



2022 Annual Report



FROM THE DIRECTORS



Greetings Friends of EFAC!

We are so happy to share this report of the many metrics, milestones, and stories highlighting EFAC’s mission and impact in 2022. We feel incredibly fortunate to be part of an organization that continues to have a transformative impact on the lives of young people in a vulnerable part of our world. We are also grateful to have committed supporters like you, who make up our larger EFAC community and help to make this critical work possible. Thank you!

2022 was a year of many new highs for EFAC. We welcomed our largest incoming Form 1 (9th grade) class with 108 scholars and had over 700 scholars actively enrolled in our program. In October 2022, EFAC was proud to celebrate the achievements of 32 scholars as they completed their eight-year Wezesha Journeys and transitioned into the world of work.

Earning a degree from a college or university and beginning their career is the most significant and pivotal moment for an EFAC Scholar. It is at this point that EFAC’s disruption of the cycle of poverty is most apparent. Given that 70% of our graduates have transitioned to internships and jobs or are continuing their education within a year of graduation, it is clear that EFAC’s holistic and evidence-informed program is working.

Although economic outcomes emphasizing employment are a top priority for EFAC, they are not the only measurements of our impact and success. EFAC’s program is also designed to foster the growth and development of the whole student and future leaders. Of our almost 200 graduates, 68% financially support the tuition of a loved one, and 42% are actively involved in local community service projects. These “multiplying effects” of EFAC are not an accident and can’t be overstated.

In 2023, in addition to celebrating our 15th anniversary, the EFAC staff and boards will also be busy planning for the future, including setting strategies into motion to respond to the changing education system in Kenya and to scale the number of young people we serve. The need continues to be great, and EFAC is laser-focused on continuing to grow our capacity and partnerships to better meet this need. This capacity includes increasing the number of youth with access to quality education and broadening the EFAC ecosystem that supports the successful transition of young adults into the workforce.

Thank you for being a part of this journey, and we look forward to sharing the ever-increasing ways we are changing the world together.

Asante Sana,

Mary
Mary Kiguru
 Country Director, Kenya

Matt
Matt Gianino
 Executive Director, U.S.

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108

167

32

FORM 1 STUDENTS
BEGAN HIGH SCHOOL
The largest class to date

SCHOLARS MOVED ON TO
POST-SECONDARY
Two classes completed in 2022

SCHOLARS COMPLETED THE
8-YEAR WEZESHA JOURNEY
Earning degrees in 20 fields

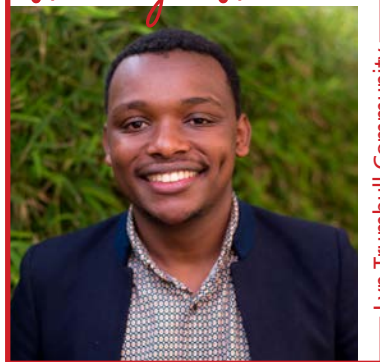
ALUMNI AWARDS

Wendrosa
Karambu



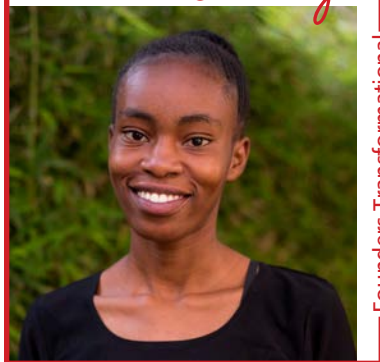
Prof. Leah Marangu Woman
of Character Award

