

GIRLS EDUCATION MISSION INTERNATIONAL

ORGANISATION PROFILE





(B) +234806153<u>0603</u>





No. 5 Yusuf Baro Complex, Off DB Zang Junction

Yakubu Gowon Way Jos P.0 Box 1682 Jos, 93001 Nigeria

WHY GIRLS?

Girls are Vulnerable to Violence, Abuse, Discrimination and Exploitation because their Age and Gender Surbodinate them at Home, School and Community.











ABOUT

WHO WE ARE

Girls Education Mission International (GEM International) is a youth-focused, girl-centered, and women-led nonprofit organization founded from lived experience and a deep response to community need. We exist to dismantle the structural and systemic barriers that prevent girls from accessing quality education and reaching full potentials.

Our work is rooted in community-driven, participatory approaches that place girls at the center, not just as beneficiaries, but as co-creators of change. Through holistic, sustainable solutions designed with girls, not just for them, we champion their rights, well being and leadership.

Registered in 2011 with the Corporate Affairs Commission of Nigeria (CAC/IT/No.45818) and the Special Control Unit Against Money Laundering (SCUML - RN: SC 321400084), GEM International also holds Special Consultative Status with the United Nations Economic and Social Council (ECOSOC) - a recognition of our commitment to advancing the Sustainable Development Goals and contributing to global development



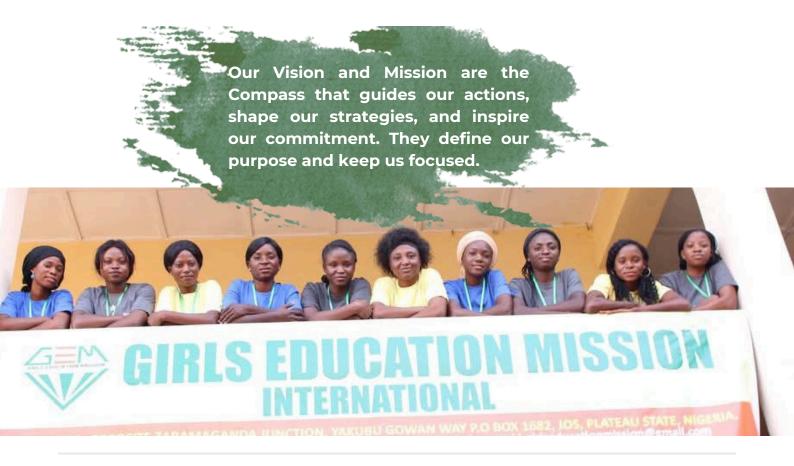


VISION 🕸

A world where every girl realizes her full potential in safe, inclusive societies that uphold her rights, protect her dignity, and amplify her voice.

MISSION ©

To advance the rights, well-being, and leadership of girls by expanding access to quality education, ensuring their protection, fostering empowerment, and transforming systems through sustainable, community-driven solutions, while equipping every girl with the knowledge, skills, tools, resources, experiences and support she needs to thrive and lead change in Society.





CORE VALUES

LEGITIMACY

We are governed by an effective and accountable board, guided by a clear mission to address critical community and societal needs.

ACCOUNTABILITY

We are accountable to our stakeholders, including girls and their families, communities, funders, partners, members, and are committed to the responsible stewardship of our mission and resources.

TRANSPARENCY

We uphold integrity by being opened and honest in all that we do. We ensure timely and accurate communication about our programs, processes, finances, policies, and decisions.

INCLUSIVENESS

We prioritize local knowledge and inclusive collaboration, working alongside girls, their families, and relevant stakeholders to co-create meaningful solutions. We foster shared leadership and active participation across all segments of society.

EMPOWERMENT

We believe girls are powerful agents of change. We foster confidence, leadership, and resilience in girls, empowering them to make decisions, shape their futures, and live with dignity.

WHAT WE VALUE

Our core values are the heart of WHO WE ARE; they guide our actions, shape our culture, and keep us rooted in purpose.







OUR WHY AND HOW

Our clear aim gives us direction; Our bold objectives drive our impact. Together, they shape our path from vision to reality.

AIM AND OBJECTIVES

AIM

Girls Education Mission International aims to promote equitable access to quality education, foster girls' empowerment and leadership, ensure their protection, promote their rights and well-being, and drive systems change and sustainability.

