



2021

Annual Review

We empower orphaned children and vulnerable youth with the solutions to move their families beyond extreme poverty—for good.

Zoe Empowers is a global network of local organizations equipping vulnerable youth through a three-year, community based, indigenous led program.

When young people are empowered by a supportive community, they can lead their own journey from extreme poverty to self-sufficiency, eliminating the need for endless aid.

Featured photography courtesy of:
Kara Welter, Carter Rose, Luke Schmidt

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Our vision is a world where orphaned youth are sustainably self-sufficient across every area of life, wrapped in layers of community while knowing they are not beyond the love of God.

The Crisis for Orphaned Children

Orphaned children and vulnerable youth are at severe risk of malnutrition, starvation, unsafe housing, homelessness, subjection to forced labor and exploitation, limited or no access to health care, social isolation, and physical, emotional, and sexual abuse/trafficking.

For many years, the global response to the orphan crisis has been overwhelmingly relief-based. This approach has created dependency, ruined economies, and frustrated recipients and donors alike. Other efforts such as orphanages have proven difficult, and systems of foster care programs struggle to locate enough safe, loving homes to fully address the scope of the crisis.

Zoe Empowers works with the millions of families who already exist—such as child and youth headed households, and families with elderly or compromised adults unable to meet the families' needs.

When orphaned children become head of their household, the struggle for survival while caring for younger siblings or elderly grandparents makes education and/or vocational training unattainable, further limiting economic prospects.



Our holistic approach targets the well-being of the whole child.

Zoe Empowers disrupts cycles of poverty among vulnerable youth through a three-year, peer-led program in which participants help one another become safe and healthy, skilled for long-term success, and able to lead meaningful lives within a supportive community.

By creating opportunities for orphaned children and vulnerable youth to become secure, healthy, and connected community members, Zoe Empowers is solving not only the core issues of extreme poverty, but the problems of recipient dependency and donor frustration as well.

Zoe Empowers is leading this growing family-based movement by actively sharing and equipping other NGOs, foundations and governments to adopt this successful, participant centric, empowerment model.



Our Model

Zoe's holistic approach targets the well-being of the whole child, including health and safety, skills for long-term success and the ability to lead meaningful lives wrapped in community.



Supportive Community

Even as physical and economic needs are being met, Zoe Empowers also attends to the social, mental, and spiritual concerns of children and youth in our program, through:

- **Community Reintegration**
- **Family Reunification with Agency**
- **Spiritual Strength**
- **Helping Others**



Health and Safety

Health and safety is a primary focus, especially in the program's first year, addressing physical needs such as:

- **Food Security**
- **Secure Housing**
- **Hygiene and Access to Healthcare**
- **Child Rights Initiatives**

Long-term Success

Zoe Empowers is committed to sustainable, generational change, so the program emphasizes building skills for long-term success including:

- **Education**
- **Vocational Training**
- **Business Development**
- **Financial Fluency and Investing**



With Zoe Empowers, a better cycle begins.

By investing in the empowerment of orphaned children and vulnerable youth, we can ignite a generation skilled to leave extreme poverty behind forever.

After three years, youth not only graduate beyond the Zoe program, but also add social and economic value to their communities, greatly multiplying the impact.



YEAR 1

It all starts with community.

We unite orphaned children into a peer group within their community. Group meetings and projects facilitate a sense of safety, connection and trust.

YEAR 2

We train holistically.

We facilitate group lessons and individualized vocational trainings, chosen by the participants themselves, to meet each child's needs and goals.

YEAR 3

Dignity is restored.

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

OUR IMPACT

Empowerment is the most powerful solution to ending extreme poverty.

Our work demonstrates that holistic empowerment is not only the most sustainable way for orphaned children and vulnerable youth to escape life-threatening poverty, but the most economically efficient path as well.

150,000+

young people have been empowered by Zoe Empowers programs since 2007

>95%

of Zoe graduates are completely self-sufficient at the end of our three-year program

Seven

program countries

\$7.39

direct cost per child per month

Zoe Empowers is honored to be recognized for outstanding transparency, accountability, and sustainability.





Program Data Highlights

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

HOW WE MEASURE

We measure the results of the empowerment program 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 and family connections, and spiritual strength.