Simon Peter
Wamuya Wairimu



Lyn Trumbull Community
Service Award

Patience Oyiengo
Olwenya



Founders Transformational
Leadership Award

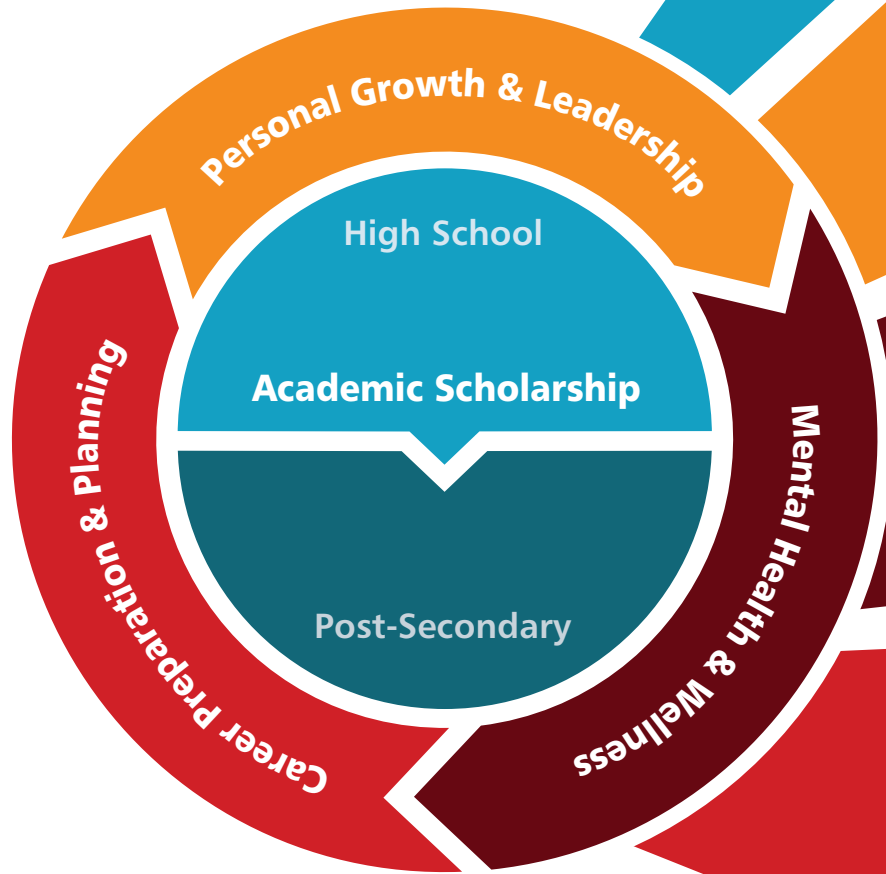
“ The EFAC program has literally set me up for success, the only way to go is up. Society is one person richer with an agent of change.”



- WENDY NASIKE, EFAC GRADUATE,
2022 GRADUATION ADDRESS

THE WEZESHA JOURNEY

EFAC is an 8-year education-to-employment program serving Kenyan youth who demonstrate strong academic ability and leadership potential and who would otherwise be unable to continue their education beyond 8th grade for socio-economic reasons, as high school is not free in Kenya. In addition to scholarships, EFAC provides an 8-year continuum of holistic wrap-around supports focused on three critical areas - mental health and wellness, personal growth and leadership development, and career preparation and planning. The ultimate goal is the empowerment of EFAC Scholars to gain employment after post-secondary graduation, creating a path out of poverty that transforms their own lives and positively impacts their families, communities and country.



Academic Scholarship

- School Tuition
- Books & Uniforms
- Transportation, Room & Board
- Smartphone & Laptop

"If I had not received an EFAC scholarship, I think my life would be very hard. I have no one to cater for my school fees as my parents are just farmers and I have many siblings. I am looking forward to being a successful person in the future. I have courage and potential to do better and change my life, and other people's life."

- EMMACULATE J., EFAC SCHOLAR



Personal Growth & Leadership

- Community Service
- Public Speaking
- Digital & Financial Literacy
- Teamwork & Leadership



"Receiving the invitation to lead the reproductive health workshop was a joyous moment for me since I enjoy giving back. Having walked through the same journey as my younger ones in EFAC, I knew what they needed. This added value to my career, since a nurse is also an educator."

- PATIENCE O., EFAC ALUMNA

Mental Health & Wellness

- Counseling Services
- Reproductive Health Training
- Mental Health & Resilience Coaching
- Peer Mentorship

"Some of the challenges I have encountered are procrastination, time management, feeling inferior. But these challenges exist in life and unless we overcome them it will be a waste of opportunity. Through EFAC, I have managed to overcome these challenges and I have learnt to be proactive and intentional about my personal growth."

