

ANNUAL REPORT



FY 2016

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

YEAR IN REVIEW

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
- Linking girls to existing **resources** within their own community
- 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
- 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
- Partnering with individuals and organizations to strengthen our impact



From the Field

MESSAGE FROM THE EXECUTIVE DIRECTOR

What a year it has been in Ethiopia.

In 2016, Ethiopia continued to suffer from the **drought** that occurred in parts of the country in 2015. This drought did not directly impact the girls, women, families and communities we serve in the lush and mountainous Addis Ababa, but it did impact them indirectly. The drought caused a **spike in food costs**, an increase that our families could not afford without support. Thanks to our **generous donors**, we were able to meet this need.



Next, peaceful protests that began at the end of 2015 spread throughout the country in 2016. These demonstrations turned deadly when members of Ethiopia's security forces turned violent. Hundreds died; thousands were arrested. The government launched an official **state of emergency**, which included shutting off internet. For months, we struggled to communicate with our team on the ground. They still do not have access to social media and have difficulty securing internet strong enough to upload large documents and photos. It hasn't been – and still isn't – easy.



Despite these challenges, our programs **continue to grow** and our participants **continue to thrive**. In 2016 we even celebrated our **first college graduate** and joined in a **new partnership** with the Kapadia Education Foundation to support more young women in attaining a higher education. These challenges only **strengthen our commitment**. When the girls we support go on to lead their families and communities, we can count on a more just, secure and equitable Ethiopia.

Until then, we'll be there.

- ASHLEY LACKOVICH-VAN GORP, FOUNDING EXECUTIVE DIRECTOR

YEAR IN REVIEW



Two Years in Ethiopia

MESSAGE FROM THE PRESIDENT

Together we have accomplished so much over the past **two years** in Ethiopia: implementing and **growing programs, partnering** with the **communities** we serve, establishing **new organizational partnerships** and launching our **second summer school** program. Today we continue operating amid an uncertain political situation and significant drought, advocating for educational access, social mobility, financial literacy, and gender equality.

In October 2016, the Ethiopian government declared a six-month nationwide state of emergency amid protests and violence. We are closely monitoring the safety of our field team and participants. Despite intermittent internet shutdowns, our field team has worked tirelessly to keep our programs **fully operational**. Ensuring **educational access**, healthy **mentoring** relationships, **life skills**, and **supplemental nutrition** are all the more critical during this state of emergency and ongoing drought in Ethiopia.

Amidst this challenging time, there is **hope** and much to celebrate. In May, our first Rising Autonomy program participant **graduated from college** and this fall we welcomed our **first higher education cohort** in partnership with the Kapadia Education Foundation.

Together, we can continue to break the intergenerational cycle of poverty and gender inequality. Together, we can **stand up for girls!**

- HEATHER MAHARDY, FOUNDING PRESIDENT



YEAR IN REVIEW

2016 Highlights

STRATEGIC HIGHLIGHTS

We operated **three core programs** in Addis Ababa, reaching our **two-year** benchmark. Despite the social and political unrest, including disrupted communications due to country-wide internet shutdowns, our programs ran continuously and without interruption.

We formalized our partnership with the **Kapadia Education Foundation** to send ten young women to colleges and universities in Addis Ababa.



FINANCIAL HIGHLIGHTS

We closed 2016 with a **286% increase** in **private general donations**, enabling us to almost **double** the **direct assistance** for the girls and young women in our program.

Our successful fundraising initiatives enabled us to increase **specific program funding** by **83%** this fiscal year alone.

Once again, we operated completely in the black, closing with a **positive cash balance** of \$7,707.21.

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 **12 adolescent girls and 2 young women** opened their own bank accounts and begin to learn **financial literacy** skills.

We sent **6 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.

YEAR IN REVIEW

We celebrated our **first college graduate** in May, 2016. We continued to provide support to her until she began working in her field in December, 2016.

LOOKING AHEAD

Apart from our core programs in 2017, Enhance Worldwide will continue to expand our impact in Addis Ababa through strategic partnerships and programs.



Girlhood is for Learning

We continue to 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. 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.

Girlhood is for learning. It's for learning reading and math and art and science. It's for learning about **healthy relationships**, how to create lasting friendships and how to play games and sports. It's also for learning **life skills**, like critical thinking and self-esteem, and for learning to respect others and to respect yourself. This learning enables girls to make a **safe, healthy transition** from the world of a child to the world of an adult.

