







We empower orphaned and vulnerable children to move **beyond charity.**

**Together, we can end life threatening poverty for good.**

One of the greatest humanitarian crises of our age is the almost 385 million children living in extreme poverty. Among these, orphaned and child-led families are the most vulnerable to disease, starvation, and abuses. In partnership with local leaders, Zoe Empowers identifies these young people and provides them with resources and training to pull themselves out of poverty—for good.



## Handouts may help orphaned children survive, but....

After witnessing well-intended relief organizations enter her Rwandan community and leave behind people dependent upon handouts to survive, Epiphanie Mujawimana decided something needed to change.

Although community members of all ages utilized the outside aid, Epiphanie noticed orphaned children were impacted the most severely when aid disappeared. She, along with a team of Rwandan social workers, took action to lay the foundation for the program Zoe Empowers uses today.

## Empowerment allows them to thrive.

Our empowerment approach recognizes that these young people have all the necessary God-given gifts and skills; it is opportunity they lack. Orphaned young people receive training and resources. Each young person implements the lessons of the program for themselves with both the encouragement and accountability of their empowerment group.

Through independent decision making and strong community support, program participants gain confidence and dignity that lasts a lifetime. Graduates continue to lift their entire community through their businesses, sharing skills and knowledge and reaching out to support others.

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**Kara Welter, Carter Rose**


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## Before Zoe Empowers


 Children go days without food resulting in severe malnutrition causing other physical and mental health complications.


 Inadequate shelter makes children vulnerable to abuse, exploitation and illness.


 Limited access to healthcare and a lack of hygiene leads to life-threatening disease and poor health.

 Education is not accessible or sustainable for children who are sick, homeless and unable to afford school fees.


 Legitimate jobs paying a living wage are inaccessible to orphaned and vulnerable children.


 Vulnerable children are unaware of their rights and their voices are not heard because of their social status.


 Orphaned and vulnerable children have lost hope of belonging because of being isolated and stigmatized.


 Suffering leads many children to believe God does not exist or has abandoned them.


## After Zoe Empowers


 Children are able to buy and/or grow food resulting in nutritious meals for households with a surplus to share and sell.


 Secure housing is acquired by using business profits to rent or purchase land and building materials.


 Hygiene is taught to avoid disease, and access to healthcare is available when young people do fall ill.

 Child-led families have the tools to re-enroll in or begin a formal education, with some attending college and beyond.

 Children own multiple businesses employing their siblings, orphaned children, widows and other community members.

 Human rights training is taught so children can stand up for themselves and those around them.

 The sense of belonging to their group transcends into broader society as they move from social isolation to being leaders in their community.

 While we are a religiously non-restrictive program, children experience the gospel through words and actions in ways that are always inviting but never coercive.





# It all starts with a group.

## YEAR ONE

**We unite orphaned children into a peer group within their community.**

Together group members begin setting goals to pull themselves permanently out of extreme poverty within the next three years. Regular meetings and group projects facilitate a sense of safety, connection and trust.



# Dignity is restored.

## YEAR THREE

**Young people find their voices and transform their lives while community members bear witness to their empowerment journey.**

They begin to see themselves as valued members of the community and are often called upon to teach their knowledge and skills.



# We train holistically.

## YEAR TWO

**We facilitate group lessons and individualized vocational training to meet each child's needs and goals.**

Businesses begin to thrive. Children find encouragement and support from their group as they apply what they have learned, overcoming individual obstacles.



# Communities are lifted.

## A BETTER CYCLE BEGINS

**As a child exits the negative cycle of poverty, a new positive cycle centered on kindness begins.**

Graduates actively mentor and adopt additional vulnerable children, lead social change and seek ways to give back, benefiting an entire community in the process.





# 2020

a look back at our impact



7

program  
countries

63

indigenous  
staff

1,400

community  
volunteers

651

empowerment  
groups

58,471

children  
empowered

124,071

children impacted  
since 2007



# *incredible impact*

Zoe's results prove holistic empowerment is a cost-effective, sustainable solution for orphaned and vulnerable children overcoming extreme poverty. Through our comprehensive field surveys we are able to gather and share the sustainable results of our program participants. And empowerment does not end with Zoe's direct participants. As soon as their lives begin to stabilize, these young people start employing, training, and even adopting additional orphaned children into their own families. The businesses, leadership and advocacy in which these young people engage lifts their entire community.