SURVEY ANALYSIS

All the data in this report is from groups that formed in 2018. Surveys were given at group formation, at the midpoint of the program, and at or after graduation. The midpoint surveys for some of the groups were cancelled due to COVID.

DEFINITIONS, PAGES 16-17

Year 1: surveyed as they enter their empowerment groups

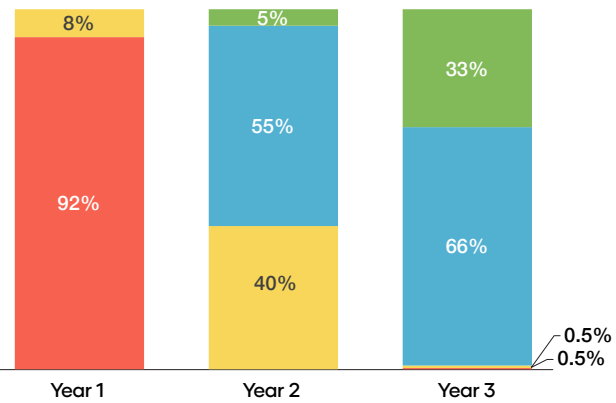
Year 2: surveyed at the midpoint, 1.5 years into the program

Year 3: surveyed at or after graduation

Visit zoeempowers.org/impactdata to read the full program and country specific survey data.