We believe that **adulthood is for learning** too. Too often young adults are expected to have the knowledge and skills needed to carve out safe, healthy and productive lives, but young adults must learn to navigate a new world. When they have a **strong, committed support network**, they are more likely to realize their dreams and aspirations.

At Enhance Worldwide we believe that **learning is a way of life.** We learn continuously from the girls and young women whom we work with, and we learn from challenges and mistakes as well as our successes and opportunities.

Learning. That's what we're all about.

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 **10 girls** and **2 boys** have access to education.



YEAR IN REVIEW



The majority of majority of the children in this program have lost one or both parents. Some area living with HIV/AIDS. Some are heads of households, caring for younger children while still children themselves.

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 or on their own, 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, **6 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.

In summer school, the girls took art, English and computer classes. For two of the girls, this is the first time they had ever used a computer. The only four had used computers in summer school last year.

Empowering Young Women to Lead Lives of Choice

Just as 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 2016, we supported 3 young women in vocational schools and, through our partnership with Kapadia Education Foundation, we are supporting 10 young women in a university.

This year we celebrated our very **first program graduate**, Birkutawit. She graduated with a degree in business accounting from an accredited vocational college. Enhance Worldwide was founded with the vision of supporting adolescent girls until they are leading safe, stable adult lives. We continued to provide economic support and mentoring to Birkutawit until she received a job in December, 2016. Now that she is financially independent, we continue to mentor her to ensure that she has all the support she needs to navigate this next life chapter.



Creating Lives of Dignity

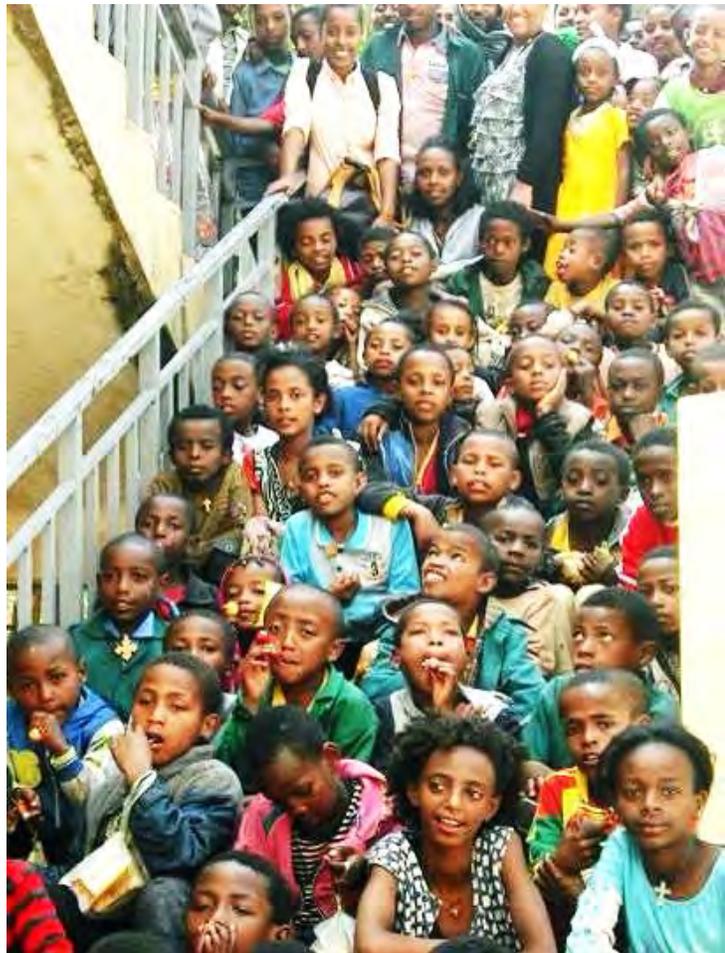
Pathways out of poverty require more than classroom education. Girls need to learn how to navigate the risks of their environment in order to create **safe, healthy** and **dignified** lives. They also need to have confidence in themselves in order to make decisions that increase their wellbeing. This 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 2016, 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.



Working in Collaboration

We believe in the **power** of **partnerships**. In 2016, 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.

