



2022 IN REVIEW
OUR ANNUAL REPORT

Contents

Introduction	3
About Friends of The Plaster House	4
2022 in Review	
• Meet the Children	5
• Fundraising Tour	6
• Tanzania Immersion Trip	6
• Financials	7
Looking Ahead	
• The Duck	8
• The Five Year Plan	9
• The Expansion	10
Our Teams	
• Our Board	11
• Our Team	11
• The Plaster House Team	12





2022 was a year of significant change at The Plaster House in Arusha, Tanzania.

Friends of The Plaster House worked closely with the Arusha leadership to help effect this change and we continued to support their vision that no child in Tanzania lives with a treatable disability.

2022 was also our biggest fundraising year for The Plaster House! You, our supporters, increased your donations to an all-time high of \$903,714. We grew our number of supporters by 13%.

Additionally, in **2022** we succeeded in securing two significant grants, one of \$100,000 and another of \$333,000.

Within this report we not only highlight the accomplishments and changes of 2022, we set forth the transformations which took place and continue to evolve for The Plaster House in Arusha. We have reprinted within Sarah's newsletters detailing the transformation.

The Plaster House is a nonprofit organization transforming the lives of children with disabilities in Tanzania. What began as a subsidized surgical program has grown into a one-of-a-kind, inpatient medical center, providing “high-love, low-cost” treatment to children living with clubfoot, cleft lip and palate, skeletal fluorosis, hydrocephalus and spina bifida, and other treatable conditions.

The outreach program spreads the word about the availability of quality, affordable care to the most remote corners of Tanzania, destigmatizing disability and bringing over 700 children to The Plaster House each year. They facilitate a life-changing journey for every child who comes to the door, progressing through successive stages of healing, including preoperative care, corrective surgery, and postoperative rehabilitation.

To promote long-term health outcomes, The Plaster House offers safe and sanitary housing, skilled medical care, child-centered occupational and physical therapies, education, and nutritious meals.

Their unique model emphasizes love and acceptance to heal the whole child and build the self-esteem and confidence necessary to leave The Plaster House ready to thrive, attend school, engage in community, and gain meaningful employment as an adult.

Friends of The Plaster House shares The Plaster House vision that no child in Tanzania should live with a treatable disability. Together we strive to provide a low-cost, high-love center where children can receive the best care, including proper nutrition, rehabilitative activities and love.



Meet Some of the Children Whose Lives You've Changed

Nadia is 4 years old. She is a charming girl, both playful and talkative. When she was only five months old, her left foot was burned in a fireplace. She was never taken to the hospital due to location and financial challenges. Nadia was treated using traditional medicine but was left with a deformed left foot which does not fit into shoes. Because of this, she walked barefoot. Our plastic surgeons treated her burn scar contracture and now she is able to wear shoes and walk to school.

Adin is 15 years old. He is a hard-working boy at both home and school. He wants to be a teacher someday so he can help educate his community. He loves football but he had to stop playing because his legs curved. Adin had been scheduled for surgery to help correct both of his legs but his parents could not afford the treatment cost. They asked The Plaster House for help and we did just that.

Zayne is 2 years old. He was born with bilateral clubfoot which his parents tried to correct at a rural clinic when he was just two weeks old. They went through casting for over four months but only the left leg was corrected successfully. He continued to walk with a lot of challenges due to the deformed right foot. His parents hoped they would one day find the money to finish up Zayne's treatment. The Plaster House made this possible.

Aminah is 17 years old. When she was three years old she had a sciatic nerve injury to her right leg which caused her to acquire clubfoot. Her aunt couldn't afford to seek treatment for her making the condition worsen with years. This made walking difficult. Through our outreach program we learned of Aminah's difficulty in walking and the need for her to get her foot corrected. They traveled for over 16 hours to get to The Plaster House where Aminah was able to receive the treatment she needed.

CONDITION	# OF CASES
Clubfoot	168
Cleft lip and palate	69
Fluorosis	204
Other orthopedic	112
Other (including ENT)	30
Osteomyelitis	21
Burn scar contractures	52
Evaluation	358
TOTAL	1014

Fundraising Tour 2022

Sarah Rejman visited San Francisco, Denver, Minneapolis, and Seattle for the Spring Into Action Tour in early 2022. We are grateful for all the individuals and churches who hosted events, raising a total of \$34,000 for Friends of The Plaster House.