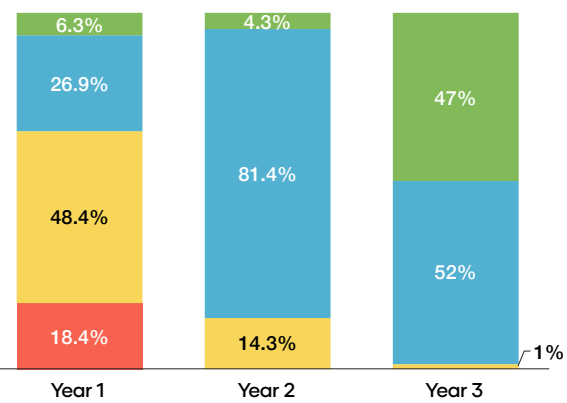
Food Security
Rwanda



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



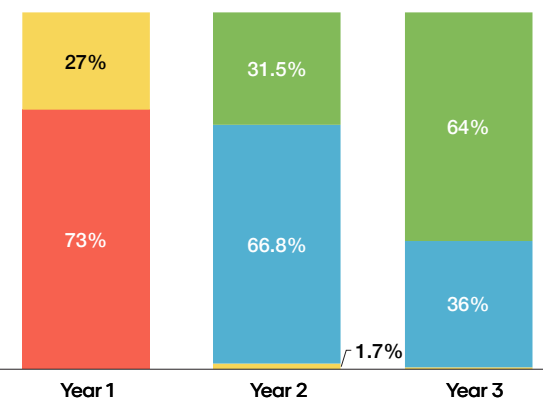
Secure Housing
Malawi



- Strongly agree
- Agree
- Disagree
- Strongly disagree



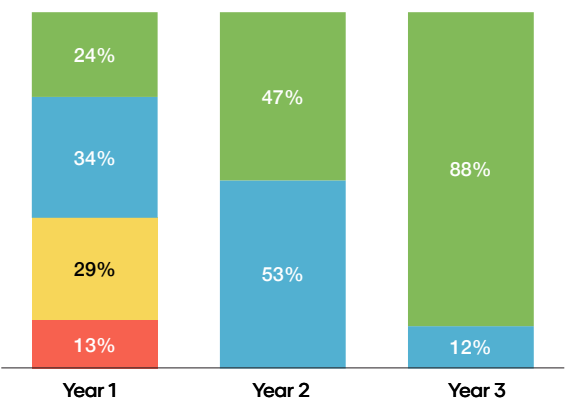
Income Generation
Kenya



- Strongly agree
- Agree
- Disagree
- Strongly disagree



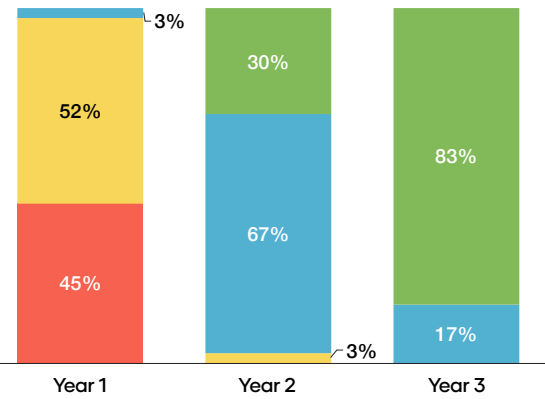
Child Rights
Malawi



- Strongly agree
- Agree
- Disagree
- Strongly disagree



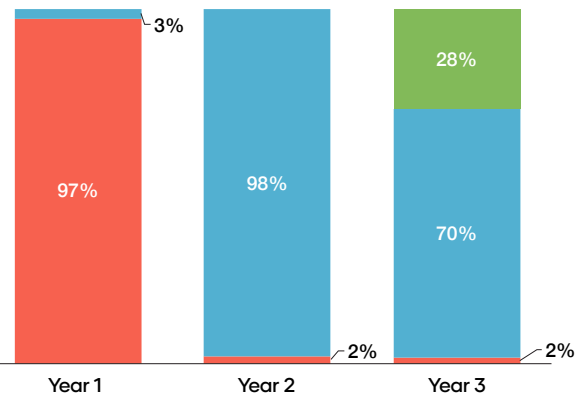
Health & Hygiene
Kenya



- Strongly agree
- Agree
- Disagree
- Strongly disagree



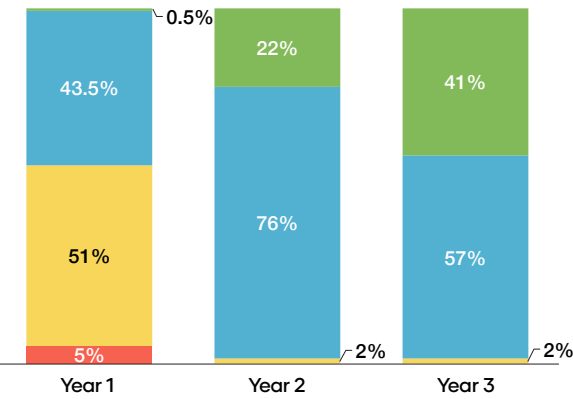
Education
Zimbabwe



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



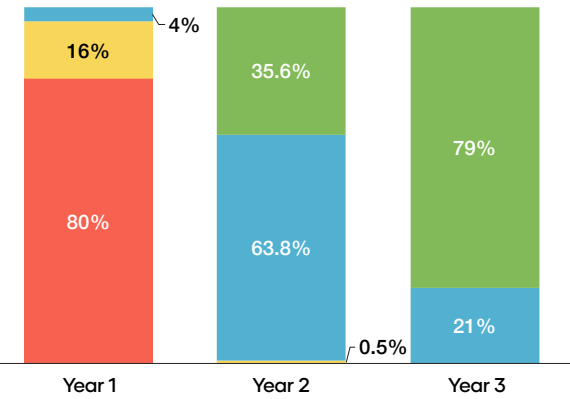
Community
Zimbabwe



- Strongly agree
- Agree
- Disagree
- Strongly disagree



Spiritual Strength
Rwanda



- Strongly agree
- Agree
- Disagree
- Strongly disagree

The darker the gourd, the richer the life.



Zoe Empowers kept its promise to Timothy when others didn't.

Timothy's grandmother gave him two gifts before she passed away. The first was a small gourd, meant to symbolize giving. She said the gourd would only darken if he gave to others. "The darker the gourd, the richer your life will be," she told him. At the time, Timothy didn't believe he had anything to give. He was orphaned, living in extreme poverty, and struggling to keep himself and his family alive.

But, in January 2020, Timothy, then 15, joined the Amani Kanthali Empowerment Group. Shortly after that, he opened a business selling bananas. When the pandemic hit, the little savings he had accrued vanished quickly, forcing him into manual labor. He feared Zoe would shutter and that he would be forgotten; left behind by another organization that failed to keep its promises. But Zoe did not fail him. Timothy with his two siblings, Emaculate and Raphael, received regular contact from Zoe throughout the pandemic. The family earned



Timothy, Raphael and Emaculate

soap, a handwashing bucket, and sanitizer upon completing Zoe's health and hygiene training. Timothy recalls this gesture filling them with hope. In July 2020, Timothy reopened his business, this time selling hard-boiled eggs. He met with his group mates, participated in table banking and a merry-go-round fund, and added more fresh vegetables to his store's inventory.

