



efac



2016 Annual Report

**EDUCATION
FOR ALL CHILDREN**



FOUNDERS' LETTER



2016 marks an enormous year of growth for EFAC

As we look back on 2016, one of our most prominent accomplishments has been the development of new staff and board leadership positions to support our role as Founders. We hired our first Country Director, Mary Kiguru, who brings strong experience in the fields of higher education and employability training to our Kenya-based operations. We welcomed Blair Demers as our new U.S. Executive Director, bringing her background in nonprofit management, fundraising, and strategic planning. U.S. board member Jay Dinkel transitioned into the role of board chair, rounding out an impressive new leadership team to support our continued efforts as founders and to drive EFAC's growth and impact as an organization.

EFAC is in its ninth year of operations, yet we still have vivid memories of our first group of 43 students. This inaugural class has moved gracefully through our program and driven the strategic design and operations on every level. We recall so clearly meeting Mercy on our initial Kenyan high school tour in 2008. Now in her final year at the University of Nairobi, Mercy recently told us that she no longer needed to accept a living stipend from EFAC. When Mercy received a high school scholarship from EFAC, her mother saved money once targeted for school fees. Over time, she used her savings to add rooms to her home and rent them out, becoming a landlady with a small but steady income. This extra income then paid the school fees for Mercy's younger siblings, and is now supporting Mercy's living expenses as a university student. This story is a wonderful example of EFAC's extended impact on our students' families and communities.



We had a lot to celebrate in 2016! EFAC has grown from a small high school scholarship program into a highly respected education-to-employment program in Kenya. We extend our deepest gratitude to every donor who believed in EFAC's mission and joined our family along the way. You are the reason for our success.

It has been an amazing nine-year journey, especially for the EFAC scholars whose lives have been changed forever.

Nancy and Rod

Nancy and Rod

IMPACT 2016



335

335 students enrolled in EFAC programs in 2016.

(195 high school and 140 university/diploma students)



100%

100% of EFAC students qualified for university or diploma programs in 2016.

(35% was the 2016 national average)



6 x

EFAC girls were 6 times more likely to attend university than their peers in 2016.

(100 % of EFAC girls vs 17 % nationally)

OUR MISSION

EFAC provides an education-to-employment program for bright, disadvantaged Kenyan youth to foster leadership, economic opportunity & social progress.



**educate.
employ.
elevate.**

YEAR IN REVIEW



Secondary Enrollment

EFAC was excited to welcome 53 new scholars to our Form 1 class in January 2016, bringing the total number of students in our secondary program to 195. We are especially proud of our Form 1 students at our new partner school, St. Clare's Girls' School. They filled the top five academic placements in their class, and each girl assumed a leadership role at the school. EFAC scholars are achieving amazing results at all of their schools.



Post-secondary pursuits

Once again, 100% of EFAC's high school graduates qualified for post-secondary programs in 2016. Our 140 university and diploma scholars are pursuing degrees at over 30 different institutions in Kenya, in courses as varied as biomedical engineering, agri-business management, and wildlife conservation.



Partners



Primary School Partnerships

In 2016 we established new funding partnerships with five Kenyan primary schools sponsored by other NGOs. Joining our 2017 Form 1 class will be 19 students from the following organizations: Wema Children, GoPhilanthropic Foundation, Jami Moja, Kenya Children's Education Fund, and Gatato Primary. Funding partnerships like these will play a key role in EFAC's ability to scale for impact in the future.



Internship Access Program

Supporting transitions into careers is EFAC's new focus for our rising classes of post-secondary graduates. We know that in Kenya, a great internship during college can be a gateway to a job upon graduation. Yet competitive internships are commonly located in metropolitan areas where the cost of living is prohibitive for EFAC scholars. To address this, we launched an Internship Access Program this year, providing living stipends so students can access high quality internship placements. Participating students have interned in fields ranging from food hygiene at the Inter-continental Hotel in Nairobi to working as a legal assistant in the Kenyan court system.



The EFAC Scholars Association

A group of motivated students has launched the EFAC Scholars Association with a mission to unite fellow scholars as engaged members of the EFAC community. Led by an elected board of students and alumni, the Scholars Association will organize workshops, socials and fundraising activities; support benefit initiatives like insurance and a benevolent fund; and promote a burgeoning alumni network.

Meet our new Executive Director

EFAC welcomed Blair Demers as our new Executive Director in September. Blair oversees EFAC's U.S. team with a focus on fundraising and strategic partnership development. She brings strong nonprofit management experience and a passion for international development to her position. A graduate of Princeton University, Blair holds a BA in History and African Studies and has volunteered, studied, and traveled extensively throughout Africa.