- EVERLYNE M., EFAC ALUMNA



Career Preparation & Planning

- Networking & Professional Mentorship
- Resume & Interview Preparation
- Internships & Job Placement
- Specialized & Entrepreneurial Training



"Mentoring is a critical element in professional development. From my family background, I did not have the connections that would lead me to my desired future. My opportunity came through EFAC. I learned to take advantage of the social capital that my mentors provided for me. I always set goals for each mentorship session and kept communication flowing with my mentors."

- COLLINS O., EFAC ALUMNUS



It Starts with Scholarship

At the heart of EFAC's model is access to a quality education from high school through post-secondary school. Applicants to EFAC's program are considered based on academic merit, leadership potential and financial need, as education beyond primary school is not free in Kenya.

EFAC Scholars receive funding for tuition and are provided with the supplies they need to be successful in school. Many scholars also state that simply not having to worry about fees is a relief that allows them to focus on their studies that much more.

Scholars attend top high schools in Kenya that have partnered with EFAC to provide access and ongoing support. At the post-secondary level, Scholars are assigned to a college or university and course of study based on their preferences and exam scores. Throughout their time as EFAC Scholars, students are guided in goal-setting and academic coaching needed to continue on the path to achieving their desired careers.

QUALIFIED APPLICANTS SCORE IN THE **TOP 10%** ON NATIONAL PRIMARY SCHOOL EXIT EXAMS

98% OF EFAC SCHOLARS QUALIFY FOR POST-SECONDARY SCHOOL BASED ON NATIONAL HIGH SCHOOL EXIT EXAM SCORES
Compared to 44% nationally

70% OF EFAC ALUMNI EMPLOYED, INTERNING OR CONTINUING EDUCATION WITHIN A YEAR OF GRADUATION

2022 School Visits



MARY, TEACHERS & STUDENTS AT FRIENDS SCHOOL KAMUSINGA



JESMELE, EVE, ESTHER, LYNN & ASHLEY AT NAKURU GIRLS SCHOOL



MARY, BENSON & POST-SECONDARY STUDENTS IN NORTH RIFT VALLEY

In the Spotlight



Cynthia R. performed her original poem "EFAC Gave a Girl Hope" for the EFAC community during a school visit in October.



Willis O. and Hadassa K. participated in a live panel about EFAC, along with Program Manager, Benson Masero, in November.

READ, LISTEN AND WATCH THESE AND OTHER STORIES ABOUT EFAC SCHOLARS HERE: [EFAC.ORG/NEWS](https://efac.org/news)





Intentional Impact

Each interaction EFAC has with Scholars is a stepping stone to success, giving them the tools they need to thrive outside the classroom: mental health and wellness, personal growth and leadership development, and career preparation and planning. Sessions cover topics such as digital and financial literacy, reproductive health, teambuilding, leadership exercises, and public speaking opportunities.

Woven into EFAC's model are targeted career preparation opportunities. Workshops include career planning and resume-building sessions, mock interviews and job shadowing field trips. EFAC Scholars are paired with professional mentors, who also frequently volunteer at Workshops; they are familiar and trusted faces in the EFAC community!

The Career Resource Center is available to post-secondary students and alumni and offers support in internship placement, interview preparation and continuing education grants.

All of these moments culminate in the development of practical, critical thinking and social skills needed to enter, and excel in, the workforce, as well as care for themselves as young professionals. That's **The EFACtor**; that's what sets us apart and creates change that has a ripple effect far beyond the individual.



The EFACtor: By The Numbers

MORE THAN
50%
OF STUDENTS
HELD LEADERSHIP
POSITIONS AT SCHOOL

34%
OF ALUMNI RECEIVED
EFAC FUNDING FOR
CAREER-SPECIFIC TRAINING

68%
OF ALUMNI PAY
SCHOOL FEES FOR
FAMILY MEMBERS

Launched in 2022!



57
STUDENTS & ALUMNI
COMPLETED
EFAC'S MENTORSHIP
TRAINING MODULE

The EFACtor: In Their Words

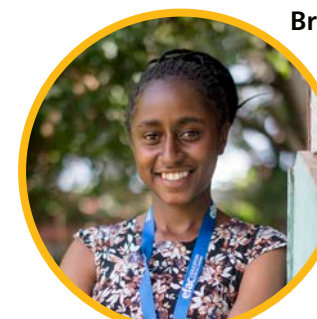
These reflections demonstrate an EFAC Scholar's dedication to career success and mindfulness of upholding the tenets of the EFAC community.



