

A vibrant, close-up photograph of several young children in school uniforms, smiling and looking towards the camera. The background shows a school building and trees under a clear blue sky. A dark red circular graphic in the top right corner contains the year '2025'. The title 'Annual Report' is written in large, bold, dark red letters with a white outline. Below the title, the subtitle 'Building Foundations for Care and Learning' is written in white text on a semi-transparent dark grey rectangular background. At the bottom, the organization's name 'ALL IS GRACE COMMUNITY PARTNERSHIP INITIATIVE, INC.' is written in white text on a dark red rectangular background.

2025

Annual Report

Building Foundations for
Care and Learning

ALL IS GRACE COMMUNITY PARTNERSHIP INITIATIVE, INC.

A Year in Context



All Is Grace School serves children and families in communities where daily life is shaped by economic uncertainty, limited infrastructure, and uneven access to essential services. Housing is often fragile, routines are easily disrupted, and many families face conditions that affect safety, stability, and opportunity. These realities form the context in which the school operates.

Over the past year, progress was defined less by visible expansion and more by consolidation, attentiveness, and learning. Emphasis was placed on strengthening what already exists, deepening understanding of local realities, and responding thoughtfully to emerging needs rather than accelerating growth prematurely.

Throughout 2025, the school continued to provide a stable and predictable environment for children through regular routines, consistent care, and reliable daily support. At the same time, engagement with caregivers, staff, and the surrounding community deepened, reinforcing the understanding that children's wellbeing is shaped both within the school and beyond it.

This experience also underscored the importance of responsible growth. Expansion remains a goal, but one guided by realism, local context, and careful planning. The pages that follow reflect steady progress grounded in lived experience and shaped by the realities children face before they reach the school gate.



From Survival to Safety

Many children who attend All Is Grace School begin their day in fragile conditions. Homes are often built from sun-dried bricks that crack and erode with each rainy season. Families do the best they can, but daily life is shaped by scarcity and risk.

For these children, simply arriving at school marks a profound shift from uncertainty to stability.

Crossing the school gate means entering a place of safety and care.

A Safe Place to Learn

For many children in the communities surrounding All Is Grace School, daily life is shaped by uncertainty. Housing is fragile, food is not guaranteed, and safety cannot be assumed. These conditions place a constant strain on children's bodies and minds, making learning difficult even for those who are eager to succeed.



All Is Grace School was created to interrupt that cycle.

Within the school gates, children enter an environment that is predictable, welcoming, and attentive to their needs. They are greeted by name. They receive regular meals. Their days follow consistent routines. Classrooms are orderly, and expectations are clear. These may seem like small things, but together they create a powerful sense of safety.

When children feel safe, their nervous systems can settle. Attention improves. Curiosity emerges. Learning becomes possible.

Teachers at All Is Grace School work intentionally to create this atmosphere. They balance structure with warmth, discipline with care, and academic instruction with emotional awareness. The result is not only improved educational outcomes, but visible changes in confidence, engagement, and joy.

Safety is the foundation upon which everything else is built. It is what allows children not only to attend school, but to truly learn, grow, and imagine a different future for themselves.

Health, Nutrition, and Wellbeing

Access to education alone is not enough if children are hungry, unwell, or living with untreated health concerns. At All Is Grace School, learning is supported by a holistic approach that recognizes the close connection between physical wellbeing and educational success.



Children at the school receive regular, nutritious meals that provide reliable daily nourishment. For many students, these meals represent the most consistent source of food they receive. Predictable access to meals improves concentration, supports healthy growth, and reduces the stress that accompanies food insecurity.

Basic health monitoring and care are integrated into school life. This includes attention to common childhood illnesses, hygiene practices, and early identification of health concerns. In 2025, the school began working with a registered nurse who attends the school regularly, strengthening the ability to respond promptly to medical needs and to promote preventive care.

Wellbeing also includes emotional safety. Teachers and staff are attentive to children's emotional states and work intentionally to create an environment where students feel seen, supported, and respected. This combination of nourishment, care, and emotional awareness creates the conditions in which children can fully engage in learning.

Health and wellbeing are not separate from education. They are the foundation that makes sustained learning possible.

Moments of Childhood



Within the safety of the school environment, children are able to do what children are meant to do. They play, laugh, explore, and learn with a sense of ease that is often missing in daily life outside the school gates.

These moments of joy are not incidental. They are signs that safety is taking root.