During the COVID-19 crisis we were inundated with reports of Zoe groups helping their communities through training, direct aid for elderly residents, mask making and providing essential businesses to the community. Every data point which Zoe tracks in the program is a pebble in the pond producing ripples well beyond the program itself, in ways that create generational change.



## **Miriam, 19 (Graduate)**

Miriam operates a small tailoring shop she started in the empowerment program. When the COVID-19 pandemic hit and the government required all Kenyans to wear face masks in public, Miriam quickly pivoted to making masks, and her business saw a healthy boom.

Although masks were retailing for \$1, Miriam quietly gave them away to people she knew were struggling and couldn't afford to purchase one. When a girl in her neighborhood told Miriam she lost her job at a local restaurant when the government required it to temporarily close, Miriam hired her to help in the tailoring shop so she would have an income.



## **Pilirani, 20 (2nd-Year)**

Over the past year, Pilirani operated his tailoring business out of the local market. When COVID-19 caused the closure of crowded public places, including the market, Pilirani was forced to relocate his business to his home. Although he maintained some customers, his revenues were cut significantly.

Pilirani did not despair. Instead, he remembered his Zoe Empowers income diversification training and strategically bought six large bags of beans to sell, knowing the crop was in high demand in his community. Pilirani sold the beans out of his house for several weeks and generated a steady income. He is saving enough to reopen his tailoring business when it is safe to do so.





### **Welshman,23(Graduate)**

Welshman's delicious bread and rolls were popular before the COVID-19 pandemic hit. When Zimbabwe was ordered to lockdown to slow the spread of the virus, Welshman's baked goods and his inventory of baking supplies were almost immediately exhausted. Procuring more ingredients became impossible.

After three years of Zoe training and running a successful bakery, Welshman felt confident in his ability to diversify his business on the fly. He heard that the country's movement restrictions were preventing people from buying Zesa electricity tokens to get power in their homes, so Welshman used one of his agent lines to obtain and sell tokens. This business shift has sustained him through the pandemic.

### **Gentil,23(Graduate)**

Gentil has worked in the food business since beginning his empowerment journey five years ago. During that time, he has raised hens, made and sold donuts, traded commodity goods and farmed vegetables. His success as a farmer earned Gentil a generous income.

In addition to building a new house for his family, Gentil used his profits to buy a sewing machine for his wife. When the pandemic increased demand for his crops, he adjusted quickly to capitalize on the growth. Gentil's siblings, along with others in the community, have continued to help him grow and harvest food. He is proud to pay them a fair wage.





# Kenya



## Kenya

Reegan Kaberia

Chief Program Officer & Kenya Country Manager

**13,540**

children empowered

**137**

empowerment groups

**\$977,470**

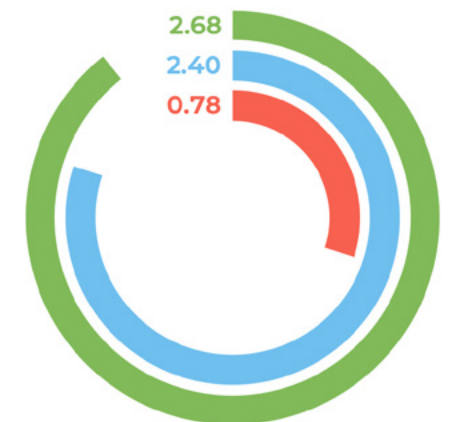
invested in programs, services and grants

**34,946**

children impacted since 2007

Overall Self-Sufficiency Results

- Incoming Groups
- Midpoint Groups
- Graduate Groups



0 1 1.5 2 3  
extremely vulnerable vulnerable stable self-sufficient



# Rwanda



## Rwanda

Epiphanie Mujawimana

Empowerment Founder & Rwanda Country Manager

**12,173**

children empowered

**133**

empowerment groups

**\$983,096**

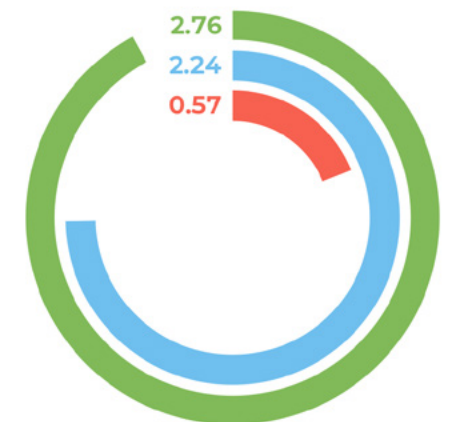
invested in programs, services and grants