Simon M. is an EFAC Alumnus. He attended St. Mary's Boys School and earned a diploma in Social Work from Technical University of Kenya in 2022.

"I studied Social Work as I want to use my professional knowledge and skills to help people make the most of their own abilities and empower them to be the best they can be, to assist people in solving their own problems by developing skills to be independent. Being a social worker is not just a career to me, it is a vocation.

Currently, I am on attachment at Mathari National Teaching and Referral Hospital in the Social Work Department. This has led to my passion for mental health and how it affects the youth. Mental health patients are stigmatized in contemporary society and my goal is to create awareness and educate people on mental disorders and how to care for them."



Bridget M. is one of several EFAC Scholars who received a career-specific training grant in 2022. She enrolled in SOMO Buruka, a 3-month entrepreneurial training course.

"I have a keen interest in project management and business and the entrepreneur boot camp felt like a good starting point. I am pursuing Food Science in University and have always felt the need to innovate long shelf-life products from locally produced crop products. Farmers put in so much work but their efforts yield very little returns. A market for processed products would, in turn, create a market for farm produce, creating an income for farmers. I have registered my business name and formulated my product which is an extra nutritional flour made from peanuts, pumpkin and cassava. This will be my pioneer product and will be utilized for porridge meals."

Bridget has since qualified for the SOMO accelerator program. Be on the lookout for Bora Foods in the future!

100%

OF EFAC SCHOLARS PARTICIPATE IN COMMUNITY SERVICE PROJECTS

Giving Back & Getting Ahead

For EFAC Scholars, giving back is a multi-faceted impact vehicle. Scholars are instilled with the desire to contribute to their communities and nation-building efforts. Even before they enter EFAC's program, they often cite wanting to return to their home communities with the skills they acquire after university to improve life for everyone. While their community service efforts conducted throughout their time with EFAC are valuable to the recipients, students themselves are also building critical professional and interpersonal skills.

“I feel I impacted many, including myself.”

- JOB EKASIBA, EFAC SCHOLAR



As part of the EFAC Wezesha Journey, students commit to a 3-month self-directed community service project between the end of high school and the beginning of college.

After completing high school in April 2022, Job volunteered at the Badili Zone Library, serving the Mukuru community in Nairobi. He explains why he chose this project, “I appreciated having the opportunity to positively influence young high school and primary school children within the realm of education because I see a lot of importance in pursuing knowledge and constantly bettering yourself scholastically.” Job also noticed the positive impact the experience had on his own development, from being trustworthy and accountable to gaining strength and confidence in his contributions.



The leaders at the library noted, “It was a pleasure to have such an amazing, bold, caring, humble and purely golden-hearted personality volunteer with us.”



