

Annual Review

20

22





We have a bold vision to expand our impact.

250,000 children + 5 new countries by 2025.

By the end of 2025, our goal is to impact **250,000 orphaned children and vulnerable youth**, while expanding our reach to **five new countries**.

Imagine the impact we can make together. Learn about the matching gift opportunities at zoempowers.org/imagine.



children transformed since 2007

vision for 2025

Anusha, Aruna and Harshavardhini
Vizag, India

Orphaned youth are in crisis.

150+ million children worldwide are orphaned or acting as caregivers for younger siblings or compromised adults.

These young people are forced to make difficult survival choices, often sacrificing their education to seek day labor to meet basic survival needs. With inadequate income, they resort to begging and stealing to avoid starvation. They lose access to essential resources like secure housing and healthcare, leaving them desperate and vulnerable to illness, exploitation, and abuse.

Relief-based aid may offer only a short reprieve, and challenges with foster care systems mean they are unable to address the entire crisis. Donors grow fatigued by the lack of transformation. Zoe Empowers' approach offers a significant solution to this global crisis.





The difference is empowerment.

We equip youth-headed households and their families with solutions to overcome extreme poverty and achieve self-sufficiency.

Zoe Empowers approaches the orphan crisis with a focus on helping orphaned children and their families develop self-sufficiency in the context of community, not dependency on third-party resources or services.

The program addresses the well-being of the whole child, including physical, emotional, and spiritual needs. After three years, participants graduate with knowledge and skills to serve them for a lifetime. Greater than 95% of participants are completely self-sufficient by graduation.

By creating opportunities for vulnerable youth to become skilled, healthy, and connected community members, we not only solve the core issue of extreme poverty but eliminate the need for endless aid.



Three years is all it takes.

Our three-year, community-based program provides orphaned and vulnerable youth with tools and resources to become safe and healthy, skilled for long-term success, and supported socially and spiritually.

YEAR 1: ENTRY INTO PROGRAM

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.

We train holistically.

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

Dignity is restored.

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

YEAR 3: GRADUATION

LIFE AFTER GRADUATION

Communities are transformed.

Group members continue to support one another after graduation. Lives continue to improve as generational change is realized. Entire communities are transformed.

Verified by
Independent
Research
See P.16

Children become healthy and safe.

Health and safety is a primary focus that includes food security, housing, health and hygiene, and child rights initiatives.



Secure Food & Housing

Youth are equipped to grow, cook, and store food, and make necessary housing improvements.



Hygiene & Access to Healthcare

Youth learn basic hygiene, disease prevention, and how to access healthcare if needed.



Child Rights Initiatives

Youth are educated on rights, including gender equality, preventing future abuse or exploitation.

Children are skilled for long-term success.

Sustainable, generational change is emphasized through education, vocational training, business development, and financial fluency.



Access to Education

Youth have resources to re-enroll/begin formal education, some attend college and beyond.



Business Development & Financial Fluency

Youth receive micro grants to fund business endeavors and are taught accounting and investing.



Vocational Training

Youth pursue greater income through individualized training funded by various resources such as grants or loans from their group.

Children are wrapped in layers of community.

Social and spiritual concerns are addressed including community reintegration, family reunification, and spiritual strengthening.



Community Reintegration

Youth embody a sense of belonging and confidence that transcends into broader society.



Family Reunification With Agency

Youth rejoin siblings and adult relatives knowing how to enforce their human rights.



Spiritual Strength

Though religiously non-restrictive, Zoe staff share that no one is beyond the love of God in ways which are never coercive but always inviting.



