



efac EDUCATION
FOR ALL CHILDREN

2019 Annual Report

Our Mission



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

Dear Friends,

2019 has been a remarkable year at EFAC and we are delighted to share this Annual Report with you. We hope the stories of hope and transformation within will serve as a compelling demonstration of our accomplishments and impact.

For EFAC scholars, the resounding theme of 2019 was "Transformed to Lead." We encouraged students to find ways to drive positive social change in their home and school communities. We are proud that 100% of our students participate in community service; many are leading initiatives of their own design, demonstrating their strong commitment to lifting others who are in need.

In addition, 2019 has solidified our sentiment that EFAC has become a true family. We hear so often from students that our program, which stretches far beyond scholarships, has imbued them with the family values of love, loyalty, celebration and gratitude. This sense of family has become a grounding force for our scholars and alumni; no matter the circumstances of their backgrounds, EFAC students have a community and a home wherever they go.

Now, as we write this letter, our world has been upended by the coronavirus pandemic. There is great uncertainty and fear swirling the globe. The EFAC family is united in our commitment to weather this storm; we will emerge stronger and more resilient, dedicated as always to the success of our incredible students.

As you read on, know that you are a valuable member of the EFAC family. We wish you peace and good health throughout 2020 and beyond.

Asante Sana,

A handwritten signature in black ink that reads "Mary".

Mary Kiguru
Country Director

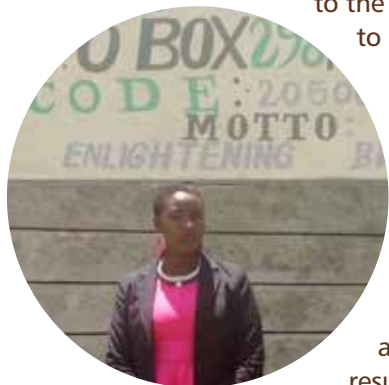
A handwritten signature in black ink that reads "Blair".

Blair Demers
Executive Director



Meet Branice

Branice was born into a polygamous family in western Kenya, one of 26 children. When she was 3 years old, her father died, upending the family's life. While Branice's mother struggled to feed and clothe her children, she also made the courageous decision to send Branice to the local primary school - despite significant cultural opposition to girls' education.



Branice excelled in school, graduating at the top of her 8th grade class. But with no fees for secondary school, she had to return to herding cattle, and accept a future without hope. Fate intervened and Branice was awarded an EFAC scholarship to Vanessa Grant Girls School. "My life changed completely," she said.

A standout student at Vanessa Grant, Branice was passionate about science, and served as school Prefect. Her diligence resulted in an EFAC scholarship to attend Maseno University, where she earned a Bachelors of Medical Laboratory Sciences and IT.

"EFAC has been a Godsend to my family and my life. I would have been a mother, a wife and all my dreams shuttered at an early age, but with EFAC, my dreams have become true."

- Branice

Now a married mother of two, Branice has channeled her own struggle to access education in a community that "neglects the girl-child." She and her husband, James, have opened the Mara Valley School in the Maasai village where she grew up. Launched in 2015, the school now educates 200 local children. The result, Branice hopes, will be more opportunity than she had growing up.

Branice's education journey continues — she is now completing her Masters in Public Health. Eventually, she and James intend to open a medical clinic in the same town as their school. Branice is also the manager of a local organization that rescues young Maasai girls from early marriage and female circumcision, and provides them with the chance to go to school. She has not only changed her own life, she has given opportunity to hundreds of vulnerable youth in her community.

57%

OF ALUMNI SUPPORT THE EDUCATION OF ANOTHER STUDENT

EFAC
Ripple
Effect





Our Core Program

Secondary Program:

340
STUDENTS

High school scholarships are the foundation of EFAC. Students are selected based on academic talent, financial need, and leadership potential; we maintain a ratio of 2/3 girls to 1/3 boys. In 2019, EFAC welcomed 98 new students who now attend one of our 25 partnering high schools. They are off to a great start!

2019 Impact Metrics



74%

Rank in the
TOP HALF
of their class



75%

Compete in academic,
athletics or arts
COMPETITIONS

Post-Secondary Program:

201
STUDENTS

Secondary education is not the end of the road for EFAC scholars. In 2019, 98% of our graduates qualified for a bachelors or diploma program vs. 18% nationwide. Our students attend over 60 institutions of higher education across Kenya. We weave an intensive career development program into these four years, so that our kids graduate prepared for jobs.



