

# 2015 IMPACT REPORT





# OUR MISSION

To **EDUCATE** and **EMPOWER** the next generation of change agents, whose **DREAMS** and actions **TRANSFORM** the future for **AFRICA** and the world.

# SYSTEM CHALLENGES REQUIRE SYSTEM SOLUTIONS

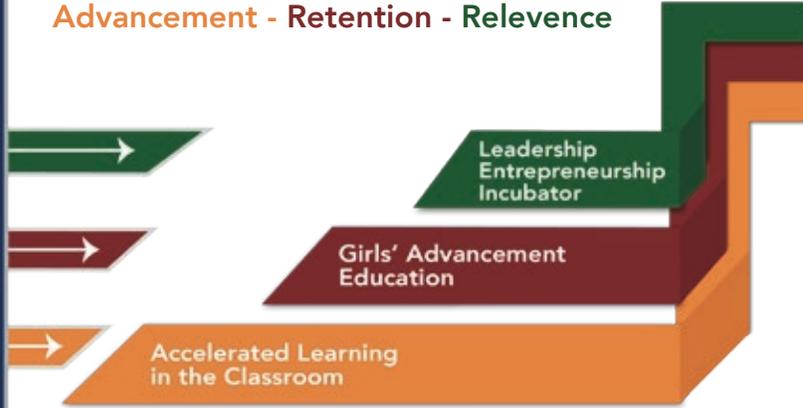
We educate East Africa's youth to confidently address life's challenges, thrive in the global economy, and catalyze positive change.

## THE PROBLEM

- Students Drop Out of School
- Teachers Lack Training
- Girls Are Marginalized
- Youth Need Jobs & Training



Advancement - Retention - Relevance



## THE IMPACT



- Quality Education
- Gender Equality
- Gainful Employment
- Economic Growth

IMPACTING 1 MILLION LIVES BY 2020

## CEO LETTER



### System Level Innovation. Partnerships. Continuous Learning. Impact.

As I reflect on 2015, I am honored to stand with our global team who live these values and apply them in daily practice at Asante Africa Foundation.

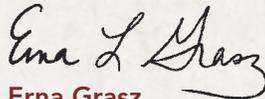
Our **Accelerated Learning in the Classroom Program** tackled system-level education challenges with system-level classroom-focused solutions and leveraged public, private and policy partnerships. Teachers are more motivated, students are more engaged, schools perform better, and collectively we are poised for greater impact. Through our partnership with World Possible we deepened our focus on digital literacy for teachers in Tanzania and Kenya. In our Integrated Teachers Program, our Tanzanian partners presented at the Comparative International Education Symposium (CIES), describing the shift from a teacher-centered to learner-centered approach, and hands-on learning techniques using cost-effective, locally supported, and nationally scalable methods.

Our **Girls' Advancement Programs** educated thousands of rural girls on personal health and hygiene and financial literacy using culturally relevant approaches. Through our partnership with Proctor & Gamble and Community Based Organizations (CBOs) we expanded our reach by 10x and deepened program quality .

Our **Leadership and Entrepreneurship Incubator (LEI) Program** strengthened students' non-academic skills by fostering entrepreneurship awareness and business competencies while deepening the application of leadership and life skills. Our alumni have taken ownership of their futures, mobilizing and creating change in their home communities. Across our three year program, based on participant interviews, we estimate that over the course of the three year program the average participant has shared knowledge with at least 220 other students on such relevant topics as saving money, starting a business, preparing for the job market, performing better in school, and creating a dream vision with plans to achieve it.

2015 was a year of collaborative and technological innovation, with real time data collection and deeper community engagement. Our operations team worked with PricewaterhouseCoopers (PwC) to create a robust multi-year organization growth plan to achieve our 2020 vision.

This report is full of examples of how Asante Africa Foundation facilitates big impact for individual students and educators, but also how our programs uplift many more in their communities. Every one of us has a critical role to play in changing the world. On behalf of the youth entrepreneurs, leaders, innovators, and you, our investors, I am honored to share 2015 results.

  
**Erna Gras**  
CEO and Founder

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## Where We Work

## 21<sup>st</sup> CENTURY EDUCATION NEEDED NOW

The issue of poor education and insufficient preparation for a livelihood is far-reaching in terms of footprint and impact. It is recognized globally that “schooling is not learning,” and academics are not sufficient to prepare the next generation for the 21st century global economy. Unemployed, frustrated youth may choose destructive alternatives if they do not see a path forward for themselves.