Program Data Highlights

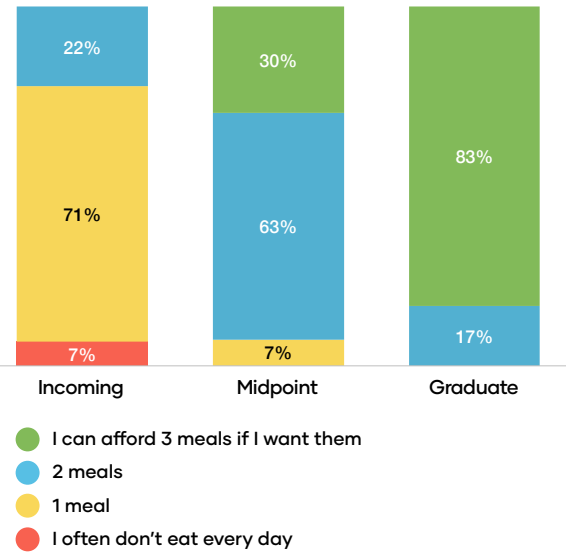
We are proud to share the results from our systematic data gathering process. SAS Institute provided software used at the launch of this project, under their "Data for Good" program, and a volunteer from that program assisted with the analysis and reporting of the data. Other supporters with expertise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

Visit zoempowers.org/impactdata to read our full methodology and country specific survey data.



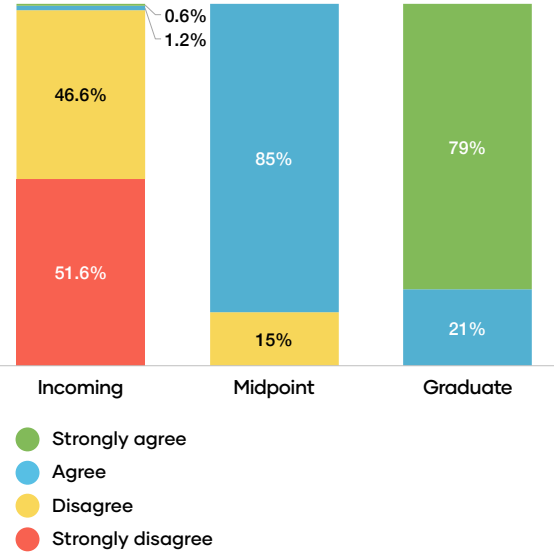
FOOD SECURITY Zimbabwe

Number of Meals Eaten Per Day



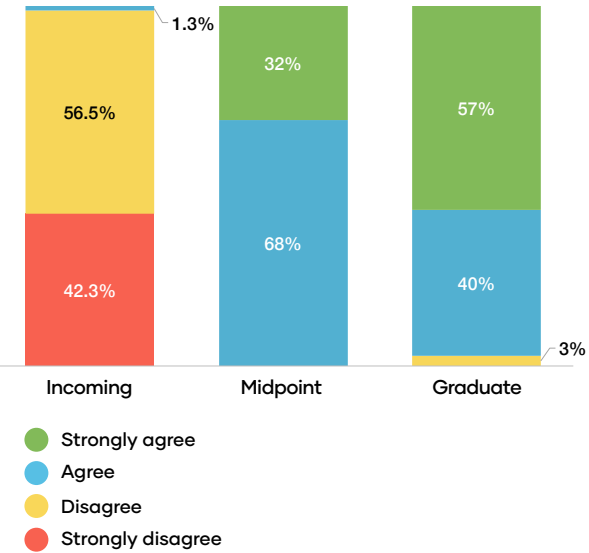
HOUSING Kenya

"I live in an adequate/safe home."



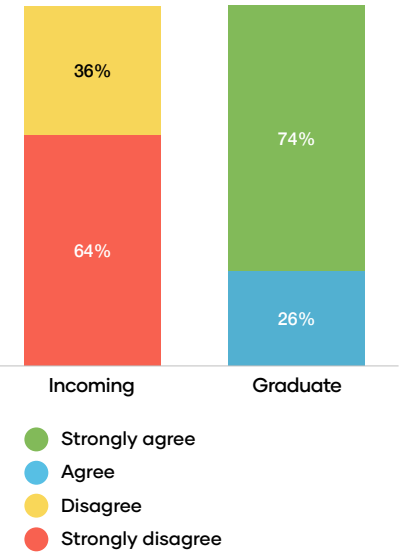
INCOME GENERATION Malawi

"I have a business or businesses which provide income."



