



2020

Impact Report

Building Skills and Resilience
Leading Through Adversity
Emerging Stronger Together



Asante

AFRICA FOUNDATION
Educating Children | Transforming Worlds

Our Promise to the Youth

We educate and empower East Africa's most vulnerable youth to confidently address life's challenges, thrive economically, and catalyze positive change.

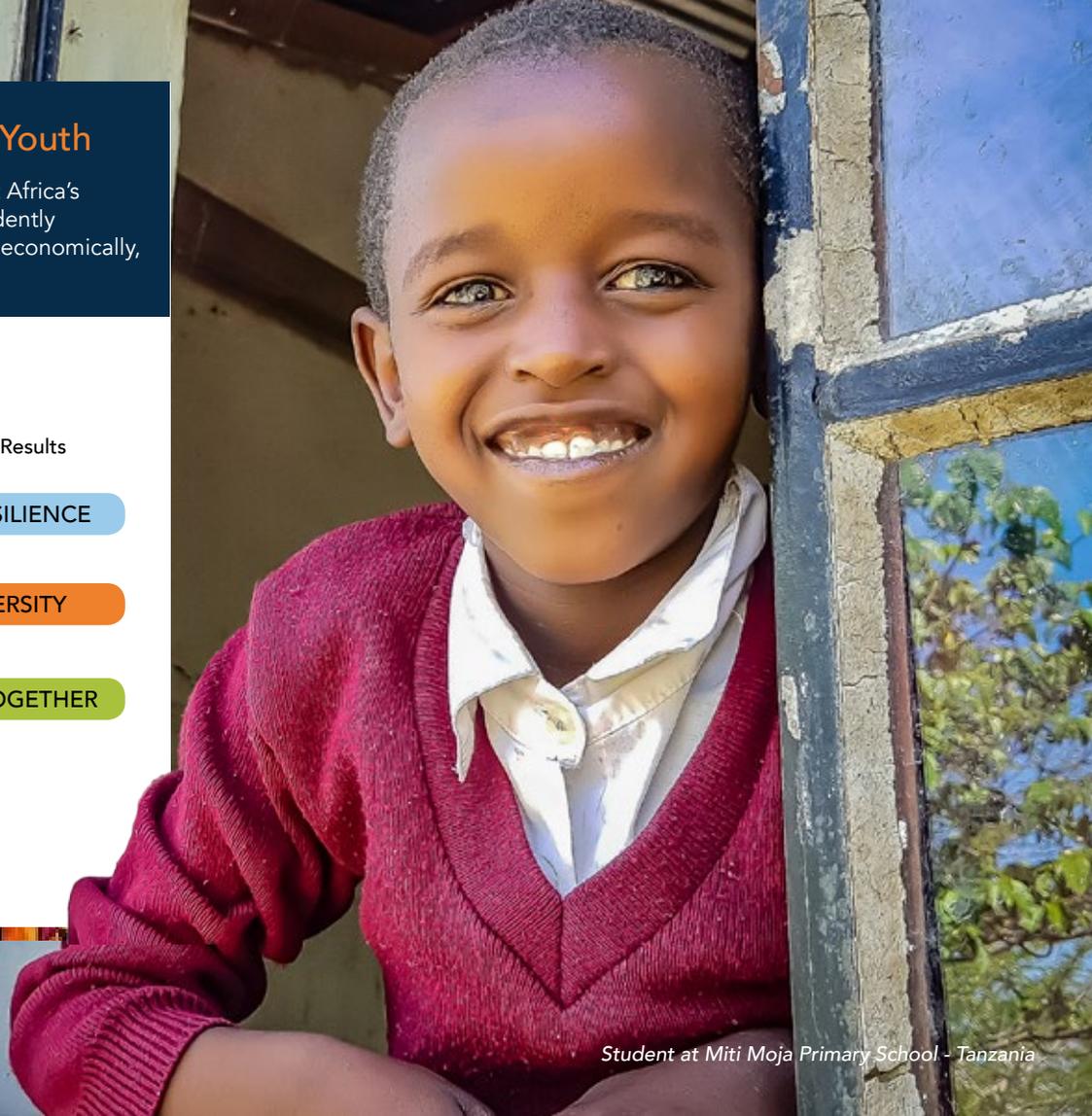
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Student at Miti Moja Primary School - Tanzania

Empowering Africa's Youth to Architect their Own Futures

2020 was a year like no other. We experienced unprecedented challenges and also collateral benefits. As the year began, our programs were thriving in Kenya, Tanzania, and Uganda. When the pandemic hit, the organization and youth responded quickly. Our local staff had the advantage of understanding the needs of the communities in which they live and work. Young people organized to produce and deliver reliable COVID-19 information. As the year progressed, needs shifted from survival basics to supporting learning outside classrooms and building livelihoods.

We are extremely proud of the in-country staff and alumni who modeled exemplary leadership in a crisis moment. They cared for others in times of need. They innovated and persevered. In spite of the pandemic, we celebrated Form 4, Form 6, and advanced degree graduations, more than 200 small business startups, and young leaders emerging to stand for gender equality, opportunity, and a voice at the decision table.

