



efac
EDUCATION
FOR ALL CHILDREN

2017 Annual Report



FOUNDERS' LETTER

Ten years ago we began an “experiment” that is now known as Education For All Children. We started with this simple question: what if we provided scholarships to bright Kenyan children who were destined to curtail their education simply because their families lacked the resources for high school? At the time, we wondered how these young people would fare against their more privileged peers at Kenya’s top boarding schools. Would the intelligence, grit and determination exhibited by EFAC’s scholarship recipients compensate for their hardscrabble backgrounds?

Most of you know the answer: not only have EFAC scholars succeeded, they have excelled! Our students are six times more likely to attend university than the average Kenyan high school graduate. Female EFAC scholars are pursuing degrees in STEM fields at three times the average of their Kenyan peers.

As we enter our next 10 years, members of EFAC’s first high school class have graduated from university and face a challenging job market in Kenya. How will they fare? Our best bet is that they will continue to amaze us! These new EFAC Fellows, our first alumni class, are well-educated, motivated, and have honed their leadership and professional skills over eight years of mentoring and workshops. Our hope and expectation is that they will find successful careers, reinforce the importance of education in their own families, and remain engaged and connected to a growing and vibrant EFAC community.

We thank all of you who have walked with us during this incredible journey, and look forward to the road ahead!

Nancy and Rod

OUR MISSION

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



IMPACT 2017



400

400 students enrolled in EFAC Program in 2017.

(196 high school and 204 university/diploma students)



100%

100% of EFAC students qualify for university or diploma programs.

(35% was the 2017 national average)



6 x

EFAC girls are 6 times more likely to attend a 4-year university than their peers.

(100% of EFAC girls vs 17% nationally)



Everlyne

"This scholarship enabled me to achieve my dream of joining one of the best high schools in the country, and I'm working hard to reach my goal of becoming an engineer."

- Everlyne, Naivasha Girls School

"EFAC is the feeling of belonging to a global family who is willing to assist you in any way possible. That knowledge gave me the confidence to become the person I am and the professional I am becoming."

- Samwel Mwiko, EFAC Fellow



Samwel



YEAR IN REVIEW

Secondary Enrollment

EFAC was excited to welcome **67** scholars to our Form 1 class in January 2017, bringing the total number of students in our secondary program to **196**. Our students continue to thrive in their high schools, assuming leadership roles such as prefects, captains and club leaders.

Our secondary mentoring program expanded to involve 20 of our university scholars who accompanied EFAC staff on high school visits once per term. These mentoring days offer individual and small group sessions to provide our secondary students with academic and social-emotional support. Our scholars benefit enormously from interacting with their older EFAC "sisters and brothers" who come from similar backgrounds and have overcome many challenges to succeed in our program.



Post-secondary Pursuits

100% of EFAC's 2017 high school graduates qualified for post-secondary programs, compared to just **35%** nationwide in Kenya. In September, these 40 students began their college careers, joining 180 fellow EFAC scholars attending 30 different institutions across Kenya. Nearly **50%** of our students are pursuing degrees in STEM fields, areas the Kenyan government deems critical for propelling the nation's growth and development. Even more remarkable, **60%** of EFAC scholars who are pursuing degrees in STEM are women, more than triple the average in Kenya.

Strikes called by university lecturers over salary disputes caused unwelcome breaks in classes for many of our post-secondary scholars. EFAC students made the most of their time out of class by mentoring at our partner primary and secondary schools, arranging internships, taking online classes, volunteering in their home communities, and challenging themselves to learn new skills, such as playing an instrument or swimming. We hope that 2018 will bring a more consistent academic calendar for EFAC's university students.



Primary School Partnerships

At the beginning of 2017, EFAC welcomed 19 Form 1 students from partnering Kenyan NGO's working in underserved primary schools. Many of these students came from Kibera and other slums around Nairobi, with some hailing from rural Maasai villages in the Mara.

EFAC's primary school partners refer their top performers to our applicant pool and provide partial scholarship funding for any students selected into our program. This relationship allows EFAC to create a path forward into high school for greater numbers of students, while also amplifying the impact of the partner organizations. Candidates from partnering institutions must meet our rigorous admissions standards for financial need, academic merit and personal potential. At the start of the academic year in January 2018, we will welcome 38 additional Form 1 students from our primary school partners, doubling the number joining our program in 2017.