A very special thank you to Bill and Sandie Brown, Saint Peter's, St. Kate's, Adam Bakker, Amy and Steve Dunlop, Jenn Myers & Ben Gardner, St. Andrew's and Cross of Christ for hosting us.

Gail Gettler, President of the Board, and Anna Eby visited the Phoenix, Arizona area in Fall 2022 to meet with supporters of Friends of The Plaster House. We are grateful to Spirit of Grace Lutheran Church, American Lutheran Church (thank you, Myril Schultz, for introducing us), and Lord of Life Lutheran Church for taking the time to learn more about our work.

Thank you Karen Rosenquist and Megan DeGraeve for hosting a special holiday shopping event in December 2022, raising \$2,800. We are also grateful for Eszter Rabin and Sidai Designs for partnering with us and for everyone who came out to support Friends of The Plaster House.

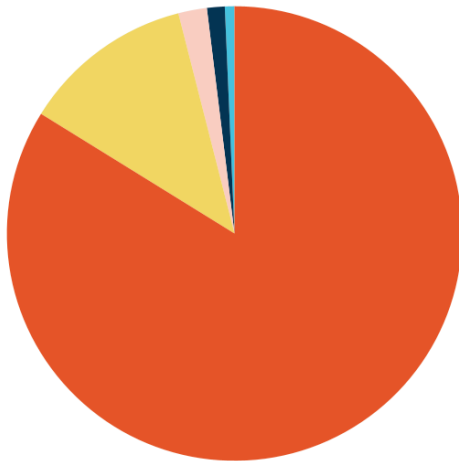
Tanzania Immersion with The Plaster House

Adrian Maarschalk, Director of EDUAfrica in Tanzania and his team members, Ellen Mndima and Jimmy Swai, created a seamless experience for the parents and teens who ventured over to Arusha last June and July. For The Plaster House, Anna Eby liaised with the groups, making sure each person felt comfortable with the children and was engaged in activities meaningful to them. She answered all their questions with her depth of knowledge of The Plaster House, Arusha and Swahili.



The trips raised \$14,000 for The Plaster House in 2022 and most of the teens and parents will remain champions and supporters of The Plaster House for life.

FINANCIALS 2023



- Institutional Grants**
 \$449,245
- Individual Donations**
 \$359,810
- Fundraising Tour**
 \$53,908
- Monthly Giving**
 \$26,752
- Immersion Trips**
 \$14,000

- Funds Distributed to The Plaster House**
 \$689,260
- Staff Expenses**
 \$100,326
- Professional Fees**
 \$16,689
- Marketing & Office Expenses**
 \$10,375
- Fundraising Expenses**
 \$5,593



The Future of The Plaster House -- Its Move and Expansion

In early 2023, Sarah Rejman Founding Director of The Plaster House, set forth in three newsletters the change in the relationship with the Lutheran Diocese in Northern Tanzania, the new 5-Year Strategic Plan, as well as The Expansion plans.

Her letters are edited here; however, the original text can be found on the website.

How We Got Here: The Duck

The events of 2022 set so much change in motion that I've hardly stopped to catch my breath, let alone take stock of just how far we've come. It's a lot to take in, and I realised that I've probably left a few of you scratching your heads and wondering just what on earth happened.

I'll begin with a timeline.

2008: The Plaster House began as a programme under the Selian Lutheran Hospital, with just 9 beds in a rented guesthouse.

2013: We fundraised for and built a facility in Ngaramtoni on land belonging to the North Central Diocese of the Lutheran Church.

2018: We added extra buildings and began treating an average of 700 patients per year.

2021: We treated a record 1,200 patients. It's easy to see that expansion is part of our DNA.

Growth brought us closer to our vision: That no child in Tanzania should live with a treatable disability.

Unfortunately, after several proposals and many meetings with the Lutheran Diocese and the Arusha Lutheran Medical Center leadership, it became clear that they did not wish to expand the work of The Plaster House.

In a way, it was a sort of coming of age: we grew up under the roof of the church. As we began to inhabit the fullness of our destiny, it came time to leave home and step into the world on our own terms.

We did this by registering an International NGO called Friends of The Plaster House Tanzania.

In October 2022, we parted from the Lutheran Church, and moved to a very spacious, rented 15-bedroom home in Themi Hill, closer to downtown Arusha.

