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RESTORE | EDUCATE | TRANSFORM

2022 INPACT REDORT

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> YOUR MULTIPLYING IMPACT

When you educate a girl, you educate a community by influencing mindsets that say women are property and not worth being educated.

MEET LYDIA, 2019 GRADUATE

Today, Lydia supports her three children and her parents, and even gives work to our students!

Brenda (Class of 2024) with her son Jayden

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When you educate a girl, you educate a community.

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The Problem for Girls in Rural Kenya

Extreme material poverty in rural Kenya disproportionately affects women, leading to their victimization.

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Skills Training

See how our students learn tailoring, dressmaking, and other life skills, like cooking, with our livelihood classes.

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Trauma Counseling

Through individual or group counseling, our students learn to heal from past trauma and how to cope with future challenges.

Page 09

Discipleship

A regular weekday at Neema includes morning prayers, daily worship in song and exhortation from Scripture, and evening prayers and singing.



Meet Lydia, 2019 Graduate

Today, Lydia supports her three children and her parents, and even gives work to our students!

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Alumni & Outreach to the Community

Alumni are provided with additional support and education after graduation, and the local community was assisted with sanitation and counseling.

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Community

See how Neema's community of donors and partners in Kenya and the U.S. make this work possible!

Page 17 Our Team

It's been a year of transitions, but Neema's staff has continued to diligently stay on mission.



Securing Her Future

An opportunity to double Neema's impact by building a new, permanent campus for our students and staff.

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Financials

We believe in transparency, so spend some time reviewing our revenue, funding sources, use of funds, and program expenses.

WE BELIEVE IN THE EQUALITY **AND VALUE OF** WOMEN WORLDWIDE.

> A Message from our **Executive Director**

community.



As the world reopened to a new, yet uncertain, post-COVID normalcy, your faithful support brought much needed stability, healing, and hope in the lives of vulnerable young women scarred from years of systemic inequalities and extreme material poverty in rural Kenya. You made it possible for them to have a safe place to live, learn, laugh, and be loved — a tremendous gift!

Because of you, this past year we were able to expand our team of counselors who help alleviate the personal and familial worries our students carry with them so that they can focus on their own personal healing, transformation, and growth.

In parallel, we extended counseling services — to our students' guardians through home visits and to primary school girls and boys through outreach in their school institutions. These efforts are critical in ensuring longlasting change in the lives of even more children and their families in the

And lastly, thanks to your generosity, we were able to purchase our own land — a long dream in the making — and launch our <u>Securing Her Future</u> campaign to double Neema's impact in the community by building our own new, permanent campus. Words are not enough to express how excited all of us at Neema are about this initiative and the positive impact it will have in the community. And while this building project is no small task, we feel confident that we'll be able to accomplish it because of people like you — people who continue to walk alongside us in furthering this wonderful mission we have been entrusted with.

In this report, we share stories of our students and their families whose lives have been forever transformed in a holistic manner because of you. We hope you are encouraged by the impact you made possible.



aëlle

GAËLLE BELTRAN-GRÉMAUD Executive Director



Meet Brenda, 2022 Graduate

"I am so hopeful that I will be able to help my parents provide for my siblings, which I know will give them a bit of relief, and it will be my dream come true. Neema has given me a gift of education that I loved most and thought I had lost. I have to give back by helping my siblings live a better and decent life."

Now that Brenda has graduated, her parents are eager to support her in starting her own tailoring business. She'll set up shop at a shopping center so she can continue to improve upon her skills and earn an income.

Brenda 2022 Graduate



Scan the QR code to read about a time vhen our U.S. team sited Brenda's arents



Your Multiplying Impact

When you educate a girl, you educate a community by influencing mindsets and societal unwritten rules that say women are property and not worth being educated.







"Neema has been the and the care she receives. to other young girls at

PROTUS







Neema empowers vulnerable young women in rural Kenya through skills training, counseling, and discipleship.



Meet Florence, 2022 Graduate

"I joined Neema which changed everything. I now have a dream of opening a nice workshop, a place where I can stay with my daughter because I believe that I can make it in life without being manipulated by men. Above all, it has helped me heal from the death of my mother and the bitterness I had. I didn't believe in God and was so angry with him over my mother's death. But now, I cannot explain my love for God because of what he's done in my life. I had a lot of pain in my heart, but I'm happy that I'll leave Neema with a different heart."