In Sub Saharan Africa, youth ages 15-29, will represent over 50% of the working population by 2020. With an average unemployment rate of over 12%, they face insurmountable odds of finding a job in the formal work force. Without intervention, youth are most likely to find employment in informal jobs or start marginally sustainable businesses to provide for their families.\*

*\*Source: ilo.org (various publications).*



*We currently work in Kenya and Tanzania with partnerships developing in Uganda*

Employers and governments have identified key areas where youth lack the non-academic or professional skills to succeed: life skills (leadership, work ethic, communication), job readiness (problem solving, team work) and the entrepreneurial business skills needed to succeed in rapidly developing economies. For systemic solutions to be sustainable, local and national leadership must be a part of the creation and implementation process. Governments and national leadership understand these challenges and are actively seeking nonprofit and private partnerships to efficiently address the needs.

Asante Africa Foundation works within the existing educational system, along side educators, influencers and governments. Our 100% local staff partner with existing schools and visionaries to create change. Our emphasis on quality learning in the classroom, gender equity in education, and 21st century relevant learner-centered curriculum strengthens an education framework that supports higher enrollment and retention. It improves cognitive skills, decision-making capabilities and leadership qualities needed far beyond the classroom.

# MEASURING IMPACT

There is intense dialog and debate at the international level on how to measure impact, and its breadth, depth, scalability, and sustainability. That same intense dialog and planning takes place internally at Asante Africa Foundation. We assess our impact both quantitatively and qualitatively. Our impact is demonstrated in the data and in the stories.

**QUANTITATIVE:** In 2015 alone, over 5,000 teachers were trained across 133 schools, directly improving the quality of instruction for over 30,000 student. Over 6,000 girls learned they had human rights, how to make healthier choices and how to save money - with a direct correlation to improved school attendance and academic performance. To date, over 700 youth alumni of our LEI program readily applied their knowledge to over 125,000 friends, peers, and family.

**QUALITATIVE:** What makes our impact profound is the buy-in we see from our students and their families. Parents are now actively engaged as they see a path to success and have skills to assist them. Students are motivated when their parents foster their development. Teachers are inspired when provided with resources and support they need to be effective. Community members and leaders are proud to see their fellow community members thrive.

Our confidence stems from key metrics and symbolic benchmarks of legitimacy and progress: government partnerships at the national level, LEI alumni saving and spending their income on the tuition for a sibling to attend the program, and more stories that provide signals to continue upward.

# EDUCATING CHILDREN | TRANSFORMING WORLDS

## Measuring Impact by the Numbers

2015

Over **104,000** lives impacted

**129**  
Communities

**133**  
Schools

**5,137**  
Teachers

**7,841**  
Parents

**91,429**  
Youth

Cumulative Impact

2007-2015

Over **259,000** lives impacted

Communities Involved **205**

Schools Transformed **354**

Teachers Trained **11,763**

Parents Engaged **12,650**

Youth Impacted **235,479**



# OUR PROGRAMS



**ACCELERATED  
LEARNING IN  
THE CLASSROOM**



**GIRLS' ADVANCEMENT**  
Wezesha Vijana



**LEADERSHIP &  
ENTREPRENEURSHIP  
INCUBATOR (LEI)**

## ACCELERATED LEARNING IN THE CLASSROOM



We have two strong programs which accelerated learning in the classrooms: the **Integrated Teachers Training Program** and **Bringing ICT Technology into rural classrooms**.

The **Integrated Teachers Training Program** is a partnership of five organizations demonstrating collaborative implementation, collective impact, school district ownership, and government engagement. We scaled an integrated, learner-centered educational model to elevate quality of teaching and to foster the development of critical thinking skills for secondary school students in under-served Tanzanian communities. The program takes place in **86** secondary schools across **14** school districts in **3** regions, Tanga, Kilimanjaro and Arusha, providing teachers' professional development and classroom application.

This collaboration shifted from teacher-centered to learner-centered, and ensured application of hands-on learning techniques **for over 2,500 teachers impacting over 25,000 students**. And now the Tanzanian government is assessing it as a cost-effective, sustainable, and nationally scalable program.



## 2015 PROGRAM IMPACT

- 37% increase in teachers who created learning materials digitally
- 48% increase in teachers who used the internet to prepare for lessons
- 63% students agree they have enhanced English skills and critical thinking
- 67% students reported increased confidence in expressing opinions
- 93% of teachers now use educational websites to download new resources

Tanzania recognizes the value and efficacy of digital resources for improving access and quality in the education system, as well as overall economic development. The global shift toward knowledge-based economies requires an understanding of how traditional (text-based) and new (digital-based) classroom technologies can be used to facilitate learning environments in which students are engaged in team and project work that fosters greater self-direction and builds employment capabilities. It also requires a reconceptualization of teachers' professional development.

**Bringing ICT Technology into the rural classroom** was designed to support students, teachers, and school management with hands-on training and curriculum alignment. This project reached **1,300 students and teachers** in rural schools. The objectives achieved were to educate teachers on usage of digital tools and a greater understanding of how to integrate them in the classroom, to train teachers to track outcomes and manage student success, and create a collaborative work environment between administrators, teachers and students. The preliminary results make everyone proud.