More than 45 directors and staff co-created the 5-year Strategic Plan guiding our work for the children, families, and communities of rural East Africa. We took the time to listen, learn, and document the lessons from the last decade, ensuring this next chapter of program delivery and organization growth remains effective, efficient, and accountable to all stakeholders. While the goals are ambitious, they are achievable as a global community.

With your commitment and support, we remain dedicated to educating children and transforming worlds for 1,600,000 young lives by 2025.

Sincerely,



Erna Gras, CEO, Asante Africa Foundation



"The most valuable resource in the world is human potential. Every child deserves an opportunity to be the architect of their own future while thriving where they stand." - Erna Gras

We Educate and Empower

the next generation of change agents, whose dreams and actions transform the future for Africa and the world.



Girls in a school-based leadership club - Tanzania

We Live by our Guiding Principles

- **YOUTH LED** ~ *If it's about us, it can't be without us*
We go beyond participation to youth leading the change, identifying the problems, innovating and implementing the solutions.
- **EAST AFRICA LED** ~ *Locally led, globally united*
Our staff are from the communities where we work. We engage local wisdom in our decision-making while grounded in global governance. We are committed to building cross-border leadership for East Africa.
- **INCLUSIVE** ~ *Closing the gap for those left behind*
We elevate East Africa's most marginalized populations, including girls, nomadic tribes, and those with physical challenges. We ensure strong safeguards and protection for those we serve.
- **ACCOUNTABLE** ~ *Spend each dollar as if it were your own*
We are committed to transparency in our activities and frugality with our resources, ensuring program efficiency and effectiveness.
- **PARTNERSHIPS** ~ *We go further and faster when we go together*
We collaborate with philosophically like-minded partners, enabling impact and growth, while avoiding duplication of effort.
- **CONTINUOUS LEARNING** ~ *Measure what matters*
We evaluate our programs for effectiveness, efficacy, and efficiency, cultivating a spirit of innovation and adaptability. We participate in global forums to share and learn from others.

2020 IMPACT

A Year Like No Other

In a year of challenge and uncertainty, we continued to grow our impact. We adapted to meet the demands of a global pandemic and remained steadfast in our mission to educate and empower the next generation of change agents.

OUTPUTS



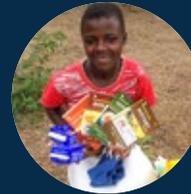
19,404

lives directly impacted



97,000

lives broadly reached



4,137

children and family members received pandemic provisions



230

youth launched small businesses during COVID-19

OUTCOMES



83%

of youth in our programs continued learning during school closures



100%

of girl scholars in Tanzania returned to school safely



72%

of our children received support in learning about their rights



73%

of families had sufficient food and supplies

Our Unique Approach Delivers Results

Active youth participation builds self awareness, confidence, critical thinking, teamwork, and decision-making skills. Our model integrates multiple aspects that make it unique and transformative:

We Serve East Africa's Most Vulnerable Youth

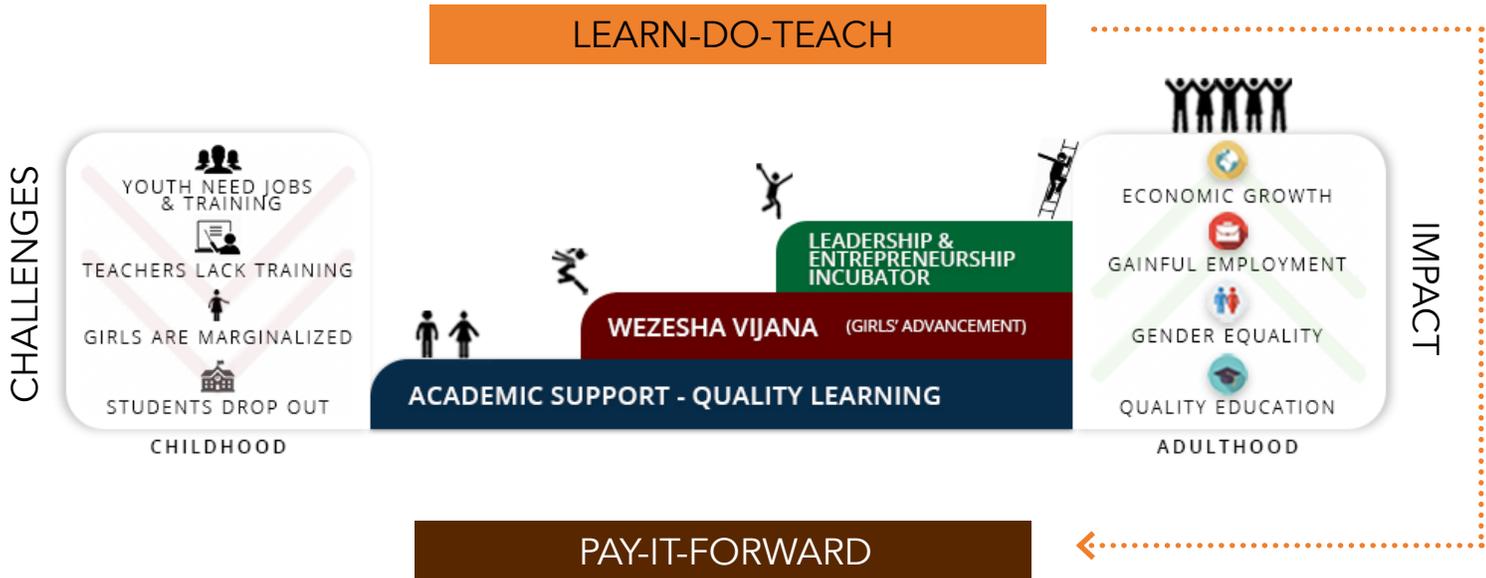
- **We focus on girls**, enabling them to remain on the path to learning through peer mentoring and training to build life skills and social, health, and economic assets.
- **We support in-school and out-of-school youth (aged 9-24)**, building skills and resilience to proactively manage their academic path, develop livelihood skills, mitigate vulnerabilities, and overcome out-of-school challenges.
- **We actively engage boys as allies**, enabling them to grow into responsible men while supporting cultural change in order for both boys and girls to succeed in life.
- **We support key enablers** such as parents, educators, mentors, and village leaders who are invested in their children's education, growth, and well-being.



