



ready

willing



& able.



ANNUAL REPORT  
**2017**

# a letter from the president

Dear Friends,

Our theme for this year's annual report is "Ready, Willing, and Able". 2017 was our eleventh year delivering programs that help students in Kenya get ready for their lives. Since the beginning, we have measured our impact and focused on outcomes. In 2017 we analyzed our first ten years of data to measure the effectiveness of our program for our students:

- 92 percent who entered the program completed their primary education. This compares to 63 percent in Kenya.<sup>1</sup>
- 83 percent progressing to high school completed their secondary education. This compares to 42 percent in Kenya.<sup>1</sup>
- 87 percent who continued on to a post-secondary program completed their program.
- 93 percent who completed a post-secondary program are employed or in internships that we believe could lead to employment. This compares to an estimated 60 percent employment rate across Kenya and only 15 percent for young people.<sup>1</sup>

1. 2016 Kenya Economic Report

We have proven that Friends of Ngong Road is *READY* to continue transforming lives with a program that makes measurable impacts. Both students and sponsors are *WILLING* to make a difference, and with that combination, we get students who are *ABLE* to transform their own lives through work. In our first ten years we also continually improved the program by responding to changes that happen naturally as children grow and learning about what works and what doesn't.

In 2017 we continued our evolution with data driving our focus. We launched a Sexual & Reproductive Health Program based on training Youth Peer Providers. Over the past several years, we have experienced an increased incidence of unplanned-for pregnancies among adolescent girls. In most cases, these pregnancies have derailed the girls' plans and in all cases made it much harder for them to achieve their goals. Public health experts from Tulane University helped us understand that the best practice in youth sex education is to train trainers who are within five years of age of targeted teens. The organization recruited 14 recent high school graduates and trained them on the facts about their bodies, the choices they face and the best methods to teach their peers to stay safe from STDs and avoid unplanned-for pregnancies. By the end of December we had expanded this training to all our high school students and in 2018 we will train both the next group of younger and our older students who are already in post-secondary school. Teaching and reinforcing the messages in our Sexual & Reproductive Health program is incredibly important and will require ongoing vigilance to have an impact on students; we intend to stay on top of it!

We also launched, with leadership from volunteers Meghan and Evan Feige, a Life Skills Training Program for recent high school graduates. Because high school is so regimented in Kenya there is little time or energy for students to learn about who they are, their strengths, their ambitions or to consider what they will do as adults. Meghan and Evan designed and piloted a program we will begin to roll out to high school students that is focused on improving self-awareness, communications skills and self-confidence. We believe the impact of this training program will have an enduring positive effect. Together with the education and support the program already provides students, these two new programs will enhance adolescents' readiness to move effectively into their adult lives and complete each level of education.

One of the emerging challenges the organization faces is an increasing incidence of students in post-secondary programs not attending classes, failing exams, changing their minds and generally failing at this last and important milestone. We are working with our colleagues in Kenya to understand these challenges more deeply and will develop program modifications to ensure we are doing what we can to support student success.

Thank you sincerely for your ongoing support of Friends of Ngong Road and young people in Kenya. With your help, they are "Ready, Willing and Able" to transform their lives.



Paula Meyer  
Founder & President





## board of directors

Paula Meyer – *Founder & President*  
 Turner Cobden – *Operations*  
 Brian Hartert – *Treasurer*  
 Amy Johnson – *Finance*

Keith Kale – *Marketing & Planning*  
 Sally Kenney – *Special Programs*  
 Susan Plimpton – *Post-Secondary*  
 Andy Walz – *Technology & Travel*

## financials

In 2017, we remained focused on our mission of transforming lives through education and continued to invest in Karibu Loo for financially sustainable growth. Additional investment in our development, operations and financial controls is supporting our transition from a volunteer-led history to a model for the future.