Partnership Program showcased at the 2016 Comparative International Education Symposium in Vancouver, Canada



Josephine Khasabuli of Kenya is highly motivated and loves teaching secondary school. She teaches in a rural community and believes her students are among the smartest in Kenya. Her personal philosophy of "coming together is the beginning, thinking together is the process, and working together is success," aligns perfectly with Asante Africa Foundation's values.

Since gaining additional skills through our programs, she is training other teachers, integrating technology into her own classes, and has even inspired the school to change its motto to "Excelling Forever." She comments, "Technology is a tool that helps us to help our students. We now know how to assist them with applications to higher learning institutions, and with job research and applications."



## GIRLS' ADVANCEMENT

### Wezesha Vijana



Despite free primary education in Kenya and Tanzania, most girls still miss about 25% of class time. UNICEF estimates that one in ten school-age African girls do not attend school during menstruation.

For over 6,000 girls we are reversing this trend. In partnership with P&G and seven community based organizations, our Wezesha Vijana (Swahili for empowering youth) program introduced new adolescent girls, their mothers, and male peers to reproductive health and rights, puberty, hygiene, personal safety, and integrated financial literacy. Schools provide "safe spaces" for girls to discuss these sensitive topics.

Our mother-daughter intervention model improves community support to keep the girls in school longer while promoting improved long-term health outcomes outside of school. Through this interactive model, girls also serve as peer facilitators. Their impact multiplies when the girls share their knowledge with their mothers, sisters, and peers.



Erina Orasz

Our data and stories demonstrate a direct impact on healthier choices, improved school attendance and academic performance.



Mike Carter Photography

## 2015 PROGRAM IMPACT

- 50% of the schools reported improved girls' academic performance on 2015 national exams
- 60% of the girls acknowledge confidently refusing unwanted sexual advances
- 68% of the girls are more comfortable discussing sensitive topics with family members
- 75% of adolescent girls reported stronger confidence in saving and money management
- 77% of the girls now understand HIV transmission and prevention
- 78% of schools have documented improved girls' attendance



## Systemic Model Offers Holistic Approach



Health

- Sexual maturation
- Reproductive health and rights
- Hygiene



Financial

- Financial literacy
- Goal setting
- Budgeting
- Saving



Social

- Self-esteem
- Avoiding gender based violence
- Peer support and mentoring
- Parents' meetings

## AWARDS



Anne Kiloku, Named Outstanding Woman of Likipia Country, Kenya-2015



Mary Kwena, Girl's Program Manager for Asante Africa KE, Receives WWSF Prize for Women's Creativity in Rural Life 2015

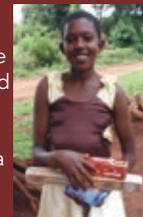


UNICEF awards a UN Girls Education Initiative grant for promising practice

Grace entered our world in 5th grade. Her family was initially very resistant because their survival depended on the income she made selling homemade beer with her grandmother. Asante Africa Foundation supported Grace with a scholarship and helped her build health, financial, and social assets through Wezesha Vijana training. Her teachers and principal kept encouraging her hard work.



Two years later, Grace graduated 1st in her school's 7th grade class and #1 in the district. She is very proud to be the first in her extended family to attend high school. Now she is a role model to her mother and grandmother and they see how the knowledge she's gaining is making a brighter future possible for the whole family.



## LEADERSHIP & ENTREPRENEURSHIP INCUBATOR (LEI)



Our LEI Program is tightly aligned with United Nations Sustainable Development Goal 8, “To promote inclusive and sustainable economic growth, employment and decent work for all.” We work closely with our partner schools and community leaders to deliver 21st century skills to youth whom, without this program, would have little opportunity to overcome endemic barriers. Teaching our three-pronged approach—Job Readiness, Entrepreneurship Skills and Personal Development—equips our young people with tools they need to plan and achieve a successful future.

The initial week-long intensive program is supplemented throughout the year with three-day workshops, after-school clubs, access to local coaching, skill-building opportunities offered by teachers, peer mentors, and youth facilitators.

Upon completion of their secondary education and our LEI Program, participants have the necessary skills to enter the job market, start their own businesses, and/or pursue higher education.



Mike Carter Photography

## 2015 PROGRAM IMPACT

- 25% increased skills to take action in their community
- 35% increased confidence expressing opinions to elders
- 41% increased skills to save, budget, and earn money
- 67% now understand how entrepreneurship could be a viable career path
- 88% have a personalized action plan for achieving goals

## What Makes This Program Unique?

### Cross-Border Collaboration

LEI prepares East Africa's youth to become global citizens by fostering cross-border partnerships and cultural immersion over three years. The program is offered in alternating countries to broaden the students' experiences, create business incubation opportunities and witness diverse East African business and community leadership.