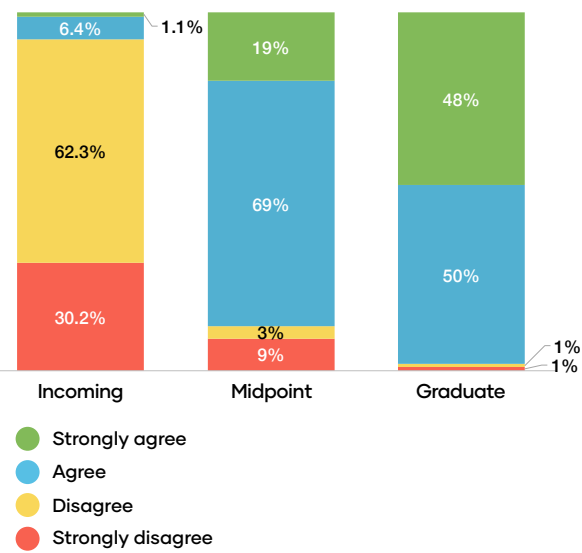
CHILD RIGHTS Rwanda

"I know my rights and can enforce them."



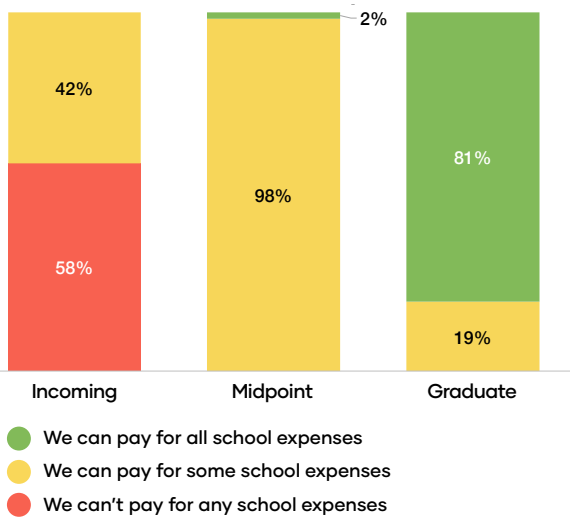
HEALTH & HYGIENE Zimbabwe

"I have access to medical care."



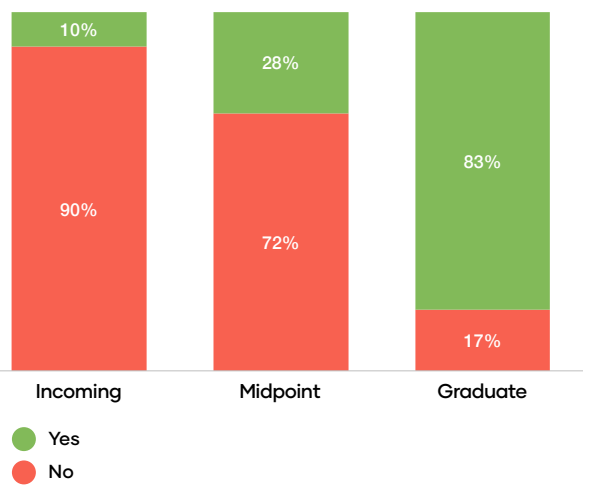
EDUCATION Kenya

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



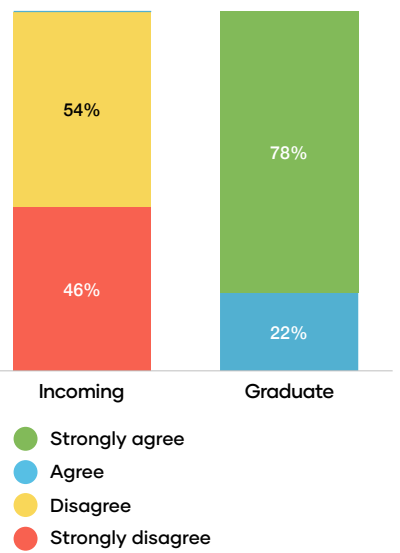
COMMUNITY Malawi

In the last year, did you assist with any poor or vulnerable people in your community without asking for payment?



