



2020 Annual Report



Dear Friends,

Across the globe, 2020 has been a year like no other. Collectively, we have experienced fear, uncertainty, and loss...in many ways, it feels as though the world turned upside down. At EFAC, our response has been to do all we can to keep our students, families, and partners feeling right-side up. Working in the global education and employment sectors, we were forced to pivot and innovate to address real-time and unexpected challenges. Because of this, we have emerged a stronger, more creative, and more determined organization than ever before. EFAC has much to be proud of as we leave 2020 in the rear-view mirror!

EFAC serves students from the most vulnerable communities in Kenya, and the pandemic did not go easy on our families. After the March 2020 school closures across the country, we focused on keeping our students safe at home and on track with their education. Our response included food relief, mental health counseling, and digital access initiatives to keep our scholars connected to EFAC and to remote learning.

Like much of the Global South, Kenya has struggled to mitigate the effects of prolonged school closures on their most vulnerable youth, especially girls. Among the many consequences of this pandemic are increased risks of teen pregnancy, poor nutrition, and permanent school drop outs. We are delighted to announce that when Kenyan schools reopened for all students in January 2021, 100% of EFAC's scholars made it back. And that's not all. This Annual Report is filled with stories of triumph and perseverance. Our entire EFAC family showed up for 2020 in ways big and small. From the donors who funded digital access tools for each student, to the staff and leadership teams who pivoted seamlessly to remote work and unforeseen challenges, to the EFAC students who pitched in as pandemic relief support in their home communities... this year gave rise to an inspiring image of what EFAC is capable of.

So please, take a moment and read on about the resilience of our community and the silver linings of 2020. You will be invigorated by the determination, hope, and promise within each page!

Thank you for being such an integral and driving force for EFAC throughout 2020. We would not be here without you!

Asante Sana,



Mary Kiguru
Country Director

Blair Demers
U.S. Executive Director

EFAC is an education-to-employment program serving over 600 talented, disadvantaged Kenyan youth. Our investment is both deep and long; we engage a whole-child approach, and we span secondary and tertiary education, and onward into careers. EFAC's vision is for our graduates to not only transform their own lives, but to positively impact their families, communities, and Kenya at-large.



Education

Education changes lives! In Kenya, only 11% of children living in poverty will graduate from high school. EFAC is re-writing this story by providing scholarships to Kenyan secondary and tertiary institutions for over 600 students with the brightest minds and fewest resources. In the past 3 years, 98% EFAC scholars graduated from high school. 98% qualified for a bachelor's or diploma program vs. 33% nation wide.



Mentoring

This is our secret sauce and we do a ton of it! Our mentoring program begins in Form 1 and continues through graduation and beyond. Professional counseling, peer mentorship training, academic support, career guidance, and of course, our annual Bridge Workshop series. Our whole-child approach sets us apart from other scholarship programs -- we are invested in all aspects of an EFAC scholar's journey.



Service

The ripple effect is real! 100% of our scholars volunteer in their home and school communities during their EFAC journey, leaving an indelible mark in their wake. Paying it forward has always been a core tenet of our program. To date, EFAC scholars have tallied over 132,981 hours of community service; they are a force for social good spanning all corners of Kenya!



Careers

Workforce ready! Our end goal is for EFAC graduates to be self-sustaining adults who can transform their circumstances in life. Success starts with a job. Our career development program builds technology acumen, entrepreneurship skills, emotional intelligence, and workplace readiness. EFAC graduates are employable and have a vision for what their futures will hold. They are on their way!

"EFAC hasn't just allowed me to continue with my education, it has helped me understand what I want in life. I have learned to love myself." - Maryann, Bahati

In March 2020, at the first hint of Covid-19, Kenya effectively went into a country-wide lockdown. Schools, businesses, and airports closed; regional transportation was restricted and curfews imposed. Kenya meant business when it came to protecting its citizens from the potentially devastating impact of the pandemic.