OBJECTIVES

- 1.To **address** structural and systemic barriers to girls' education by promoting access to quality education in safe and inclusive learning environments across both formal and non-formal pathways.
- 2.To **strengthen** girls' agency, confidence, and civic engagement by providing leadership development, life skills training, mentorship, and opportunities for meaningful participation in decision-making processes at all levels.
- 3.To **promote** self-reliance, innovation, and long-term economic empowerment through digital and financial literacy, entrepreneurship, vocational skills training and micro-enterprise development.
- 4.To **prevent and respond** to violence, abuse, and harmful practices against girls by offering protection services, safe spaces, and comprehensive sexual and reproductive health education, ensuring their safety, dignity, and well-being.
- 5.To **influence** policy, **shift** discriminatory social norms, and **drive** lasting change through participatory, evidence-based approaches that engage families, communities, governments, and partners in co-creating sustainable and scalable solutions.



THEMATIC AREAS

OUR THEMATIC AREAS REFLECT OUR COMMITMENT TO ADVANCING KEY SUSTAINABLE DEVELOPMENT GOALS





EDUCATION. LITERACY AND LEARNING ACCESS

We are committed to dismantling the structural and systemic barriers that hinder girls' access to safe, inclusive, and quality education.



PREVENTION OF VIOLENCE AGAINST WOMEN AND PROTECTION FROM HARMFUL PRACTICES

We defend, protect, and promote girls' rights by challenging harmful social norms and creating opportunities for them to realize their full potential.



3 GOOD HEALTH AND MENSTRUAL AND MENSTRUAL

HYGIENE MANAGEMENT

We provide comprehensive sexual and reproductive health education, distribute menstrual hygiene products, and advocate for improved WASH facilities in schools, ensuring that girls can learn with dignity and without disruption.



8 DECONTINUOR AND ECONOMIC EMPOWERMENT, SKILLS DEVELOPMENT &

LIVELIHOOD

We equip girls with financial and digital literacy, as well as vocational and entrepreneurial skills, enabling them to participate meaningfully in the economy, secure employment, and launch their own businesses.



17 PARTNERSHIP FOR ADVOCACY, RESEARCH AND POLICY

ENGAGEMENT

We collaborate with communities, organizations, government institutions, and the private sector to amplify our impact, extend our reach, and ensure long-term sustainability.



THE PROBLEM

OUR CONTEXT

Girls in Nigeria and across Africa face persistent and interconnected barriers that limit their access to education, health services, economic opportunity, and leadership. These challenges, rooted in poverty, early marriage, violence, insecurity, and harmful cultural, traditional, and religious norms disproportionately affect girls in rural and underserved communities, leaving them vulnerable to exclusion from opportunities.

Despite national and international commitments to the right to education, millions of girls particularly in Northern Nigeria, remain out of school. According to UNESCO, Nigeria has the highest number of out-of-school children in the world, with girls accounting for nearly 60% of that population. Many are withdrawn from school to perform household labor, care for siblings, or enter early marriages.

Even when enrolled, girls often experience poor learning environments, inadequate sanitation facilities especially for menstrual hygiene and harassment, all of which contribute to high dropout rates. Limited access to reproductive health education and services further increases the risk of early pregnancy, disrupting or ending their education altogether.

More broadly, in Africa, social expectations and systemic biases continue to prioritize boys' education and leadership, reinforcing the belief that a girl's role is confined to the home. This imbalance perpetuates cycles of poverty and restricts life opportunities for girls and their communities. Uneducated girls are more vulnerable to exploitation, have fewer economic options, and are less likely to participate in civic or political life.

Yet, despite these challenges, girls consistently demonstrate resilience, potential, and leadership when given the opportunity. Girls Education Mission International works to dismantle these systemic barriers through girl-centered, rights-based, and community-driven solutions. We believe that closing the education gap is not only a moral obligation, it is a strategic investment in healthier families, stronger economies, and more peaceful, inclusive, and prosperous societies.



"Worldwide, 119 million girls are out of school"



THE SOLUTION

OUR PROGRAMS: WHAT WE DO

At Girls Education Mission International, we don't just offer services, we create pathways to possibility through holistic, girl-centered programs designed to remove barriers and build bridges to education, empowerment, and opportunity.