Our Innovative Model Develops Skills and Catalyzes Change

We achieve outcomes through academic support and age-appropriate life and livelihood skill development. Our innovative model is built on a Learn-Do-Teach model with Pay-it-Forward action plans that ensure students apply skills toward projects benefiting their peers, families, and communities. Research shows the Learn-Do-Teach methodology increases retention to 90% compared to 30% for traditional learning alone. Pay-it-Forward puts skills into practice, instills confidence, and starts young people on the path to become active community leaders.

The transformative impacts include improved academic performance and higher graduation rates, reduced rates of early marriage and teenage pregnancy, increased job readiness and employment rates, and initiation of small business startups with income generation and job creation.



One Youth will Impact an Entire Community

BUILDING SKILLS AND RESILIENCE

We have strengthened our model for over a decade based on evidence, external evaluations, and feedback. The insights are evident in youth demonstrating real-life impact on their peers, families, and communities. Our model is working.

LEADING THROUGH ADVERSITY

Our response to the socio-economic impacts of COVID-19 began by distributing food, sanitation packages, and accurate information. We worked to ensure learning continued outside the classroom. Youth stepped up to create income-generating businesses. Our team and youth demonstrated the insights, skills, and initiative to be the change agents the world needs.

EMERGING STRONGER TOGETHER

Youth and alumni joined organizational leaders to develop a 5-year strategy to build a stronger, East African-led organization. Tens of thousands of young people will become changemakers, equipped with the skills to succeed and ultimately impact millions of lives.



BUILDING SKILLS AND RESILIENCE

“ By the time I left the summit, my confidence had changed. I had more motivation to go into leadership and I had the idea of helping others so they can also grow themselves. ”
~ Nakibuule, Uganda



Zabayo at her chapati eatery - Uganda



Leveraging WhatsApp for Small Business Growth

Nakibuule, Uganda

Nakibuule attended the Leadership and Entrepreneurship Incubator (LEI) Summit in 2020 and started a business selling clothes through WhatsApp. She saves her profits for future business expansion. She has built confidence and knowledge and feels empowered.

Nakibuule is currently at Kyambogo University studying Automotive and Power, with the goal of starting her own dealership. In her free time, she helps other students with their small-scale businesses.



Instagram Solves Dorin's Sticky Situation

Dorin, Tanzania

Dorin leveraged her entrepreneurial spirit to relieve her family's financial struggles. After attending the LEI Summit, she used her skills to plan and budget to start a small-scale business of packaging and selling honey to fellow students, and has now expanded to sell the product online.

She calls her business "Ndoto Mama," inspired by her mother who is a major supporter.

Youth Using their Skills for Positive Change

Youth are utilizing their entrepreneurial skills to create better opportunities for themselves, their families, and their communities.

They pay-it-forward by mentoring other youth, teaching the same tools and concepts that made them successful. They instill the confidence and motivation that inspired them to put their ideas into action, encouraging positive social and economical change in their communities.

21%

of youth in our programs launched new enterprises during the pandemic



↑ Noeline

↑ Sylvia

Financial Literacy Benefits the Entire Family

Noeline and Sylvia, Uganda

In 2019, Noeline and Sylvia attended the Leadership and Entrepreneurship Incubator (LEI) Program. When the pandemic began and local schools closed, they convinced their father to invest their unused school fees into a small-scale business. The family began raising and selling chickens and pigs.

The girls taught their parents about budgeting, online marketing, and how to increase profits. Their father is proud that their earnings now fund five children's school fees and he plans to continue the business when the children return to school. Their entrepreneurial knowledge enabled the family to create a thriving business that benefits their family as well as their community.