### Community Reinvestment - Pay It Forward

Youth develop a broad array of Pay It Forward initiatives to benefit their families, peers and contemporaries. Designed to create and scale solutions to unmet needs, the average ratio of participants to lives impacted is 1:220. Examples include leadership and peer mentoring clubs, youth-based businesses and community NGOs focused on social change.

### Teacher Empowerment

LEI now offers teachers an open-source curriculum and facilitation skills to easily integrate into their classrooms and schools. LEI training provides teachers the skill set to become community and school advocates, advisors for after-school clubs and valuable knowledge assets to their colleagues and communities.



Baraka Baladiga - *"I would like to thank Asante Africa Foundation for transforming my mind. Now I can be a part of my society by educating my fellow students, my friends, my society and my country."*

Baraka Baladiga, Tanzania, came from a very humble background. He is a second year student in our LEI Program and immediately began to apply his new knowledge. After his first round of training he began to "pay it forward" by sharing his knowledge with 6 school friends. They trained youth in a local school to believe in their dreams and create a plan for achieving them. During his second year, he wanted to take his learning to the next level. He decided to teach his "mates" how they can all be of service to society. He along with twenty other students volunteered to work at a district hospital. They were mentored by the local doctor, learned about that profession and others in the hospital and what challenges they faced. *"We gave ourselves, we learned, and we became part of their success."*



# PUBLIC | PRIVATE | POLICY PARTNERSHIPS

Partnerships play a vital role in each of our programs. In every program we look for ways to partner with public, private, and policy entities to leverage expertise and talent. We work together to leverage resources, share knowledge, utilize partners' unique advocacy expertise, and build community networks. As a collective team we focus on the priority of building a resilient, talented, and resourceful next generation.



## Accelerated Learning in Classroom Programs

**Mwenge Catholic University and Sebastian Kolowa Memorial University** provide learner-centered teachers' training.

**Tanzania Institute of Education and District Education Superintendents**, integrated the program into in-service teachers' training.

**Ministry of Education** guided the advocacy and strategy for national scaling options.

**Asante Africa Foundation** led the team, managed multi-year project and facilitated the leadership development of educators and hands-on in classroom resources and training.



## Girls' Advancement Programs

**Procter and Gamble** provides funding and product through their Always Keeping Girls in School Program.

**Community Based Organizations** were identified with relationships and credibility in expansion communities.

**Ministry of Education and School Superintendents** are critical to bring together the right players within the educational system to support the program and ensure sustainability.

**Asante Africa Foundation** has built trusted relationships with rural communities, parents, educators and School District officials and developed curriculum for building health, financial and social assets.

## Leadership and Entrepreneurship Incubator

**Business leaders and corporations** teach the Job Readiness curriculum.

**Local entrepreneurs** showcase their businesses and mentor our youth.

**Local industries** conduct exploration trips and provide internships.

**Local NGOs** augment life skills curriculum.

**Corporate sponsors** fund the program.

**Asante Africa Foundation** facilitates the Youth Leadership Curriculum, regional follow up and Pay It Forward Projects.



Our strategic plan and goals to positively impact a growing number of lives relies on a solid foundation in all three countries where we operate. 2015 has been a year of intense focus on strengthening our organizational capacity.

In 2015, we refined our multi-year financial analysis tools, and strengthened our teams' ability to use Salesforce.com to monitor real time data from the field. Deepening these skills enables us to readily assess value and measure impact. What used to take us weeks now takes days.