INCLUSIVE, QUALITY EDUCATION

We work to remove the barriers that keep girls out of school by providing scholarships, essential learning materials, menstrual hygiene kits, psychosocial support, and reintegration assistance for girls who have dropped out. Beyond access, we strengthen the quality of education by building teachers' capacity, improving the learning environment, and promoting WASH (Water, Sanitation, and Hygiene) in schools. We also advocate for inclusive and safe infrastructure that supports effective learning for all, especially girls.

MENTORSHIP AND EMPOWERMENT

We mentor and empower girls to become confident leaders and changemakers. Through one-on-one and group mentorship, we deliver life skills training in advocacy, public speaking, and community leadership. We organize leadership forums, workshops, and annual events that connect girls with inspiring mentors. We also establish peer-led girls' clubs in schools and communities, creating safe spaces where girls support one another, share knowledge, and grow together. Through this, we ensure girls are not only mentored, but are also empowered to lead and mentor others.



ALUNMI LEADERSHIP

We maintain a vibrant network of alumni who continue their journey as role models, mentors, and leaders. Our alumni provide peer mentorship to younger girls, sharing their experiences and guiding others along the path of empowerment. We encourage our alumni to give back by sponsoring other girls, creating a powerful pay-it-forward cycle. As changemakers, trainers, and advocates, they run programs, lead community initiatives, and drive meaningful change at the grassroots level.

SKILLS AND LIVELIHOOD

As girls transition from school to adulthood, we equip them with the skills they need to thrive. Through our Skills and Livelihood program, we provide training in business, entrepreneurship, digital literacy, and financial management to build their confidence and prepare them for economic independence. We support girls in launching micro-enterprises by offering mentorship, seed funding, and networking opportunities. By investing in their potential, we empower them to participate meaningfully in the modern workforce and become contributors to their communities and local economies.

COMMUNITY AND SYSTEM CHANGE

We work with families, schools, community leaders, and policymakers to foster environments where girls are safe, valued, and empowered. Our efforts focus on advocacy campaigns, engaging male allies, influencing policy, and leading community dialogues to challenge harmful norms and drive lasting change.



PROGRAM MODEL

HOW WE SUPPORT

STAGE

Identification

Enrollment and Onboarding

Support and Mentorship

Transition Support

Alumni Leadership

ACTIVITY

Vulnerable girls are identified through Schools, Community leaders and Social workers

Girls considered for support to begin or resume school; Communications with parents and schools

Girls participate in life skills and mentorship workshops; Joins school peer mentorship

Girls near graduation engage in exit preparation, receive career counseling and skills training

Alumni joins the GEM Girls Agency to mentor other girls and lead community initiatives

SUPPORT PROVIDED

Application and screening; Home, School, Community visits; Selection interviews; Needs assessments

Enrollment orientation; Tuition and Exam fee; learning kits and other educational materials

Mentorship support by Alumni, Sanitary Pad; Regular school monitoring

Digital, Entrepreneurship, Vocational, Financial and training; CV building; Starter kits; Internship opportunities

Leadership and Advocacy training, Continued mentorship, Grants, Volunteer and Speaking opportunities



OUR TARGET BENEFICIARIES

- Girls and young women ages 10 25 from lowincome, rural, and marginalised communities.
- Adolescence girls with leadership potentials in need of support to rise.



GUIDING PRINCIPLES

OUR SYSTEMIC APPROACH



SYSTEMS CHANGE

Rather than treating symptoms, GEM focuses on transforming the systems, schools, policies, institutions, and social norms, that shape girls' lives and choices. We drive systemic change by addressing the root causes and structural barriers that limit girls' access to education and their ability to thrive.

PARTICIPATORY FNGAGEMENT

We believe lasting change comes from within. We work hand in hand with girls, families, educators, traditional leaders, and policy influencers to co-create inclusive, community-owned solutions.

PEOPLE CENTRED DESIGN

We place girls and their communities at the heart of everything we do. We listen deeply and design solutions with girls. By designing solutions with not just for those we serve, we ensure our programs are relevant, respectful, empowering and sustainable.

ITERATIVE LEARNING AND ADAPTATION

We are flexible and responsive. We use feedback and data to continuously refine our work. Through ongoing cycles of learning, reflection, and adaptation, we enhance our effectiveness and deepen our impact.



THEORY OF CHANGE



OUR CHANGE LOGIC

IF...

Girls have access to quality education, are equipped with knowledge, skills, tools, resources and relevant experiences in safe, inclusive environments that uphold their rights, protect their dignity, and amplify their voices.

AND IF...