However, when a second lockdown occurred in 2021, Timothy's momentum halted again.

Government restrictions limited hours of operation, making it a challenge for Timothy to sell his vegetables. Around this time, Timothy received a special Covid grant from Zoe to stay afloat.

“This made me feel like God was giving me a second chance. It made all the difference.”

Timothy's business weathered the storm, but the turbulence didn't leave much to invest at home. And so, Timothy leaned into his grandmother's second gift, a large tree on her property. In late 2021, he harvested the tree and used it to add another room to his grandmother's one-bedroom home, where he and his siblings had lived since he was 12. This addition was a tremendous accomplishment for Timothy. "I feel surrounded by my grandmother inside that room," he said.

Timothy also submitted paperwork to regain ownership of his former home. After his father's death, his mother fled. Timothy approached his uncle for help, but instead of offering support, the uncle stole their property. Through Zoe's

child rights training, Timothy learned that his uncle broke the law. Zoe connected Timothy to local officials to regain his rightful ownership.

Today, the community treats Timothy like a respected business owner. He made friends in his empowerment group and at church. His siblings are excelling at school. Emaculate dreams of becoming a doctor, while Raphael wants to join the military.

Although his path to empowerment was riddled with challenges, Timothy, now 18, persevered, not only because Zoe gave him encouragement and strength but in memory of his grandmother.



Timothy stands proudly in front of the home he built with his grandmother's tree.



Timothy displays the gourd from his grandmother.

Timothy keeps the gourd hanging from a piece of twine in the corner of his store. Its once pale yellow flesh has turned brown like the soil, making it easy to overlook, displayed next to bright packages of coffee and tea. But whenever it catches his eye, Timothy is struck by his grandmother's memory. She was right all along. His life has become richer.

After only a year and a half in the Zoe Empowers program 90% of participants report having safe housing compared to only 11% of similar households outside the Zoe program.

Read all of the
Zoe Empowers
Data Reports



Kenya

Reegan Kaberia

Chief Executive Officer of Zoe Global South
and Kenya Country Manager

13,924

children enrolled

141

empowerment groups

\$1,022,566

invested in programs, services and grants

43,400

children empowered since 2007

Data reflects 2021 groups



Beatrice, 2022 Zoe Empowers Graduate



Jean Claude, 2017 Zoe Empowers Graduate

Rwanda

Epiphanie Mujawimana

Empowerment Program Founder & Rwanda Country Manager

11,614

children enrolled

136

empowerment groups

\$983,608

invested in programs, services and grants

40,938

children empowered since 2007

Data reflects 2021 groups

Zimbabwe

Barbara Matsanga

Zimbabwe Country Manager

6,905

children enrolled

72

empowerment groups

\$653,947

invested in programs, services and grants

20,351

children empowered since 2009

Data reflects 2021 groups



Solomon, 2018 Zoe Empowers Graduate



Hinia, 2018 Zoe Empowers Graduate

Malawi

Maclein Harawa

Malawi Country Manager

6,408

children enrolled

75

empowerment groups

\$569,060

invested in programs, services and grants

15,196

children empowered since 2013

Data reflects 2021 groups

Liberia

Isaac Dowah

Liberia Country Manager

4,009

children enrolled

48

empowerment groups

\$315,951

invested in programs, services and grants

9,192

children empowered since 2014

Data reflects 2021 groups



Antoinette, 2018 Zoe Empowers Graduate



Akashya, 2019 Zoe Empowers Graduate

Chennai, India

Jabez Williams

Chennai Manager

2,693

children enrolled

38

empowerment groups

\$260,151

invested in programs, services and grants

7,082

children empowered since 2014

Data reflects 2021 groups

Vizag, India

Nani Chintala

Vizag Manager

1,800

children enrolled

32

empowerment groups

\$202,587

invested in programs, services and grants

1,800

children empowered since 2019



Prathap, 2019 Zoe Empowers Graduate

Data reflects 2021 groups



Hussein, 2021 Zoe Empowers Graduate

Tanzania

Trice Shumbusho

Tanzania Country Manager

2,601

children enrolled

35

empowerment groups

\$266,347

invested in programs, services and grants

2,601

children empowered since 2019

Data reflects 2021 groups

Financials & Program Impact

\$7.39

Monthly direct cost per child (2021)