Though the move was heart wrenching and tumultuous, I'm proud to say we didn't skip a beat. We began operating as an NGO, got our new facility up and running, and in October we ran a plastic surgery camp with One World Medical Relief and Mt Meru Hospital. We have forged new surgical partnerships and have treated over 100 patients since the move, with many more screened and on our waiting list.

I have made it sound simple, but in truth, we were the proverbial duck: on the surface, sailing smoothly along, smiling all the way - but beneath, paddling furiously.

Looking back, it's easy to see that the clarity of our mission kept us afloat: a team united by an unwavering belief is a phenomenally powerful thing, and I couldn't be prouder to be walking this path with these remarkable people.

The Five Year Plan

The Strategic Workshop

In September 2022, we held a 3-day strategic workshop themed around future-proofing The Plaster House: I wanted to gather the people who are going to help us dream our future into being.

We invited representatives from the government, from the medical community, from the Arusha community, some internationals, fundraisers, our team and people who were about to join our team, a former patient. The diversity of input reaped rich rewards: We came away with all we needed to plan the next five years of The Plaster House.

The Outcome

Setting down our vision and mission was pretty easy.

Our vision has not changed in 15 years: **No child in Tanzania should live with a treatable disability.** And how are we going to achieve this?

That's where our mission comes in:

We make holistic and transformative healthcare accessible to children living with a treatable disability in Tanzania. We provide hope, and change the face of disability among families and communities.

Transformation may be one of my favorite words. After all, what we're doing is transforming childhood.

I love that we captured not just the surgery, but the whole-life change: for the child, their family, the community, the whole country, and future generations.

Our Strategic Goals

There was so much to sift through, but what was so affirming is that everything gathered around certain pillars - the pillars that have always held us up. It was easy to distill it all down to four strategic goals.

Strategic Goal 1 - Excellent Care: Healing Individuals

The Plaster House model is simple, effective and proven.

- We provide excellent healthcare services to children living with a treatable disability
- We increase accessibility to our services and expand The Plaster House operations to five locations in Tanzania.
- Every location of The Plaster House has qualified and skilled staff.

Strategic Goal 2 - Outreach: Transforming Communities

We extend our reach to more children with a disability. Stigma in communities is transformed to hope.

- We raise community awareness of treatable disabilities, their prevention and our services
- Mothers are champions of our cause, advocating for children with disabilities in their communities.
- We expand outreach through organizations.

Strategic Goal 3 - Partnerships: Unleashing Potential

We leverage partnerships, both local and global, to deliver and expand excellent healthcare services to children living with treatable disability.

- We build partnerships with providers of excellent surgical and healthcare services in all five locations.
- Our interventions are aligned with and inform government strategies and standards.
- We unleash the synergy of partnerships to attain our mission.

Strategic Goal 4 - Future-proofing The Plaster House

We transform our organisation to meet our strategic goals and ambitions.

- Our business model supports our growth and expansion.
- Our governance and leadership is transparent and effective.
- Our financial management carries a sustainable organisation into the future.

The Expansion

Now that we've walked you through our journey to get here and our strategy for the future, it's time to let you in on what our expansion ambitions are.

What does expansion mean to us?

As I mentioned in The Duck, I have always known that expansion is part of our DNA; It is inherent in our vision. Part of ensuring that no child in Tanzania lives with a treatable disability is accessibility.

Ultimately, we want to have a facility in every region of the country. Our Five Year Plan has us in five locations by 2028. However, before we go countrywide, we need to dedicate our first few facilities to building capacity closer to home.

Here's why... In 2021 we treated 1,200 children. What stopped us from treating more wasn't just that we didn't have room at The Plaster House. We also hit the limit on the surgical services available to us at Arusha Lutheran Medical Center. This was an invaluable lesson: It showed us that we needed to expand our medical partnerships as well as our own facilities, just to meet the demand we already have.

STEP ONE - Northern Tanzania expansion

A. Establishing a base in Moshi - starting this month

The Kilimanjaro Christian Medical Centre (KCMC) has been operating in Moshi since 1971, and is among Tanzania's top hospitals. Their facilities, surgeons and decades of experience make this a hugely promising partnership, and we have been laying the groundwork for a powerful alliance with them.

We have rented part of a lodge nearby, starting with five rooms to accommodate our first 20 patients - they will be admitted this week, and I'm thrilled to report all has gone like clockwork so far. Three House Mothers and an Activity Coordinator are looking after them, with a pediatrician doing regular check-ups.