SPIRITUAL STRENGTH Rwanda

"I feel that God loves me."





(From left to right)

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.

Pamela

2013 graduate, tailor shop owner, gospel music artist, community mentor.

Rev. Shadrack

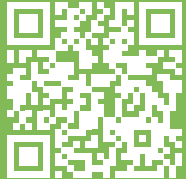
2017 graduate, associate pastor at St. Joseph Methodist Church.

Maggie

2017 graduate, salon owner, medical clinic director, community health mentor.

Zoe Empowers graduates are breaking the cycle of poverty—for good.

Zoe Empowers was selected for research as a promising practice in the orphan care field by the Christian Alliance for Orphans. In partnership with Kissi University and Changing the Way We Care, an independent study was conducted in Kenya focused on graduates from 2018 to 2021, measuring their progress approximately 1 to 4 years after completing the program. The research reveals that graduates are maintaining or surpassing the gains made during the program.



Independent research in Kenya shows empowerment is the most powerful solution to ending extreme poverty.

100%

agreed that all members of their household have access to medical care.

96%

hire someone to help with their business or crops, with most hiring orphaned or vulnerable youth in their community.

100%

assisted poor or vulnerable people in their community without asking for payment in the last year.

97%

of the school-aged children in these households attend school full-time or part-time.

96%

of families surveyed strongly agree, while 4% agreed they can provide sufficient food, adequate housing, clothing, school expenses, and other essential necessities for their household.

Designing Her Dream

Zoe Empowers provided Priya the tools to become an award-winning seamstress.



Priya was eleven years old when her father died. He had worked a modest job, and while his income had not been substantial, it supported a family of four living in Chennai, India. Priya's mother stayed home while Priya and her younger brother, Gopi, attended school. After their father's death, they couldn't afford rent and moved to a small cement-walled room in the slums without a toilet or water access. Priya and Gopi dropped out of school, and Priya and her mother found work as housekeepers, each earning a dollar or two a day. They relied on free meals, served twice weekly at the temple, or leftover food from an employer. Most often, they filled their stomachs with tea to survive the day.

"It was the most traumatic time of my life," Priya said. The childhood she knew, though it hadn't been lavish, was stripped away almost overnight.

And when it seemed life couldn't possibly get more challenging, Priya's family suffered another setback. A flood struck South India, completely submerging their home and destroying the last of their possessions. The family was displaced, along with nearly 2 million other Indians, and moved for a month to temporary housing in a government school.



Priya with her first sewing machine, 2016

When they returned, the economy struggled to recover. It became difficult for Priya and her mother to find housekeeping work. The government was offering seamstress training, so Priya enrolled. Her mother had introduced her daughter to sewing at an early age, and Priya had maintained an interest. By the time she finished the training, she dreamed of becoming a dress designer and opening her own business, but she needed capital and supplies to get started. She had neither.

Priya's life changed in July 2016 when she learned

about Zoe Empowers. *"I had never heard of an organization helping orphaned children reach their dreams,"* Priya said. And since she thought about her dream of becoming a dress designer often, she knew she had to discover what Zoe Empowers was all about. She joined the "Hard Work" empowerment group a few days later.

After the group formed, Zoe Empowers staff conducted entrepreneurship training and guided Priya and the other children in developing a business plan. From there, vocational training was arranged,

and business grants were dispensed. Since Priya had already completed the training to become a seamstress, she could use her grant to purchase a sewing machine and begin working immediately. Neighbors and friends were her first customers, but demand increased once word spread about her talent. Eventually, she opened a shop in the market. With her profits, Priya and Gopi could pay their own school fees. She saved enough to move her family out of the slums and into a new home with adequate toilet facilities and space to plant a vegetable garden. Zoe also helped Priya obtain government health insurance and national identity cards for her family.