YEAR IN REVIEW



Kenya Corporate Advisory Board

EFAC Country Director Mary Kiguru has built a robust Kenyan Corporate Advisory Board, including representatives from SC Johnson Co., Bank of Africa, Intercontinental Hotels Group, Litemore Ltd., and Multimedia University. This board will provide our Kenyan team with critical support in the employability training and career-networking components of our program.

\$673,000



Fundraising

Thanks to a wildly successful capacity fundraising initiative this fall, EFAC achieved a key organizational goal for 2016: building our Nairobi team to better support the needs of our growing organization. Beginning in early 2017, we will add two new employees to our Kenya team: a Program Manager to oversee all aspects of our secondary program, and a Career Development Manager to prepare university students for internships and employment.

In Kenya, our student-driven Power of One walk raised \$10,000 last August – enough to support two EFAC students through four years of high school. EFAC scholars solicited small donations from family, community members, and their EFAC sponsors in support of this fundraiser. EFAC students remark on the pleasure of being able to contribute something back to their EFAC family; for most, the Power of One walk is their first experience with fundraising in any form.

Taking its name from a Swahili word that means “all pull together,” our new Harambee Circle recognition program launched this year. Harambee Circle members are EFAC sponsors/donors who have supported a student for eight full years of the program, and who commit to continue on in a multi-year giving capacity once their student has graduated. We are grateful for the continued commitment from our Harambee Circle members, helping our organization transition from a start-up to a leading education-to-employment program in Kenya.

RECOGNITION OF ACHIEVEMENTS



EFAC Scholar Carlyne Musyoka '15

EFAC scholar Carlyne Musyoka '15 has been chosen for the prestigious King Scholarship Leadership Program at Dartmouth College. She is receiving a four-year education at no cost, extensive mentoring and leadership training, and annual internships with international development organizations. Carlyne joined Dartmouth's Class of 2020 in September and is adjusting to life in the U.S., specifically the snowy mountains of New Hampshire.

"I feel like my purpose and dreams in life are changing, and in my heart, I know that I can make a difference with all I have been given."

Thomas Mosioma '16

Thomas Mosioma '16 received our first Scholar of the Year award, honoring EFAC volunteer Jeremy Scott (1979-2015), who epitomized the ethos of giving back. The award recognizes excellence in the design of a social enterprise project during EFAC's Bridge to University workshop. Thomas created a model for a mentoring project to support primary school students in his home community. He wants to encourage young people to pursue their dreams, giving them "a reason to appreciate education."



Country Director Mary Kiguru

Country Director Mary Kiguru was named a Cordes Fellow by the Opportunity Collaboration conference in October. The fellowship award enabled Mary to join EFAC Founder, Nancy Van Sciver, in Mexico at this annual gathering of over 400 global leaders building sustainable solutions to poverty.



Bernard Muuo

“EFAC made me believe that I had an equal opportunity to succeed. I appreciate EFAC so deeply, both the Kenyan and US mentors, for the journey we have traveled together.”

In 2016, Bernard Muuo realized his dream of a career in medicine, joining the Lwala Community Alliance as a medical lab scientist after graduating from Kenya Medical Training College (KMTC).



As a 5-year old, Bernard lost his mother to pregnancy complications because she couldn't reach the nearest health center. This tragic experience motivated Bernard to commit his life to broadening access to medical care in rural Kenya.

SCHOLAR VOICES

Raised in extreme poverty by his grandparents, Bernard walked barefoot to school knowing he could count on being fed there. Despite many hardships, he excelled academically and became one of EFAC's first scholars, graduating from Kaaga Boys' High School. While fulfilling EFAC's community service requirement after graduation, Bernard volunteered as a medical lab assistant and found his true calling. He matriculated into a Medical Laboratory Science college diploma program to follow his dream.

During his college years, Bernard met the Managing Director of Lwala Community Alliance – a renowned Kenyan health NGO – at an EFAC Bridge to Employment workshop. He secured a 3-month internship at the organization, which resulted in a full-time job upon college graduation.

Bernard is now a medical lab scientist, serving the needs of Lwala's local community and realizing his dream of helping people access medical care. Throughout his EFAC journey, Bernard was encouraged by our staff, mentors, and his sponsors, Peter and Ellen Burger. He credits EFAC's Bridge workshops for building the skills he needed to prepare for a career in healthcare.

“Who would have thought that I, Bernard Muuo, would one day serve in a hospital, choose which shoes to buy and which meals to eat!”



Irene Linah Titus

“I have learned that my background doesn’t define my destiny. I can make my future bright.”