B. Establishing a base in Karatu - opening May 2023

FAME (Foundation for African Medicine and Education) is located in Karatu, a 2-3 hour drive from Arusha on the slopes of Ngorongoro Crater. Not only do they provide excellent healthcare, but their patient-centred approach dovetails perfectly with ours. In fact, it's hard to imagine a better match.

We found the loveliest premises to make a home of. There are three beautiful houses with gardens, light and views of the Ngorongoro Conservation Area - and I just know our children will be happy there. We are on track to have moved in, and be up and running in May.

C. Building our own pediatric surgical centre - breaking ground mid-2023

Our Them Hill home is a temporary pause while we build our new HQ, and a residential outpatient facility. Here's what we have in mind:

- An 80-100 bed home where we'll provide pre- and post-operative care to our children
- A surgical centre dedicated specifically to children with the disabilities that we treat, with the capacity for 3,000 corrective surgeries annually
- A training base for upskilling the medical partners we work with across the country
- An exemplar of research- and evidence-based treatment, setting the benchmark for excellence

STEP TWO - Going National

Our aim is to invest in local healthcare structures across the country so that we can reach people where they are.

Toward the end of this year, we will analyze all our data on where our patients are coming from. We'll also look at what existing medical facilities are providing pediatric or orthopedic care in these areas, so we can begin to form partnerships.

It's all about accessibility, after all.

Friends of The Plaster House



Gail Gettler



Matthew Fremont-Smith



Dr. William Brown



Katherine Sehlm



Megan DeGraeve



Matt Pohle

Friends of The Plaster House



Meg Stanton
Director of Operations

Meg was promoted from Database Manager & Administrator to Director of Operations in 2022. She grew up in Lake Placid, New York. She studied the environment and development of Africa and the Middle East as an International Relations undergraduate at Boston University and then went on to Northeastern University for a master's degree in Nonprofit Management. Meg enjoys working for small nonprofits because there is always something new to learn and it feels good to know the work has a positive impact.



Robyn Ghau
Digital Marketing

Robyn was born in Zambia and raised in the southern highlands of Tanzania. She gravitated toward marketing and storytelling, and has curated a collection of clients each of whom is engaged in making the world a better place, in one way or another. Robyn is proud to count The Plaster House and Friends of The Plaster House among them, and enjoys being part of such a dynamic, passionate team of people. She lives just outside Arusha, and loves getting out to all of northern Tanzania's beautiful places, especially if it involves hiking.



Kylie Breeze
Director of Development

As the Director of Development, Kylie created our fundraising strategies. We said goodbye to her in mid 2022 as she and her husband Ben welcomed a new baby boy, Bailey. We wish the best to Kylie on her new adventure!



Lisa Roots
Bookkeeper

The Plaster House



New Staff

In the first six months of 2022 we welcomed three new staff to The Plaster House:

- Hosiana Panga – Housekeeping
- Emmanuel Lairumbe – Housekeeping
- Emmanuel Mduma – Intake & Sponsorship Officer

In October, with the transition to our facility at Them Hill and our new beginnings as an NGO, five new members joined the team:

Judith Merinyo as Chief Operating Officer
 Lovillo Caroline as Communication and Development Coordinator
 Sameera Remtulla as Business Consultant
 Emmanuel Mollel as the caretaker of the Them Hill facility grounds, and
 Oloshuku Lerug as Physical Therapist

Professional Development

Sebastian and Emmanuel, from the Medical Team, attended the African Mission Healthcare Symposium in Kenya in July 2022.

Sarah and Keira presented at the World Federation of Occupational Therapists (WFOT) conference in France in August 2022. Keira attended the Clubfoot Africa Conference in South Africa in November 2022.

49 staff attended mental health awareness workshops with Arusha Mental Health; and 55 staff received physical and mental health assessments.

55 staff received training in both our Child Protection Policy and the PSEAH Policy from Rose, our Social Worker, in December 2022.

A certified hand therapist visited The Plaster House to train and upskill Keira, Happy and Jackie, our Occupational Therapists, on thermoplastic splinting.



NOTE NEW ADDRESS:

**Friends of The Plaster House
550A Presidio Blvd
San Francisco, CA 94129**

Visit us on   @theplasterhouse