



OTEM COLLECTIVE

2024 Annual Report

Letter from the Executive Director

And those twelve stones, which they took out of the Jordan, Joshua set up at Gilgal. And he said to the people of Israel, "When your children ask their fathers in times to come, 'What do these stones mean?' then you shall let your children know, 'Israel passed over this Jordan on dry ground.'"
—Joshua 4:20-22

The twelve stones set up at Gilgal marked a defining moment for the people of Israel—they were a reminder of God's power and provision. These stones pointed back to the God who had brought them out of Egypt, led them through the wilderness, and now, at last, was bringing them into the Promised Land.

As I look back on 2024, I see our own "stones of remembrance" that show God's provision for Otem Collective:

- **We hired our first Ugandan staff member**, a significant step toward local leadership and sustainability.
- **We launched Parent Support Groups in Kole District**, empowering caregivers and families to thrive.
- **We registered as an organization in Uganda**, solidifying our presence and paving the way for future growth.

Each of these milestones reminds me that we, too, have not done this alone. God has been with us every step of the way, guiding us and providing exactly what we needed to accomplish His work—including people like you!

As you read through this report, my hope is that you will see God's provision and power in every story, statistic, and life impacted. May these pages serve as a reminder of how far we've come—and a call to trust Him for all that lies ahead.

Thank you for being part of this journey. Together, we are reshaping the way the world cares for orphaned and vulnerable children and building a future where every child grows up in the love and safety of a family.

For families,



Kristen Marks

About Otem Collective

Our Work

Around the world, there are an estimated **8 million children** living in orphanages or other forms of residential care. In Uganda, 80% of these children have at least one living parent. Poverty, not lack of family, is the main reason for family separation. Without the resources they need, families are forced to turn to orphanages to care for their children.

Otem Collective is on a mission to reshape the way the world cares for vulnerable children —by placing families at the heart of the solution rather than relying on the residential care model. We work to **strengthen families** to care for their children and to **reunite families** by helping orphanages shift towards family-centered care.

Our Mission is to strengthen families and communities to care for vulnerable children.

Our Vision is to see a generation of Ugandan children raised in families, breaking the cycle of family separation and poverty.

2024 Leadership



Kristen Marks
Executive Director



Bruno Odur
Uganda Project Coordinator



Jaimee Brown
Board Chair



Jacob Land
Board Treasurer



Scott Marks
Board Member



Johnny Outing
Board Member



Harrison Porter
Board Member



Kimberly Reiff
Board Member

Strengthening Families

Parent Support Groups

After months of relationship-building, a thorough baseline assessment, and program planning, 2024 marked a significant milestone as we launched Parent Support Groups (PSGs) in four villages in Kole District, Northern Uganda, in partnership with our Ugandan partner, AMACOD. These PSGs are designed to equip parents with the tools they need to build strong, healthy families. Through weekly meetings, parents receive training in effective parenting skills, learn about child development, and connect with others facing similar challenges. The groups provide a supportive community where parents can share experiences, encourage one another, and grow together. To further empower families, we introduced Village Savings and Loan Association (VSLA) training, preparing them to launch savings groups in early 2025. Additionally, we established a new partnership with Agrisol, a seed company, who provided PSG participants with high-quality seeds and agricultural training, teaching best practices in farming to improve food security and create sustainable livelihoods. Together, these initiatives are building a brighter future for families in Kole District.



90

**Parent Support Group
participants**

4

Villages served

104

**Hours of training
provided**

Strengthening Families

Parent Support Groups

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There is no training that has been as beneficial to me as the Parent Support Groups. I would like to appreciate Otem Collective for this training because it has helped me to be a better parent.

-Stella, PSG Participant

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“Before this training, my life was a mess because I didn't love myself. I also didn't know how to love my children. My husband and I were very violent towards the children. However, because of this training, I have learned how to have a good relationship with my children and my husband. My children used to wake up in the morning and prepare themselves and go to school on their own. Now, I wake up in the morning and have conversations with my children before they go to school and help them get ready. When they come back from school, we do house chores together with a lot of love and now there's happiness in my family and in my marriage.”

-Lillian, PSG participant



Scan the QR code to watch more stories of impact from Kole District!

Strengthening Families

Trust-Based Relational Intervention®

Trust-Based Relational Intervention® is an attachment-based, trauma-informed intervention that is designed to meet the complex needs of vulnerable children. TBRI® is designed to help lead children who have experienced adversity, early harm, toxic stress, and/or trauma towards hope and healing. In partnership with Daniel Kaggwa of Alliance for Uganda Without Orphans, we continued Trust-Based Relational Intervention® (TBRI®) trainings around Uganda. In addition to Caregiver Trainings, we partnered with Daniel on a week-long TBRI® Children's Camp, attended by children from six districts in Uganda. Prior to the camp, the 61 camp counselors were trained in TBRI®, enabling them to implement these principles with the children. The camp was packed with brain science lessons, discussions on stress and trauma, fun games and competitions, skits to showcase learning, and of course, a campfire!