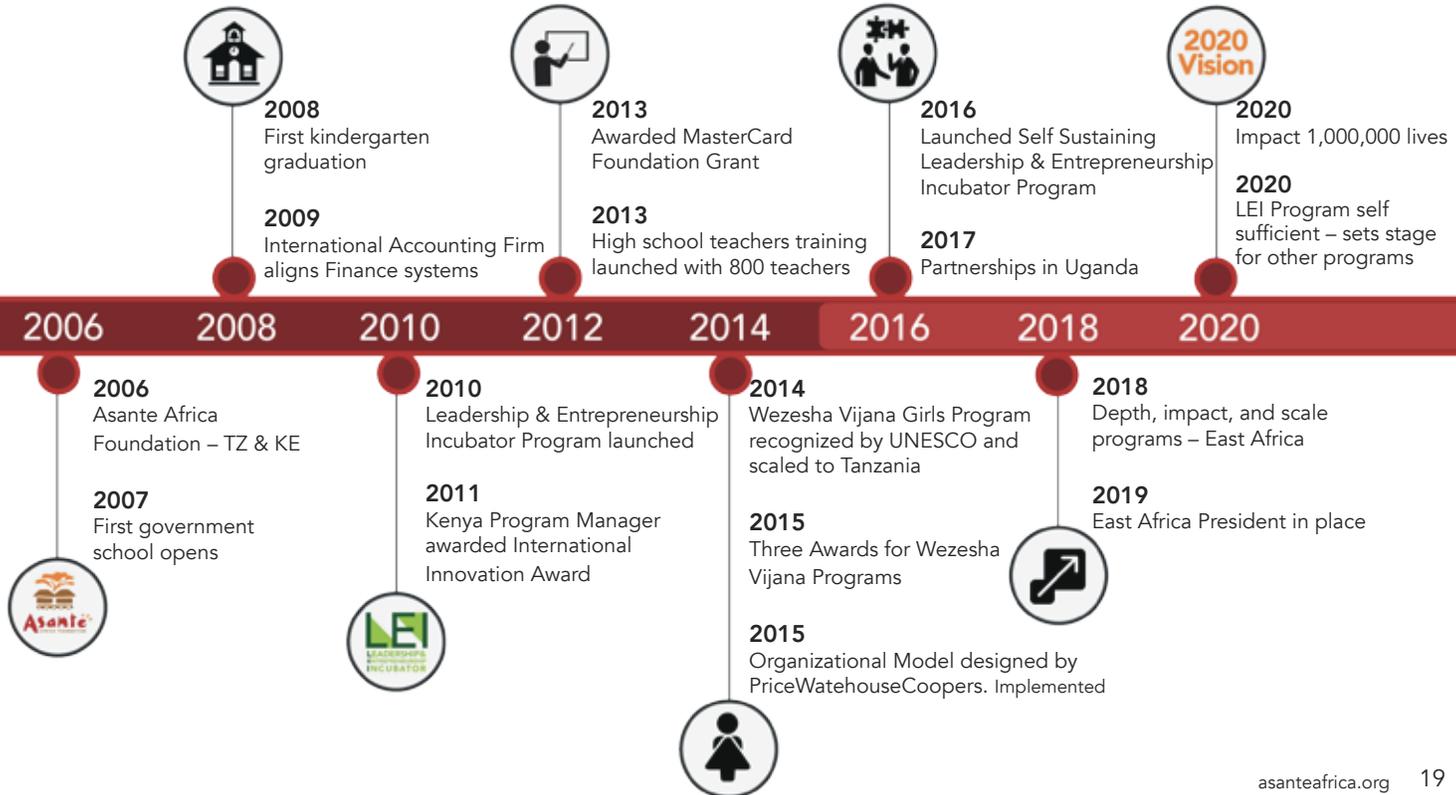
PriceWaterhouseCoopers consulted on a global governance model in 2013, and on a global organizational model this year. Since 2014, we have operationalized the global governance plan. This year's project validated our current structure and recommended phased growth. The first phase of this plan deepened the East African teams' responsibilities and strengthened the global operation office. We will continue to broaden the capacity of our East African teams and strengthen the organization's core competencies.