EFAC Board Welcomes New Director

Andrea Allen, a resident of Portsmouth, NH, joined the EFAC Board of Trustees this year, bringing the total number of members to 12. A graduate of Tufts University, Andrea sponsors two EFAC scholars and is the owner/operator of Kumon Learning Center in Portsmouth. She has a professional background in investor relations, fundraising, and business development, and has been active in a wide range of philanthropic and volunteer roles in southern New Hampshire. Speaking about why she wanted to join the EFAC board, Andrea commented, "I believe that knowledge is the greatest gift you can give to anyone, and these young people now have the opportunity to change their own lives, the lives of their families, their villages, and their country."



Meet a Kenyan Corporate Advisory Board Member

Steven Mutuma, the Senior Director of HR/Africa for InterContinental Hotels Group (IHG), has been a member of our Kenya Corporate Advisory Board since 2016. As part of its charitable organization, the IHG Foundation, the company offers numerous highly-competitive internships to Kenyan university students several times a year; to date, five EFAC scholars have gained professional work experience in departments such as engineering, accounting, guest services and public relations at Nairobi's InterContinental Hotel.

Joining the EFAC advisory board was a good match with both the IHG Foundation's mission and Steven's own professional interests. "I'm in HR because I love helping people, developing talent, and assisting others to get the best out of any situation," says Steven, and working with EFAC ensures that "the energy, talent, and overall goals of these students are channeled in the right direction."

With praise for our scholars, Steven notes that despite their disadvantaged backgrounds, EFAC interns have repeatedly out-performed their peers in the IHG internship program. He credits EFAC's consistent mentoring and focused workshops, such as the Bridge to Employment, with preparing our students to excel in the corporate environment. Seeing these young people succeed confirms Steven's belief that "we are creating future leaders."

ACCOMPLISHMENTS



EFAC Graduation

Graduation festivities celebrating EFAC's inaugural class of scholars were filled with huge smiles, lots of hugs, and quite a few tears. Over 20 U.S. sponsors and board members traveled to Kenya in October to share this special event with our graduates and their families.

The weekend began with a dinner at which students spoke from the heart about their experiences as EFAC scholars. At the end of the evening, sponsors congratulated their scholars by affixing "EFAC Fellow" lapel pins, marking their new status as alumni of our program.

Commencement exercises took place the next morning at Africa Nazarene University. Led by EFAC Trustee, Beth Wokabi, the 42 graduating students marched into the venue behind our Power of One banner. The ceremony featured moving speeches, several musical performances, and the formal presentation of diplomas and professional leather portfolios to each new Fellow. It was a beautiful celebration of their perseverance and achievements as EFAC scholars over the past eight years.

During the ceremony, three graduates were honored with leadership awards that were generously endowed by EFAC board member George Trumbull:

Samwel Mwiko - Lynda Trumbull Community Service Award

Sadia Abdulahi Salo - Prof. Leah Marangu Woman of Character Award

Esther Wagaki Mbugua - Founders' Transformational Leadership Award

One new Fellow beautifully summed up his EFAC experience when he told his sponsor, "Hardships bring out resilience, but hope brings courage for tomorrow. I appreciate you for helping me push forward in those difficult moments."



Global Grassroots Young Women's Academy

EFAC scholars, Vivian Gitonga and Jeniffer Otieno, were selected to participate in the 2017 Global Grassroots Young Women's Academy for Social Change (YWA). Graduates of Starehe Girls' School and Naivasha Girls' School respectively, Vivian and Jeniffer are the first Kenyan students to attend this 9-month program, which included a 5-day conference in Uganda with 24 young women from across East Africa. Global Grassroots' YWA focuses on encouraging girls to act for social change, while providing the skills to apply their leadership talent, give back to their communities, and develop a volunteer endeavor of their own design.

Gretchen Steidle, Founder and President of Global Grassroots, noted that Vivian and Jeniffer were "extraordinary in what they accomplished in the YWA program," and credited the girls' success to EFAC's support structures and ethos of giving back.