Key actors in the system that influence girls learning and empowerment in, are actively engaged in cocreating solutions and challenging harmful social norms;

THEN..

Girls will be empowered to reach their full potential, become leaders of change, and drive lasting transformation in their communities and beyond.

BECAUSE...

Because when girls are educated and empowered in environments where families, communities, and institutions uphold their rights and invest in their potential, they don't just succeed and lead, they become catalysts for systemic change, strengthening communities, and driving sustainable development and shared prosperity for all.

LOCAL TO GLOBAL

Girls Education Mission International advocates to influence policies, shift social norms, and amplify girls' voices from grassroot to global level.



As Delegate at UN Office Nairobi Kenya for UN Civil Society Conference



As UN Women Speaker during CSW69 at UN Headquarters New York, USA.



As Observer in Ottawa Canada for UN INC-4



At the National budget hearing advocating for Gender responsive Budgeting at State House Abuja Nigeria



At American Spaces Jos Advocating against Gender Based Violence



STRUCTURE



OUR GOVERNANCE AND OPERATIONS

GEM International's operations reflect our commitment to transparency, accountability, and effective leadership. Designed to support collaboration and impact at every level, our structure ensures that each role, from the grassroots to governance, works in alignment to drive our mission forward.

BOARD OF TRUSTEES

The Board of Trustees is GEM's highest decision-making body, composed of experienced educationists, entrepreneurs, business leaders, legal experts, and youth advocates. The board provides strategic leadership, governance oversight, and policy approval, while ensuring effective resource mobilization and asset management to guide the organization's long-term vision and sustainability.

SECRETARIATE - EXECUTIVE LEADERSHIP

Led by the Executive Director, the Secretariat manages day-to-day operations and translates the strategic vision into action. It oversees program design, financial management, communications, and monitoring and evaluation, ensuring that all activities align with GEM's goals and are delivered with efficiency and accountability.

71111 VOLUNTEERS - COMMUNITY CHANGE NETWORK

GEM's work is powered by our voluntary Community Change Network, made up of diverse local actors who embody voice, experience, leadership, trust, and community influence. They are the engine of grassroots transformation, playing vital roles in program delivery, community mobilization, and advocacy that drive meaningful and lasting change.

OUR PEOPLE



GEM GIRLS AGENCY - ALUMNI LEADERSHIP

The GEM Girls Agency is a youth-led platform composed of former beneficiaries who have transitioned into roles as advocates, mentors, and community leaders. This network supports current beneficiaries through peer mentorship, leadership development, and advocacy initiatives, while also amplifying girls' voices in schools, communities, and policy spaces.



IMPACT

Behind every number is a story of change, courage, and possibility. Through data, we celebrate progress, measure what matters, and hold ourselves accountable to the communities we serve. These numbers are not just statistics, they are proof that transformation is happening, one girl at a time

13+ Years

Of sustained Impact 550+ Girls Mentored &

Supported

300+ Schools Reached

5000+ Sanitary Pads Distributed

250+ Scholarships

45+
Businesses
Suppported

350+
Teachers
Trained and
Supported

450+ Communities

2500+
Learning Materials
Donated





25000+ Persons Reached



TESTIMONIALS

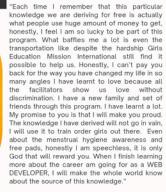




Girls Education Mission International

Digital Skills Program **Participant's Testimonial**





Chidinma Peters GEM Scholar; Every Girl 2.0 Fellor

www.girlseducationmission.org



GSS Angwan Roko

"We, the management and students of Government Section (GSS) Angwan Roko

"We, the management and students of Government Section (GSS) Angwan Rogo, would like to express our heartfelt gratifude to Gifts Education Mission International (GEM) for their generous support and commitment to empowering our students through education. The scholarship awards provided by GEM have been a lifeline for many our students, enabling them to continue their educational journey and pursue their dreams. Your organizations' investment in our students' future is truly commendable and appreciated. Thank you for believing in the potential of our students and for being a shining example of kindness and philanthropy. We look forward to continuing our partnership with GEM and exploring opportunities to further support our students".



Girls Education Mission International



VOLUNTEER TESTIMONIAL

"It's a great opportunity for me to serve Girls Education Mission International as volunteer in Sierra Leone. Over the years, I have received supports from GEM International to help young girls in my community in terms of education, this has helped me to gain voluntary experience. As a volunteer, I have also received skills training support from the organisation to capacitate myself. I also appreciate the leadership qualities of the Executive Director, she always appreciate any little contribution I made towards the organization and I always determined to serve Girls Education Mission International".