Creating these conditions for children also requires care, understanding, and support for the adults who guide them.

Skills Training and Community Life

Learning at All Is Grace School extends beyond the classroom. Alongside academic education, practical skills training supports dignity, resilience, and economic opportunity within the surrounding community.

During 2025, skills development activities continued, including carpentry and tailoring. These programs provide hands-on experience that supports future livelihoods and reinforce self-reliance. They also reflect the school's growing role as a place where learning is closely connected to daily life.



The tailoring shop at the front of the school site has continued to evolve. In addition to tailoring services, it now includes a barber, hair salon services, and the sale of basic essential items. These additions have increased daily interaction and use of the site, gradually transforming it into more than just a school.

As parents, caregivers, and local residents increasingly use the site for practical needs and connection, the school is becoming a shared community space. This shift is informing future plans, including the potential inclusion of a dedicated community centre to support skills training, workshops, meetings, and shared activities that serve the wider community.



Trauma-Informed Healing



Many of the challenges faced by children in the community do not begin at school. They are shaped by broader patterns of stress, hardship, and unresolved trauma within families and communities. Addressing these realities requires not only care for children, but support for the adults who guide and care for them each day.

All Is Grace School has begun integrating trauma-informed principles into its work by investing in the understanding and capacity of teachers, staff, and community members. This approach recognizes that emotionally safe learning environments are created through informed, compassionate adult responses.

During 2025, trauma-informed workshops were offered to educators and community participants. These sessions focused on understanding how early adversity affects behavior and learning, recognizing signs of distress, and responding in ways that promote regulation, trust, and stability rather than fear or punishment.

By strengthening adult awareness and emotional literacy, the school helps create classrooms and homes where children are more likely to feel safe, understood, and supported. Trauma-informed healing at All Is Grace School is not a program delivered to children. It is a commitment to equipping adults with the insight and skills needed to support healthy relationships, resilience, and long-term wellbeing.

Strengthening the Organization

As All Is Grace School has grown, equal attention has been given to strengthening the systems and structures that support its work. Sustainable impact depends not only on compassion and vision, but on sound organization, clear roles, and responsible stewardship.

During 2025, several important steps were taken to strengthen the operational foundation of the work. A full-time accountant was engaged to support transparent financial management, budgeting, and reporting. This has improved clarity, accountability, and responsiveness across day-to-day operations.

Administrative systems have also been strengthened to support communication, coordination, and record keeping. Teachers and staff now have access to shared digital tools that improve efficiency and reduce reliance on manual processes. Reliable high-speed internet connectivity at the school has further enabled communication, training, and coordination with partners.

Organizational roles and responsibilities continue to be clarified as the work evolves. This includes strengthening collaboration between All Is Grace Community Partnership Initiative (AGCPI) and its Zambian partner organization, Shine Zambia Initiative Foundation (SZIF), ensuring that responsibilities are clearly defined and aligned with local leadership and regulatory requirements.

These investments in organizational capacity are essential to sustaining the work already underway and to preparing responsibly for future growth. By strengthening systems alongside programs, All Is Grace is building an organization that can serve children and communities with consistency, transparency, and care over the long term.

Partnership on the Ground

All Is Grace Community Partnership Initiative (AGCPI) works through close collaboration with trusted local partners who understand the community, its needs, and its realities. In Zambia, this work is carried out in partnership with Shine Zambia Initiative Foundation (SZIF), a fully registered and locally governed organization.

This partnership allows each organization to contribute its strengths. AGCPI provides strategic direction, financial stewardship, and long-term planning support. SZIF provides day-to-day leadership, local coordination, and direct oversight of activities on the ground. Together, this model ensures that decisions are informed, culturally grounded, and responsive to real conditions.

Clear roles and responsibilities are essential to effective collaboration. During 2025, additional effort was invested in clarifying operational boundaries, strengthening communication, and aligning processes between the two organizations. This has improved coordination, accountability, and shared understanding across teams.

Working through a local partner also supports sustainability. By strengthening local leadership and systems, the work becomes less dependent on any single individual and more resilient over time. Capacity built within SZIF remains in the community and continues to benefit children and families beyond any single project or funding cycle.

This partnership reflects AGCPI's commitment to working with communities rather than for them. Impact is strongest when local knowledge, leadership, and accountability are at the center of the work.