**34,022**

children impacted since 2007

Overall Self-Sufficiency Results

- Incoming Groups
- Midpoint Groups
- Graduate Groups



0 1 1.5 2 3  
extremely vulnerable vulnerable stable self-sufficient



# Malawi



## Malawi

Maclein Harawa  
Malawi Country Manager

**8,323**

children empowered

**91**

empowerment groups

**\$559,566**

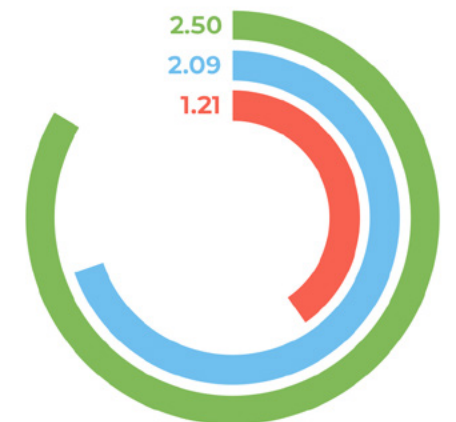
invested in programs, services and grants

**12,401**

children impacted since 2013

Overall Self-Sufficiency Results

- Incoming Groups
- Midpoint Groups
- Graduate Groups



0 1 1.5 2 3  
extremely vulnerable vulnerable stable self-sufficient



# Zimbabwe



## Zimbabwe

Barbara Matsanga  
Zimbabwe Country Manager

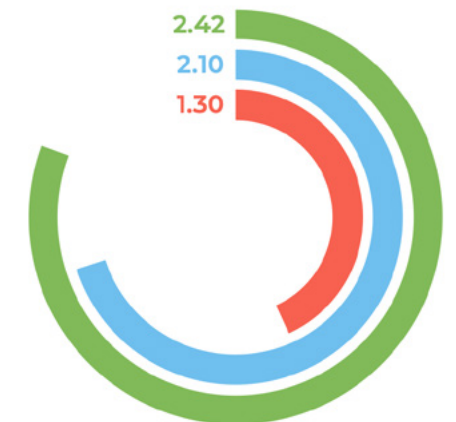
**10,192** children empowered  
**108** empowerment groups

**\$855,964**  
invested in programs, services and grants

**17,107**  
children impacted since 2009

Overall Self-Sufficiency Results

- Incoming Groups
- Midpoint Groups
- Graduate Groups



0 1 1.5 2 3  
extremely vulnerable vulnerable stable self-sufficient



# Liberia



## Liberia

Isaac Dowah

Liberia Country Manager

**4,452**

children empowered

**52**

empowerment groups

**\$351,193**

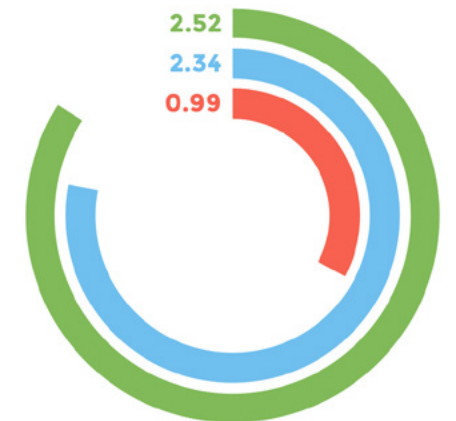
invested in programs, services and grants

**6,533**

children impacted since 2014

Overall Self-Sufficiency Results

- Incoming Groups
- Midpoint Groups
- Graduate Groups



0 1 1.5 2 3  
extremely vulnerable vulnerable stable self-sufficient



# India



## Chennai, India

Jabez Williams  
Chennai Manager

**3,252**

children empowered

**46**

empowerment groups

**\$338,000**

invested in programs, services and grants

**5,080**

children impacted since 2014

## Vizag, India

Nani Chintala  
Vizag Manager

New Program Launch!

**356**

children empowered

**6**

empowerment groups

**\$75,042**

invested in programs, services and grants





# Tanzania

## Tanzania

Trice Shumbusho  
Tanzania Country Manager

New Program Launch!

**742**

children empowered

**10**

empowerment groups

**\$106,200**

invested in programs, services and grants

Data reflects 2019 groups



# Our Program Data

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We are proud to share the results from our systematic data gathering process. SAS provided software used in this project, under their "Data for Good" program, and a volunteer from that program is assisting with the analysis and reporting of the data. Other supporters with an expertise in social sciences have significantly added value to this project.