68%

of our youth were able to assist their family in meeting basic needs

Noeline and Sylvia with their family - Uganda

Pay-it-Forward Creates Ripples of Change

Asante Africa youth pay-it-forward by applying their skills to create larger impact. Our youth apply this principle through mentorship programs, after school groups, and girl-led clubs. They are launching entrepreneurial ventures, bringing economic opportunity to their families and communities.

Youth experience first-hand the importance of giving back. They are emerging as leaders, inspiring change in their communities, and creating a driving force to change the world.

1,440

*youth launched pay-it-forward
community support initiatives*



Passing Down His Knowledge

Japhet, Tanzania

After attending the 2020 LEI Virtual Summit, Japhet wanted to bring hope to the younger kids in his community. To share his learnings, he organized a training session for younger students, highlighting topics on entrepreneurial and life skills and personal branding.

Japhet provided an informative and inspirational space, where younger students could learn and older students could pay-it-forward by sharing their knowledge.



Connecting Over Air Waves

Andrew Solomon, Kenya

Andrew Solomon, an LEI alumnus, used radio to educate his community about COVID-19 symptoms, transmission, and prevention techniques.

To protect the vulnerable in his community, Andrew successfully appealed to Asante Africa Foundation to fund 10 households in need of hygiene materials. With the support he was able to equip 50 people with access to handwashing facilities and face masks.



Nassuna, collecting hay to sell - Uganda

- Each child's complex needs must be met with a system solution
- Education does not demand a physical structure with four walls – embrace WhatsApp, games, radio
- Create agile programs and partnerships that can adapt as needed
- Social-emotional Learning is a must at every age level
- Local staff and alumni provide insights and credibility
- Digital literacy is paramount – technology is the backbone for future African innovation
- Cross-border learning and mentoring makes Asante Africa Foundation and East Africa stronger
- Strong parental engagement enhances youth success

Learning From the Last Decade

As a learning organization, we continue to refine and strengthen our model. We employ rigorous monitoring and evaluation methods to ensure our programs are making a difference.

We engage local leaders, communities, and the youth themselves to learn what works to empower sustainable change and grow our impact.

LEADING THROUGH ADVERSITY

“ When the pandemic hit, the larger NGOs went home to shelter-in-place. Asante Africa was the one that met our needs when many children and families were feeling hopeless. ”
~ District Official, Maralal, Kenya



Mary, Scholarship Student - Uganda



Keeping Children Safe with the “Family Essentials Package”

In response to the urgent needs of East African communities during the pandemic, Asante Africa developed a “**Family Essentials Package**” to keep youth, especially girls, safe. Our alumni volunteers distributed packages to households experiencing the most economic hardships.

These packages alleviated the immediate challenges facing families by providing food, water, and sanitation supplies. We included students’ coursework to enable continued learning during school closures.

84%

of girls had increased confidence due to personal hygiene products



Spreading Awareness In Local Languages

Club members and alumni campaigned to raise social awareness in rural communities. They posted information about COVID-19 transmission and prevention, teenage pregnancy, early marriage, gender-based violence, and conflict resolution, all in local languages.

Volunteers collaborated with local agencies to spread this information to communities in neighboring villages.

99%

of youth assisted families in having accurate pandemic knowledge

Youth Respond to Local Needs During the Pandemic

The pandemic created desperate local needs and global supply shortages. Youth of all ages, educated in the Learn-Do-Teach and Pay-it-Forward philosophies, identified unmet needs and developed localized plans.

They translated challenge into opportunity by making masks, soap, and other sanitation supplies. They distributed accurate information to villages in local languages over multiple channels. Together, they responded with purpose and innovation to protect their communities.

150,000

people reached with awareness campaigns

Youth Turning Challenges into Opportunities

Supporting Families and Communities

Types of businesses started:



ARTISTRY

Floor Mats
Tailoring
Fashion Design
Jewelry
Second-hand Clothing



Young students produced 3,000 face masks for local families in the 1st month of the pandemic.



Mary made papyrus table and floor mats to pay for her education.



AGRICULTURE

Whole/Ground Coffee
Kale & Cassava
Sugarcane
Avocado & Watermelon
Tree Seedlings



Sarah and her mother opened a shop to sell vegetables and takeaway meals.



Secondary school students sold vegetable garden produce to families and local markets.



FOOD PROVISIONS

Popcorn Making
Street Food
Maize Grinding
Tea & Snack Shop
Bakery & Restaurant



Diramu, a secondary school student, started a bakery and eatery.



Zabayo created a successful chapati and egg stand near the bus stop.

200+

youth initiated businesses

57%

of our youth who started new businesses were girls

40%

of businesses started by our youth sustained at year end



*Cow Hides
Goats
Chickens & Eggs
Pigs
Rabbits*



Amos and other students raised goats for meat, hides, and milk to support family needs.



Dalton raised and sold rabbits to pay his school fees and help his mother support the family.



