

ANNUAL REPORT



FY 2015

Enhance Worldwide envisions communities where girls and women have the skills to lead meaningful, dignified lives and where each individual has agency, autonomy and aspirations.

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Educate girls & change the world
www.enhanceworldwide.org

"I just love school. I love the books and the numbers. I love writing and history ... I just love it all so much."

Participant who attended school for the first time in January 2015

What We Do

Every day Enhance Worldwide works in some of the poorest communities in **Ethiopia** to create a more just world where every individual has **agency**, **autonomy** and **aspirations**.

We empower **girls** and **young women** by:

- Ensuring access to **education** and healthy mentoring relationships
- Providing **Conditional Cash Transfers (CTTs)** to mitigate barriers to education and increase health and wellbeing
- Teaching essential **life skills** such as assertiveness, confidence and critical thinking skills through workshops and mentoring
- Addressing the way **discrimination**, **poverty** and **inequality** uniquely impact girls and young women
- Investing in **girlhood** through play-focused workshops and activities
- Actively facilitating **social mobility** in a world where privilege emerges from privilege
- Engaging **boys** and **men** in promoting gender equality
- Fostering **economic independence** through financial literacy education



YEAR IN REVIEW

From the Field

MESSAGE FROM THE EXECUTIVE DIRECTOR

In September, I had the opportunity to visit Enhance Worldwide's programs in **Addis Ababa**, Ethiopia. It was an amazing visit. Several of the girls in our program gave me a tour of their community. I even got to see the school that many of our participants attend! At the end of a busy afternoon, I had coffee and popcorn in the home of Biruktawit, one of the young women our program. I was **honored** to meet her family and so **moved** by our conversation on the challenges she faces as well as her future **aspirations**.

I am so impressed by Enhance Worldwide's work – work that is happening because of your donation. I'm not impressed because we are implementing grand and glorious projects; I'm impressed because we are not. Our program is **simple** and **sustainable**. It's simple because of our focus on **education**. It's sustainable because no one can ever take education, or its power, away from these girls and young women once they have it.



Here are the three girls in our program who just started **9th grade**. They're wearing **school uniforms** and carrying **report cards** and **bank books**, three things that your support provides. The school uniforms are mandatory in public schools in Ethiopia. The families of the girls in our program earn less than \$2 a day and cannot afford to purchase the uniforms. This means that the kids can't go to school. Through **your support**, Enhance Worldwide sends girls like these three to school by providing **uniforms** as well as **shoes, notebooks, pens and pencils** and **backpacks**.

YEAR IN REVIEW

The girls' report cards show how well the students are doing and let us know if we should intervene to help them do their best work. Our students tend to work hard in school because they understand that **education** provides them with the ability to shape their own **destiny**. Having been out of school, they value being in school. The girls receive the bank books when they open their own bank account as a part of our **financial literacy** program. We know that financial literacy is a key component to **economic security** and the **independence** of girls and women. The girls in our program are not only learning to break the intergenerational cycle of **poverty**, but they are learning to fight against **gender inequality** by ensuring their own financial independence.



When I visited these girls and told them about our donors, they put their hands on their hearts and said, “**amasegenalu**,” which means thank you in Amharic.

Yes, **thank you**. Thank you so very much for supporting girls in Ethiopia. In the meantime, onward toward more **just** world.

- ASHLEY LACKOVICH-VAN GORP, FOUNDING
EXECUTIVE DIRECTOR

YEAR IN REVIEW

Sixteen Months in Ethiopia

MESSAGE FROM THE PRESIDENT

Sixteen months ago, the Enhance Worldwide team was anxiously awaiting the launch of our programs and dreaming of where we might be today. Now, we are **toasting with tej** – Ethiopian honey wine – to the **girls and young women** in our programs are now in their **final academic term** of this school year. They all continue to work hard and appreciate the opportunity to **learn** and **engage** with their peers and the Enhance team. As one participant shared, **“I love school. I love the books and the numbers. I love my uniform and backpack. I just love it all so much.”** Another participant expressed, **“I loved summer school because I felt safe.”**



This **passion** for **education** is just one highlight of the 16 successful months our programs have been operational in Ethiopia. As this school year comes to a close, we want to share the **impact** your support has made.