Priya's business not only lifted her family out of extreme poverty but also established her as a young

entrepreneur in the community. She hired employees to assist her with trimming and stitching buttons and gained admiration for her talent, especially her ability to repurpose scrap materials. Women began seeking Priya to transform their old sarees—a long garment worn over dresses for special occasions—into fashionable dresses for their daughters. Her imaginative designs often brought tears to their eyes. Priya's own mother was speechless the first time she wore a dress sewn by her daughter. **"I could feel my daughter's love and happiness,"** Priya's mother said.

In 2019, Priya graduated from Zoe and studied fashion design at the Vellore Institute of Technology in Chennai. At VIT, she explored her interest in recycled fabrics by creating a collection of

non-traditional blouse styles with bold patterns and sleek silhouettes. Of twenty-four students, Priya ranked among the top and received the "Best Designer" award, an achievement that landed her a paid guest teaching role at the college. Priya's mother transitioned from housekeeping work to helping Priya full-time. Gopi will graduate from Higher Secondary School (high school) next year and plans to attend college.

Sometimes, Priya, now 20 years old, imagines what her life might have looked like if it weren't for Zoe Empowers. "Without Zoe, my talents and dreams would have remained buried inside of me," Priya said.

But now that she has found some success as a designer, her vision has only gotten bigger. One day, she hopes to operate a more extensive shop to sell ready-made dresses and original designs. She also wants to create a fashion school to teach emerging designers, particularly young women, how to start a fashion boutique and manufacturing business. She wants to give others what Zoe Empowers gave her: an opportunity to achieve her dream.



Priya sharing her sketchbook, 2023



Priya proudly sewing in her shop, 2023

“If you have a dream, Zoe Empowers will show you how to achieve it.”



Kenya

Reegan Kaberia

Chief Executive Officer of Zoe Global South and
Kenya Country Manager through Zoe Empowers Kenya

13,570

children enrolled

143

empowerment groups

\$1,215,741

invested in programs, services and grants

48,518

children impacted since 2007

Data reflects 2022 groups



Nelly

Favor Empowerment Group



Dieudonne
Model Empowerment Group

Rwanda

Epiphanie Mujawimana

Empowerment Program Founder and Rwanda Country Manager
in partnership with Zoe Rwanda - Terimbere

11,513

children enrolled

138

empowerment groups

\$1,114,275

invested in programs, services and grants

45,623

children enrolled since 2007

Data reflects 2022 groups

Zimbabwe

Barbara Matsanga

Zimbabwe Country Manager through Zoe Empowers Zimbabwe

5,933

children enrolled

65

empowerment groups

\$566,530

invested in programs, services and grants

23,154

children enrolled since 2009

Data reflects 2022 groups



Shalon

Promotion Empowerment Group



Daudi
Promise Empowerment Group

Malawi

Maclein Harawa

Malawi Country Manager through Zoe Ministry

5,558

children enrolled

65

empowerment groups

\$541,009

invested in programs, services and grants

17,649

children enrolled since 2013

Data reflects 2022 groups

Liberia

Isaac Dowah

Liberia Country Manager through Zoe Empowers Liberia

4,152

children enrolled

50

empowerment groups

\$383,991

invested in programs, services and grants

10,722

children enrolled since 2014

Data reflects 2022 groups





Rahul
Golden Way Empowerment Group

Chennai, India

Jabez Williams

Chennai Country Manager through local Indian organizations

2,971

children enrolled

42

empowerment groups

\$317,439

invested in programs, services and grants

8,021

children enrolled since 2014

Data reflects 2022 groups

Vizag, India

Nani Chintala

Vizag Country Manager through local Indian organizations

2,260

children enrolled

40

empowerment groups

\$319,985

invested in programs, services and grants

2,611

children enrolled since 2019

Data reflects 2022 groups





Salome
King David Empowerment Group

Tanzania

Trice Shumbusho

Tanzania Country Manager through Zoe Africa Tanzania

3,090

children enrolled

40

empowerment groups

\$307,604

invested in programs, services and grants

3,831

children enrolled since 2019

Data reflects 2022 groups

Mozambique

Alzira Isaac

Mozambique Country Manager through United Methodist Church of Mozambique and in partnership with the Foundation 4 Orphans