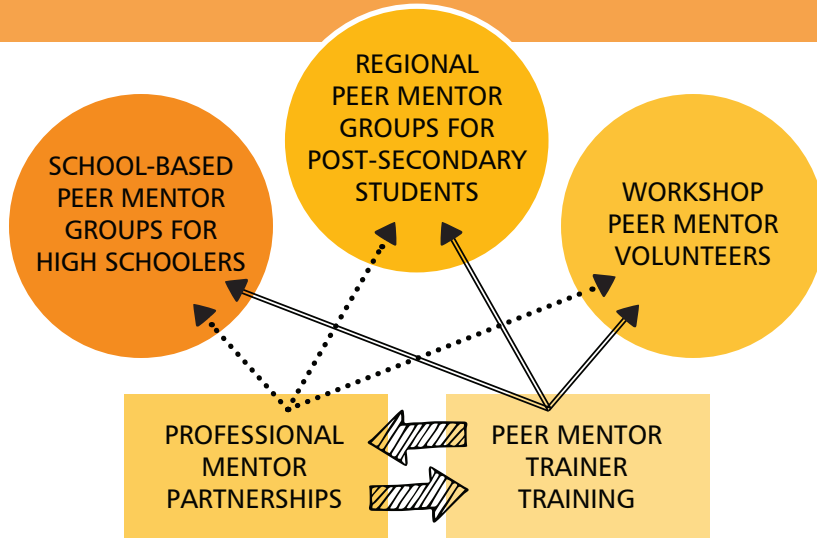
SHARING PERSPECTIVES: EFAC ALUMNI REFLECT ON THEIR JOURNEYS

EFAC Alumni Grace Mulayo and Nancy Chege participated in an employment panel held by EFAC in November. Sharing their paths to their current success is inspiring for younger Scholars and helps create a name for EFAC among Kenyan employers. Grace attended Starehe Girls and Maseno University and currently works in business development at NCBA Bank. Nancy attended Vanessa Grant Girls School and the University of Nairobi and currently works in public health at Human Quality Assessment Services (HuQAS). Nancy reflected on her path to employment, “Through EFAC, there were a lot of volunteering opportunities; we were trained to be leaders and changemakers in society. So, throughout college, I placed myself in the Red Cross Club. I was very active, taking leadership roles, mobilizing people and mentorship. I realized recently that I leverage those skills now.”

Panelists from left to right: Leah Muli, Pealar; Grace Mulayo, NCBA & EFAC Alumna; Kennedy Adhola, Elewa; Nancy Chege, HuQAS & EFAC Alumna; Doris Chelagat, Yusudi

A Network of Support

Mentorship is a crucial component of the EFAC model as it offers Scholars and Alumni a network of personal and professional support as they navigate toward and into the world of work. EFAC Scholars serve as peer mentors for each other within their school cohorts and during EFAC workshops, and many go on to complete the mentorship train-the-trainer module, launched in 2022. This module produces a cohort of volunteer trainers, creating a multiplier effect that enhances the strength and accessibility of the mentorship component. Professional mentors volunteer with EFAC to support post-secondary students and graduates in their fields.



“ I am a mentor to support the next generation of changemakers to master the necessary skills to thrive in their journey.”

- BRYAN CHESOLI, PROJECT ASSOCIATE, ASHOKA EAST AFRICA & EFAC PROFESSIONAL MENTOR



MENTORING BEYOND EFAC

EFAC Scholar Khadija is studying software development at KCA University and also makes time to pursue her passion for being a changemaker. Inspired by her experience with EFAC and Stand Up Shout Out, a World Leaders of Today program based in Nairobi, she developed a series of "Girl Talks" in her home community to create a space for girls to share and listen, and support each other. The topics range from self-esteem to gender-based violence to substance abuse. Starting with just three girls, she now meets regularly with larger groups of boys and girls.



Special Thanks

EFAC extends gratitude for the following supporters who fund specific program needs that allow us to meet our mission year after year:

- Josephine Deupree
Career Development
- MSW 5 Foundation
Career Development
- Nyhan Family
Career Development
- Lynne & John Stahler
Beyond Scholarship
- Lewis Family Foundation
Technology & Digital Access



TOTAL IMPACT:
941
Students & Alumni

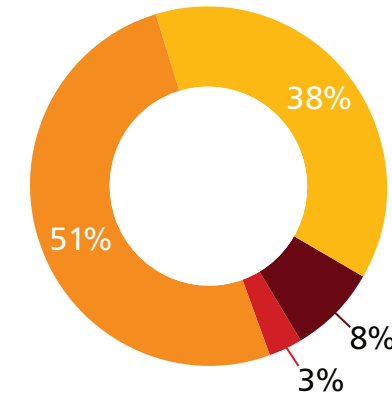
177
EFAC Alumni

279
Post-Secondary Students

384
Secondary Students

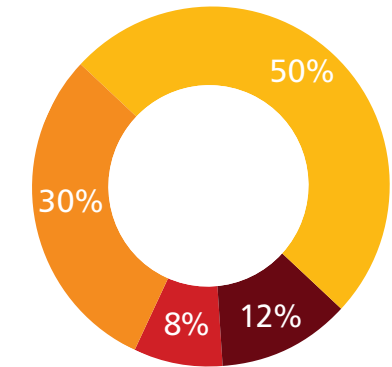
101
New students joined in 2023

TOTAL REVENUE:
\$1,601,224



- Individuals (\$818,327)
- Foundations (\$612,943)
- Partner NGOs (\$120,754)
- Corporations (\$42,200)

TOTAL EXPENSE:
\$1,522,860



- Tuition & Fees (\$449,828)
- Program (\$761,400)
- Fundraising (\$189,062)
- Administrative (\$122,570)

Audited financials available on request.