What this meant for EFAC is that within days, over 500 scholars had to find their way home, leaving behind not just their school books, but perhaps their educational futures all together. They were confused, disconnected, and scared. Our students in urban slums began to experience food insecurity. Our students in pastoral communities went back to fetching water and farming small plots of land to feed their families. For both secondary and post-secondary students, this disruption to their forward momentum was palpable and disheartening.

As an organization, EFAC responded immediately and effectively to this pandemic world order. We pivoted to remote operations, identified priorities and pressing needs, and used innovation and determination to tackle our new reality head on. We are proud of what transpired over the next 10 months! By providing a combination of digital access, food relief, mental health support, and a focus on resilience, EFAC has defied the odds... when schools reopened in January 2021, **100% of our scholars made it back!**

“2020 has been an interesting and learning year. We discovered how innovative we can be and how we can rise to the occasion.” - Mary Kiguru, EFAC Kenya Director

Digital Access - It felt like the entire world shifted to 'remote' when the corona virus struck. Not surprisingly, digital access became the single greatest challenge for the EFAC community. We needed a way to keep our students connected, safe, and engaged in whatever remote learning opportunities were available. For our 340 secondary scholars, the answer was a smartphone and internet data for every child. This became a herculean team effort at EFAC; a true testament to the commitment of our many stakeholders.



+ Food Relief - When our students returned home, many of their families were struggling with food insecurity. In urban settings, stay-at-home orders and curfews all but eliminated income-generating activities, creating urgent need for food relief. EFAC harnessed the power of partnerships to support families. Our donors stepped up with generous contributions to our food relief campaign! Our partnering NGOs operating in Nairobi's slums became conduits for accessing our families and delivering supplies. And thanks to a new partnership with **Give Directly** and the U.K.'s FCDO, we were able to facilitate unconditional cash transfers to 113 families to help them cover food and other basic needs.

+ Mental Health Supports - EFAC scholars confront many challenges inherent to living in poverty. Those challenges were exacerbated by the pandemic. We mobilized resources to support our students with layers of social and emotional counseling. Access to a professional mental health counselor provided students with a safe and confidential space to unburden themselves. Our extensive virtual webinars promoted empathy, self-awareness, and resilience; we also developed peer tutoring networks and a dedicated EFAC phone line to help out students cope with fear and uncertainty.



+ Resilience - By the time our students enter our program, they have already navigated challenging circumstances while managing to excel academically and exhibit leadership. EFAC's program builds upon their inherent resiliency. During school closures, we intensified our focus on resiliency to help students find psychological strength. We covered problem solving, critical thinking, and management skills to help them better handle adversity. Also, because EFAC's "give back" mentality encourages community service, many students found ways to volunteer during this crisis - uplifting their communities and their self-esteem at the same time (enjoy a few of their stories on the next page).

EFAC Response = 100% rate of return to school! Yes, we did it!

Our students step up. During school closures, EFAC students lifted their communities with medical support, hygiene solutions and village-wide tutoring initiatives. Their actions demonstrate the core EFAC values of hard work, entrepreneurship, and service to others. We are proud to highlight these scholars who used their time out of school to make a difference.

678
TOTAL STUDENTS
SERVED

340
SECONDARY
STUDENTS

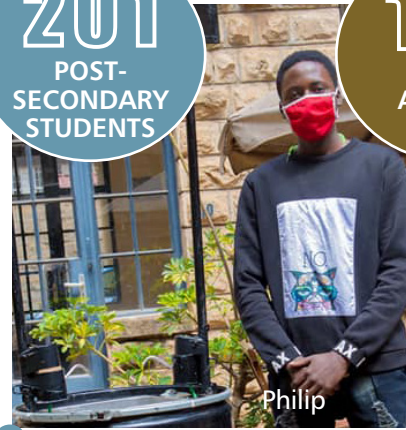


Khadija



Amos

201
POST-
SECONDARY
STUDENTS



Philip

115
ALUMNI



Gilda

Khadija Protects Peers: Back home in the Kibera slum, this freshman organized a team of 8 peers to teach preventative hygiene, such as hand-washing and sanitizing, to hundreds of families. She also sewed protective masks for Kibera's most vulnerable residents. To keep up with her own academic goals, she created a study group, book club, and peer tutoring program.

