 days | (a) |
| Emerging markets | 10,490,894 | Monthly | 15 business days | (b) |
| Long/short equity | 24,273,677 | See note | 45-90 days | (c) |
| Long Only | 82,127,560 | See note | see note | (d) |
| Private equity | <u>23,279,215</u> | Not able to redeem | Not applicable | (e) |
| | 177,598,748 | | | |
| <u>Private Mutual Fund – Equity:</u> | | | | |
| International | <u>23,826,588</u> | Monthly | 10 business days | (f) |
| | <u>\$ 201,425,336</u> | | | |

There are no unfunded commitments to the Corporation's investments other than commitments totaling \$9.6 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, 2023.

- 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. Redemptions may be made quarterly and over four quarters at a rate of 25% of NAV per quarter for 70% and 25% of this category, respectively.

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2023

- 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. Redemptions may be made monthly.
- c) Long/short equity: This category includes two alternative investment funds that pursue long/short equity strategies that invest in equities focused on the global technology, media and telecommunications sectors (25% and 75% of this category). Redemptions may be made quarterly and annually for 25% and 75% of this category, respectively.
- d) Long Only: This category is comprised of seven investments that pursue the following investment strategies:
- I. three funds invest in companies in the industrial, consumer discretionary, and healthcare sectors,
 - II. one fund invests primarily in U.S. equities,
 - III. one fund invests in companies located in the United States, internationally and in emerging markets,
 - IV. one fund invests in international large-cap companies, and
 - V. one fund invests in small cap growth companies.

Redemptions may be made monthly and quarterly for 42% and 46% of this category, respectively. Redemptions may be made on December 31, 2025 upon 150 days prior notice and as of each 36-month anniversary thereafter upon 150 days prior notice for 12% of this category.

- e) Private equity: The Corporation has invested in thirteen 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, 2023, the Corporation's remaining commitment to both funds was \$0.4 million. The termination dates of the first and second fund are in 2024 and 2025, respectively,
 - II. investments in four private equity funds that invest in expansion and growth-stage healthcare investments primarily in the specialty pharmaceuticals, therapeutic/pharma services, medical technologies and healthcare services sectors; the Corporation has committed to invest \$14.0 million to these funds and, at December 31, 2023, the Corporation's remaining commitment to these funds was \$5.7 million. The termination dates of these are in 2025, 2029, 2032 and 2032, 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, 2023, the Corporation's remaining commitment to these funds was \$2.5 million. The termination dates of the first and second fund are in 2024 and 2028, respectively,

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2023

- 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, 2023, the Corporation's remaining commitment to this fund was \$0.5 million. The termination date of this fund is in 2031,
- V. an investment in a 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, 2023, the Corporation's remaining commitment to this fund was \$0.2 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, 2023, the Corporation's remaining commitment to this fund was \$0.3 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, 2023, the Corporation's remaining commitment to these funds was \$0.2 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 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 markets. Redemptions may be made monthly.

7. LAND AND FIXED ASSETS

As of December 31, 2023, land and fixed assets consisted of:

| | |
|--|---------------------|
| Land | \$ 1,913,359 |
| Land improvements | 174,158 |
| Building | 2,769,692 |
| Computer equipment and software | 135,477 |
| Furniture and equipment | 317,789 |
| Automobiles | 87,908 |
| | <u>5,398,383</u> |
| Less - Accumulated depreciation and amortization | <u>1,423,058</u> |
| Net book value | <u>\$ 3,975,325</u> |

POLISH-AMERICAN FREEDOM FOUNDATION
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2023