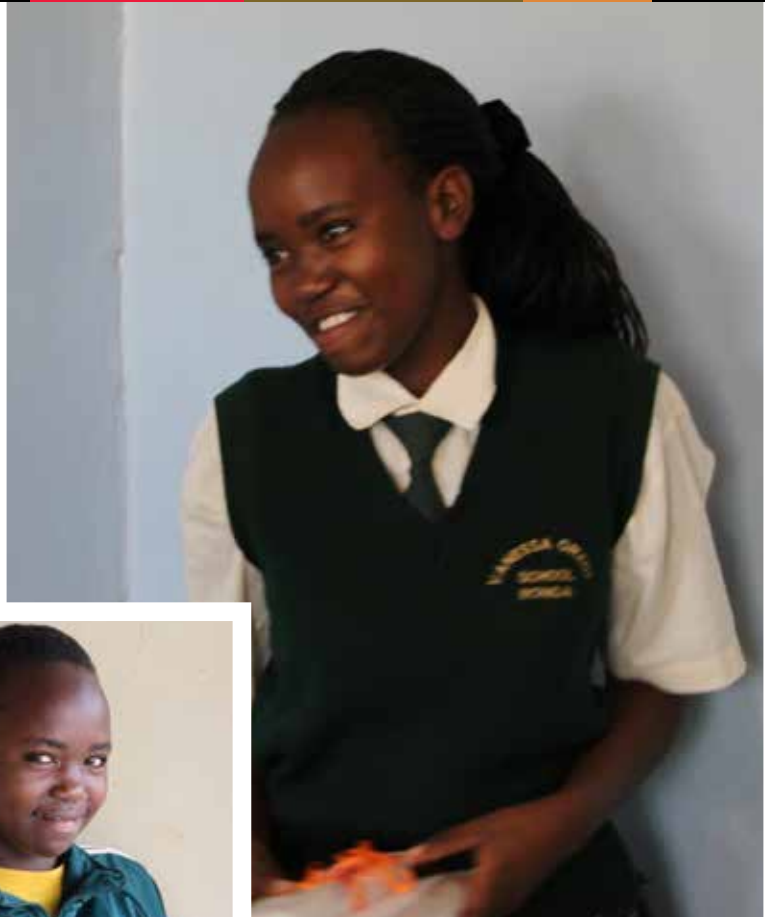
Irene Linah Titus is EFAC’s first scholar to be selected as a Yale Young African Scholar (YYAS), a prestigious and competitive program for high school youth from across the African continent who demonstrate the talent and drive to have meaningful impact as young leaders. In August, Irene attended a week-long academic and leadership workshop in Zimbabwe as a part of the YYAS program.

Irene’s selection as a Yale Young African Scholar comes as no surprise. She ranked first in her Form 3 class at Vanessa Grant Girls School in 2016, serves as a student leader, and mentors young people in her home community. Irene’s determination has been inspired by her mother, who has struggled to support the family since Irene’s father died in 2010.

From the moment Irene stepped on an airplane for the first time, her YYAS experience was filled with excitement and intellectual challenge. Over the course of seven days, Irene made new and diverse friendships and participated in courses such as: leadership and ethics in African nations, bridging the income gap in developing countries, and internet technology/cybersecurity. A lecture given by a Zimbabwean scientist about DNA research broadened Irene’s view of medical careers and has impacted her goals for university studies. Games and group problem-solving exercises taught teamwork, cooperation and good planning. “These really helped me to think critically,” remarks Irene, “and how to express ideas and opinions in a way that other people can understand me.”

Irene came away from YYAS with more confidence in her communication skills and a better grasp of Africa’s challenges and future opportunities. Her greatest lesson?

“You can choose to either make your future, or break it.”



SCHOLAR VOICES



LOOKING AHEAD



67
New Scholars

400 and
Growing!

2017 will bring another year of growth for EFAC, with our largest class yet of Form 1 students starting secondary school. Thrilled to have received an EFAC scholarship, 67 new 9th graders will be hard at work at their boarding schools, experiencing academic rigor and social/emotional growth opportunities that they never imagined possible. Our organization will grow to support over 400 students in 2017, including our newest category of EFAC Alumni!