EFAC PARTNERS & SUPPORTERS

Program Partners *Recognizing organizations and educational institutions who help make EFAC's work possible*

African Leadership Accelerator	Flying Kites	Mentors Without Borders	Simama
Africa Nazarene University	Friends School Kamusinga	Moringa School	SOMO
Alliance High School	Give Directly	Nairobi Garage Community	St. Mary's Secondary School
Ashoka	Global Grassroots	Naivasha Girls High School	Starehe Boys School
Avionicare - Wilson Airport	Gogar Primary School	Nakuru Girls High School	Starehe Girls School
Bahati Girls High School	HALI Network	Ngong Hills Hotel	Thorn Tree
Boom Play	Kanga School	One Acre Fund	UNHCR
Bridge Kenya	KenSAP	Organic Health Response	Upper Hill School
Butere Girls High School	Kenya Agricultural Research Institute Pension House	Open Capital Advisors	Women's Empowerment Link
Chavakali Boys High School	Kenya High School	Penda Health	Vanessa Grant Girls School
Crow Erastus & Co.	Loreto High School, Limuru	Project Girls4Girls	Zeraki Learning
DADREG	Lugulu Girls High School	Resurge Children East Africa	
Dandelion Africa	M-Pesa Foundation Academy	Rieko Kenya	
Dedan Kimathi University of Technology	Mangu High School	Rongai Boys School	
		Shamiri Institute	

“To see the mature, poised, and dedicated adults they have become through their years of involvement with EFAC was, frankly, sometimes overwhelming. I came home with a new appreciation of EFAC's work, its nimbleness, forethought, and tremendous impact on the lives of the scholars, their families, and communities.”

- PATIENCE CHAMBERLIN, EFAC SUPPORTER



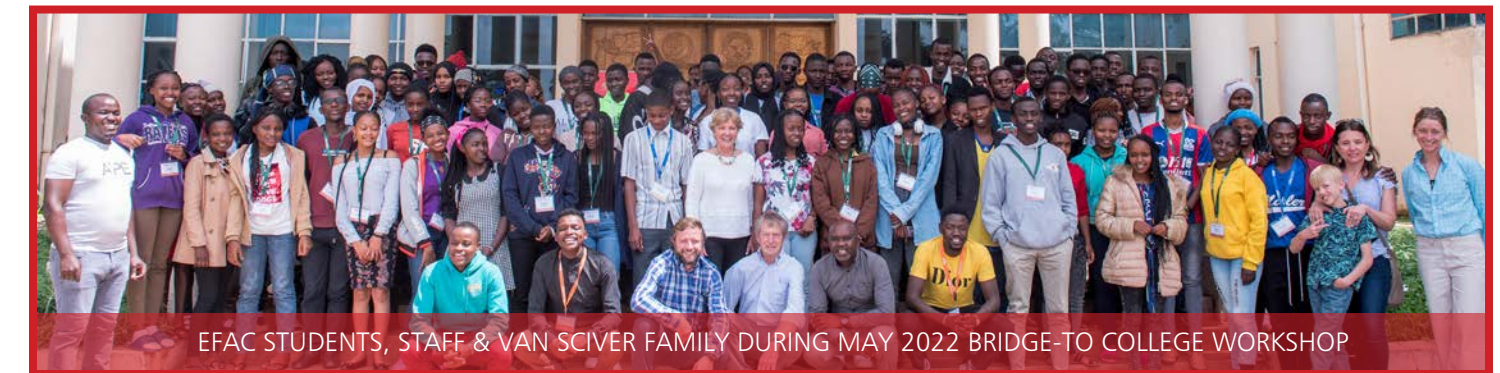
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Sustaining Partners *Recognizing contributions of \$2,000-9,999*