## HOW WE MEASURE

We measure the results of the empowerment program for orphaned and vulnerable children through gathering and analyzing data drawn directly from randomly selected program participants.

## OUR RESULTS

Young participants move from the hopelessness of crushing poverty to thriving across eight major life areas: food security, secure housing, health and hygiene, child-rights, education, income generation, community connections, and spiritual strength.

## SURVEY ANALYSIS

Cross-sectional analysis examines survey data collected in one time period from groups at three points in the program. Longitudinal analysis studies the same groups surveyed at two points in time.

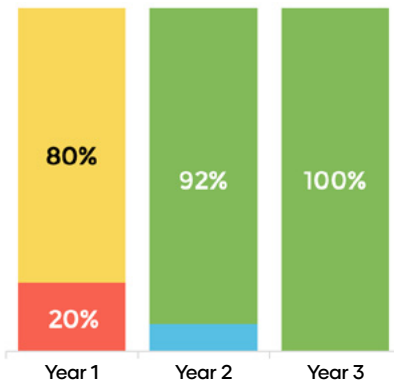




# Program Data Highlights

## Food Security *Liberia* Cross-Sectional

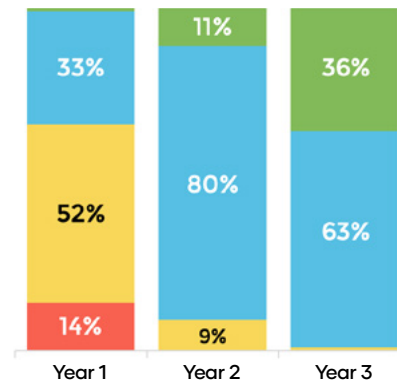
Number of meals eaten per day



- I can afford 3 meals if I want them
- 2 meals
- 1 meal
- I often don't eat every day

## Secure Housing *Zimbabwe* Cross-Sectional

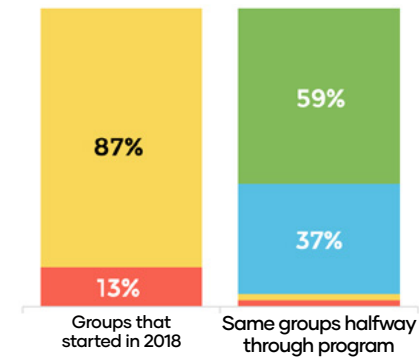
"I live in a home that is safe and is adequate for my needs."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

## Income Generation *Liberia* Longitudinal

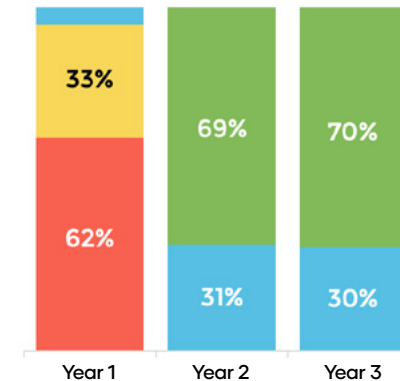
"Through my work, I can provide sufficient food, clothing, school expenses, and other necessities for my household."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

## Child Rights *Kenya* Cross-Sectional

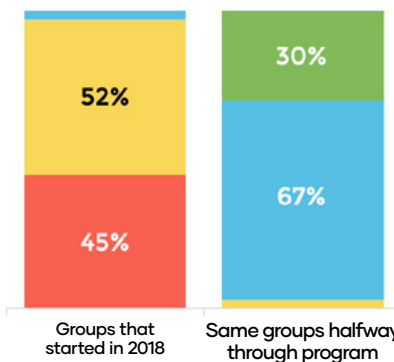
"I know my rights and can enforce them."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

## Health & Hygiene *Kenya* Longitudinal

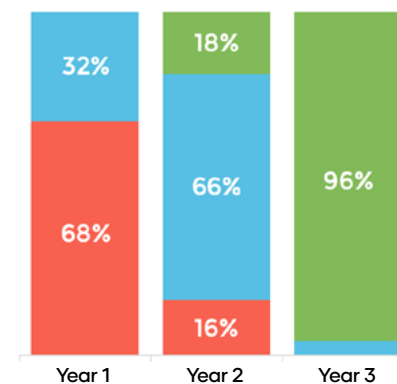
"I have access to medical care."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

## Education *Rwanda* Cross-Sectional

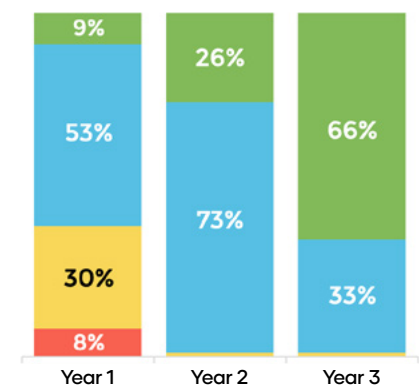
"Are you able to pay the expenses for all of the school-aged children in your household?"



