



Educate!

DEVELOPING YOUNG LEADERS AND ENTREPRENEURS IN AFRICA

Annual Report 2011





Letter from the Founders

Dear Friends,

Let us first announce to you all some exciting news: the always inspiring Angelica Towne was officially named a co-founder of Educate!.

Angelica is referred to by many on the team as “teacher,” and it is true – we doubt there is anyone on our team who would say they haven’t learned a great deal from Ange (as we lovingly call her). This rings especially true for Boris and Eric who have learned and grown tremendously as a result of our relationship with her. She has a unique ability to deepen the level of conversation and thinking within the organization by identifying challenges or weaknesses, then beautifully using the Socratic method to co-create a solution. Some call it great teaching, we also think it is great leadership. Through her commitment, creativity, and leadership we are thrilled to announce Angelica as a co-founder in honor of the foundational role she has played since the time when Educate! as we know it was just a bold idea encapsulated in a few inspiring sentences.

2011 was a significant year for the organization. As we write this letter, the government of Uganda is implementing the leadership and entrepreneurship curriculum to empower 25,000 young leaders and entrepreneurs across the country to start real enterprises and initiatives that tackle poverty, disease, violence, and environmental degradation.

Furthermore, a consortium of the United Nations International Labour Organisation and World Bank (the Youth Employment Network) began an evaluation of Educate!’s program. At this stage in our development, there is no more powerful foundation than strong evidence to scale the model of education we provide across Uganda and around the world. The UN evaluation will be an important first step in building that evidence base.

All of this will help us nourish the remarkable potential of the Educate! Scholars – youth like Joseph Kwolekya who makes bio-fuel from organic waste; Nuru Namono who empowers young prostitutes to earn an alternative living with dignity; Lillian Aero who provides partial employment to 66 women and exports crafts and shea products across the world, and so many others whose lives are profiled in the pages to follow.

With much respect and appreciation, we thank you for all you have done to lay a powerful foundation.

Sincerely,

Boris Bulayev, Eric Glustrom and Angelica Towne



Educate!

CHANGING LIVES, TRANSFORMING COMMUNITIES

Why we do what we do: To create sustainable solutions to the toughest challenges our world faces, we must re-imagine the purpose of education. A transformed education system will develop a new generation of leaders and entrepreneurs to solve poverty, disease, violence, and environmental degradation.

Educate! develops young leaders and entrepreneurs in Uganda by providing long-term mentorship and two years of world-class leadership and entrepreneurship training to help high school students start enterprises that solve poverty, disease, violence, and environmental degradation. Educate!’s graduate program provides ongoing mentorship, training, and access to capital to amplify the impact our students have after graduation. **Our model is exponential empowerment – a long term investment in youth so they can positively impact many others throughout their lives.** We work with 3,600 diverse young leaders and entrepreneurs across Uganda – the next Nelson Mandela, Wangari Maathai, and Mahatma Gandhi of Africa.

Transforming the education system: Educate! partnered with the government of Uganda and the UN International Labor Organization (ILO) to incorporate its leadership and entrepreneurship curriculum into the national education system. **The curriculum now reaches 25,000 students annually.**



Scholar Success Stories



Joseph Kwolekya

As fuel prices continue rising, Joseph has been developing an affordable fuel alternative in his school's science laboratory. After studying the carbon composition of bananas and cassava in his biology class, Joseph worked with his Educate! Mentor to experiment with the waste of these plants. Joseph found that, when properly fermented, the banana and cassava peelings produce a liquid substance composed of ethanol and ethane - biofuel. Joseph created a supplement for petrol that not only reduces the cost of fuel for his community but also produces less air pollution. As he finishes high school, Joseph is attempting to certify his product under the National Bureau of Standards and set up a production plant in Uganda.



Nathan Egada

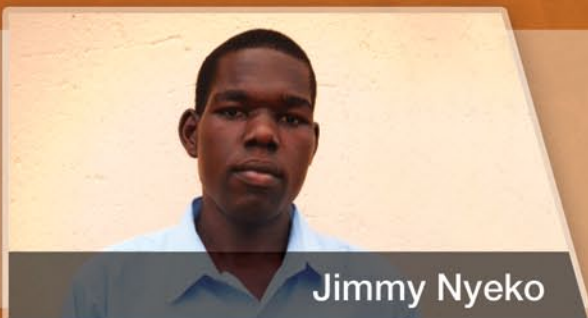
Through his experience with Educate!, Nathan has developed many projects to support his community, including a pen recycling project collecting and re-using the ink of pens found in local school yards. He re-fills cartridges into new pens, which cost less than half the price of an ordinary pen, thus providing families with an affordable alternative. Other projects Nathan is leading include: a home-based plant utilizing animal waste from farms to provide alternative energy for cooking; the Kumi Honey and Fruit Producers' Association which donates beehives to youth who are interested in beekeeping to encourage entrepreneurship; and an initiative to plant fruit seedlings and sell the fruit to the community at a subsidized price.