Florence 2022 Graduate

The Problem for Girls in Rural Kenya

Extreme material poverty in rural Kenya disproportionately affects women, leading to their victimization. This includes prostitution, trafficking, unplanned pregnancies, child marriage, indentured servitude, lack of employment, and other forms of abuse.





Jayden Opiyo Brenda's (Class of 2024) child eating rice and lentils

100% OF OUR STUDENTS HAVE EXPERIENCED ABUSE AND/OR EXTREME **POVERTY BEFORE COMING TO NEEMA**

23% of girls get married below the age of 18 in Kenya.¹ And 17% (8.9M) of the Kenyan population lives on less than \$1.90/day — 88% of whom are in rural areas of Kenya.² For girls in rural areas of Kenya, many factors put them at risk such as poverty, insecure learning environments, high cost of education, and long distances from schools. Rural households have a much greater burden in sending their children to school: they have more children than urban families, less income, more volatile income sources, and schools tend to be further away. Most Neema students join our program during the start of secondary school when young women are most vulnerable, especially if they are already mothers.

"The principal associations with adolescent mothers among young Kenyans are negative; ranging from ideas that all young mothers are a 'family burden' or 'irresponsible'."

05

Skills Training: Tailoring & Dressmaking

NITA Exams

Our team prepares our students to take up to three levels of national certifications that attest to their dressmaking skills.

Internship in Neema Shop

Third-year students spend one year in Neema's shop where they continue their education while interacting with customers and learning how to run a small business. To supplement their sewing skills we invite guest professional instructors to lead workshops throughout the year.

Neema Fashion Show

In October, we held our second annual Fashion Show. Under the leadership of a fashion designer from Nairobi and our Business

Skills Development Mentor, thirdyear students and alumni created their own outfits. All students got to walk the runway.



"The Fashion Show gives them an opportunity to be creative and show off the skills they've learned over the past three years; it also boosts their confidence as they [prepare] to work and provide for themselves and their families."

- LOITANIT, BUSINESS SKILLS DEVELOPMENT MENTOR -



Sharon (Class of 2023)

100% Of eligible students were able to take

3 Of third-year students

exams in 2022.

took the advanced level NITA exam



"One great skill I've learned is catering skills. I joined when I didn't know how to prepare certain dishes like chapatis, but I've become really good at making chapatis, and my colleagues, my mother, and siblings have told me this several times. Hearing them say this really makes me feel good about myself and stirs me to want to even do better and better at my catering skills."

Students making chapatis (right)

Mercy W. (Class of 2024)









Catering & Livelihood Classes

_____ 66 _____

- FAITH, CLASS OF 2024 -







27 Catering classes

12 Livelihood classes focused on employability

110+

Meals prepared for students, staff, and guardians on an average day



Trauma Counseling

Neema started offering counseling to its students to help them focus on skills training. Through individual or group counseling, they learn to heal from past trauma and how to cope with future challenges.

45% OF WOMEN AND GIRLS AGED 15 - 49 IN KENYA HAVE EXPERIENCED PHYSICAL VIOLENCE, AND 14% HAVE **EXPERIENCED SEXUAL VIOLENCE. (HRW)**



440+ INDIVIDUAL STUDENT COUNSELING SESSIONS PROVIDED

Our students have unlimited access to counseling services throughout their three years at Neema and after they graduate.

Wise (Class of 2024)

500+

COUNSELING SESSIONS WITH STUDENTS, ALUMNI, AND GUARDIANS

Extending counseling services to students' guardians helps create a more welcoming environment when the students go on break and induces systemic change in the community.



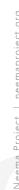
CHILDREN FROM THE

BY OUR COUNSELORS

We expanded our counseling services in the community. During each of our community outreaches, our counselors provided counseling services to boys and girls from the Waitaluk primary school.

Keith (son of Catherine, Class of 2024)







Sarah (Class of 2023)

LOCAL SCHOOL REACHED



Meet Naomi, 2022 Graduate

"Neema helped me to believe in and accept myself. Beforehand, I was afraid of what people would think about me for having a child at an early age. But after counseling sessions, I was able to accept motherhood, and now I'm not ashamed but am proud to be a mother. My mother told me that I've changed from the girl she knew. She said I am self-driven. I have learned communication skills which will help me after graduation. I will finish school, get a job, and later have a relationship because I do not want to mess up again."