- We can pay for all school expenses
- We can pay for some school expenses
- We can't pay for any school expenses

## Community *Malawi* Cross-Sectional

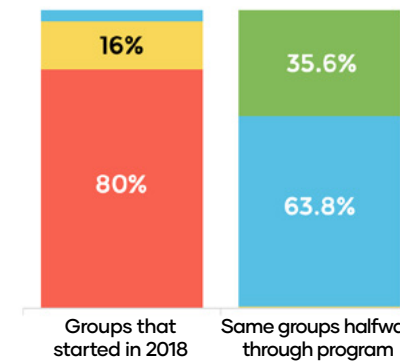
"I feel that I am a valuable member of the community."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

## Spiritual Strength *Rwanda* Longitudinal

"I feel that God loves me."



- Strongly agree
- Agree
- Disagree
- Strongly disagree

### DEFINITIONS

**Year 1:** surveyed as they enter their empowerment groups

**Year 2:** surveyed at the midpoint, 11/2 years into the program

**Year 3:** surveyed at graduation



# Financials & Program Impact

**53,350**

Children served in 2019

**\$7.66**

Monthly cost per child

**\$275.76**

3-year cost per child

**1,400**

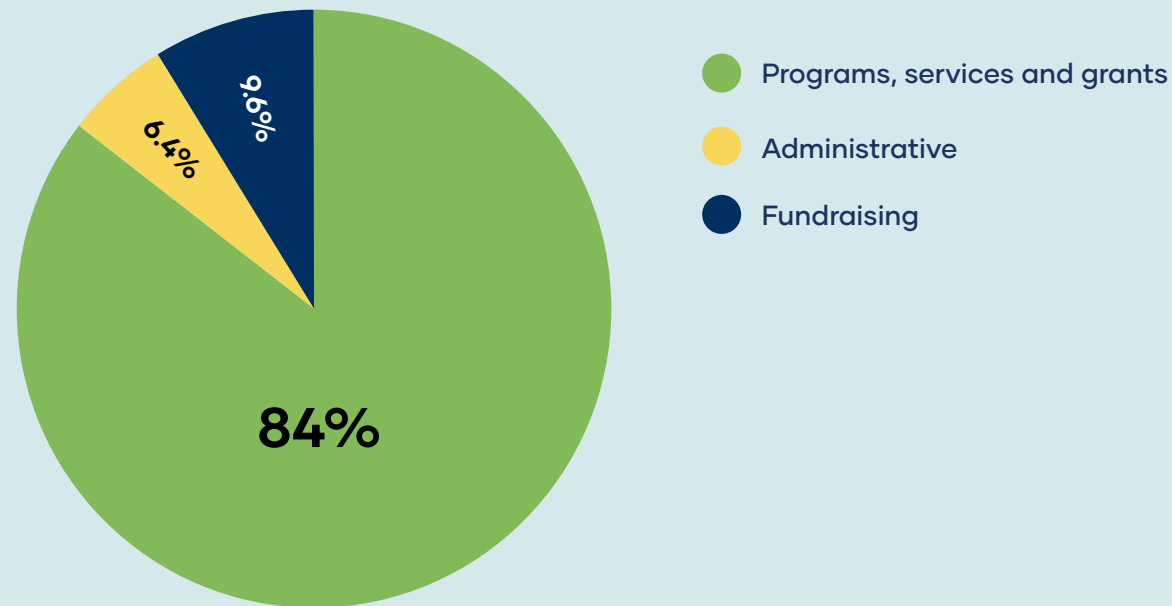
Indigenous volunteers

**\$91.92**

Annual cost per child

**\$5,868,590**

Total revenue in 2019\*



These numbers reflect 2019 audited data

\*Total revenue including pledges not yet received as cash

## US BOARD MEMBERS

### Mark Konen *Chairperson*

Retired President of Lincoln Financial Group, Insurance and Retirement

### Ann Eppinger Davidson

*Vice-Chairperson*

President  
Eppinger & Associates LLC.