At an Educate! retreat last year, Brenda learned how to make soap and began to experiment with herbs to create an affordable medicated soap. Traditionally herbs are rubbed onto the skin causing irritation. Using the research she collected concerning binding and foaming quality, Brenda melted the herbs into the soap to produce her brand, "Smooth." The soap helps treat many skin infections that affect children in her community. Brenda is teaching the skill to her fellow Scholars, and together they are selling the soap in her community.



Brenda Nambuya

Jimmy has begun leading quarterly entrepreneurship seminars for his community in Northern Uganda that is recovering from long-term occupation by the Lord's Resistance Army. After noticing the high collapse rate of businesses in his community, Jimmy saw the need to share his financial literacy and entrepreneurship knowledge learned through Educate! by organizing seminars in his community. His first seminar attracted 100 local entrepreneurs. Jimmy is helping his community recover by empowering men and women to advance their businesses, create jobs, and move people out of poverty.



Jimmy Nyeko



Alumni Success Stories

Paul started the Kyankwanzi Change Makers Association in 2011 to develop the talents of his community with skill training, reduce HIV/AIDS through awareness programs, and create employment opportunities. With youth as the leaders of the association, parents and mentors provide advice. The association is making changes within the community by providing energy efficient stoves to families, granting loans in the form of agricultural equipment which enables individuals to produce higher yields on their farms, and broadcasting radio programs for HIV/AIDS awareness. Paul's association has provided 15 loans to families, benefited 80 people directly, and 120 indirectly (in shared skills.)



Paul Sslunjogi

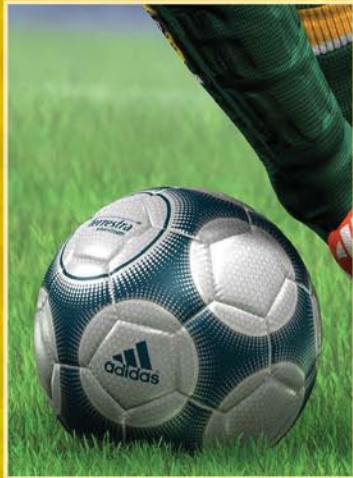
Betty is using her experience with Educate! to achieve her goal of bringing families in Eastern Uganda out of poverty. In order to do this, she formed the Inspire to Aspire Change Makers Association that mobilizes local households to save and create their own profitable projects. The association has helped ten women start boutiques, impacted over 40 women directly, and positively reached 100 people. Betty is sharing the skills she is learning in the Educate! Graduate Program to help develop her community.



Betty Zuena Nafula



Educate! Alumni Creating Exponential Empowerment



Silaj Masaba uses soccer in his community to encourage participants to stay in school. He and his team earned \$441 in March through their brick laying business. The team is saving their money to start a literacy and vocational center to aid students who have dropped out of school.



Sarah Nambozo began the Hope Youth Saving Scheme, an initiative to encourage and inform members of her community about the importance of saving. The project earned Sarah a community award of \$120, which she invested in a cow and a garden to sustain her family.



Juma Mugambe was concerned about the amount of plastic bags littering his village so he started a paper bag making business. In addition to reducing polythene waste from plastic and encouraging his community to practice environmental protection, Juma earned over \$400 through his venture.



Martha Akullo planted 180 orange tree seedlings and with the money she earned from selling the seedlings began a piggery. She initially invested in 4 piglets at \$20 each. The two female pigs will, on average, have 10 piglets each, which will secure Martha's income generating project.



Isaac Ngolobe is concerned about the lack of access to affordable clean water in his community. Water jugs are expensive and the closest water source to Isaac's village is two miles away. Last December, Isaac organized a meeting with water distributors in his community to discuss a solution. With his leadership, the group is working together to raise money to build a 10,000 liter water reservoir with a community tap system.

By The Numbers:

This year Educate! partnered with the government of Uganda and UN International Labor Organisation to incorporate the Educate! leadership and entrepreneurship curriculum into the national education system. The curriculum now reaches **25,000 students**.

We are currently working with a total of **3,600 Educate! Scholars** enrolled in **52 partner schools** reaching **8 districts across Uganda**.

Educate! partner schools include **all girls, all boys, Christian, Muslim, wealthy, underprivileged, and geographically diverse schools**.

Number of Educate! Graduates: 667

Over **80% of Scholars** have held a leadership position in school or in their communities since enrolling in Educate!.

Scholars' businesses earn a median income of **100,000 Ugandan Shillings (\$40)** per month.