Naomi 2022 Graduate



Meet Catherine, 2022 Graduate

Catherine attended traditional school until 8th grade but had to leave school because of the sexual abuse that she was experiencing at home. She went to live with her aunt but remained in fear of death threats.

"I now believe and trust in God, and I have learned that he loves me despite what I went through. By reading his Word, I have grown in my faith and now attend church and stand to testify of his goodness. Neema has taught me to love again through forgiveness which has changed my heart so much."

Catherine 2022 Graduate

Discipleship

A regular weekday at Neema includes morning prayers, daily worship in song and exhortation from the Scripture, and evening prayers and singing.

Students Return to Church COVID-19 closed the doors of the local church our students used to go to. However, in 2022, they were able to attend again on Sundays and discover the benefits of belonging to a church community.

Alpha Program

Each year, Neema teaches the Alpha Discipleship Course to our students which covers the foundations of the Christian faith. The majority of our students have received teachings on the same topics from their churches and schools, but often, the teaching is distorted, not thorough, or unclear.



"[Students grow up hearing a] misinterpretation of Scripture — not considering the context it was written [or] taking one Scripture out of context. The prosperity gospel has also been overly preached."

> - WINNIE, FORMER **PROGRAM DIRECTOR -**

> > __ __ __

Mercy (Class of 2024) during daily worship



Bible Studies

Our students study the Scripture with our staff and the Neema chaplain who comes to Neema bimonthly. Examples of Bible studies include the Young Peacemaker: students are introduced to understanding, responding to, and preventing conflicts. They also learn how to resolve a conflict in a constructive and biblically faithful manner. They also study a Women of the Bible series. They read, tell, and engage with stories of women in the Bible - often hidden or untold — not only because they are inspirational, but also because these stories invite our students to experience God in ways that are sure to transform their lives.



17 Women Baptized

When the topic of biblical baptism was discussed at Alpha, most of the young women shared that they had either never been baptized or had been baptized in a way that's not biblical. Since they did not understand the role of baptism, Neema's chaplain Caroline Sudi taught more about it, and in July, seventeen young women were baptized at her church, Faith Community Africa Gospel Church.

- FAITH K, CLASS OF 2024 -

Join our monthly virtual prayer gatherings for Neema.

We believe that prayer is critical to the heart of our work and to the restoration of the young women in our program. We'd love to have you join us on Zoom to meet with our Program Director, Irine, hear the latest updates from Neema, and spend time with us together in prayer!

09

Neema's chaplain Caroline Sudi teaching

Our chaplain, Caroline Sudi, usually visits at least twice a month to teach our students. For Guardians' Day, she comes for an extended time to spiritually invest in our students' parents/ guardians since she does not see them as frequently as she sees our students.

_____ 66 _____

"I was so afraid of the water, but I do not regret being baptized. It was the best decision because I feel like something happened — something good that brings me a lot of peace."



1. Students at the baptism

2. Patricia (Class of 2023) is baptized



Meet Lydia, 2019 Graduate

Today, Lydia supports her three children as well as her parents, and even gives work to Neema students when she has a lot of business!

Scan the QR code to see Lydia telling her story



Lydia with her daughter Lynn, and at her sewing machine

Lydia came from an unstable family, and life was full of challenges. Not only did she live in abject poverty, she was also being brought up by a step-father. Because of this, she really desired to one day know and meet her biological father.

She wasn't doing well at school, and because of an eye problem and financial constraints, she dropped out in seventh grade. Home wasn't a peaceful place either, so she got into an early marriage. A few months after being married, her husband died in a road accident, and she was forced to return home. Life was so tough there that she decided to travel to Nairobi and look for work as a maid. But unfortunately, life in Nairobi ended up being worse: she was overworked and underpaid, and she would often end up sleeping on an empty stomach. Once again, these challenges pushed her to get into a relationship. But after she got pregnant, the man she was with denied responsibility, and she was forced to again return home.



Lydia in front of her own shop

In the midst of her troubles, she met her biological father and moved in with him and his family, including her paternal grandmother. She had her baby, and immediately after, her father, who lives close to Neema, heard about our assessment. By the time she joined Neema in 2017, she had three children. But while there, she received counseling and was able to forgive herself and others who had hurt her. She was a hard worker in class and says she was able to concentrate because her heart was now free.