*Charcoal Brickets
Petrol Station
Electronic Repair
Taxi Service
Food Delivery
Hair Salon*



Students set up fueling stations in remote villages for motorcycle taxi drivers and local businesses.



Youth innovated charcoal bricks from husks to minimize environmental damage from wood charcoal.



*Soaps
Masks
Reusable Sanitary Pads
Handwashing Stations*



Alumni took sewing lessons and sold reusable sanitary pads across 9 communities.



Deborah and other alumni got certified in soap-making by local government and distributed product in remote villages.



Continuing Education Outside the Classroom

With schools closed and education interrupted for most of 2020, our local staff delivered learning materials to students' homes. Youth mentors partnered with teachers and formed learning support groups to prevent isolation. Students were introduced to digital learning materials and WhatsApp exam prep groups. Educational radio and TV programs became common.

Our multi-faceted community approach kept young girls safe from teenage pregnancy, child marriage, and abuse.

442

youth received psychosocial support through mentoring programs



Parents Leading Local Learning Pods

Natasha Napato, Kenya

Natasha, mother of a scholarship student, conducted mentorship sessions in her village during school closures. She highlighted the impact of teen pregnancies on girls and their struggling families. Reinforcing the concept of self-respect and self-control, Natasha's mentorship aimed to reduce instances of gender-based violence.

"Asante Africa has empowered my children. Now it is my time to stand up and empower more youth in our community, so they can build their future. I am the voice of Asante Africa Foundation."



Using Theatre to Create Awareness

Uganda

Community members in Uganda started a "Know Your Rights" campaign, harnessing their creativity and cultivating cross-generational communication.

Their participatory theatre performance identified community needs and responsibilities, improving the state of children's rights and reducing early marriages, teenage pregnancy, and gender-based violence. This non-traditional method resulted in higher participant engagement.



The LEI Summit Goes Virtual

To mitigate the risks of the COVID-19 pandemic, 2020's cross-country LEI Summit adopted a blended approach where a few selected youth from each country attended physically, while others participated virtually. Digital literacy was at the forefront of the topics discussed at the LEI Summit.

Participants not only learned how to use digital tools to access education materials, but to digitally design, advertise, and manage their businesses and income-generating projects.

Michelle (Left) and Nancy (Right), at a school-based leadership club - Tanzania

Delivering Digital Learning to Youth in Rural Communities

Access to technology and internet connectivity is key to continued learning, especially for students from disadvantaged families.

Asante Africa facilitated digital access to home study materials during school closures, enabling children to continue gaining knowledge and improve their learning outcomes.

4,000+

children supported with digital and at-home learning materials



Gaming for Enhanced Education

Enterprise Gaming Challenge Program, Kenya

Our partnership with the Prince Trust International trained LEI club students to build their enterprise skills using games. Gaming was utilized to train students in communication, resilience, problem solving, and digital skills.

The alternative learning method proved a stress reliever and reduced cases of depression and suicidal thoughts. The program had added benefits of bridging the digital literacy divide and building confidence among the youth.



How Coding Changes Lives

Bridget, Uganda

Bridget is a junior front-end developer who got her start in coding through Asante Africa's network. She was introduced to AkiraChix, an institute of technology in Nairobi, Kenya, and was one of the few women accepted into the program.

She started the curriculum in early 2020 and completed it during the pandemic. As an empowered woman with coding skills, Bridget has goals to create modern solutions to help the farmers in her community. She also wants to pay-it-forward by mentoring other girls to avoid teenage pregnancy.



Students using their educational tablets - Kenya



Learning Goes Beyond the Traditional Classroom

School closures and the existing digital divide left students academically vulnerable. Asante Africa's digital tools and home study packages enabled students to keep up.

Engaging parents as stakeholders and building a strong digital learning system has enhanced the curriculum, made rural schools more robust, and prepared students for success.

2,200+

youth learned to use digital tools

62

learning pods started in Kenya and Uganda

EMERGING STRONGER TOGETHER

“By 2025, we will enable and amplify the success of 1,600,000 East African youth.”
~ Asante Africa Foundation



Lives Impacted

2025 GOAL

1,600,000

2020

701,000

2015

259,900

2010

20,800

Looking Forward to a Bright Future

By 2025, our work will empower 1.6 million young people in East Africa to confidently tackle life's challenges, thrive economically, and catalyze local and global positive change. We will achieve this through education, leadership, life and livelihood skill development, and strengthening the key enablers who love and support our young people.

We are at a pivotal stage in the growth of the organization. We will build on recognized program success to secure opportunities for funding and partnerships and greatly expand our resources, reach, and impact. We will strengthen our governance and organizational structure soundly in East Africa, while continuing global support. We have developed a phased leadership succession plan from USA-based founder to a global CEO before 2025.

We have taken a thoughtful approach to phasing in the many aspects of our programmatic, geographical, and organizational growth so that as our organization grows, we can assess, reflect, and innovate as necessary. We will step together through each phase and achieve our vision for the youth of East Africa.