### Stanley Bradshaw *Treasurer*

Lead Director  
First Busey Corporation

### Linda Folger *Secretary*

Broker / Realtor  
Bluewater Real Estate

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Living Word Lutheran Church

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Accenture

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Management Group

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### Michael Wilson

Associate Director of Shelter KC:  
A Kansas City Rescue Mission

### Mark McAndrew *(Ex-Officio)*

Retired CEO and Board Chairman  
of Torchmark Corporation

## US STAFF

### Gaston Warner

Chief Executive Officer

### John Boswell

Chief Operating Officer

### Toni Cole

### Laura Nemecek

### Tina Schmidt

### Lyndsey Lessner

### Elena Ballam

### Kristin Magee

### Robin Boyer

### Suzanne Morrison

### Ruth Hillmann





## HOW TO PARTNER

# End poverty for orphaned children—*for good.*

### Full Empowerment Group

(60-100 participants)

*\$8,500 a year for three years*

### Half Empowerment Group

(30-50 participants)

*\$4,250 per year for three years*

By investing in a full empowerment group of orphans and vulnerable children (\$8,500 a year for three years) or a half group (\$4,250 a year), empowerment group partners help dreams come true. They have the opportunity to determine the country in which they partner and receive regular reports on the young people in their group.

### Empowerment Pod

(15-20 participants)

*\$2,000 a year for three years*

As part of Zoe's COVID-19 response to limit large gatherings, full empowerment groups will be segmented into empowerment pods consisting of approximately 15-20 orphaned and vulnerable children, from 5 child-headed households. For \$2,000 per year for three years, you will receive information on your empowerment pod members, and reports on the full empowerment group, so you can follow their three-year journey out of poverty.

### Monthly Partner

*The Collective*

*\$8 per month empowers one child*

By committing to a monthly gift and choosing the number of children you wish to impact, your donation is pooled with others to fund entire groups in the country with the greatest need. Regular stories about the children impacted are provided.

For more information about how you can partner with Zoe Empowers, please contact:

Gaston Warner  
919-414-4167  
gaston.warner@zoeempowers.org

John Boswell  
919-946-8917  
john.boswell@zoeempowers.org



Dear Friends,

True character is seen most clearly during a crisis, and the COVID-19 pandemic showed both the amazing heart of the young people in Zoe's program, and the strength of empowerment. It is a big statement for Zoe to say that after three years in this empowerment program these young people should never need charity again, but in many ways the COVID-19 pandemic served as a stress test for this statement. The results highlight the amazing resilience, generosity, and sheer determination these young Zoe participants possess.

During the shelter in place restrictions Zoe young people demonstrated their economic resilience by sharing knowledge across their group to tailor businesses to the needs created by the pandemic. Because these young people have acquired the skills necessary to pull themselves up, COVID-19 was viewed as another challenge to overcome, instead of an unsurmountable obstacle.

Immediately upon the outbreak of the pandemic, Zoe staff helped distribute educational flyers and handwashing stations to Zoe groups. But wanting to reach beyond themselves, Zoe empowerment groups took the initiative by sharing this information with others in their communities. These young people who were once seen as a village problem became a source of knowledge helping to protect others. In Zimbabwe this extended to Zoe groups partnering with local government health offices to ensure local communities understood how to protect themselves from the virus.

Stories poured in across every Zoe program country of young people demonstrating their faith in action by caring for others. There is something deeply beautiful about once-vulnerable children reaching out to help others.

We have stories of:

- Zoe participants identifying elderly people in the community and making sure they had access to food,
- third year Zoe groups sewing masks for groups in their first year so they could be in compliance while doing their businesses,
- Zoe participants making sure other vulnerable people in their community had access to government support during the height of the shelter in place requirements.

We are inspired by how the Zoe young people responded to this crisis. Not only have these orphaned and vulnerable children made good use of what you provided them to pull themselves out of extreme poverty, they are also paying forward to others what you have done for them. Such is the way of the Kingdom of God.

Thank you for empowering the over 58,000 active 2020 Zoe participants to be a blessing to others, and to never need charity again. The Zoe Empowers program is critically needed for many waiting children. If you are blessed to be able to financially support these young people, your gifts are appreciated more than ever before.

Thank you,

*Gaston Warner*

Gaston Warner  
Zoe Empowers CEO







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We empower orphaned  
and vulnerable children  
to move **beyond charity.**

*“I know the plans I have for you,” declares the Lord.  
“They are plans for peace and not disaster, plans to  
give you a future filled with hope.”*

*- Jeremiah 29:11*

*Zoe Empowers is a 501(c)(3) organization  
All donations are tax-deductible*