After graduating in 2019, she started working and saving, and eventually opened her own shop. Today, she supports herself, her kids, and her parents, and when she gets lots of work, she hires other Neema alumni to work for her!

"I came to Neema for the skills — to help in my future. Now that I've finished, I want to grow business-wise and teach others."

Alumni & Outreach to the Community

\wedge

Engaging with our alumni aims at providing them with additional support and learning opportunities after they leave Neema. It also creates a network of peers they can reach out to to fight "entrepreneurship loneliness."

45

Alumni visits by our Business Skills Development Mentor, Loitanit Alumni events, including an exploratory trip Fashion Fair in Eldoret

Alumni came to Neema to mentor current students as part of our new mentorship program





Maureen (2020 Graduate)
Susan (2020 Graduate) at her shop



Being a strong partner of the Waitaluk community has always been a goal of Neema's because we know that we cannot do our work in isolation.

400+ boys and girls provided with counseling through our quarterly outreach to the Waitaluk Primary school.

Ten hand washing stations received from <u>Davis &</u> <u>Shirtliff</u>. Neema donated six to the community — to the local primary school, the dispensary, and the Village Chief's office.

Local village elders and other members of the community attend Neema's Fashion show and Graduation.







Sarah and her family 1. Sarah and her two older brothers 2. Sarah sits with her father at home

Scan the QR code to hear Sarah





Meet Sarah, Class of 2024

"My heart is full of joy for the personal growth that I've experienced and continue experiencing. When I was appointed prefect, the news came in as a shock. I've never been appointed a leader, and I never thought that I'd be one. I was distressed at how I would be able to lead others since I've always looked up to others to lead me. But now I'm grateful that the staff believed in me and chose me to be a leader. I've learned leadership skills, built my self-esteem and confidence, and came to realize that I can be a role model to others."

Sarah Class of 2024

Community: Supporting the Work of Neema

39

GRACE COLLECTIVE MEMBERS IN OUR MONTHLY GIVING COMMUNITY

Funding the ongoing work of skills training, counseling, and discipleship at Neema. Over 45% have been involved since 2020 or before, and 6 are former Grace Partners.

56

<u>GRACE PARTNERS</u> DEVELOPING A PERSONAL RELATIONSHIP WITH AND SUPPORTING ONE STUDENT

The Grace Parthership program provides food, safe-housing, child care, medical support, and hygiene items for our students and children.

GRACE COLLABORATIVE MEMBER

Contributing \$7,000. The Grace Collaborative helps to cover the costs of business skills development as part of Neema's reintegration program. 150+

PEOPLE FROM 11 COUNTRIES AND 4 US STATES PARTICIPATED IN OUR SOLIDARITY STOMP, RAISING OVER \$6,000



28

UNIQUE DONORS ON <u>DONORSEE</u>, A GIVING PLATFORM WE'VE USED FOR 3 YEARS, RAISING \$1,927 IN 2022

44 donations made to 16 projects for students, alumni, and staff through this Kenya-led initiative



HOURS CONTRIBUTED BY 22 VOLUNTEERS AT NEEMA IN 2022 "I (Ben) have been drawn to the people of rural Kenya since visiting an orphanage in 2007. When Neema started a few years later through members of our church family, we were delighted to help with the mission. Neema is many things you want from a mission-centered organization – transparent, efficient, and most of all ... effective. There's no denying the transformative impact the organization has on the people of the Kenyan community. We can clearly see how the methodical approach Neema uses returns joy, life skills, and self-esteem back to the beautiful women and children they serve. Our family has been blessed and grateful to have the opportunity to be involved."

BEN & SAMANTHA HORNING Business Partners, Owners of <u>Berks Homes</u>



Enoch, Neema's Kitchen, Facility, and Land Manager at Neema's new garden

15

OTHER Partnerships

U.S. BUSINESS PARTNERS

FOUNDATION PARTNERS

U.S. CHURCH PARTNERS

In July 2022, Neema was awarded a grant by the <u>East</u> <u>Africa Regenerative Network</u> (EARN) to send two staff members to attend a Permaculture Design Certification Course in Tanzania. A permaculture designer (Jeremiah Kidd) then came to help Neema design its own permaculture system.