Jeniffer Otieno's YWA project involved working with 200 middle school girls to reduce the school drop-out rate in her home region of Naivasha, Kenya. Her initial research suggested that girls drop out of school primarily due to lack of funds for tuition or early pregnancy. Working in five public schools, Jeniffer mentored girls on the importance of staying in school, setting and achieving goals, and maintaining good study habits. She also researched scholarships and taught girls how to apply for financial help. In just seven months, Jeniffer's efforts resulted in a 67% decrease in drop-outs and a 47% increase in class grades and performance! Now a student at Jomo Kenyatta University of Agriculture & Technology, Jeniffer's experience helped her realize that "every goal is achieved through persistence, hard work, resilience and determination."



Inspired to reduce cancer deaths after her grandmother died from the disease, Vivian Gitonga wanted to help other women in her home community gain access to screenings and affordable treatments for breast and cervical cancers. For her YWA social change project, Vivian founded a cancer advocacy NGO called "Live Again Mama." She began by volunteering with Eddah's Hope Cancer Foundation in Nairobi where she met with 30 female cancer patients to inform herself about their experiences with the disease. Vivian then started distributing information at public gatherings in her community about the causes of cancer, affordable treatment options, and schedules and locations of free cancer screenings. She also visited schools to educate students about cancers affecting women.

Working with a local foundation, Vivian organized a fundraising walk and planned three cancer screening events that drew 456 people (compared to 100 attendees the prior year). Her work with Live Again Mama has now impacted 1700 women and girls, 1200 of whom had no information about cancer before she met them. Now a student at the University of Nairobi, Vivian remains deeply committed to her efforts and is determined to "build a strong wave that will be felt for generations to come."

INTERNSHIPS



"The internships gave me the professional experience I needed to apply what I learned in class...and taught me the type of work I find interesting and challenging."

Kelvin Otieno Okoth

Kelvin Otieno Okoth is a shining example of EFAC's emphasis on gaining career experience through internships during college. Before graduating from Multimedia University, Kelvin had three internships in a cross-section of businesses, giving him the opportunity to work in his field of computer science while building valuable professional skills. His first two internships were in the IT departments at East Africa Portland Cement Company and Kenya Power & Lighting Company (where he was recognized for superior customer support).

Then, in 2017, Kelvin interned for six months in the Information and Communication Technology (ICT) department at AMREF, a Kenyan NGO that provide a broad range of services designed to strengthen the country's health systems. While there, Kelvin provided technology support for the Health Systems Advocacy Project (HSAP). He soon discovered that the job included reporting on the HSAP activities throughout Kenya, which allowed him to travel around the country. A highlight of the internship for Kelvin was developing an analysis of the impact of a nurses' strike in all the counties, then having the chance to participate in a presentation at the Ministry of Health. Working at AMREF was a good experience, Kelvin told us, because "I learned a lot of things that were very different from what I studied in school."

After the completion of his official internship, Kelvin volunteered as a website consultant to AMREF while searching for a full-time job. Through a classmate, he learned of openings at a startup called Mambo Software, which develops management solutions for Kenyan hospitals, schools, and hotels. Kelvin was offered a full-time position coding desktop and web applications for the company. He credits his internship experience with preparing him for professional employment: "The internships gave me the professional experience I needed to apply what I learned in class," Kelvin says, adding "They also taught me the type of work I find interesting and challenging."



INTERNSHIPS

“It is awesome working with people who see that justice and fairness is served to all...human rights work is something I will pursue with undying passion.”



Charity Naira Simel

Charity Naira Simel has come a long way from her childhood in a polygamous Maasai household near Kajiado. Despite being promised into an early marriage at the age of 14, Naira showed enough academic potential that her father allowed her to accept an EFAC scholarship to Vanessa Grant Girls’ High School. She then moved on to study law at Africa Nazarene University (ANU), pursuing her dream to become a legal advocate for other young women subject to harmful cultural practices such as early marriage and FGM.

Naira credits two internships with putting her on the path to achieving this dream. The first was a position with the Kajiado County Law Court near her home community, where she learned the overall operation of the court process. As part of her responsibilities working for the magistrate, Naira conducted research and drafted legal opinions in preparation for rulings and judgments; proofread and edited documents; and attended sittings of both the High Court and Magistrate Court. Naira’s second internship, a position at the Kenya National Commission on Human Rights, began just after she graduated from ANU in 2017. The mission of this organization is to protect, promote and monitor the respect for human rights in Kenya through law, policy and education. Naira comments on her experience: “It is awesome working with people who see that justice and fairness is

served to all without favor. I am making a new discovery: human rights work is something I will pursue with undying passion.”