Milestones This Year

During 2025, All Is Grace School reached several important milestones that reflect steady progress across education, wellbeing, and organizational capacity. Together, these developments strengthened daily operations while laying the groundwork for responsible future growth.

Strengthening Care and Learning

Children continued to receive consistent access to education, regular meals, and a safe daily environment. Classroom routines became more established, supporting attention, engagement, and learning.

A registered nurse began attending the school regularly, improving basic health monitoring, response to illness, and preventive care.

Building Adult Capacity

Trauma-informed workshops were introduced for teachers and community members, strengthening awareness of how stress and adversity affect behavior and learning. This work supported more emotionally safe and responsive environments for children.

Strengthening the Organization

A full-time accountant was engaged, improving financial management, budgeting, and reporting. Administrative systems were also strengthened through clearer roles, shared digital tools, and improved coordination.

Reliable high-speed internet was established at the school, enabling better communication, training, and collaboration with partners.

These milestones reflect progress that is practical, measured, and aligned with long-term sustainability rather than short-term growth.

Looking Ahead: Responsible Growth

Planning Before Expansion

As All Is Grace School continues to mature, future growth is being approached with care and deliberation. The goal is not rapid expansion, but steady development that strengthens what already exists.

During 2025, time was devoted to developing a shared understanding of what responsible growth looks like in practice. This includes careful sequencing of priorities and ensuring that systems, staffing, and oversight are able to support any increase in scale.

Building the Right Foundations

A key focus moving forward is the planning and design phase for future expansion. Before construction or program increases are considered, appropriately qualified professionals will be engaged to develop designs, engineering plans, and cost estimates. This ensures that decisions are informed, compliant with local requirements, and financially realistic.

Investing in this groundwork reduces risk and supports transparency when engaging donors and funding partners.

Growing With Care

Responsible growth also means recognizing constraints. Seasonal conditions, access to utilities, transportation needs, and regulatory requirements all shape what is possible and when. Addressing these factors early helps avoid placing strain on staff, partners, or the community.

Looking ahead, All Is Grace Community Partnership Initiative remains committed to growth that is measured, transparent, and sustainable, guided by local realities and long-term responsibility rather than urgency.

Financial Snapshot

2025 financial activity reflects a focus on sustaining daily operations while preparing responsibly for future growth.

Use of Funds (2025)

- **Total donations received:** \$28,087
- **Daily school operations:** \$21,943
Supporting teacher salaries, meals, supplies, and routine school activities.
- **Program and enrichment activities:** \$1,541
Including student day trips, community activities, and special events.
- **Infrastructure and capacity building:** \$6,925
Supporting facilities improvements, equipment, and operational strengthening.

Financial Stewardship

- Funding at current levels is **sufficient to maintain ongoing school operations** and core programs.
- Resources are managed in close coordination with local partners to ensure **transparency, accountability, and alignment with on-the-ground needs.**
- Financial decisions during the year emphasized **stability, predictability, and responsible planning** over rapid expansion.

Looking Ahead

- While current funding supports existing operations, **future expansion will require additional funding.**
- Planned growth is being approached deliberately, with emphasis on careful planning, realistic costing, and long-term sustainability.
- AGCPI remains committed to **responsible stewardship** as it prepares for the next phase of development.

Life at All Is Grace



These images reflect everyday life at All Is Grace School and within the surrounding community. Together, they capture learning, care, resilience, and connection as they unfold throughout the year.

Acknowledgements

As we celebrate the successes of 2025, we should remember that this work is sustained through the commitment, care, and collaboration of many people.

We are deeply grateful to the teachers and staff of All Is Grace School, whose daily presence and dedication create a place of safety and learning for children and families. Their work, often carried out under challenging conditions, is the foundation on which everything else rests.

We thank the parents and caregivers who entrust their children to the school and who continue to work alongside us in circumstances shaped by uncertainty and limited resources. Their partnership and trust are essential.

We acknowledge the leadership and partnership of local community members, whose insight and guidance ensure that the work remains grounded in lived reality and responsive to genuine needs.

We are thankful to the donors and supporters who make this work possible through their generosity, trust, and long-term commitment. Your support sustains daily operations and allows the school to grow with care and responsibility.

Finally, we recognize the children themselves, whose resilience, curiosity, and joy are the reason this work exists.

All Is Grace Community Partnership Initiative



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US-registered 501(c)(3)
nonprofit organization