\$88.68

Annual direct cost per child (2021)

\$267.06

3-year direct cost per child (2019-2021)

50,068

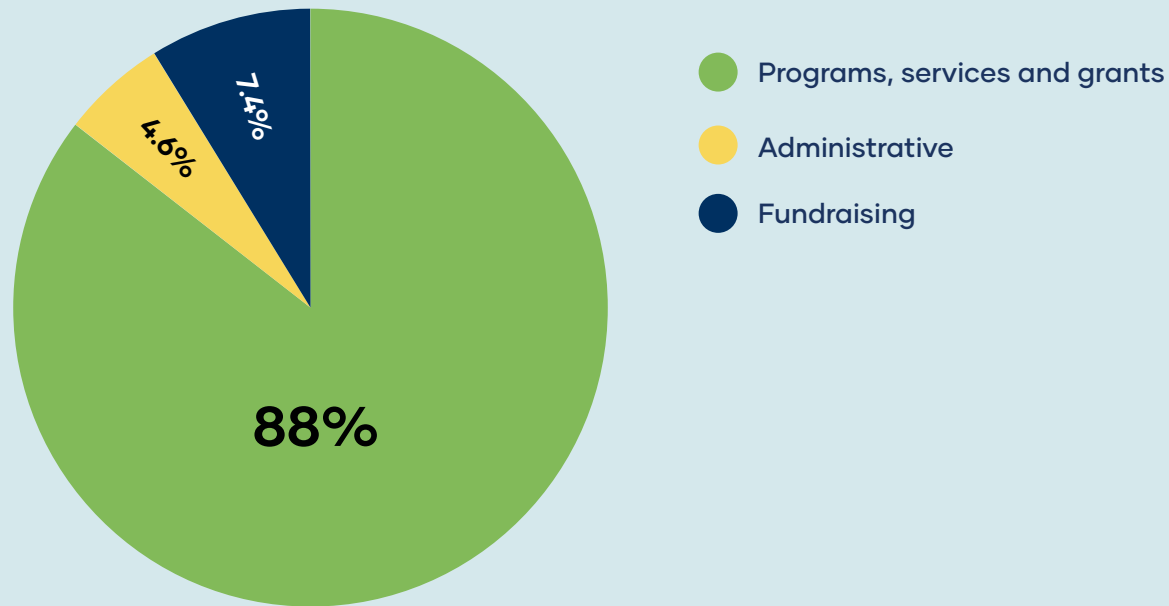
Children served in 2021

1,400

local volunteers

\$5,897,014

Total revenue in 2021*



These numbers reflect 2021 audited data
*Total revenue including pledges not yet received as cash

2022 US BOARD MEMBERS

Lynn A. Dugle *Chairperson*
Former CEO Engility Inc.
Member of State Street Corporation

Greg Londo *Vice-Chairperson*
CEO
Valor Technical Cleaning

Linda Folger *Secretary*
Broker / Realtor
Bluewater Real Estate

Dan Bayly *Treasurer*
Retired, Head of Global Investing
Merrill Lynch

Erin Geter
Employee Resources Partner
Google Headquarters

Mark Konen
Retired, President
Insurance and Retirement Solutions
Lincoln Financial Group

Wendy Lee
Retired Major Gift Officer
Fuller Seminary

Mike Mandl
Executive Vice President
Piedmont Healthcare

Mark McAndrew
Retired CEO and Board Chairman
Torchmark Corporation

Ken Muriithi
Vice President
Enterprise Data Remediation
Wells Fargo Bank

Randy Wiersma
Retired Co-Founder
College Bookstores of America

Matthew Williams
Senior Pastor
Trinity United Methodist Church

US STAFF

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CEO, Zoe Global North

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Director of Program Communications

Elena Ballam
Travel Manager

John Boswell
Chief Operating Officer

Tina Schmidt
Director of Brand Strategy

Kristin Magee
Program Data Manager

Toni Cole
Director of Administration

Lyndsey Lessner
Regional Development Associate

Ruth Hillmann
Administrative Assistant



Faith, Harmony Empowerment Group, Kenya

“With each update I received about Faith and her empowerment group, my heart swelled. I marveled at her progress and accomplishments, even during the pandemic. It fills me with hope knowing that our support can make such a permanent impact.”