Launching Careers

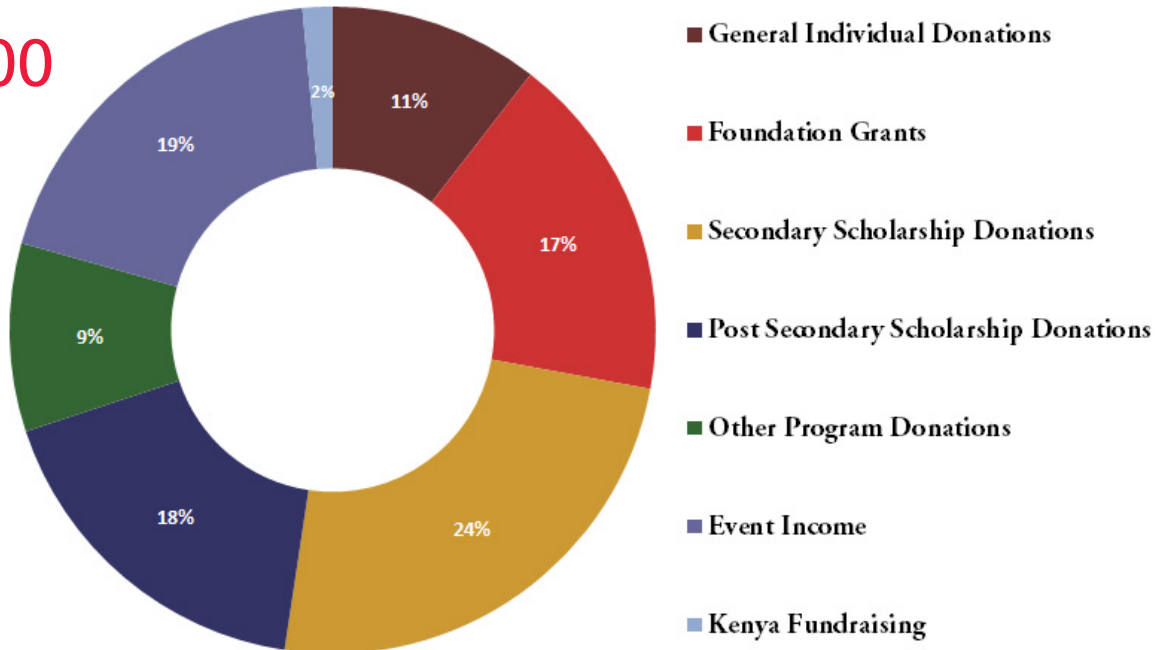
2017 promises to be a big year for celebrating success! EFAC's inaugural class of 43 talented young women and men will graduate from their post-secondary programs. Beginning with us as 9th graders in 2009, these students have pioneered every phase of the EFAC's developing program. They have studied hard, given back to their communities as volunteers, and served as peer mentors for our younger scholars. Over the past 8 years, these students inspired the evolution of EFAC from a high school scholarship program to the robust education-to-employment program we proudly offer today.

The time has come for these rising graduates to find stable, meaningful employment. We have invested in their education and in their employability training to prepare them for a competitive and challenging job market in Kenya. With strong academic records, internship experience, and incredible stories of grit and resilience to share, we are confident that each of our 2017 graduates will meet with career success.



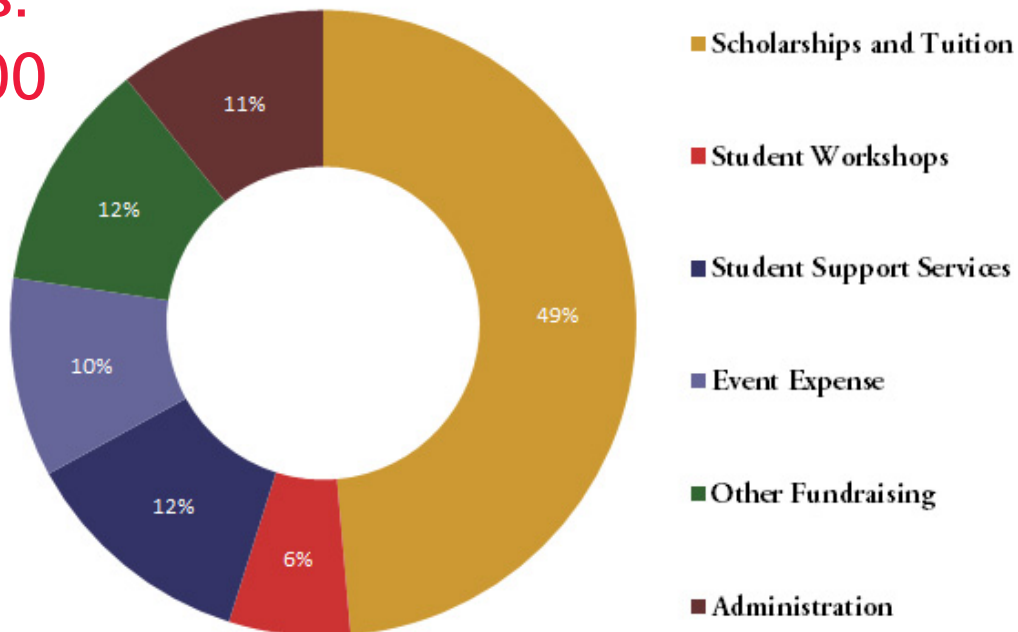
FINANCIAL SUMMARY

Income:
\$ 673,000



Donations in 2016 increased 31% over 2015

Expenses:
\$ 636,000



Audited financials are available on request.



efac

**EDUCATION
FOR ALL CHILDREN**

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