**Rebekah Owen**  
Chief Operations Officer

*Rebekah L. Owen*



# STRENGTHENING OUR ORGANIZATION FOR THE FUTURE

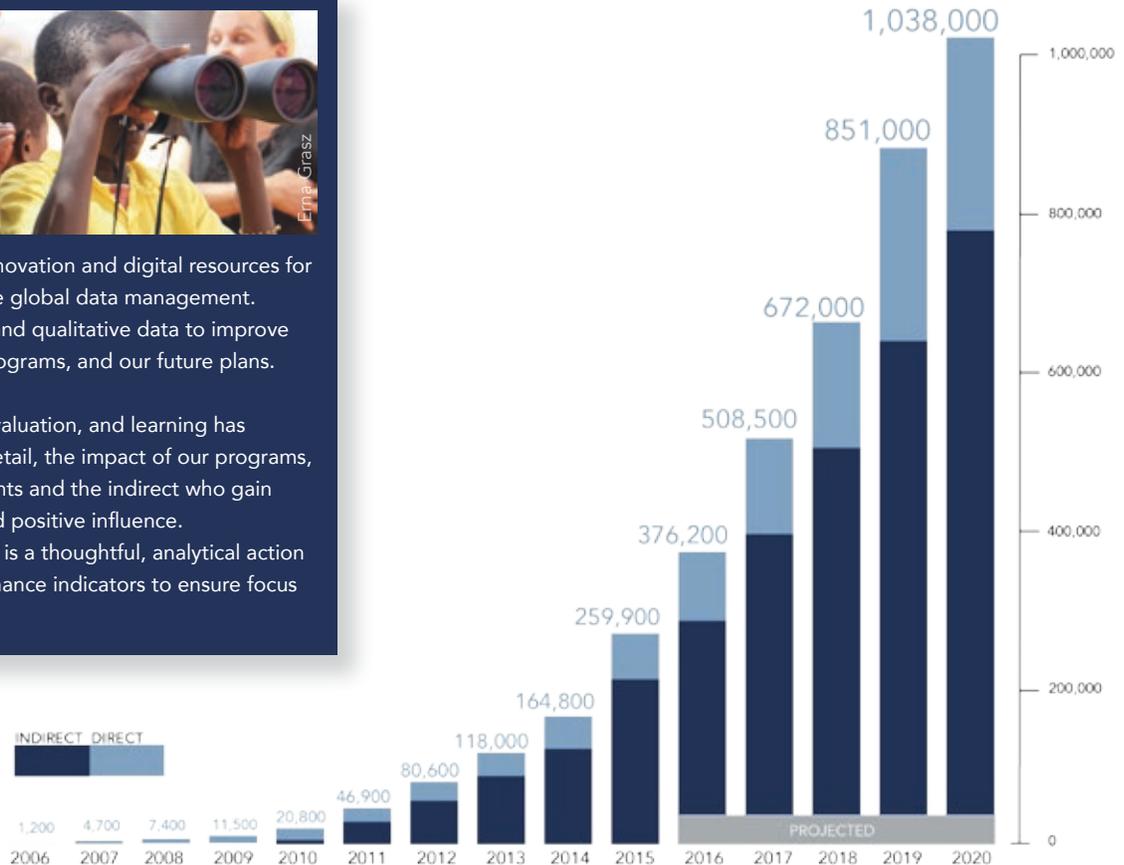


# LOOKING FORWARD | 1 MILLION LIVES IMPACTED BY 2020



In 2015 we implemented innovation and digital resources for data collection and real time global data management. We leveraged quantitative and qualitative data to improve our decision making, our programs, and our future plans.

Our focus on monitoring, evaluation, and learning has enabled us to quantify, in detail, the impact of our programs, both on the direct participants and the indirect who gain from knowledge sharing and positive influence. Behind each program vision is a thoughtful, analytical action plan identifying key performance indicators to ensure focus and results.



Asante Africa Foundation seeks to empower a generation of change agents that will lead a stronger Africa and help East Africa to take its place on the global stage. By 2020, we will directly impact over 250,000 young change agents and over 1 million through their influence, knowledge transfer and community programs.

Quality education and 21st century skills are the first steps to create life transformations. Academic learning must be linked to what is needed beyond the classroom through teaching resources, hands on learning techniques and career linkages. Our award winning Girls' Advancement Programs will keep hundreds of thousands of girls in school, allowing them to flourish confidently in all 42 Kenyan counties and all 31 Tanzanian regions. The East African geographic, political, and economic boundaries are lowering, making it easier for the young people in our Leadership and Entrepreneurship Incubator Program to work together across these boundaries, and giving them a critical edge to benefit in Africa's growing economic opportunity.

As we continue to deepen our systemic approach to quality and 21st century relevant education, cost effective, integrative and sustainable programs are part of the DNA of Asante Africa Foundation. We build on what we do well, make sound investments and strengthen through our partnerships - local and global, new and existing. As we move toward greater leadership in East Africa, we will continue to make process improvements, and invest in talented staff and organizational leadership, and board governance.

Our vision for the future is audacious but with your funding and support, we are confident we can accomplish these goals. Collectively we are "Transforming Worlds" – sometimes it's one child's world in Africa and sometimes it is our own.



Charles Waigi  
Kenyan Board Chair



Paru Desai Yusef  
North American Board Chair

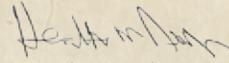


Donna Duggan  
Tanzanian Board Chair

In our commitment to financial transparency and discipline, the organization made significant progress toward building financial capacity and advancing the 2020 vision.

As we strengthened the organization we established an endowment strategy goal and policy, developed a global contingency and reserve policy, matured the audit function with quarterly internal audits and annual external audits across all countries (KE, TZ, US) and standardized monthly financial reporting to the CFO and Finance Committee.

We are proud that we have strengthened our financial position while staying focused on the programs that have such positive impact in the communities we partner with.



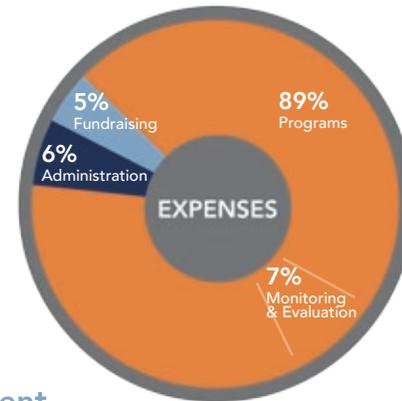
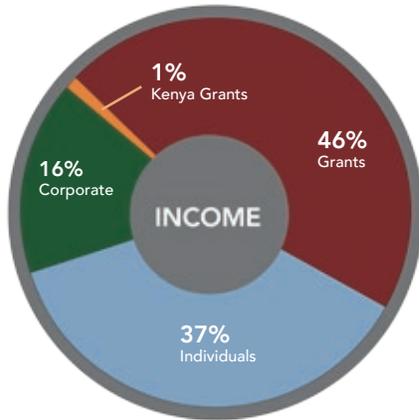
Heather Newlin  
Chief Financial Officer