Lee Riddick
Zoe supporter and
member of Apex UMC

Read Faith’s story:
www.zoeempowers.org/faith



After decades of endless aid there is a profound opportunity to advance proven solutions to end the global orphan crisis.

By investing in the empowerment of orphaned children and vulnerable youth, we can ignite a generation skilled to leave extreme poverty behind forever.

Empower a full group

Pledge to give \$9,000/year for 3 years to fund a full empowerment group of vulnerable children.

zoeempowers.org/partner

Empower a half group

Pledge to give \$4,500/year for 3 years to fund a half empowerment group of vulnerable children.

zoeempowers.org/partner

Give monthly

Empower one child-headed household with a recurring gift of \$28.

zoeempowers.org/monthly

Planned giving

Create a lasting legacy by including Zoe Empowers in your estate and charitable planning.

zoeempowers.org/legacy

For more information about how to partner with Zoe Empowers, please contact **Gaston Warner** at (919) 414-4167 or gaston.warner@zoeempowers.org.

Letter from Gaston Warner

A decade ago, few people had the imagination for Zoe's approach of working directly with child and youth-headed households. However, today, the entire field is beginning to pivot toward the idea of children doing best in family care, and Zoe's approach of strengthening the tens of millions of already present families makes sense to people.

This acceptance of Zoe's approach to working with child and youth-headed households has some tangible markers, such as Zoe being awarded the 2021 International .ORG Award for Fighting Hunger and Poverty. However, the more practical measure of acceptance is an increasing number of organizations asking Zoe to partner or share our methodology with them, which we are always thrilled to do. I cannot wait to see what God does with this scalable and replicable approach.

None of this would be possible without the work of so many but especially Epiphane Mujawimana, who founded the empowerment approach, and my colleague Reegan Kaberia whose new title of CEO of Zoe Global South, reflects the critical role he plays in directing the program worldwide. May God bless them and all of you as you make miracles possible for these incredible young people.

Thank you,
Gaston Warner
CEO Zoe Global North

Letter from Reegan Kaberia

Every child has the potential to make a tremendous impact on the world. Yet, the opportunity to dream about their future is lost for the millions of orphaned or vulnerable children living in extreme poverty throughout Africa and India. These children have stopped dreaming about the future as they become consumed with finding food, shelter, and safety.

For myself, I experienced the loss of my mother at a young age and personally understand the painful daily struggles that orphaned children face. Yet, I also know that with the proper support, they can thrive.

In 2007, I started working with Zoe with only 520 children in the program. Today, more than 150,000 young people have been equipped with the resources and support to achieve their dreams. In addition, they are gaining the skills and knowledge needed to build a better future for themselves, their families, and their communities. With your help, we are proud to empower the next generation of leaders and make a lasting impact on the lives of orphaned youth around the world. Your partnership is changing thousands of lives, impacting entire communities, and giving hope to the hopeless.

With gratitude,
Reegan Kaberia
CEO Zoe Global South
Kenya Country Manager



Beyond Graduation

Zoe group members continue to support and be supported by one another many years after graduation. Lives continue to improve as generational change is realized.



Moses

2012 Graduate, B.S. in Mathematics & Physics, Math Teacher, Farmer, Milk Distributor, Husband, Father.



John

2018 Graduate, Mechanic Business Owner, Taxi Business Owner, Community Mentor.



Rev. Shadrack

2017 Graduate, Associate Pastor to 1,500 members at St. Joseph Methodist Church.



Pamela

2013 Graduate, Tailor Shop Owner, Gospel Music Artist, Community Mentor.



Maggie

2017 Graduate, Salon Owner, Medical Clinic Director, Community Health Mentor.



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*“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

Fridah

2019 Zoe Empowers Kenya Graduate

Fridah is the proud owner of a cosmetics and convenience shop, provides community banking services, and is the oldest sister to five siblings. As a successful Zoe graduate, she was determined to help other vulnerable children in a neighboring community grow into successful young adults.

“Zoe Empowers equipped my siblings and me to get back on our feet. I am confident that if other desperate children are provided with the same opportunity, empowerment will transform their lives.”

Fridah met with the Zoe Empowers Kenya staff and promised she would personally mentor a new empowerment group if funding was approved. And so, in 2021, the Favor Kianda group began with 110 participants who are now on their way to becoming fully self-sufficient Zoe graduates.