Since implementing three programs in Addis Ababa, Ethiopia in January 2015, 30 adolescent girls received pad kits during an interactive workshop on sexual and reproductive health, through our partnership with Days for Girls – Yellow Springs, OH. A 13 year old participant expressed her joy, **“The pads are the most beautiful thing I have. And I got them because I’m a girl – I feel so proud to be a girl.”**



We reached 150 girls with life skills programming to help them make healthy decisions and feel empowered by their own potential. Additionally, we ensured 10 adolescent girls opened their own bank accounts and began to learn financial literacy skills. One

YEAR IN REVIEW

participant shared, “I’m the first person in my family to have a bank account. I’m **teaching** my mother about budgeting.”

Our holistic, inclusive approach supports direct and indirect beneficiaries of our programs alike. A mother of a program participant shared, “The money for food helps **everyone** in our home, especially my **daughter**. It helps her learn and grow.” We directly provided 50 family members in very poor households with consistent monthly nutritious food to supplement their diets. We remain deeply concerned about the drought that is impacting parts of Ethiopia. Our participants are indirectly impacted: lower crop yields have increased the prices of food commodities. Our participants expressed **gratitude** to you, our donors, for enabling them to supplement their diet at this difficult time. Apart from our core supplemental nutrition program, we working with our partners on the ground to provide **critical aid** to the poorest and most marginalized drought impacted communities.



Looking ahead, we seek to expand our **support** and strengthen our **impact**. Last summer, we sent 4 adolescent girls to summer school to build upon their knowledge and protect them from the risks of



summer break, such as child labor, child marriage and trafficking. We continue to develop programming to **support** and **empower** our participants throughout the course of their academic careers. Starting in September 2016, we will send 8-10 girls to university, college or technical school through our partnership with the Kapadia Education Foundation. **Thank you** for joining us – together, we are standing up for girls!

- HEATHER MAHARDY, FOUNDING PRESIDENT

YEAR IN REVIEW

2015 Highlights

STRATEGIC HIGHLIGHTS

We began implementing **three programs** in Addis Ababa, Ethiopia in January, 2015.

Through a partnership with Days for Girls Yellow Springs, **30 adolescent girls** received menstrual hygiene kits during an interactive **sexual and reproductive health** workshop.

We became a member organization of **Girls Not Brides** and added our voice to the global campaign to end child marriage.

"I feel so proud to be a girl."

13 yr. old participant in sexual & reproductive health workshop



We established a partnership with the **Kapadia Education Foundation** to expand our support and strengthen our impact.

FINANCIAL HIGHLIGHTS

Thanks to the start-up financial support of our Board of Directors and Founding Executive Director, we were able to begin operations completely **"in the black"** as a 501(c)3 non-profit organization.

In September, we participated in a 10 day **Global Giving** fundraising challenge and raised **\$5,900** from **69 individual donors**. This success made us a **permanent member** of Global Giving.

YEAR IN REVIEW

"The money for food helps everyone in our home, especially my daughter."

Mother of program participant

OPERATING HIGHLIGHTS

We reached **150 girls** with **life skills** programming to help them make healthy decisions and feel empowered by their own potential.

We directly provided **50 family members** in very poor households with consistent **monthly nutritious food** to supplement their diets.

We ensured **10 adolescent girls** opened their own bank accounts and begin to learn **financial literacy** skills.

We sent **4 adolescent girls** to **summer school** to build upon their knowledge and protect them from the risks of summer break, such as child labor, child marriage and trafficking.

LOOKING AHEAD

Apart from our core programs in 2016, we will respond to the **drought** in Ethiopia with partners on the ground, providing **critical aid** to the poorest and most marginalized communities.

Starting in September, 2016 we will send **8-10 girls** to university, college or technical school through our partnership with the **Kapadia Education Foundation**.