## OUR COMMITMENT TO DONORS

- 1) Do what we say we will do
- 2) Be transparent in all that we do
- 3) Operate efficiently and effectively to maximize impact of program funding
- 4) Prepare for responsible expansion in East Africa



# OUR FINANCIALS



## Asante Africa Foundation 2015 Financial Impact Statement

Global Income	FY14	FY15
Individual Contributions	290,917	317,363
Corporate Contributions	45,226	151,082
Grant Contributions	246,226	335,500
Kenya Direct Contributions	17,850	4,825
Tanzania Direct Contributions	18,681	3,648
Other Income	(2,588)	5,045
<b>Global Cash Income</b>	<b>616,312</b>	<b>817,463</b>
In-Kind Contributions	377,246	484,841
<b>Total Income (Cash + In-Kind)</b>	<b>993,558</b>	<b>1,302,304</b>
Cost of Goods Sold	0	0
<b>Gross Profit</b>	<b>993,558</b>	<b>1,302,304</b>

Global Expenses	FY14	FY15
Total Program Costs	(540,888)	(690,876)
Programs Funded Directly	(12,261)	(3,212)
Fundraising	(19,638)	(37,716)
Administration/Other	(29,248)	(47,694)
<b>Cash Based Operating Expenses</b>	<b>(602,035)</b>	<b>(779,498)</b>
Contributed Services and Goods	(377,246)	(484,841)
<b>Total Operating Expenses</b>	<b>(979,281)</b>	<b>(1,264,339)</b>
Net Assets - USA	249,854	287,820
Net Assets in Country - KE	29,517	79,142
Net Assets in Country - TZ	26,935	24,527
<b>Total Net Assets at End of Year</b>	<b>296,459</b>	<b>391,489</b>

*Note: 2014 was restated due to timing of accounts receivables. Third party independent financial audits have been completed in USA, Kenya and Tanzania for 2015.*



# ORGANIZATIONAL PARTNERS

“If you want to go fast, go alone. If you want to go far, go together.” – African Proverb

## FUNDING PARTNERS

We embrace innovation and knowledge sharing. By fostering a culture of information gathering and knowledge sharing amongst our partners, beneficiaries, and team, collectively we leverage our respective strengths, leading to an informed and adaptive approach to addressing local needs.



## IMPLEMENTING PARTNERS



Enyuata Olosho Women Organization  
Laikipia County

## MONITORING, EVALUATING, RESEARCH AND LEARNING PARTNERS





# 2015 LEADERSHIP TEAMS

Our global operations and program team is located in Kenya, Tanzania, and the United States. Drawing on our team's diverse expertise, we collaboratively design and implement program activities that are locally relevant and based on best practices. We also acknowledge our volunteer and stipend team members who significantly support our teams in all three countries.

Our all-volunteer global Board of Directors is highly committed to our mission of educating and empowering agents of positive change in East Africa. We come together annually in East Africa as a collective body to learn, reassess, and reaffirm our commitment to our 2020 plan.

## GLOBAL BOARD OF DIRECTORS

Kenya	North America	Tanzania
<p><b>Charlie Waigi, Chairperson</b> Kenya Board of Directors Retired Govt. Dignitary</p>	<p><b>Paru Yusuf, Chairperson</b> Global Philanthropy Consultant</p>	<p><b>Donna Duggan, Chairperson</b> Safari Business Owner</p>
<p><b>Moses Ngware, Director</b> Head of the Research Program, Africa Population &amp; Health Research Center (APHRC)</p>	<p><b>Colin Higgins, Vice-Chairperson</b> President, Golub Group</p>	<p><b>Dennis Lyamuya, Director</b> EcoTourism Business Owner</p>
<p><b>Joel Nchoe, Director</b> Advocate for Kenya High Court</p>	<p><b>Heather Newlin, CFO and Director</b> Director, Northrup Grumman</p>	<p><b>Fredrick Mbise, Director</b> Street Children Rehabilitation Global Trainer</p>
<p><b>Hital Muraj, Director</b> Manager, Corporate Affairs, Cisco Systems</p>	<p><b>Erna Grasz, CEO and Director</b></p> <p><b>Monica Hahn, Secretary &amp; Director</b> Area Director, Elements Massage</p>	<p><b>Richard Mabala, Director</b> Education and Youth Empowerment</p>
<p><b>David Mumo, Advisor</b> Education Specialist Educate a Child, Qatar</p>	<p><b>Allyson Haug, Director</b> Fundraising and Strategy Consultant</p> <p><b>Lindsey Kneuen, Director</b> Chief Impact Officer, Cotopaxi</p>	<p><b>Shaaban Mgunya, Director</b> Retired District Education Officer</p> <p><b>Yohana Mcha, Director</b> Orkolili Secondary School Director</p>
	<p><b>Rani Radhakrishnan, Director</b> Director, PriceWaterhouseCooper</p> <p><b>Mark Newton, Director</b> Retired engineering manager, LLNL</p> <p><b>Dr. Mike Carter, Advisor</b> Program Directors, LLNL</p> <p><b>Shirley West, Advisor</b> Scholarship Donor Coordinator</p> <p><b>Nancy Battey, Advisor</b></p> <p><b>Catherine Ndungu-Case, Advisor</b></p> <p><b>Doug Nelson, Advisor</b></p> <p><b>Heward Jue, Advisor</b></p>	