KAPADIA EDUCATION FOUNDATION

We began collaboration with the **Kapadia Education Foundation**, an organization that supports students through **scholarships** and

mentoring. Together, we selected **10 young women** to receive full scholarships and mentoring and educational support. All ten young women are first generation higher education students attending an accredited college or university in Addis Ababa. They are studying a range of fields, from education to tourism, and all demonstrated a strong commitment to improving their communities.

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.

We continue to be a member of Girls Not Brides and a Girls' Globe featured organization.

Financial Summary

MESSAGE FROM THE TREASURER

Enhance Worldwide completed its **second full year** of providing programs supporting girls and young women in Ethiopia with a **positive cash balance** of over \$7,700. Continuing its commitment to providing maximum dollars directly to its partners in Ethiopia, Enhance Worldwide board members and volunteer staff provided in-kind or financial gifts to maintain its US operations, including an all volunteer executive director, donated office space and marketing materials as well as our website, accounting, etc. This means that no donations are used for these purposes -- in other words, all of the money we receive from our donors is being used in Ethiopia -- of which we are extremely proud.

We closed 2016 with a **286% increase** in **private general donations**, enabling us to almost **double** the **direct assistance** for the girls and young women in our program. Not only were we able to maintain direct support programs as we did last year, we expanded our higher education program via a new partnership with Kapadia Education Foundation.

Through dedicated funding, we have provided special summer school programs and additional services, proving our ability to quickly and effectively respond to the needs of our girls and young women. In addition, successful fundraising initiatives enabled us to **increase specific program funding** by **83%** this fiscal year.

We have continued to receive donations through our relationship with GlobalGiving as well as maintaining strong individual relationships with some of our earliest supporters. We look to expand our funding network, based upon our outstanding record of using these funds exclusively in Ethiopia.

- BRIAN HAYDEN, FOUNDING TREASURER

YEAR IN REVIEW

ENHANCE WORLDWIDE Fiscal Year 2016 Financial Statement



FISCAL YEAR 2016 INCOME & EXPENSE	USD
CASH BALANCES ON HAND (01 Jan 2016)	
US Bank Checking Account	8,975.44
Enhance Worldwide PayPal Account	790.05
	9,765.49
CASH DONATIONS & OTHER INCOME	
<u>Private Donations: Girl/Young Women Sponsors</u>	
Private Sponsorships - School Age Girls & Young Women	2,186.00
<u>Global Giving Fundraising Campaigns</u>	
Global Giving Campaign "Send Girls to School in Ethiopia"	1,107.75
<u>Private Donations: General</u>	
Other Private Donations	4,885.20
<u>Partnership Funding</u>	
Kapadia Foundation Partnership Funds	2,000.00
<u>Miscellaneous Income</u>	
Interest	5.71
	10,184.66
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 Needs/Materials	-
<u>Operational Costs</u>	
Communications - Telephone, Internet, Website	900.00
Enhance Office, Utilities, Supplies	900.00
Board Meeting Travel & Expenses	-
Public Relations, Visibility & Communication Materials	177.28
	13,977.28
TOTAL INCOME (CASH & NON CASH):	\$ 33,927.43
CASH EXPENDITURES	
<u>Programs</u>	
Accrued 2015 Expenses (Paid in January 2016)	2,952.10
Sponsorships - School Age Girls	2,652.65
Sponsorships - Young Women	1,127.06
Kapadia & Enhance Scholarships - Young Women	1,097.00
Educational & Life Skills Training	424.67
Social Programs & Events	446.50
<u>Local Partner Support</u>	
Ethiopian Local Partner Support Costs	552.19
Ethiopia Part Time Consultant for Support to Young Women	2,000.00
<u>Enhance Worldwide Operational Costs</u>	
Bank Fees, PayPal Fees, International Transfer Fees	740.77
Advertising & Visibility	250.00
	12,242.94
NON-CASH DONATED COSTS	
<u>Pro Bono Program Leadership-Management-Administration</u>	
Enhance Worldwide Executive Director	12,000.00
<u>Donated Program Materials</u>	
Girl/Young Women Personal Hygiene Materials	-
<u>Donated Operational Costs</u>	
Communications - Telephone, Internet, Website	900.00
Enhance Office, Utilities, Supplies	900.00
Board Meeting Travel & Expenses	-
Public Relations, Visibility & Communication Materials	177.28
	13,977.28
TOTAL EXPENSE (CASH & NON-CASH):	\$ 26,220.22
BALANCE ON HAND (31 Dec 2016):	\$ 7,707.21

YEAR IN REVIEW

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
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