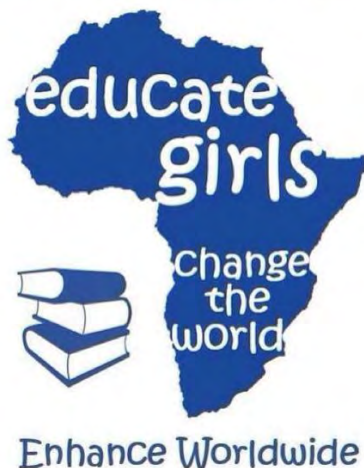
YEAR IN REVIEW

Letting Girls Learn

We promote **equal access** to quality education for all children. We focus on **girls** because global gender inequality keeps them out of school more often than boys. Girlhood is for learning, yet globally over **60 million girls** are out of school. Girls are more likely to be out of school if they come from poor households because these girls often have to work or care for younger siblings. Child marriage also impacts education. Every day **39,000 girls** around the world become child brides. That's **15 million girls** a year.

Education is the most proven pathway out of poverty. Educated girls marry later because school protects them from **child marriage** by giving them purpose in the community and by helping members of the community see them as children, and therefore not marriageable. This means that girls can stay in school longer. Our colleagues at Plan International note that for each year a girl stays in school, her adult income increases by

10-20%. Educated women have children later, and they have fewer and healthier babies. An educated woman is more likely to ensure that her **daughter** attends school.



"I cherish this opportunity to get an education."

KINSHIP CARE

Our core program focuses on ensuring that children living in poverty can attend school and have the **resources** and **skills** they need to succeed in the classroom. Through a combination of direct sponsorship and general donations, this year we ensured that **8 girls** and **2 boys** have access to education.

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The majority of the children in this program have lost **one** or **both** parents. Some are living with HIV/AIDS.

All come from very poor households in one of the most marginalized and isolated communities in Addis Ababa, the **Gulelle subcity**. Living with a single parent, relatives or family friends, these children did not have the resources to attend school. In Ethiopia, public school is not free. Families must pay a school enrollment fee and purchase a mandatory uniform and school materials. The families we serve live on approximately **\$1.88 a day**. This kind of poverty turns education into an impossible dream.

In addition to covering the **school fees**, we provide all children in this program with a **uniform, socks** and **shoes** as well as with a **backpack** and **school supplies**. We collect report cards and attendance so that we can intervene early if problems arise. In addition, members of our local team conduct

monthly home visits to ensure that the children receive home support. We provide families with **Conditional Cash Transfers** to make up for the income that they lose when their child is in school and therefore not working. This helps families supplement their diet, adding nutritious food and ensuring **food security**.

SUMMER SCHOOL

This past summer, **4 participants** of the Kinship Care program attended **summer school** in July and August. They had passed their classes and advanced to the next grade; however, the summer months created challenges to their **safety** and **wellbeing**. Research from organizations such as the UNFPA and the Population Council note that adolescent girls in urban slums are among the **most vulnerable** and are at high risk for child marriage, trafficking, child labor and street violence. Without school, in this community these risks escalate to the point of probability.

Summer school was not a planned program. In June, our local partner contacted us to express concern over the safety of these girls. We responded rapidly and the board approved use of funds for summer school within 24 hours. These 4 girls, who continue in our program this year, had a **safe** and **dignified** summer.

"I loved summer school because I felt safe."

Summer school participant

Empowering Young Women to Lead Lives of Choice

Just as we believe that education is a human right for all girls, we believe that **higher education** is a human right for young women who wish to pursue it. In Ethiopia, an advanced degree from an accredited college, university or trade school offers both **job** and **income security**. Higher education also ensures that young women can select their own **livelihood**, providing them with a sense of **dignity** and **purpose**.

RISING AUTONOMY

Rising Autonomy supports young women from very poor households who are enrolled in a **university, college** or **technical school**. The program participants receive a monthly allowance of **60 USD**. This money, which is deposited directly in their own bank accounts, enables these young women to remain in school full-time by paying for **school fees, school materials, food staples, living essentials** and **rent**. In addition to consistent housing, education and food, young women in the Rising Autonomy program develop healthy, supportive relationships with classmates, teachers, and the Enhance Worldwide team, all of which are crucial components in breaking the **cycle of poverty, violence** and **inequality**.

We want young women to access the resources they need for **dignified employment** and **economic security**. In 2015, we supported **3 young women** in vocational schools and **1 young woman** enrolled in a university.