Fredrick Mbise
Board Chair, Tanzania



William Owino
Board Chair, Kenya



Lamech Katamba
Board Chair, Uganda



Colin Higgins
Board Chair, North America

Our Strategic Plan Strengthens Our Multi-pronged Approach

We are committed to a balanced approach that ensures our organizational infrastructure and revenue base are strong as we continue robust programming to reach more youth in East Africa. Our strategies include continuing and expanding current approaches to meet more needs and have greater impact.

Through all interactions, we will ensure safeguards and protection of all parties involved. To achieve this strategic plan, we will use a continuous learning process with evidence-based insights and reflections on where we can partner and improve to be more effective.



UNLEASH AND AMPLIFY YOUTH POTENTIAL

Reach and impact 1.6 million lives

- Empower youth to thrive where they live - in their own lives and communities
- Develop East Africa leaders: beyond their own communities and across border
- Ensure youth are pan-Africa and globally influential
- Youth will thrive beyond the direct support of Asante Africa Foundation



FUEL THE VISION AND IMPACT

Through diversity of funds
and global influence

- We will secure over \$4 million in annual global funding
- 40% of the resources will be mobilized from within East Africa
- Alumni will become financial contributors and door openers
- Create an International Advisory Board strengthening development opportunities



DEEPEN AND STRENGTHEN an East African led organization

- Deepen our evidence-based program growth and learning
- Nominate an African Chairperson for the Global Steering Committee
- Successful transition from North American Founder to African CEO
- Strengthen our staff and board representatives from communities we serve, inclusive of youth and women



Girls return safely to school in 2020, Mlola Primary School - Tanzania

Evidence-based Programming and Learning is Instrumental for Quality Growth

Monitoring, Evaluation, and Learning (MEL) is integral to our success. As we grow, we must have reliable evidence of efficacy, effectiveness, and efficiency to ensure quality of programming. We continuously track metrics at the child, school, and community level. External evaluations provide further independent perspective and insights.

The pandemic reminded us that it is essential to have an adaptive MEL framework and digital tools for agile data collection and analysis. It is critical to have government stakeholder involvement to support collaborative decision making.

We are committed to ensuring our strategic plan can withstand the pressures of the real world and the uncertainties that may lie ahead through scenario testing, accountability checks and balances, and annual Board Director reviews.

External Evaluations Validate our Results



UNGE
External
Evaluation



5-year Longitudinal
Study against
Control Group



S4YE- World
Bank Youth
Entrepreneurs



USAID - YPL
External
Evaluation



USAID - YPL
Youth Best
Practices



Harvard
COVID-19 Policy
Analysis



Enterprise Challenge Participants - Turkana, Kenya



CUMULATIVE LIVES IMPACTED

701,000

DIRECTLY IMPACTED **112,000**

BROADLY REACHED **589,000**

Strategic Partnerships Accelerate Impact

Strategic partnerships provide opportunities to share knowledge, maximize resources, and build global communities that lead the effort to uplift youth. We seek like-minded partners with complimentary implementation models, innovative evaluation and learning methods, and geographic presence to enable growth and strengthen the impact of our programs.

The focus of our partnerships include:

- *Linking youth to investment capital for business growth*
- *Cultivating fellowship and amplifying alumni opportunity through networking*
- *Connecting rural communities with resources and innovation for social enterprises*
- *Leveraging best practices with advocacy and policy groups, creating systemic change*



Kenya Red Cross

A long-term partnership to implement training and skill-building for adolescent girls experiencing severe hardships in Turkana county



Prince Trust International (PTI)

A "pop-up" business simulation game for community learning groups



BRAC USA

BRAC USA served as a technical advisor for rural communities, government schools, and youth-led school clubs, academics, life and livelihood programming.



Wharton School of Business

Collaborated with the University of Pennsylvania to optimize the cost structure and efficiency of the Leadership and Entrepreneurship Incubator (LEI) Program



Harvard School of Education

Jointly created a policy and program-based digital learning plan based on COVID-19 experiences in 2020



One Day's Wages

United to provide emergency relief support to deliver food, hygiene products, learning materials, as well as digital and psychosocial support





Students participating in Training of Trainers - Tanzania

Implementing Partners



Funding Partners



Anonymous



SUMMITRY



2020 Global Financials

Global Income (USD)

	FY20	FY19
Individual Contributions (US)	519,538	401,287
Individual Contributions (UG)	106	0
Individuals	519,644	401,287
Corporate Contributions (US)	36,954	33,686
Corporate Contributions (KE)	10,000	44,468
Corporate Contributions (TZ)	5,393	7,193
Corporate	52,347	85,347
Grant Contributions (KE)	142,833	127,817
Grant Contributions (US)	293,250	409,053
Grants	436,083	536,870
Other (US) - Investments, Interest	19,263	22,798
In-kind Contributions	132,701	123,717
Other	151,964	146,515
TOTAL INCOME	1,160,038	1,170,019

Global Expenses (USD)

	FY20	FY19
Programs	(828,110)	(647,654)
Fundraising	(29,680)	(18,186)
Administration/Other	(60,260)	(70,719)
Operating Expenses	(918,050)	(736,559)
Contributed In-kind	(127,177)	(111,765)
Total Operating Expenses	(1,045,227)	(848,324)
Net Assets - USA	728,430	606,583
Net Assets in Country - KE	77,589	151,630
Net Assets in Country - TZ	38,622	17,270
Net Assets in Country - UG	3,114	0
Total Net Assets at End of Year	847,755	775,483

Susan at school
in rural Kenya

Note: Third party independent audits have been conducted in USA, Kenya, Tanzania, and Uganda in 2020.