747

children enrolled

8

empowerment groups

\$15,280

invested in programs, services and grants in partnership with Foundation for Orphans

747

children enrolled since 2022

Data reflects 2022 groups



Sofia

Talents Empowerment Group

Financials & Program Impact

\$9.49

Monthly total cost per child in 2022*

\$114

Annual total cost per child in 2022*

\$341

3-year total cost per child* (2020–2022)

49,794

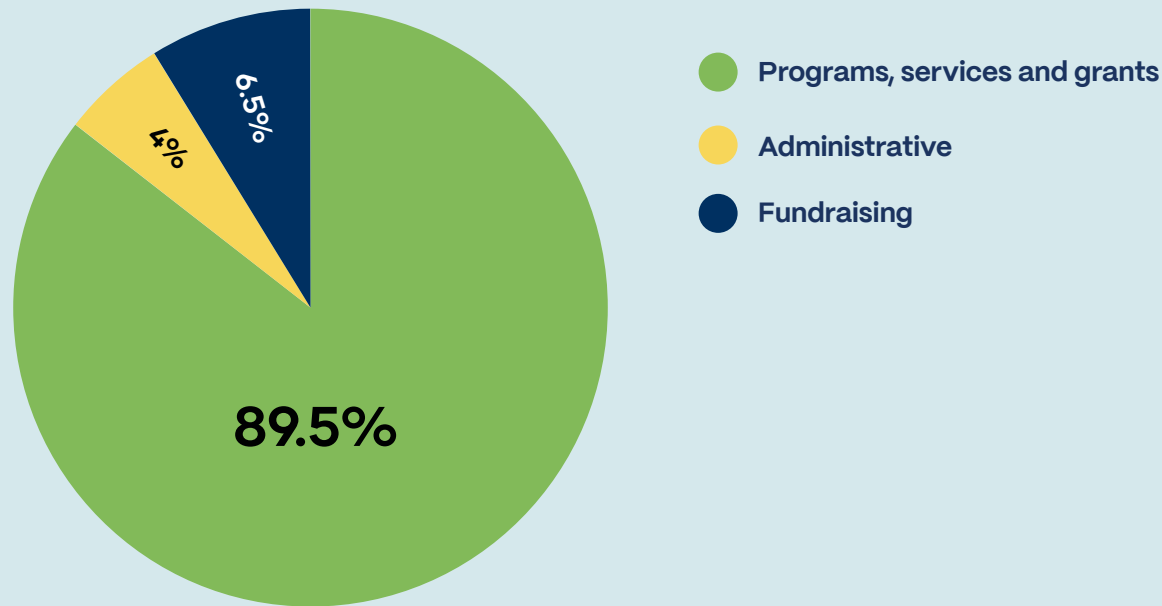
Children served in 2022

591

Empowerment groups served in 2022

\$6,311,602

Total revenue in 2022**



These numbers reflect 2022 data

*Total costs, inclusive of all overhead

**Total revenue including pledges not yet received as cash

2023 US BOARD MEMBERS

Lynn A. Dugle *Chairperson*

Former CEO Engility Inc.
Member of State Street Corporation

Mike Mandl

Executive Vice President
Piedmont Healthcare

Mark Konen *Vice-Chairperson*

Retired, President
Lincoln Financial Group

Erin Geter

Employee Resources Partner
Google Headquarters

Randy Wiersma *Secretary*

Retired, CEO
College Bookstores of America

Robert Ondrasek

Retired, Teacher and Coach
Founder of Top Tier Training Camps

Ken Muriithi *Treasurer*

Vice President of Enterprise Data
Remediation
Wells Fargo Bank

Tim Thoman

President & CEO
Performance Services, Inc.