34% of Scholars are reinvesting their money in their enterprises, **26%** are saving for a future project or goal, **13%** are using the money to help their families, and **5%** are even donating the proceeds to charity.

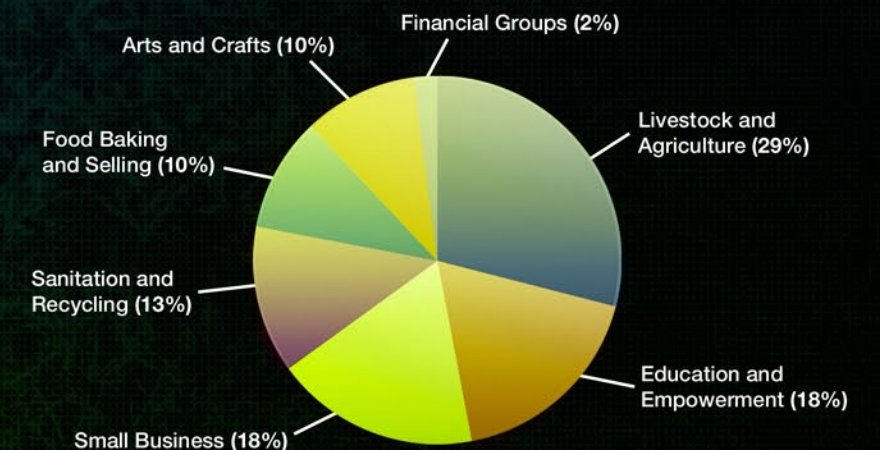
Total Revenue of Scholar Enterprises: \$16,885

60 organizations are using Educate!'s leadership and entrepreneurship curriculum in over **10 countries** across the world.

Businesses and Initiatives started by Educate! Scholars:

600

Project Types





Light High School Scholars, Silvia Nakitto and Agnes Naluwooza.



Educate! Partners with Halloran Philanthropies

Announcing an Innovative Partnership with Halloran Philanthropies:

Near the end of 2011, Educate! launched an innovative partnership with Halloran Philanthropies, a foundation which works to inspire, catalyze and accelerate sustainable social interventions that seek to raise the level of human well-being. Together, Halloran and Educate! are creating an Innovation Lab to scale new models of Educate!'s program that are **financially sustainable** (or in other words, independent of donor funding).

The models of financial sustainability tested in the Innovation Lab will enable Educate! to become accountable to the people for whom we exist – the Scholars!

Halloran's partnership with Educate! is a bold step towards achieving a financially sustainable model of education that will support a new generation of leaders and entrepreneurs eager to solve the toughest challenges our world faces. We look forward to taking the next steps to pilot the financially sustainable program models.

Thank you Harry, Kay, Tony, Adrianna, and the entire Halloran team for your unbridled courage to change the world!



Inside Educate!: Thoughts from a Mentor



Educate! Mentor Angella Bulamu, was published on The Christian Science Monitor.com in March where she shared her thoughts on the Kony 2012 campaign/film that caused an international debate. In the Op-Ed, Angella asks, “Why give celebrity status to a killer?.” An excerpt is below:

As a mentor for young leaders and entrepreneurs with Educate!, I grapple with the Kony 2012 video and the horrific memories it stirs for my

students. Foreigners again look at Uganda as a country of misery, ignoring our progress. We defeated Kony and the LRA rebels. Why not make a video about the surviving children?

Until last week, I had not seen Kony's face in northern Uganda for six years. The leader of the Lord's Resistance Army (LRA) had long since relocated his campaign of violence and fear elsewhere.

And yet, suddenly, with the release of the video, Joseph Kony – rapist, terrorist, murderer – is an international celebrity.

The LRA led vicious attacks in northern Uganda for 20 years, killing tens of thousands of people and abducting children as soldiers and slaves. But Kony and his LRA were pushed out of the country by the Ugandan Army, and there haven't been LRA attacks here since August 2006. Most of the 1.8 million displaced people have returned and are trying to reconstruct their lives.

I teach and mentor at four high schools in Lira, working to rebuild these young people's self-confidence and ability to chart a better future for themselves and their communities. **The students, given an opportunity to develop and learn in peace and security, have been making solid – in some cases tremendous – strides.**

Recently, one of my students asked me, “Madame Angella, could the war come back?” As his Mentor, I felt obliged to assure him. “No, Daniel there is only peace now.”

Even if I am right, Daniel's question betrays the fear that I am trying to help my students overcome. After years of concentrating on his studies, Daniel, like many of his classmates, cannot help but wonder where his efforts will lead.