98%

Qualify for a
4-year university
DEGREE
(vs. 18% nationally)



86%

Post-secondary
students
complete
INTERNSHIPS

Alumni Program:

115
ALUMNI

EFAC Alumni are our strongest ambassadors and greatest accomplishment. This cohort wears many hats: volunteer mentors, Bridge workshop facilitators, EFAC interns, student sponsors, and agents of social change for their communities. Eighty percent have an internship or job within one year of graduation, and 57% are supporting the education of a sibling or other child. They are the future of Kenya!



100%

GIVE
back to their
communities



80%

EMPLOYED
or have internship
one year after
graduation

Recipe for Success: What's in the Sauce

EFAC is more than a scholarship program. Our secret sauce is our investment in the development and support of our students. We define success not just in what our students accomplish academically, or how quickly they land a job after graduation. We care about the people our students become after eight years with us. What are their values, how do they perceive themselves, how will they leave a positive mark on the world?

EFAC reaches beyond scholarships to include ingredients like mentoring, leadership development, health/wellness, and entrepreneurship. We mix these ingredients together at our **Bridge Workshops**, which occur annually on the campus of in-country partner, Africa Nazarene University. Coupled with our year-round mentoring and career preparation, these workshops are truly our secret sauce.



Bridge to Success (B2S): The foundation from which every subsequent workshop is built, this is a 5-day workshop for our high school students in August. We talk about character and leadership, confidence and grit. We encourage students to visualize their future selves, and set a course for achieving their goals. And we laugh, bond, and develop our sense of family along the way.

Bridge to College (B2C): This 21-day program in February keeps our high school graduates engaged and firmly on the road to college. The curriculum includes: computer skills, financial literacy, college course selection, reproductive health and wellness, and preparation for life as a university student.



Bridge to Employment (B2E): Calling all college freshmen, sophomores, and juniors! This 5-day career workshop prepares our kids for the world of work. We focus on bridging the skills gap between a college degree and employment: entrepreneurship, digital literacy, critical thinking, and soft-skills development.

Wezesha! (Empower!): This one-week workshop targets seniors in college to formally launch their careers. The curriculum includes communication and presentation skills, networking, job shadowing, resume writing, LinkedIn profiles, and interviewing techniques. Off to work they go!



"The training, guidance and counseling during the annual Bridge to Success workshop is the best part of being a member of EFAC." - Mercy

OF MENTORING AND LEADERSHIP TRAINING PER STUDENT



EFAC Secret Sauce



Focus on Careers

Let's Get to Work!

There is an unemployment crisis in Kenya, and young people -- even those with university degrees -- are hardest hit. By some projections, 67% of youth ages 15-25 years are either unemployed or under-employed. With a global pandemic upon us, we expect this trend will only be exacerbated.

Because we know that education is not enough to overcome poverty, our focus has always been on ensuring that every EFAC scholar lands an internship or job within one year of graduation. To achieve that goal, we have designed a series of interventions to close the gap between academic learning and employable skills in Kenya. Along with hosting our Bridge Workshops, we layer in opportunities like open online courses, corporate training programs, and engaging with professional career mentors.

Much is yet to be known about the effects of the coronavirus pandemic in Kenya. What we do know is that our graduates will be ready with 21st century skills to contribute their talent and potential to the global economic reboot!

"Thank you for holding my hand every step of the journey. Because of all of your efforts, my community and the world are in better hands."

- Carolyne, EFAC Scholar, honors graduate of Dartmouth College 2020



Prof. Gateru

Introducing our Kenyan Advisory Board

One of our greatest achievements is our 10-member Business Advisory Board in Kenya. These career professionals are volunteering their time to design and support a career program that achieves results. We appreciate the 2019 leadership of Chair, Steven Mutuma, and are excited that Robert Gateru and Jacklyne Mebur are taking the helm in 2020 as Chair and Vice Chair respectively.



Ms. Mebur

Prof. Robert Gateru
Vice Chancellor, Riara University

Jacklyne Mebur
Sr. Product Officer, Safaricom LTD

Fareen Mwende
Programs Manager Nairobi Trust

Nina Henning
CEO, Henning Advisors LTD

Isaac Nyangolo
Co-founder & CEO at Zeraki

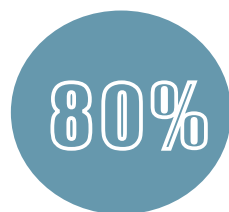
Sam Weru
CT Director, AMREF Africa

Irene Obonyo
Recruiter, General Electric

Peter Oloo
CEO, Social Enterprise Society of Kenya

Steven Mutuma
Sr. Dir. of HR, Africa Intercontinental Hotels Group

Catherine Asego
Projects Coordinator, Africa Population Health Research Center



EMPLOYMENT OR INTERNSHIP ONE YEAR AFTER GRADUATION

Our Scholars Tell our Story



Grace - Talent and Leadership in Action

Grace's EFAC journey began in 2009, after her family was devastated by the Kenyan post-election violence. Her father, a minister, lost his congregation and all of her mother's dressmaking equipment was stolen. "That's when our struggles really began," Grace remembers. Still, she excelled in school - achieving a top score on her national primary exam and publishing a well-regarded essay on children's rights in a national magazine. Grace earned an EFAC scholarship to attend Starehe Girls School. "After that," she said, "my father thought I could do anything."