US STAFF

Gaston Warner

CEO, Zoe Global North

Toni Cole

Director of Administration

Elena Ballam

Travel Manager

John Boswell

Chief Operating Officer

Laura Nemecek

Director of Program Communications

Ruth Hillmann

Administrative Assistant

Wendy Lee

Chief Development Director

Tina Schmidt

Director of Marketing

Mike Osler

Partner Relations Manager

Beth Hull

Chief Financial Officer

Kristin Magee

Program Data Manager

Jordyn Bloemeke

Donor Communications Associate



Printing proudly sponsored by:



Dear Friends of Zoe Empowers,

Letter from Gaston Warner

To reach 250,000 orphaned children and vulnerable youth by 2025 and add five new program countries is an audacious plan.

So why this goal? And why now?

God has entrusted us with a significant solution to the global crisis of orphaned children and youth living and dying in extreme poverty. The stakes could not be higher, but for us, the decision to push forward with a bold vision was clear. Cruel circumstances have already failed so many young people in our world, we cannot fail them as well.

We are unable to achieve this goal alone. Zoe is committed to sharing this proven, cost effective, scalable, and replicable approach with as many partners as possible. Certainly, we will grow our own program, but we will also assist other non-profits in implementing this African created solution. I sometimes dream about what it would mean for the larger humanitarian aid organizations and government funding initiatives to adopt this empowerment approach. Entire generations of youth would move from lives of desperation to lives of hope and possibility.

It is not often we find ourselves in such a pivotal position, where our actions can rewrite the narrative of countless young lives. But for these youth, that is exactly the position in which we find ourselves. Now is the time to unite our collective strength, compassion, and resources, firmly standing behind God's mission. Join us on this extraordinary journey of changing the world, one precious life at a time.

Thank you,
Gaston Warner
CEO Zoe Global North

Letter from Reegan Kaberia

For the past 15 years, Zoe Empowers has played a pivotal role in transforming the lives of thousands of youth and their families while fostering community development in our program's areas.

Zoe Empowers' impact has been remarkable, garnering attention and recognition from various stakeholders, including the community, youth, government leadership, and beyond. Our alumni have emerged as leaders, taking on core roles in community activities and becoming role models for their peers. Through the skills they have acquired from Zoe Empowers' training, they have become agents of skills transfer, catalysts for change within their communities, and sources of positive influence in many ways.

As a result of this successful model, the overwhelming need for thousands of orphaned children and vulnerable youth to join our program far exceeds our current funding capacity. While numerous children qualify, we regrettably cannot enroll many of them. During our participant recruitment process, we witness the heart-wrenching reality of turning away many children and youth who qualify and are eager to join Zoe Empowers. It is an incredibly frustrating moment when we see such deserving individuals denied a space in the program, often leaving them feeling disheartened and in tears.

Our prayer is to reach as many deserving individuals as possible, those ready to embark on a transformative journey toward a brighter future. Together, we can provide them with the guidance, resources, and opportunities they need to break free from the cycle of poverty.

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



Help empower orphaned youth.

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

EXISTING GROUP PARTNERS

Empower a group

Every new partnership at the full group or half group level is doubled!*



Scan to partner or visit:
zoeempowers.org/imagine

double
the children
impacted!

x2

NEW GROUP PARTNERS

Empower a group

Every new partnership at the full group or half group level is tripled!*



Scan to partner or visit:
zoeempowers.org/imagine

triple
the children
impacted!

x3

Give monthly

Become a new monthly Collective partner and your gift of \$28 or more will be doubled for an entire year!*



Scan to give monthly or visit:
zoeempowers.org/monthly

Planned giving

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



Scan to learn more or visit:
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.

*A limited number of group matches have been made available by friends of Zoe Empowers.



PO Box 28839
Raleigh, NC 27611

Priya Pursues Her Dream

Witness Priya's incredible journey of empowerment, from the slums of Chennai, India to becoming an award-winning seamstress. Find her inspiring story on page 18.



919.779.7272
info@zoeempowers.org
zoeempowers.org

*“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.**