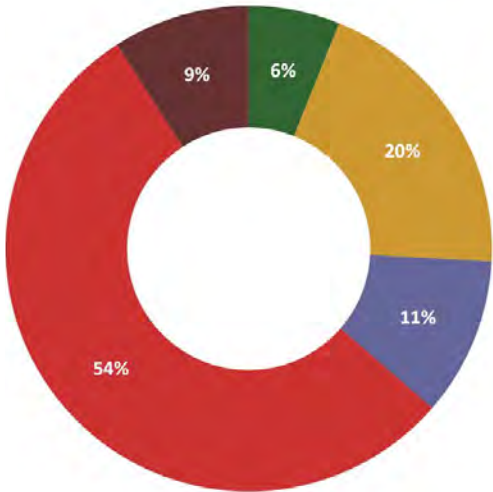
Naira will join the Advocates Training Program at the Kenya School of Law in early 2018, attending classes in the morning before heading to her internship each afternoon. At the end of the 18-month program, she will be prepared for admission to the Kenyan Bar - and become the first (and only) female lawyer in her home community. Naira sums up her experience in EFAC this way: “EFAC has given me the power through education to change my life and that of others. Thank you for believing that I can do it.”



FINANCIAL SUMMARY



Income:
\$ 949,180

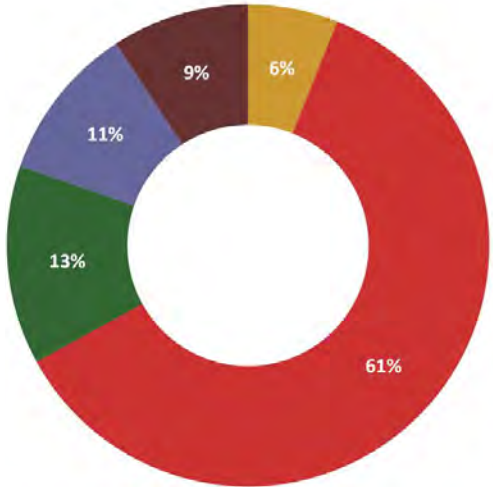


- General Donations
- Foundations
- Events
- Scholarship Program
- Sponsor Trip

Donations in 2017 increased 26% over 2016



Expenses:
\$ 739,270



- Workshops and Mentoring
- Scholarship Program
- Management
- Fundraising and Events
- Sponsor Trip Expense

Audited financials are available on request.



FUNDRAISING



2017 was a record-setting year for fundraising, with overall donations increasing 26% over 2016. Nearly 50 new sponsors and our expanded primary school partnerships provided scholarships for the 67 scholars who began Form 1 in January. We also achieved a major financial goal by establishing an endowment fund to ensure long-term stability for our scholarship program, thanks to a very generous grant from a family foundation.

The annual EFAC Golf & Tennis Classic raised \$65,000, about \$14,000 over the previous year, with funds going to support internships for university students. Our annual appeal launched on #GivingTuesday, the international charitable giving event, with a two-to-one match for all donations that day. This was the third year we participated in #GivingTuesday, and we more than tripled the amount raised in 2016 and qualified for a gift from the Bill & Melinda Gates Foundation. Credit for the success of our year-end campaign goes to EFAC board member George Trumbull and sponsor Steven Corman, each of whom made extremely generous challenge grants.

Thanks to strong support from our donors and expanded funding from charitable foundations, EFAC ended 2017 on solid financial footing, with \$500,000 in cash to cover Term 1 tuition costs plus six months of reserve funds, and nearly \$1,000,000 in future scholarship pledges.



LOOKING AHEAD

500 and growing! 2018 will mark a **decade of impact** for EFAC! This milestone will be marked by continued growth, both in number of students and scope of programming. EFAC will welcome our largest class of ninth graders (88) to our secondary school ranks in January, putting us on course to reach our strategic goal of 600 total students by 2020. Our post-secondary program continues to emphasize internship access and career development, preparing a cadre of EFAC graduates for the professional workforce in Kenya. We are excited to spend 2018 honoring EFAC's evolution from a simple high school scholarship program into one of Kenya's premier education-to-employment programs in just ten years.



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We've moved! Please note our new address:

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