## 2015 GLOBAL PROGRAM AND ORGANIZATIONAL TEAMS



### TANZANIA PROGRAM TEAM

**Ewald Tesha**  
Tanzania Program Manager

**Zelote Loilang'akaki**  
ITT Program Manager

**Zakayo Kipuyo**  
Finance and Administration Manager

**Julita Kessy**  
Girls' Advancement Program Manager

**Albert Jumbe**  
Scholarship Coordinator

**Gloria Mushi**  
Monitoring and Evaluation Coordinator

**Glory Shayo**  
Girls' Advancement Program Associate

**Theopista Seuya**  
on Sabbatical at Bristol University

Scholarship Interns – Juma Musa, Joseph Melio  
Lepilali Ngoilenya

### USA BASED PROGRAM TEAM

**Ashley Orton**  
Director of Global Programs

**Shweta Chooramani**  
Programs and Strategic Partnerships

**Shirley West**  
Scholarship Donor Coordinator

**Jennifer Wegbreit**  
Director of Research and Evaluation

**Grant Copenhaver**  
Database Management and Technical Systems

### GLOBAL OPERATIONS TEAM

**Erna Gras**  
Chief Executive Officer and Strategic Partnerships

**Rebekah Owen**  
Chief Operations Officer, Global Leadership Team

**Kristal Choy**  
Lead Financial Analyst

**Monica Hahn**  
Global Marketing and Communications

**Jennifer Haist**  
Creative Director and Graphics Designer

**Miranda Newman**  
Volunteer Manager

USA Development Interns – Justin Campbell,  
Camille Walker, Santiago Ole Lima



### KENYA PROGRAM TEAM

**Fred Lesakale**  
Kenya Country Program Manager

**Bob Otiego**  
Finance and Administration Manager

**Angela Muntet Dikirr**  
Girls' Advancement Program Manager

**Carolyn Sunte**  
Girls' Advancement Program Coordinator

**Anne Muli**  
Youth Leadership and Entrepreneurship Coordinator

**Anderson Hussein**  
Scholarship Coordinator

M&E Interns – Grace Namerai, Beatrice Wafula,  
Sheilla Guttoh, Geoffrey Nyakundi, Elias Sakau,  
Amos Nyambane, Jacob Omariba, Phyllis Nduku,  
Agnes Sordo

### SPECIAL PROJECTS

**Mallory Collins**, Teacher's Training Research  
**Catherine Barry**, LEI Best Practices Research

### GSPP - UC BERKELEY LEI STRATEGY

Lisa Corsetto, Trinetta Chong,  
Camila Perfetti, Cesar Zulaica

### GSPP - UC BERKELEY GIRLS' SANITATION STRATEGY

Austin Laud, Rezwana Abed,  
Rasagy Kabra, Cristian Ugarte

### IMPACT REPORT DESIGN

**Jennifer Haist**, OwlBox Designs  
Photography by: Heward Jue,  
Erna Gras, Michael Carter

Asante Africa Foundation develops educated and resilient youth who can confidently address life's challenges, thrive in the global economy, and catalyze positive change.



Mike Carter Photography

# Impacting 1,000,000 Lives by 2020

## How You Can Help

**ACCELERATED  
LEARNING IN  
THE CLASSROOM**



\$10,000 Funds  
Digital Resources for  
100 Teachers

**GIRLS' ADVANCEMENT**  
Wezesha Vijana



\$7,000 Launches the  
Wezesha Vijana Program  
for 100 girls

**LEADERSHIP &  
ENTREPRENEURSHIP  
INCUBATOR (LEI)**



\$4,000 provides LEI  
curriculum for  
100 Students

### REGIONAL OFFICES

#### North America

337 17th Street, Suite 217  
Oakland, CA 94612 USA  
info@asanteafrica.org

#### Tanzania

PO Box 8097  
Arusha, Tanzania  
infotanzania@asanteafrica.org

#### Kenya

PO Box 696-20500  
Narok, Kenya  
infokenya@asanteafrica.org