Creating Lives of Dignity

Pathways out of poverty require more than classroom education. Girls need to learn how to navigate the risks of their environment in order to create **safe, healthy** and **dignified** lives. They also need to have confidence in themselves in order to make decisions that increase their wellbeing. This is why we established a project to foster life skills, which are interpersonal personal skills that enable a person to deal effectively with challenges. **Critical thinking, reflection, assertiveness, negotiation skills** and



confidence are some of the many skills that we help adolescent girls develop as they navigate their own pathway out of poverty.

PATHWAYS PROJECT

The Pathways Project fosters the development and practice of life skills as well as knowledge on practical issues facing girls. In 2015, we reached **150 girls and young women** through life skills sessions on healthy relationships, community building, sexual and

reproductive health and school success. These sessions helped girls access the **knowledge, skills** and **social network** necessary to make informed decisions on issues impacting their lives.

FINANCIAL LITERACY

Financial literacy is a **critical life skill** that can make the difference between **economic security** and **insecurity**. Families from poor communities lack economic security, and so their children do not learn how to manage finances because there are no funds to manage. This means that, even if these children receive an education and obtain a job with decent wages, they will lack the financial literacy skills that ensure their money is budgeted. All students in the **Kinship Care** and **Rising Autonomy** programs participate in private **financial literacy training**. All participants have their own bank accounts and they learn to manage this account. Basic math skills are embedded in **budgeting, balancing** and **managing** their own funds.

***"I'm the first person
in my family to have
a bank account."***

Program Participant

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Working in Collaboration

We believe in the **power** of **partnerships**. In 2015, we fostered relationships with organizations that would help us expand our **impact**, increase our **knowledge** and share our **experience**.



NOT TOO LATE

Since January 2015, Enhance Worldwide has been partnering with Not Too Late, a **local Ethiopian initiative** to support families and education. Members of Not Too Late help us identify potential program participants, assist with fund disbursement and facilitate implementation. **Hirut Gedlu**, the founder of Not Too Late, has been a tireless advocate on behalf of people living with HIV/AIDS. Working directly with Hirut, we have a trusted colleague on the ground who knows the **community** intimately.

GLOBAL GIVING

Enhance Worldwide participated in the September **Global Giving** open challenge, in which we had ten days to raise \$5,000 from 50 individual donors. In this timeframe, we **exceeded** this goal and raised **\$5,900** from **69 individual donors**. Global Giving accepted Enhance Worldwide as a **permanent partner**, meaning that we can use this platform for fundraising at any time and have a permanent place on their website.

DAYS FOR GIRLS

Thanks to the generous support of the **Days for Girls – Yellow Springs, OH Chapter**, we distributed **30 menstrual hygiene kits** to adolescent girls during **sexual and reproductive health workshops**. Each menstrual hygiene kit included a beautifully sewn drawstring bag, 2 one-gallon size bags for transporting and laundering soiled items, 8 absorbent tri-fold pads, a washcloth, 2 pairs of panties, a visual instruction sheet, soap, and 2 moisture



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barrier shields. The girls learned about menstruation, how to use the pad kits and then had an open discussion to answer questions and dispel myths.

GIRLS NOT BRIDES

In January we became a member of **Girls Not Brides**, a global partnership of over **550 organizations** working to **end child marriage**. This membership networks us with colleagues across the globe and serves as an outlet for dialogue and learning while strengthening the movement to end child marriage.



KAPADIA EDUCATION FOUNDATION

In December, we took the initial steps toward collaboration with the **Kapadia Education Foundation**, an organization that supports students through **scholarships** and **mentoring**. This collaboration will result in supporting an additional **8-10 students** in our **Rising Autonomy** program in September 2016.

GIRLS' GLOBE

We became a featured organization of **Girls' Globe**, a global network of individuals and organizations that advocate for the **health** and **rights** of girls and women. This position gives us a platform for sharing the **stories** of the girls and women in our programs.

REFERRAL SYSTEM

As a young and small organization, Enhance Worldwide can only provide limited services to its participants. In recognition that **psychosocial wellbeing** is foundational for **agency, autonomy** and **aspirations**, Enhance Worldwide developed a **referral system** for psychosocial services. This system seeks to identify those individuals with challenges beyond our capacity and to specifically seek out a **partnering organization** that is situated to meet those specific needs. In addition to ensuring that each one of our participants receives individualized care, this system strives to link participants with **local organizations** and use **local resources** as a way to ensure that Enhance serves as a catalyst for a community program.