Grace sailed through our 8-year program, ultimately earning her Bachelors in Actuarial Science from Maseno University and landing an impressive job in the medical marketing department of Equity Holding Group's Insurance Division.

"I became a confident speaker and a leader." - Grace

"Joining EFAC had a very big impact in my life and the person I have become. Through the workshops, I was exposed to professional leaders, technology skills, and so many things that we didn't normally have," she said.

Grace continues to explore her many talents, whether playing the saxophone, singing in a chorus, or mentoring EFAC girls. She recently added 'President of the EFAC Alumni Association' to her long list of accomplishments. She is a role model for us all!

Collins - Walk this Way



Collins wanted an education so badly, he walked 18 miles from the Baba Doga slum outside Nairobi to Africa Nazarene University on the slim-mest of hopes. He had heard just a whisper about an ANU employee from his hometown, and the possibility of a connection to EFAC. Collins literally walked his way to a scholarship.

Collins' parents were day laborers who struggled to put food on the table. But they never stopped trying to help their kids, including taking that long walk with Collins. Now he returns the favor, paying school fees for his 5 younger siblings. Eventually, he hopes to move his parents to a house outside of the slum.

"I don't know where I'd be today without an EFAC scholarship." - Collins

Today Collins works for Nova Pioneer LTD, as the IT Manager for schools in Nairobi and South Africa. He has been actively involved with EFAC from the time he joined, volunteering as a peer mentor and serving as the President of the EFAC Scholars Association. Keep blazing the trail for EFAC, Collins!



Power of Partners



Recognizing our Partners

EFAC understands that by harnessing the power of partnerships, we amplify the impact of our collective work.

A special thank you to our 2019 Named Scholarship donors:

Stephen Corman

George Trumbull

Carter and Josh Siegel

The Thomas Gale Memorial Fund

Education Partners

Africa Nazarene University
Achungo Children's Center
African Leadership Academy
Ashoka
Dandelion Africa
Dandora Dumpsite
Rehabilitation Group
Dartmouth Tuck School of Business
Flying Kites
Gatoto Integrated Development
Programme
Global Grassroots
HALI Network
KenSAP
Kenya Self Help Project
Kijabe Children's Education Fund
LWALA Community Alliance

M-PESA Foundation Academy
Nova Pioneer
Open Capital Advisors
Organic Health Response
Resurge Children East Africa
Rieko Kenya
SHOFCO
SIMAMA Project
Vanessa Grant Girls School
WEMA Children
Yale Young Global Scholars

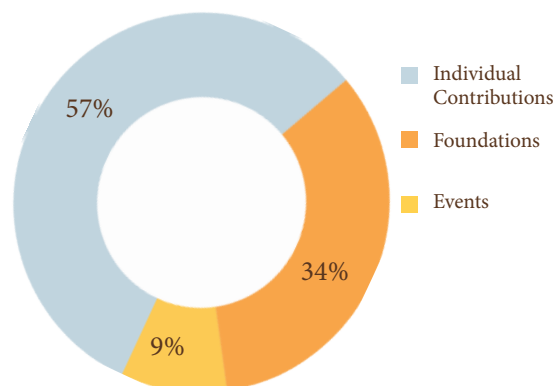
Funding Partners

Aid for Africa
Bank of Africa
The CG Charitable Fund
Charles Wentz Carter Memorial
Foundation

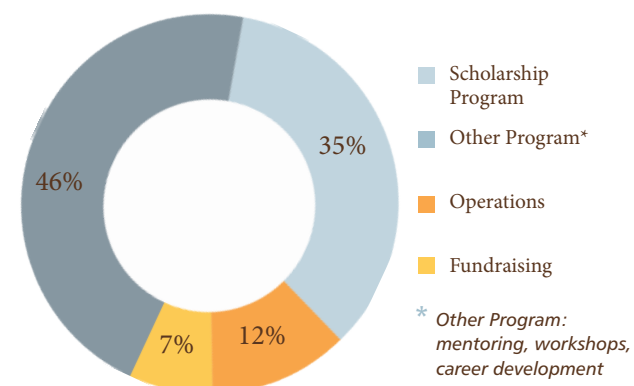
The Cubit Family Foundation
Joan Dwyer and Jayne Dwyer
Charitable Fund
The Falcon Fund
Fred Outa Foundation
The Generosity Trust
Go Philanthropic Foundation
The Good Works Institute
Impax Asset Management
Jamii Moja
Micah 6:8 Foundation
Millbrook Foundation
Morse Hill Trust
Newman's Own Foundation
Segal Family Foundation
The Trumbull Family Foundation
Vanderheiden Family Foundation
Windle International Kenya

Our 2019 Financials

TOTAL REVENUE: \$ 1,142,176



TOTAL EXPENSE: \$ 949,117



Audited financials are available on request.