Yusuf Kamara



FunderTestimonial



We've found that Girls Education Mission We've found that Girls Education Mission International has structure that the Foundation is looking for in terms of their education of the project and feed back and also in terms of accountability and in terms of transparency. We in tend to fund them because they are conversant with the problem in the state where the are working their interactions with Stakeholders, And bringing everybody with them on board they bring along the stakeholders which are the Government & the Community

Tersoo Akula lucation and M&E Off

"I came across GEM on UN online voluntary site as a platform that support Girls Education globally, Instantly I applied to volunteer in GEM this is because I was easily Bought into its Ideals because its Ideals matches up to the same ideal that I bear as an individual. After three months of volunteering with GEM, I opted to work as full term employee and and ever since I have experience a degree of fulfillment because I now see myself helping to bring education to the most vulnerable Girls of Nigeria and the world at large. Girls Education Mission International is an organisation built on profound integrity and honesty character. It creates a friendly working environment for everyone and anyone to thrive. My journey so far has been a tremeneous journey"



Girls Education Mission International









"If not for this organization Girls Education Mission International, I could not have written my junior secondary examination. I thank all of you for what you have done for me. Thank you so much for the 3 years scholarship to continue my education"

> The voices of the girls, families, and communities we serve reflect the heart of our mission and the real-world change that happens through our interventions". **Keturah Shammah**

Executive Director, GEM International



SUSTAINABILITY





OUR LONG -TERM STRATEGY

At Girls Education Mission International, sustainability is at the core of how we plan, act, and grow. Our long-term strategy ensures that our impact is enduring, scalable, and rooted in community ownership. It is anchored on the following key pillars:



Diversified and Resilient Funding Stream

We maintain financial independence through a diversified funding strategy, ensuring that no single donor contributes more than 65% of our total funding. This approach protects the organization from financial vulnerability and enables consistent delivery of our mission. We blend grants, individual donations, crowdfunding, and community-driven contributions to ensure a resilient and adaptive financial foundation.



Community Ownership and Co-creation

We co-design initiatives with communities, tailoring solutions to local realities and building their capacity to own and sustain interventions. This approach ensures that change is embedded within the community fabric, fostering relevance, accountability, and long-term continuity beyond the project cycle.



Evidence based Learning and Advocacy

We embed continious learning in our operations by using disaggregated data to assess effectiveness, guide strategy, and adapt programs. By combining data insights with lived experience, we engage government institutions and policymakers to influence systems, shape inclusive policies, and create enabling environments that reinforce community-level progress and drive long-term systemic change.



🔼 Alumni-Driven Investment

We drive sustainability through alumni-led investment, where empowered beneficiaries of our programs to give back by mentoring, sponsoring girls, and leading community initiatives. This pay-it-forward model ensures continued impact and builds a self-sustaining network of changemakers.



Digital Innovation and Cost-effective Scale

We leverage technology and digital platforms to scale our programs efficiently, reaching diverse and remote communities. This innovation enhances access, reduces delivery costs, and ensures we remain agile and responsive to emerging needs and challenges.



UNIQUENESS



WE ARE ROOTED IN LIVED EXPERIENCE, DRIVEN BY GIRLS' REALITIES

We are born out of lived experience, founded and led by woman and youth who intimately understand the challenges girls face. What sets us apart is our deep connection to the communities we serve. We co-create solutions with girls and their communities, not for them, ensuring relevance, local ownership, and lasting change.



WE TRANSFORM EVERY INVESTMENT INTO A SUSTAINABLE CYCLE OF EMPOWERMENT

We believe the challenges girls interconnected and require holistic solutions. That's why we invest in every stage of a girl's journey supporting her growth, leadership, and ability to uplift others. As girls rise, they create a cycle of impact that transforms their communities for generations. We focus on the most disadvantaged girls, where our support creates the greatest change. By combining local insight, data, and digital tools, we design scalable, sustainable programs that multiply donor investment and deliver high-impact, lasting results.





BUDGET FRAMEWORK

Girls Education Mission International's budget framework is built on a foundation of efficiency, transparency, and impact. It is structured to ensure that financial resources are effectively aligned with our mission, directing the majority of funding to programs that support girls and their communities, while responsibly investing in the organization's sustainability and operational capacity.