YEAR IN REVIEW

Financial Summary

MESSAGE FROM THE TREASURER

The first full year of Enhance Worldwide's operations were **tremendously successful**, both in programming and financially. As previously reported, through the generosity of the Executive Director and Board of Directors, we were able to **incorporate**, gain required **tax status**, establish a **website**, and create **marketing materials** without spending any **private donor contributions**, which were used **100%** to support our work in Ethiopia with girls and young women. We started 2015 **fully operational** with **501(c)3 status**, and a small balance of funding in our bank accounts.

We continue to follow this model by generating **gifts-in-kind** or special donations of **donated pro-bono services, operational costs and materials**. As an example, Enhance Worldwide held its first annual meeting/planning retreat this summer in Yellow Springs, Ohio. All board members paid their own travel and lodging expenses and the Executive Director and her family hosted a thank you celebration for local supporters at their home. We believe that we can sustain this model in the future, ensuring **donors** that their money will have the **greatest impact** on educating **girls and young women** in Ethiopia.

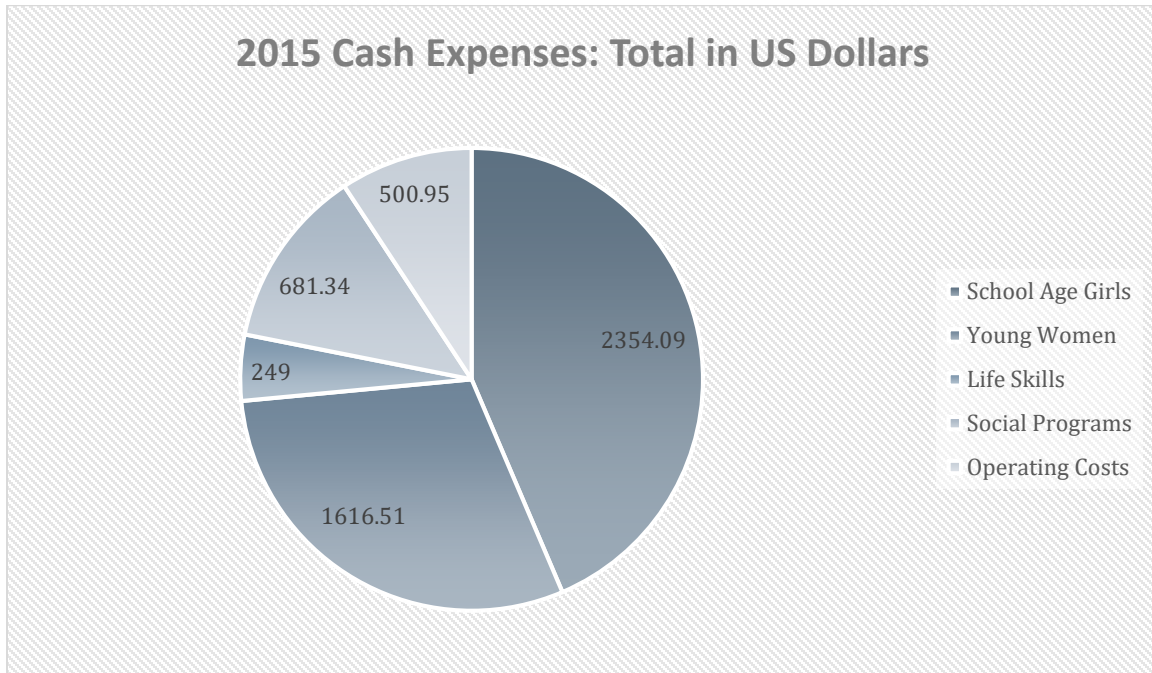


We were especially fortunate to raise **\$5,900.50** from our first **Global Giving** campaign. For a new organization this was an amazing accomplishment; moreover, it brought our message to many **new supporters** whom we hope to continue to engage in the future. As we closed out our 2015 financial year, we had a balance available of **\$6,813.39**, a balance we are especially proud of considering the significant impact we have had throughout the year. This balance is higher than normal due to Global Giving campaign proceeds arriving late in 2015. These funds are set aside to support additional girls and young women during 2016.