Daniel is one of my rock-star students. He dropped out of school for three years to ensure that his mother and siblings got a better life after losing his father during the insurgency. He tried various forms of businesses before returning to school. He wants to be the leader northern Uganda needs to rebuild. **Wouldn't it be wonderful if Daniel had been the star of the YouTube video? “Daniel 2012”!**

Since Kony's expulsion, Ugandans have moved on with their lives. No longer in internally displaced persons camps, they have constructed permanent houses, started businesses, and grown their own food. And there are the schools, Uganda's great hope for the future.

We defeated the LRA, and that progress is irreversible if we keep pushing forward. Perhaps that is my message to students such as Daniel. **What we are doing matters to us, and to our future.**



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Irene Mutumba - Founder/Executive Director, Private Education Development Network; Ashoka Fellow
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Ben Waira - Associate Governor East Africa Rotary
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Leslie Weighill - Founder and Director, The Real Uganda
Margaret Wokuri - ACFODE (promoting gender equality); columnist for The Daily Monitor; founding member, Mt. Masaba High School (Educate! partner school)

US DEVELOPMENT INTERNS

Cassiane Cladis
Laura Rogers
Della Williams

OUR INCREDIBLE VOLUNTEERS

Laura Uhls, Event Planner Extraordinaire and world renowned chef
Linda Schutter, Event Planner Extraordinaire and founder of Circle of Hands
Max Sheahan, Master Researcher and Grant Writer
Kathlyn Pattillo, Financial Sustainability Intern

IN-KIND DONATIONS

Accenture (with special thanks to Scott Fast and the Accenture Foundation) - Consulting on strategic planning and partnerships
Debby Farrington - Transformative management training in Uganda
Janelle Farris - 3 week organizational development consulting in Uganda
Laura Koch - Accounting training in Uganda
Jim Smith - Mentorship for Educate!'s team in Uganda
Karti Subramanian and Vera Solutions - Major monitoring and evaluation system support, including two weeks working with M&E team in Uganda

And, special thanks to **Andy Segoshi** for providing Graphic Design services for Educate! such as this beautiful annual report!



Thank You

As Educate! develops the next generation of leaders and entrepreneurs in Uganda and creates a model that can be applied around the world, we THANK all those who fueled our mission during the 2011 calendar year.

OUR SUPPORTERS THAT GAVE \$20,000+ INCLUDE:

Barr Foundation
Bedrock Foundation
ECOM Foundation/
Kawacom
Global Agents for Change
Grinnell College
Halloran Philanthropies
Arthur Koenig
Jordanna Polis
Project Redwood
Segal Family Foundation
John Steffens
Ward Watson

OUR SUPPORTERS THAT GAVE \$10,000+ INCLUDE:

Bead for Life
Deborah Farrington
Echoing Green
Global Fund for Children
Michael Hinckley
Red Empress Foundation
US Embassy

OUR SUPPORTERS THAT GAVE \$5,000+ INCLUDE:

Barry Griswell
Lameck Humble Lukanga
Michael McGoldrick
Rotary eClub One of District 5450
Wade Foundation
Peter Wirth

OUR SUPPORTERS THAT GAVE \$1,000+ INCLUDE:

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Suzanne Cross
Avi Das
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Newday Christian Church
Shep Perkins
Mary Jean Peters
Dara Raskin
Schutter Family
Matt Statman/Chappaqua High School
Frank and Helen Stevenson
Jane and Dan Wolford
Don and Ellen Zack

And a heartfelt thank you from the entire Educate! team to all those who have supported Educate!, big or small.



Financial Statements

STATEMENT OF ACTIVITIES

January 1, 2011 - December 31, 2011

Income	Restricted Donations	177,654
	Unrestricted Donations	606,403
	Special Events (less cost of direct benefit of \$28,458)	25,248
	Earned Income	3,080
	Interest income	288
	Total Revenue	\$812,673

Expenditures	Programs	413,384
	Fundraising	78,563
	Administrative	19,947
	Total Expenses	\$511,895

Net Income	\$300,778
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BALANCE SHEET

As of December 31, 2011

Assets	Bank Accounts	482,172
	Other Current Assets	0
	Total Assets	\$482,172

Liabilities and Net Assets	Net Assets as of 12/31/2010	166,582
	Net Income	300,778
	Total Equity	467,359
	Total Liabilities	14,812
	Total Equity and Liabilities	\$482,172



Support Educate!

Develop the potential of Educate! Scholars to solve their communities' greatest challenges today!

\$35 supports a Scholar through Educate!'s leadership and entrepreneurship program for a month

\$140 supports an Educate! Scholar for a trimester

\$420 supports an Educate! Scholar for a year

\$840 puts a Scholar through the entire two-year program

*Thanks to several major investors who fully cover Educate!'s fundraising and management costs, **100%** of your investment will go directly to develop the next generation of leaders and entrepreneurs!*

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