Amos Connects the Disconnected: When Amos, a high school senior, found himself back in his home area of Kiandutu, he realized many primary school students lacked access to online learning. Amos, who had his own academics to stay on top of, tutored these kids daily. He was determined not to let them fall behind!

Philip Innovates: Look, No Hands! Philip, a college freshman, used his passion for coding to respond to the pandemic with an innovative idea for sterile hand-washing. He helped to design an automated system that eliminates the need to turn on a public water tap with one's hands, reducing the risk of contracting the Covid-19 from community water sources.

Model Mentor: Gilda, an undergrad studying agriculture and rural development, is a seasoned EFAC mentor. She moderated critical on-line mentorship webinars - specifically developed to keep our high school scholars engaged during Covid-19.

The TWEETING Chief - After seeing an increase in vulnerable kids in their village during the pandemic, two EFAC alumni created a texting platform that goes directly to their village Chief; children in distress were able to communicate their struggles swiftly and discreetly via SMS. The result: a safer community, and a new nickname for their leader: 'The Tweeting Chief!'

EFAC Alumni make us stronger. As it turns out, EFAC scholars make ideal colleagues! They possess raw talent, deep program knowledge, and a unique understanding of our students' obstacles. Recognizing this, EFAC has established an Alumni Internship Program. In 2020, we were bolstered by the contributions of four alumni who served 6-month internships in our Nairobi office. Along the way, our interns gained critical work experience, helping them stand out in the job market. It's a win-win all around! Read on to learn about the many ways our alumni are shaping the future of EFAC!



Snyder

Career Woman! Snyder focused her internship on our Career Development Program, helping scholars and alumni secure internships and job opportunities.

"EFAC has shown me what I am good at. I have broadened my career perspective."



Rose

Mentor Mania! Rose Winnie spent her internship launching our Covid-19 mentoring program. Her skills and innovation helped us pivot to a remote format and stay connected to our students.

"The skills I learned are applicable to the job market. I now know how to chart my path forward."



Thomas

Story Time! Thomas is a journalist who loves to tell stories; his internship on the EFAC communications team was the perfect fit!

"I have learned so much about how to share stories of impact and write for online audiences. Thank you EFAC for this experience."



Miriam

Data Driven! Miriam joined our team in the realm of data management and analysis, particularly within our post-secondary program.

"EFAC gave me the opportunity to know what I want to do in life. I love data, planning and programming!"



Sam



Charity



Margaret



Denis



Lucy

Percentage Power!

Did you know that over 50% of our full-time Nairobi staff is comprised of EFAC alumni? This is our superpower! Sam is our IT and Data Specialist, Charity is our Program Assistant, Margaret works in Operations, and Miriam (above) is our 2021 Program Assistant. Our 2021 alumni interns are Denis and Lucy. Each of these alumni is a testament to the quality of our graduates!

"I never dreamed I would get to work for an organization I hold so deep in my heart."

- Charity, EFAC Program Assistant and Alumna

Doubling Down on Jobs. Covid-19 may have been a powerful disrupter to the global economy, but EFAC hasn't skipped a beat when it comes to our Career Development Program. In fact, we intensified our focus on employability skills training and reaffirmed our goal to prepare graduates for the global job market.



Expansion

New Career Resource Center

We have a new Nairobi office and Career Resource Center! After months of remote work, our Kenya staff reunited in our new office space in the Nairobi Garage - a dynamic co-working community! Centrally located, it is perfectly suited to also serve as our new Career Hub & Resource Center. Designed to guide EFAC scholars with space to network, job shadow, and be mentored by young professionals, this expansive space provides the perfect fit for our growing program.