PROGRAM AND SERVICE DELIVERY

This represents the largest share of Girls Education Mission International's budget, directly supporting the implementation of the organization's mission-driven programs and services across all projects and initiatives.





ADMINISTRATION AND GENERAL OPERATIONS

This portion of the budget supports the internal infrastructure required to maintain accountability, compliance, and sustainability within Girls Education Mission International. These funds cover day-to-day operations and ensure the effective functioning of the organization.





FUNDRAISING / COMMUNICATIONS AND DEVELOPMENT

This portion of the budget helps GEM build visibility, relevance, and financial sustainability by telling its story, reporting impact transparently, and strengthening relationships with donors, partners, and the public. It is a strategic investment aimed at attracting, retaining, and engaging supporters.





RECOGNITIONS

OUR AWARDS AND HONOURS

Rooted in impact, Girls Education Mission International and its visionary Founder have been honored with numerous national and international awards.





Awards by our Founder and Executive Director

- 2015 Excellence Award, Nigerian Top Executive in Public Administration
- 2016 Change Ambassador for Peace and Humanity, Youth Education and Leadership Initiative (YELI)
- 2016 International Humanitarian of the Year (Finalist), Women4Africa. UK
- 2016 & 2017 Star Award, Lift Effects, UK
- 2016 TAHA Ambassador, True African Heritage International Achievers Awards
- 2016 Female Role Model (Nominee), International Achievers Awards
- 2016 Outstanding Young Person Award, Privilege Foundation
- 2016 YALI Human Rights Champion, Young African Leaders Initiative
- 2017 Woman Role Model (Nominee), International Achievers Awards
- 2017 YALI Network Africa4Her Champion, Young African Leaders Initiative
- 2017 & 2018 Google Africa Scholarship Awardee, Andela Learning Community (ALC)
- 2018 Philanthropist of the Year, Extraordinary African Woman Achievers Awards
- 2019 Digital Ambassador, World Pulse
- 2019 SPEAK Champion, World Alliance for Citizens Participation (CIVICUS)
- 2020 SheTransformsTech Featured Changemaker, World Pulse
- 2021 African Lives Development Award, Africa Skill Center, South Africa

- 2021 Outstanding Director for Contribution in the Field of Education, Global Education Summit and Awards
- 2021 Award of Unsurpassed Performance, National Association of Nigerian Students (NANS)
- 2021 Girl Child Role Model Award, Abadawa Youth Development Forum (AYDF) and Women in Education
- 2021 World of Difference Award, The International Alliance for Women (TIAW)
- 2022 Outstanding Leader Award, International Leaders and Achievers Awards
- 2022 Outstanding Women-Led Startup of the Year, International Leaders and Achievers Awards
- 2024 Most Active Volunteer of the Hub, YALI Network Plateau Hub
- 2024 Social Founder of the Year (Over 30), She Global Awards
- 2025 Top 16 Gender Equality Advocates, Caring Community Creators – International Women's Day Awards
- 2025 Gold Winner, Humanitarian Impact Award, Women Changing the World Awards
- 2025 Bronze Winner, Rural and Regional Impact Award, Women Changing the World Awards
- 2025 Bronze Winner, People's Choice Not-for-Profit Award, Women Changing the World Awards.
- 2025 Featured Change Maker, World Pulse Change Makers Initiative Awards



PARTNERSHIPS

OUR PARTNERSHIP AND AFFILIATIONS

Our work is strengthened by the support, expertise, and shared commitment of local and global partners who stand with us to advance our mission. Together with grassroots organizations, educational institutions, government agencies, international bodies, and advocacy networks, we co-create solutions, amplify impact, and scale our reach, because we believe that transforming lives is not a solo journey, but a shared mission.

FUNDING PARTNERS

















PROGRAM PARTNERS



















TECHNICAL PARTNERS

techsoup















MEMBERSHIP AND AFFILIATIONS









GIRLS EDUCATION MISSION INTERNATIONAL

THANK YOU



WE ARE READY AND WILLING

For Partnership and Support

- info@girlseducationmission.org
- O P.O Box 1682 Jos, 930001 Nigeria
- No.5 Yusuf Baro Complex Off DB Zang
 Junction Yakubu Gowon way Jos
- +2348061530603
- 🎧 www.girlseducationmission.org











@girlseducationmission



WE ARE OPENED FOR PARTNERSHIP AND SUPPORT