Our 2020 Achievements Contribute to Global Learning



Africa Region Medalist for Reimagining Education Award

Bronze Award, Presence Learning & Teaching category for innovation in education



Top 100 Kenyans of 2020 for Education

Abdikadir Ismail, Kenya Board Director, was honored as one of the “Top 100 Kenyans 2020” and among 11 finalists for the Varkey Foundation Global Teacher Prize for launching “class of COVID-19”



National Diversity and Inclusion Awards & Recognition (DIAR Awards), Kenya

Recognized as the “Best NGO on Gender Equality” at the 2020 DIAR Awards



“How are Youth Employment Programs Adapting to COVID-19?”

Featured in a knowledge brief by Solutions For Youth Employment (S4YE)



Global Youth Economics Opportunity Summit (GYEOS)

“Accelerating Youth Innovation and Economic Prosperity Through Enterprise Development Post-COVID” - Alumni and staff delivered evidence and program findings



FHI360’s Panel “Translating Opportunity from Chaos”

Simon Kinyanjui, Adolescent Program Coordinator, presented “on the ground” innovations focusing on health, financial, and social assets to address girls’ issues



Conference of Comparative & International Education Society (CIES)

Staff and Board Directors delivered 4 papers on program insights and results at the annual summit



YouthPower Learning Meeting

Staff showcased the evidence and success of the Pay-it-Forward model in a forum hosted by Room to Read & the Center for Universal Education at the Brookings Institution



Asante Africa Foundation in the News

Highlighted for program impact, innovation, and leadership in Exeleon Magazine, Aspioneer, The Leaders Globe, Insights Success, Beyond Exclamation, and Real Leaders Podcast