312

Parents and caregivers trained in TBRI®

399

TBRI® Children's Camp participants



I was raised up in a dysfunctional family. My parents do not get along, and I felt neglected and traumatized at home. When I heard about the TBRI® Children's Camp, I really wanted to go and be surrounded by other children. Through the teachings at the camp, I learned that **I was important** and **I wasn't alone**. These teachings brought back happiness in my life. I never thought I would smile again.

I am grateful that my life is changing positively. I learned how to be closer to God through prayer, how to connect with my friends, and how to pray for my parents as well. I now believe that I am important, and with a positive mindset, I can become successful in life.

-13-year-old Children's Camp Participant

Reuniting Families

Orphanage Coaching

Providing technical support and coaching to orphanages is at the heart of our mission to ensure every children grows up in the nurturing environment of a family. It involves guiding orphanages through the complex process of transitioning from residential care to family-based care. This process includes coaching orphanage staff on critical skills such as family assessments, creating individualized care plans for each child, and identifying safe and supportive family placements. By equipping orphanage leaders with the knowledge, resources, and expertise they need, we aim to create a smooth transition where children are embraced by families that can meet their unique needs and provide the love and support they deserve.

- * Trained and engaged 36 residential care leaders on family-based care models and best practices in transitioning to family solutions for children.
- * Provided individualized coaching on family-based care to one orphanage, home to over 100 children.
- * Helped coach an all-day simulation training at Christian Alliance for Orphan's (CAFO) annual conference for organizations interested in transitioning to family-based care. Twenty-nine people participated in the 8-hour training.
- * Served as a coach for a CAFO workshop focused on taking practical first steps toward transitioning from residential care.
- * Began a working relationship with Catholic Care for Children in Uganda, which has 44 children's homes that want support transitioning to family-based care.

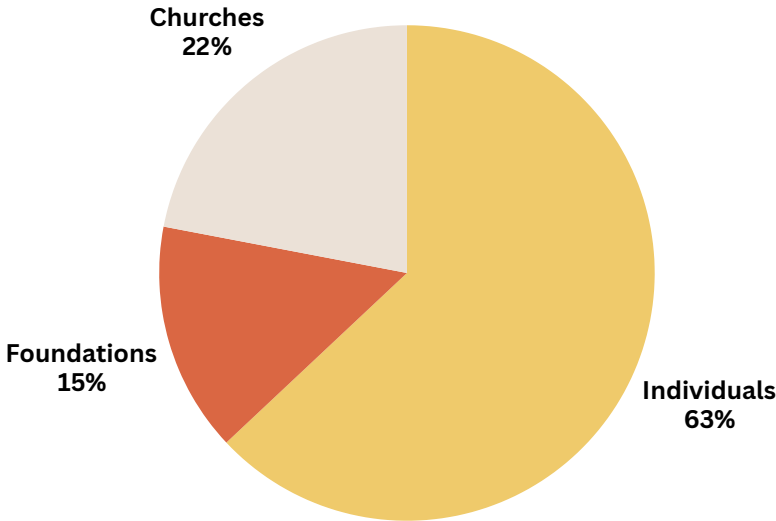


Christian Alliance for Orphans Training

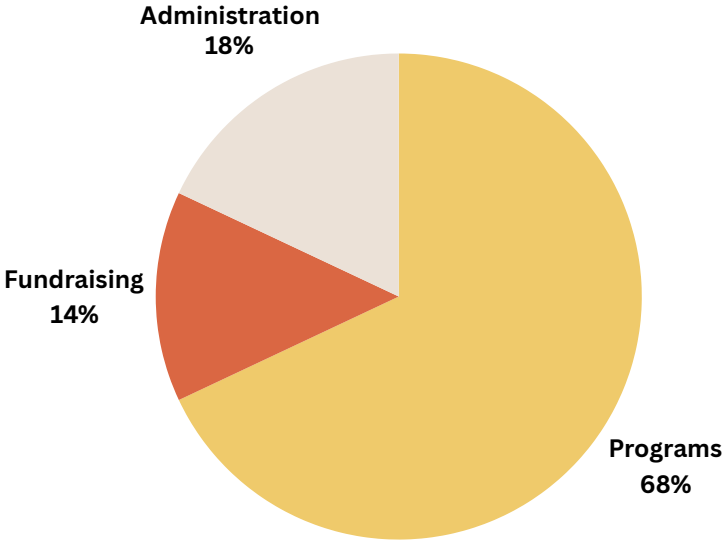
Financial Summary

2024 Donations: \$136,070

*We had a 64% increase
in donations this year!
Thank you for giving!*



2024 Expenses: \$112,049



This work would not happen without you.

We're so grateful for your heart to strengthen families.
Thanks for what you do to make this a world where every child grows up in a safe, stable, and secure family!



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