Instruction

Career Manager

Meet Sally Nabalayo, EFAC's new Career Development Manager! Sally is focused on creating internships and job placement opportunities for EFAC scholars. She is also working to ensure Kenyan corporations know that being an 'EFAC Alumni' is synonymous with high caliber skills and character. With experience as a youth coach, trainer, and public speaker, Sally is a great resource for career preparation training. She is passionate about helping youth become change-makers, making her a perfect fit for the EFAC team!

Connection

Networking Partners

2020 brought an exciting new partnership our way! The Kenya Private Sector Alliance (KEPSA) is the voice of the private sector in Kenya. They are providing us with access to the employment market for post-secondary scholars and graduates. Together, we are developing an ecosystem for internship and volunteer placements to promote a smooth transition into jobs. KEPSA's membership community includes hundreds of Kenyan companies; our partnership will provide tremendous exposure for EFAC scholars within this network!

For our scholars, personal and career growth are a work in progress, evolving over time rather than ever being complete. Finding and fighting for a space in the world, a place for oneself, is a full time job! My role is to support our scholars' transitions into the world of work, and to encourage them to be ready when opportunities come calling.

- Sally Nabalayo

Kenyan Partners

Africa Nazarene University
Achungo Children's Center
Africa Leadership Accelerator (ALX)
Ashoka
Bank of Africa
Dandelion Africa
Dandora Dumpsite (DADREG)
Rehabilitation Group
Flying Kites
Fred Outa Foundation
Gatoto Integrated Development
Programme
Give Directly
Global Grassroots
HALI Network
Jamii Moja
KenSAP
Kenya Private Sector Alliance
Kenya Self Help Project

Kijabe Children's Education Fund
LWALA Community Alliance
The Leo Project
M-PESA Foundation Academy
Mentors without Borders
Open Capital Advisors
Organic Health Response
Penda Health
Project Girls 4 Girls
Resurge Children East Africa
Rieko Kenya
Shamiri Institute
SHOFCO
Spurgeon's Academy
UNHCR
Vanessa Grant Girls School
WEMA Children
Windle International Kenya
Zeraki Learning

US Partners

Academy Roofing
Aid for Africa
Carter and Josh Siegel
Charitable Fund
CG Charitable Fund
Charles W. Carter Memorial
Foundation
Cubit Family Foundation
EFAC Student to Student (S2S)
Environments at Work
Falcon Fund
Generosity Trust
Good Works Institute
Go Philanthropic Foundation
Granite Investment Advisors
Happy Bodies Inc.
Hutter Construction
Joan Dwyer and Jayne Dwyer
Charitable Fund

Kumon of Portsmouth, NH
Micah 6:8 Foundation
Morse Hill Trust
MSW 5 Foundation
NEID
Segal Family Foundation
Steve Corman Scholarship Fund
Thomas S. Gale Memorial
Fund
Trumbull Family Foundation
Three Sisters Foundation
Vanderheiden Family Foundation
YUHL | CARR LLP



Fun Facts | Financials | Founders



46

Students hail from 46 of 47 Kenyan counties

2020



654 donors



39

39 Bridge Workshop virtual webinars during Covid-19



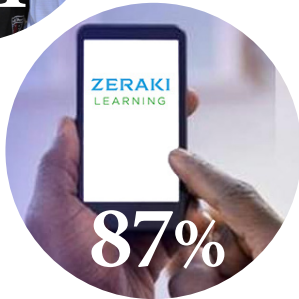
654

87% of secondary scholars accessed Zeraki Learning software thanks to EFAC's Isaac Onyango