91%
Programmatic
Expenses

13%
Revenue
Contributed
by East Africa



21

Team Members
in **KENYA**



17

Team Members
in **TANZANIA**



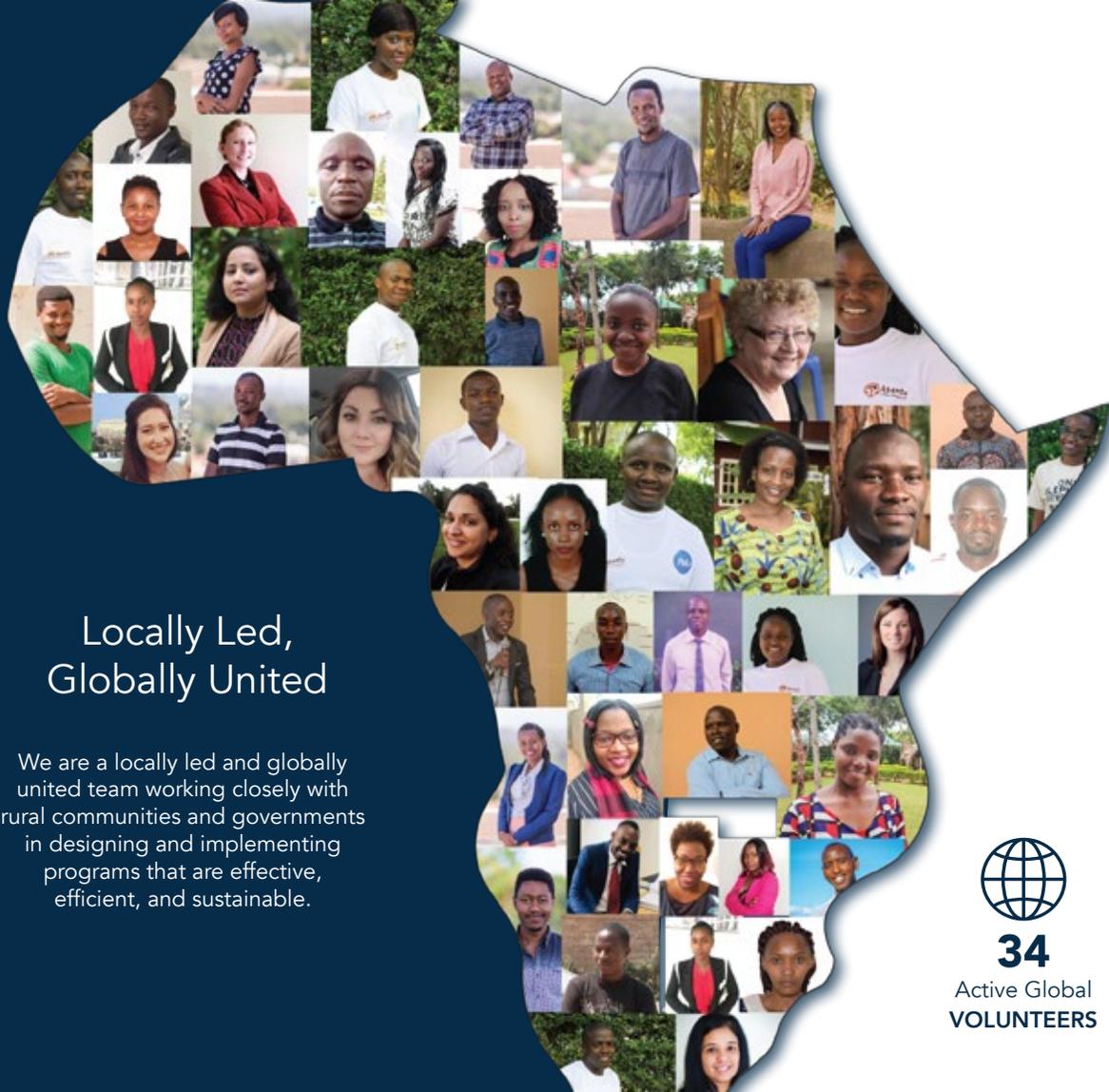
10

Team Members
in **UGANDA**



9

Team Members
in **USA**



Locally Led, Globally United

We are a locally led and globally united team working closely with rural communities and governments in designing and implementing programs that are effective, efficient, and sustainable.



34

Active Global
VOLUNTEERS

Global Board of Directors

Kenya

William Oduor Owino, Board Chair
Assistant Secretary - State Functions,
Ministry of Interior and Coordination
of National Government

Abdikadir Ismail
Principal, Mwangaza Muslim
Mixed Day School

Hon. Allan Sitati
Principal Magistrate,
Lamu Law Courts of Kenya

Dr. CPA, Asenath Maobe
Lecturer, Head of Accounting & Finance,
Kisii University. Researcher, UNESCO Fellow

Faith Tome
Head Teacher,
Oloorng'anayio Primary

Hital Muraj
Manager, Corporate Affairs,
Cisco Systems

Kelvin Keya
Program officer, UNDP-UN
Volunteers Kenya

Lucy Maina
Education Consultant

Paul Mwiti
Senior Associate,
PricewaterhouseCoopers, Kenya

Tanzania

Fredrick Mbise, Board Chair
Founder and Manager,
Cherith Junior School

Gloria Moshi, Board Secretary
Adventure Batch Tanzania Ltd.

Dennis Lyamuya
Owner, Kwetu Tours Ecotourism Safaris

Dr. Elia Y.K. Kibga
Managing Director, Capital Savvy Solutions
Company Limited, Education Consultant

Richard Mabala
Founder, Tamasha - Youth Action Org.

Rita Kahurananga
Proprietor, Kageni Consulting

Shaaban Mgunya
Retired District Education Officer

Theopista Seuya
Educationalist-Assistant Lecturer,
Tamaini University, Makumira

Yohana Mcha
Founder, Orkolili Secondary School



In 2020, we lost a beloved Tanzania Board Director, Shaaban Mgunya, who guided, mentored, and coached us for more than a decade. Mr. Mgunya had 36 years of experience in the Tanzania Educational System, as a teacher, a headmaster, and as a DEO of Monduli District. He will be greatly missed.

Uganda

Lamech Katamba, Board Chair
Africa Programs Manager,
The Albert Baker Fund

Angella Kamukama
Teacher for Art and Design

Dr. Daniel Mukasa Kanyike
Head of Radiation, Oncology Department,
Uganda Cancer Institute

Dr. Rogers Barigayomwe
Senior Lecturer, Kampala International
University, Director of Operations and
Business Development, TABKEN Consults

North America

Colin Higgins, Board Chair
Chief Executive Officer, Summitry

Mark Newton, Board Vice-Chairman
Retired Engineering Manager, Lawrence
Livermore National Laboratory

Heather Newlin, Board Treasurer, CFO
CFO VP/GM, Jacobs Technology

Monica Hahn, Board Secretary
Franchise Owner, Elements Massage

Erna Gras, Chief Executive Officer
Founder, Asante Africa Foundation.
Prior Silicon Valley Business Vice President

Christine Pernick
Owner, Paws Pet Resort

Jane Tuohy
Partner and Principal, Cambridge Hill
Partners Inc. Senior Executive Coach
Goodstone Group LLC

Kanan Puntambekar
Data Analytics and Product
Development, Vivensity Inc.

Nabiha Mauiyeddi
Program Manager, Google

Gordon Iraalya Bakamya Mwebaze Time
Retired Principal NTC, Ministry of Education

Jacqueline Namusalisi
Technical Director at Grassroot Women
Development Organization

Micheal Balimunsi
Manager of Finance and Administration,
Professional Engineering Consultants Group

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