Below is a brief of our 2015 revenue and expense:

Revenue				
CASH DONATIONS		IN-KIND DONATIONS		TOTAL
\$12,416.50	+	\$15,694.73	=	\$28,385.17

YEAR IN REVIEW



As board members, we are committed to be good stewards of these funds, with **only 4%** of our expenses from 2015 cash donations being used for **nominal operating costs** of bank fees, PayPal account fees, and international wire transfer fees.

We would like to once again **thank all of our donors**. It is because of your **generosity** that we are able to carry out the good work of Enhance Worldwide. We look forward to your support this year as we continue to **grow** and **expand** our mission.

- BRIAN HAYDEN, FOUNDING TREASURER



YEAR IN REVIEW

ENHANCE WORLDWIDE

Fiscal Year 2015 Financial Statement



FISCAL YEAR 2015 INCOME & EXPENSE	USD
BALANCES ON HAND (01 Jan 2015)	
US Bank Checking Account	226.00
Enhance Worldwide PayPal Account	47.94
	273.94
CASH DONATIONS & OTHER INCOME	
<u>Private Donations: Girl/Young Women Sponsors</u>	
Private Sponsorships - School Age Girls & Young Women	5,250.00
<u>Global Giving Fundraising Campaign</u>	
Global Giving Campaign "Send Girls to School in Ethiopia"	5,900.50
<u>Private Donations: General</u>	
Other Private Donations	1,265.00
<u>Miscellaneous Income</u>	
Interest	1.00
	12,416.50
DONATED MATERIALS, PRO BONO SERVICES & OPERATIONAL COSTS	
<u>Pro Bono Program Leadership-Management-Administration</u>	
Enhance Worldwide Executive Director	12,000.00
<u>Program Materials</u>	
Girl/Young Women Personal Hygiene Materials	750.00
<u>Operational Costs</u>	
Communications - Telephone, Internet, Website	900.00
Enhance Office, Utilities, Supplies	900.00
Board Meeting Travel & Expenses	747.20
Public Relations, Visibility & Communication Materials	397.53
	15,694.73
TOTAL INCOME (CASH & NON CASH):	\$ 28,385.17
CASH EXPENDITURES	
<u>Programs</u>	
Sponsorships - School Age Girls	2,354.09
Sponsorships - Young Women	1,616.51
Educational & Life Skills Training	249.00
Social Programs & Events	475.16
<u>Local Partner Support</u>	
Ethiopian Local Partner Support Costs	681.34
<u>Enhance Worldwide Operational Costs</u>	
Bank Fees, PayPal Fees, International Transfer Fees	500.95
	5,877.05
NON-CASH DONATED COSTS	
<u>Pro Bono Program Leadership-Management-Administration</u>	
Enhance Worldwide Executive Director	12,000.00
<u>Program Materials</u>	
Girl/Young Women Personal Hygiene Materials	750.00
<u>Operational Costs</u>	
Communications - Telephone, Internet, Website	900.00
Enhance Office, Utilities, Supplies	900.00
Board Meeting Travel & Expenses	747.20
Public Relations, Visibility & Communication Materials	397.53
	15,694.73
TOTAL EXPENSE (CASH & NON-CASH):	\$ 21,571.78
BALANCE ON HAND (31 Dec 2015):	\$ 6,813.39

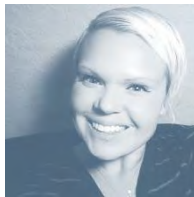
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Board of Directors

Learn more about Enhance Worldwide's passionate and fearless **Board of Directors**, working for communities where girls and women have the skills to lead meaningful, dignified lives and where each individual has agency, autonomy and aspirations: www.enhanceworldwide.org/about-us.



**Ashley
Lackovich-Van
Gorp**
*Founding
Executive
Director*



**Heather
Mahardy**
*Founding
President*



**Amare Siraw
Yihun**
*Founding Vice
President*



Brian Hayden
*Founding
Secretary and
Treasurer*



Tsion Asmare
*Founding
Member*



**Roxanne
Swogger**
*Founding
Member*

Contact Information

Enhance Worldwide – U.S. Office

215 Whitehall Drive | Yellow Springs, OH 45387

U.S. Tel +1.937.708.0144

Ethiopia Tel +251.991.664.466

www.enhanceworldwide.org