93%

93% of alumni stay in touch with EFAC classmates



87%

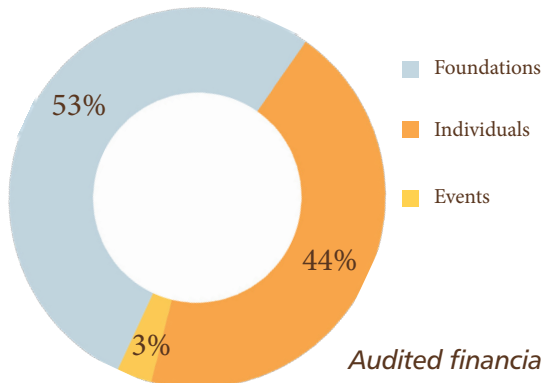
7 EFAC Student-2-Student Chapters across the U.S. raised over \$40,000 to date!



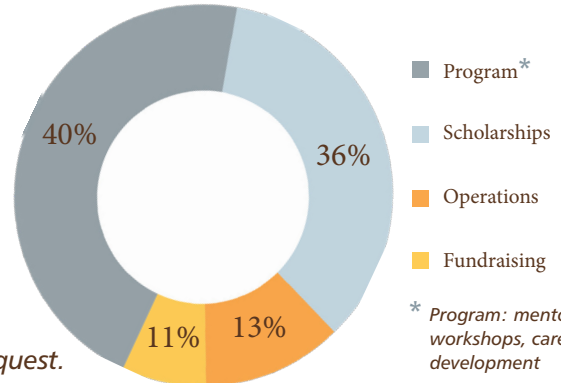
7

Fundraising: In a year that was challenging for everyone, our fundraising was stronger than ever. Many thanks to our big-hearted donors for helping us achieve a record-breaking year!

TOTAL REVENUE: \$ 1,391,644



TOTAL EXPENSE: \$ 895,251



Audited financials are available on request.

* Program: mentoring, workshops, career development

Fun Facts | Financials | **Founders**

Dear Fellow **efac** Supporters,

2020 was an unprecedented year. Like most NGOs operating in the developing world we wondered whether our students would return to school; if there would be unwanted pregnancies and if the students would take up casual labor as full time jobs.

We should not have spent our time worrying. The EFAC Kenya team was innovative, compassionate and creative. They provided digital access via smartphones loaded with the national curriculum, and ran webinars every term for all high school students. Amazingly, 100% of high school students returned to school!

During Covid the EFAC team also launched our Career Development program. They worked with local businesses and corporations to set up job shadowing, internships and job opportunities. This was nothing short of miraculous during a pandemic.

The U.S. fundraising team broke all previous records raising over \$1,450,000, not only keeping us on track but also growing our program and number of students.

We are blessed with two incredible teams making it all happen during an historic crisis. More than ever, we know the future of EFAC is not just solid, but on a strong and record-breaking trajectory.

Most importantly, without our sponsors and supporters, there would be no EFAC and hundreds of children would not have changed their lives forever through education, technology and job opportunities.

Thank you for standing by us during tough times and supporting each child as they strive for success.

With Deepest Gratitude,



Prof. Leah Marangu
Co-Founder, EFAC



Nancy Van Sciver
Co-Founder, EFAC



Rod Van Sciver
Co-Founder, EFAC



New Year, New Leadership. After six years as U.S. Executive Director, Blair Demers is stepping down (but remaining with EFAC in a new strategic role!). We are thrilled to announce that Andrea Allen will take the helm as our U.S. Executive Director on May 1, 2021. Andrea has been involved with EFAC for a decade - as a sponsor, U.S. Board Treasurer and Chair of the Finance committee. She has everything we could dream of in a new Executive Director! Check out our website for more on Andrea.

Students' first selfies - thanks to our Covid-19 phone drive!



EFAC | 104 Congress Street, Suite 301 | Portsmouth, NH 03801 | www.educationforallchildren.org

efac

Our donors and partners made sure that 100% of EFAC students were able to remain digitally connected throughout the Covid-19 pandemic. Thank you!