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Anonymous	The Leo Project	Priscilla Cheroto and Jed Van Sciver	Kathy Maxwell and Brian Fitzgerald
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Lwala Community Alliance	The Burger Family Fund	Liz and Chris Forkel	The Barrows Family
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	Connie and Jack Bielagus	Ben and Laurel Langworthy	Susan and Phil von Hemert

Leadership Partners *Recognizing contributions of \$10,000 and above*

ORGANIZATIONS	CG Charitable Fund	Thomas S. Gale Memorial Fund	Josephine Deupree
Achungo Children's Center	Cubit Family Foundation	Titus Catalyst Fund	Kristina and Jeff Fort
Environments at Work	Falcon Fund Foundation	Trumbull Family Foundation	Mona Kyle and Jim Carr
Kijabe Children's Education Fund	Lewis Family Foundation	Van Sciver Family Foundation	The Linen Family
Shining Hope For Communities/SHOFCO	Micah 6:8 Foundation	Vanderheiden Family Foundation	The Nyhan Family
	Morse Hill Trust		Uli Mittermaier
	MSW 5 Foundation	INDIVIDUALS	Galen Paine
	Segal Family Foundation	Anonymous (2)	Vicky Robinson and Magdaline Caradimitropoulo
	Shapiro Family Foundation	Karin and Stephen Barndollar	
	Steve Corman Scholarship Fund	Patience and Tom Chamberlin	
	The Watson Family Fund	Janet and Rob Crowder	



EFAC STUDENTS, STAFF & VAN SCIVER FAMILY DURING MAY 2022 BRIDGE-TO COLLEGE WORKSHOP

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Alumni & Mentor Relations, Kenya

FROM THE FOUNDERS

Dear Fellow EFAC Supporters,

As we wrapped our 14th year as an organization, we realized 2022 was an exceptional year at EFAC. As the condensed COVID school calendar ended in December, it became clear how dedicated the students, staff and alumni had been throughout the year. From students taking a full year of classes in just eight months to staff holding a record number of workshops and events to support the students and alumni, we are in awe of all that has been accomplished.

Rod and I visited Kenya twice last year and had the opportunity to take our two children, their spouses and our grandchild for the first time. The Bridge-to-College workshop was going on so we were able to meet and interact with many of the transition students. Our son Jed participated in one of the panel discussions. We also attended the graduation party which was great fun and a chance to catch up with former students and old friends.

As we left one of the primary schools, our grandson Miles said, "I wish I could give them everything I have." For all of us, the contrast with home affirms why we all support this life-changing venture.

We once again want to thank all of you who have traveled this wonderful journey with us. The future looks bright for EFAC and we are excited to watch it grow and prosper. We're looking forward to celebrating our 15th year with you in 2023!

With Deepest Gratitude,

Nancy Van Sciver
Co-Founder, EFAC

Rod Van Sciver
Co-Founder, EFAC



Dear EFAC Supporters,

I join my Co-Founders, Rod and Nancy Van Sciver, in thanking all of you who have given great support to EFAC. It is hard to believe the great milestones EFAC has achieved in 15 years. In fact, for me it feels like just the other day when the three of us were discussing a dream that became a reality because of determination, hope and faith, that in the end, the idea would be viable enough to attract selfless supporters. Those of us who are traveling this journey of supporting EFAC remind me of a wonderful quote by Ralph Waldo Emerson, who said, "Do not go where the path may lead, go instead where there is no path and leave a trail." I salute you! You are creating highways, which no one can doubt the presence of the trails you have created in the future. Your participation has resulted in transforming many lives; their lives and those of their families, and the nation of Kenya, will never be the same.

Gratefully,

Prof. Leah T. Marangu
Co-Founder, EFAC



efac

EFAC provides an education-to-employment program to empower bright, disadvantaged Kenyan youth, fostering leadership, economic opportunity and social progress.

EFAC - U.S. 104 Congress Street, Suite 301, Portsmouth, New Hampshire 03801

EFAC - Kenya Nairobi Garage 9th Floor Suite 18-19 Pinetree House, Kaburu Drive off Ngong Road, Nairobi, Kenya

www.efac.org