Teenagers Can Change the World

How do we know this? Because EFAC has two dynamic groups of high schoolers, on opposite sides of the globe, making a big splash for our organization.



Power of One Initiative - Kenya

For the past 9 years, hundreds of EFAC secondary students have gathered for a 13-mile fundraising walk called The Power of One. The results? A lot of blisters, yes. But also over \$8,500 in donations toward new EFAC sponsorships. And on top of that, our kids bond as they demonstrate physical endurance and mental toughness. They feel emboldened, knowing they are contributing back to the organization that has given them so much. And they unite in their amazement at the power one child has to make an impact.

Student-to-Student (S2S) - United States

Hopping across the globe, we have another group of lively teenagers to brag about. EFAC S2S was founded in 2016 by Lilia Potter Schwartz, and is an entirely youth-led fundraising and advocacy group. They operate year-round, spearheading initiatives ranging from writing letters to EFAC students, inspiring social media campaigns, and coordinating fundraising events (including an annual triathlon!). These young activists highlight the stark disparities in global education, and the reasons American kids should care. They reach over 500 members of an extended regional community, empowering teens to identify as global changemakers.



OVER \$65K FUNDS RAISED COLLECTIVELY BY POWER OF ONE AND S2S





“EFAC scholars demonstrate honesty, dependability and humility. They are a rare commodity, and we are so proud of their success.”

- Dr Leah Marangu, Co-Founder, EFAC

Dear **efac** Family:

Eleven years ago we envisioned a program where everyone would have the opportunity to learn and prosper. Today our focus remains the same with a keen eye to career development and placement.

EFAC students are all from disadvantaged backgrounds and our hope for them continues to be that they will be proud of what they do; that they will earn a competitive wage, and that they will give back to their families and communities. With three graduating classes behind us we could not be more proud of them. They are connected with one another. They continue with their ethos of community service and 80% are already making a living wage.

EFAC is defined by our alumni. They see a new future for themselves and it is this vision that will bring lasting change to Kenya.

We dedicate the 2019 Annual Report to today's and tomorrow's alumni who are excelling far beyond our dreams.

With deep gratitude to all EFAC students, staff and board members who made it happen!

Nancy Van Sciver
Co-Founder, EFAC

Rod Van Sciver
Co-Founder, EFAC

EFAC Founders

Silver Linings

Ironically, 2020 has marked one of the most productive and innovative chapters at EFAC. This pandemic has ignited our commitment and fueled the formation of exciting partnerships. We are expanding on all fronts: number of students, depth of programming, our growing reputation, and our flexibility in meeting our students' changing needs. We are confident that EFAC will rise out of 2020 stronger and more resilient than ever.



EFAC 2.0

As the world abruptly shifts to on-line everything, EFAC is not merely adapting. We are aggressively pursuing technology-based opportunities for our students that will far outlast this pandemic. Working with industry leaders, we are providing digital access and on-line learning modules for all. We want our students to graduate ahead of the curve, where they deserve to be!



EFAC reaches Kakuma Refugees

In collaboration with UNHCR and Windle International Trust, EFAC is thrilled to welcome 8 refugee students from the Kakuma Camp in north-west Kenya. These young people hail from extraordinary circumstances, yet have risen to the top of their cramped 8th grade classrooms to earn an EFAC scholarship. We look forward to expanding this partnership in 2021 and beyond!



EFAC joins Globalgiving.org

To earn membership on this global crowdfunding platform, EFAC needed to meet fundraising benchmarks in a short time frame. Thanks to many of you, we succeeded! With over one million donors using Globalgiving.org, we are excited for the potential this membership holds for EFAC.



EFAC by the Numbers

EFAC continues to grow, and we are bigger than ever. We have served **678** students in total, with over **1400** donors making our program possible. Thank you for all of your support, we would not be here without you!



98 New Scholars

Saving the best for last....

Welcome to our new class! Curious about what the future of Kenya looks like? Turn the page and sneak a peek...

Looking Forward





Introducing a few of our 2020 Superstars!