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 without and with donor restrictions and decreases in net assets without and with donor restrictions in the Consolidated Statement of Activities ("Decreases in Net Assets without and with Donor Restrictions and Grants"), which are allocated to functional classifications as follows:

| | Decreases in Net Assets: | Program Services | Management and General |
|---|-----------------------------|----------------------|---------------------------|
| Decreases in Net Assets Without Donor Restrictions: | | | |
| Employee compensation and benefits | \$ 1,636,473 | \$ 1,107,945 | \$ 528,528 |
| Operating expenses | 801,493 | 196,889 | 604,604 |
| Occupancy | 169,428 | 106,523 | 62,905 |
| Depreciation and amortization | 127,758 | 78,911 | 48,847 |
| Total decrease in net assets without donor restrictions | <u>2,735,152</u> | <u>1,490,268</u> | <u>1,244,884</u> |
| Grants: | | | |
| Without Donor Restrictions | 12,250,317 | 12,250,317 | - |
| With Donor Restrictions | 16,404 | 16,404 | - |
| Grants and decrease in net assets | <u>\$ 15,001,873</u> | <u>\$ 13,756,989</u> | <u>\$ 1,244,884</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 to functional classification by employee based on estimates of time and effort spent by functional classification; (ii) operating expenses are allocated to functional classification (a) by employee based on estimates of time and effort spent by functional classification or (b) to the Management and General classification based on actual expenses incurred for expenses that by their nature are not programmatic expenses, ; (iii) Occupancy is allocated to functional classification based on square footage and by employee based on estimates of time and effort spent by functional classification; and (iv) grants are classified in the Program Services functional classification.

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

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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, 2023 were as follows:

| | |
|--|-------------------|
| Beginning balance | \$ 142,787 |
| Additional provision charged to operations | 98,000 |
| Recoveries of loans previously provided for in allowance for loan losses | (9,358) |
| Loans written-off | (54,117) |
| Foreign currency translation adjustment | 23,572 |
| Balance, end of year | <u>\$ 200,884</u> |

10. COMMITMENTS AND OFF-BALANCE SHEET COMMITMENTS

As of December 31, 2023 the Corporation had approved 20 programs totaling \$16.6 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, 2023 the Foundation signed grant agreements for these approved programs in the total amount of \$5.6 million.

As disclosed in Note 6, at December 31, 2023 the Foundation had \$9.6 million in commitments to private equity funds. Subsequent to December 31, 2023, the Corporation funded \$0.2 million of these commitments.

11. WAR IN UKRAINE

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 economies. 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.

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.

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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, 2023, PAFPIO incurred \$32,998 of income tax expense, which is included in operating expenses in the consolidated statement of activities.

13. SUBSEQUENT EVENTS

The Corporation has evaluated subsequent events through April 29, 2024, 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, 2023.

BOARD OF DIRECTORS

* as of June 2024

ANDREW NAGORSKI – CHAIRMAN

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 FORNALCZYK

Former President of the Polish Office for Competition and Consumer Protection

SARA GAY FORDEN

Best-selling author and experienced journalist, Team Leader for Legal DC, Bloomberg News

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

Film producer and director, President of the Moondragon Film, academic teacher in social and political studies

MARK BRZEZINSKI - U.S. AMBASSADOR TO POLAND

Honorary Guest of the Board of Directors

FORMER MEMBERS OF THE BOARD OF DIRECTORS:

MAREK BELKA – 2000-2010

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

JOHN H'DARMS † – 2000-2002

ROBERT G. FARIS † – 2000-2015

ALEKSANDER KOJ † – 2000-2010

NICHOLAS A. REY † – 2000-2009

MANAGEMENT AND STAFF

* as of June 2024

President and Chief Executive Officer

JERZY KOŹMIŃSKI

Chief Operating Officer

Head of the Representative Office in Poland

GRZEGORZ JĘDRYS

Program Directors:

RADOSŁAW JASIŃSKI

JOANNA LEMPART

MARIANNA HAJDUKIEWICZ

AGNIESZKA MAZUR

Treasurer and Chief Financial Officer

Secretary to the Board of Directors

NORMAN E. HASLUN III

Senior Consultant

C. DOUGLAS ADES

Program Officers:

MIROSŁAW 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

JULIA SOWA

IZABELA KOPCZYK (*maternity leave*)

TOMASZ WOJCIECHOWSKI

POLISH-AMERICAN FREEDOM FOUNDATION

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New York, NY 10177, USA

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