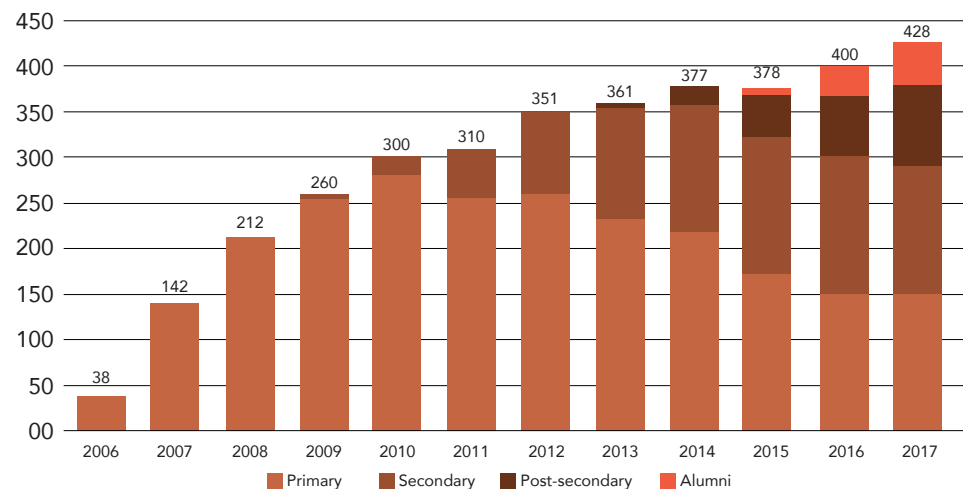
### income<sup>1</sup>

Sponsorships	312,773	49%
Grants	45,000	7%
Sustaining <sup>2</sup>	285,546	44%
<b>Total Contributions</b>	<b>643,319</b>	<b>100%</b>

### expenses<sup>3</sup>

Core Program & Misc. Support	372,074	59%
Post-Secondary Support	65,025	10%
Karibu Loo Support	12,258	2%
<b>Total Support for Kenya Programs</b>	<b>449,357</b>	<b>71%</b>
Business Expenses	186,658	29%
<b>Total Expenses</b>	<b>636,015</b>	<b>100%</b>
<b>Net</b>	<b>7,304</b>	
Endowment	691,063	

## number of students in program at year end



## looking ahead

Attaining financial sustainability has become a key goal for the organization. Karibu Loo is an important component of reaching that goal. Launched as a pilot in 2015, Karibu Loo is a portable sanitation business in Nairobi founded with the objectives of generating profits and providing employment opportunities for our students. We broke even in 2015 and began to expand in mid-2016. A bad leadership hire delayed progress, but that issue has now been remedied. Karibu Loo has turned the corner on profitability and is on track to deliver financial support to the program in 2018. Growth of our endowment fund is also essential to our sustainability goal. At the end of 2017, the endowment fund assets totaled nearly \$700,000 and are earmarked to support sustainability and innovation initiatives. The last objective we are working on to ensure the organization's future is leadership succession. Much progress is being made.

1. Excludes donated (in-kind) goods & services, net investment revenue from endowment and donations/commitments intended for use in future years.  
 2. Sustaining funds includes annual appeal donations, revenue from handicraft sales, and other donations.  
 3. Expenses exclude donated (in-kind) goods & services.



## ready, willing and able: george's story



George loved school. He was always one of the top three in his class and had dreams of getting into a good high school and going to college. Then George's parents died from AIDS. He was sent to live with his uncle in a different part of the slums in Nairobi while his siblings were split among relatives.

George says when his parents died, his hopes died too. His uncle enrolled him in a public school, but he was often sent home for lack of a proper uniform or fees. His clothes were torn, his stomach growling and his hopes of finishing his education seemed impossible.

Then his uncle learned about the Friends of Ngong Road program and its sister organization, Ngong Road Children Association (NRCA). George was accepted into the program and sponsored by Bob and Louise Tritt. George remembers learning that "someone, somewhere cares about his education," and he did not want to disappoint. He remembers the joy of receiving his new uniform and being driven to his new boarding school with seven other students in the program who would become his close friends and second family.

Today, George works as a caseworker in the primary department of NRCA. George graduated from Mt. Kenya University with a diploma in social work and recognizes how different his life is versus how it could have turned out. He sometimes sees friends from his childhood and knows that they are thieves or have fathered many children out of wedlock. George says he wants a different life for himself. "I want to uplift the others in my community. Not only my family but also others. A lot of people are looking up to me."

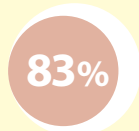
George still lives in the slums and spends a large portion of his salary helping three of his cousins get an education rather than spending it on a nicer apartment for himself. He is a role model to children in the program and has become an excellent caseworker. George has transformed his life, with help and support from his sponsors and the program.

## real impact

Data from our first ten years proves the effectiveness of our program:



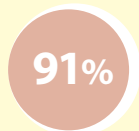
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1. 2016 Kenya Economic Report

## our mission

is to provide education and support for Nairobi children living in poverty whose families are affected by HIV/AIDS so they can transform their lives.

[www.ngongroad.org](http://www.ngongroad.org)



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