Thanks to this grant, Neema is currently farming three acres adjacent to our new land. More than 150 fruit trees and vegetables have been planted that will supplement the diet of our students and staff. We also intend to train our students and members of the local community about permaculture practices. EARN was founded by long-term partners, <u>The Valley Foundation</u> and <u>Mainsprings</u>.



Our Team:Kenya & the U.S.

20

KENYAN STAFF MEMBERS

Including a new Program Director, Head of Counseling Department, counselor, tailoring instructor, and weekend matron

U.S. BASED STAFF 4 part-time paid staff and 2 part-time volunteers

6

5

BOARD MEMBERS

Neema's Kenyan staff (Eunice not pictured)





Meet Bethsheba, 2022 Graduate

"I see myself as an important person that I was not before, and I now have hope that I did not have before. I have self confidence in who I am and what I do. With what I have learned. I know that I am able to take care of my son by providing his needs and taking him to school. I know I will be able to help my mother buy some food because I have gained a skill. I have learned to read the Bible and be able to understand it. I can lead prayers and have learned to love my son and correct him in love. My family will have a difference when go back home because I'll work hard and not depend on any man to provide for me and my family."

Bethsheba 2022 Graduate

In Gratitude ...

BOARD MEMBERS

BRIAN MCINTIRE, BOARD PRESIDENT

Co-Founder and Chairman at <u>Think.</u> <u>Company</u>, one of the top digital design firms in Philadelphia. Brian has served on Neema's board since 2017.

RITA SCHAER, BOARD VP

Founder and owner of a dressmaking design studio in Exton, PA, <u>Maridadi</u> <u>Couture</u>. Rita was also born in Kenya and spent most of her academic years in Kenya and has been involved with Neema since 2016.

TESSA DILLEY, BOARD SECRETARY

Owner of <u>Tessa Marie Images</u>, a wedding and commercial studio in Philadelphia. Tessa has traveled to Kenya to photograph for Neema on multiple trips and joined the board in January of 2020.

LOLA ABULIMEN, BOARD MEMBER

Leads the Clinical Operations group of a biopharma company in Newtown, PA. Lola holds a degree in Economics and an MBA from Penn State and has been involved with Neema for a few years along with her husband, Sese.

BETTIEANN BRIGHAM, BOARD MEMBER

BettieAnn is a lifelong educator in the field of student affairs with a special interest in creating supportive learning environments for underserved student populations. BettieAnn has a BA in Communication Studies, an MS in Counseling and Human Relations, and an EdD in Higher Education Leadership.

MONTHLY DONORS (5+ YEARS)

Angela Carnuccio Kimberly Cox Lawrence & Denise Delpino Sara Dill Marcy Fenza Josh & Jamie Hosan Josh & Daisy Isler Deidre Jacob Jenna Jurgielewicz Don & Sue Kelley Mike & Dawn Kuhn Emanuele & Wendy Madanat Brian & Lindsay McIntire Leslie Morrison Bob & Theresa Newman Joe Puccino Jeff & Catherine Rendell Jon & Amanda Ruch Steve & Bev Tatios Paul & Devon Wisneski Jim & Kesh Witmer Ruth Witmer

CHURCH PARTNERS

CHVRCH Newtown Square Goshen Baptist Church Meadowcroft Presbyterian Church Providence Church

BUSINESS PARTNERS

Accounting Beyond Borders American Computer Estimating Beautycounter Berks Homes Delta Point Maridadi Couture Meridian Bank Star Printing Strategik Insight Global, LLC S&H Express Tessa Marie Images. The Treasure Place Vizionary Wealth Management Witmer Public Safety Group

Securing Her Future Capital Campaign

An opportunity to double Neema's impact by building a new, permanent campus for our students and staff.

In 2013, Neema started welcoming vulnerable young women and their children and never stopped. Unfortunately, the limitations of our current facility force us to turn away many young women each year - women and children who are experiencing abuse and extreme poverty and have nowhere else to turn.

In 2022, we purchased two acres of land in the Waitaluk community to build our own permanent campus - a dream long in the making - with the ambition to double Neema's impact in the community.

Thanks to the generosity of donors and a partnership with <u>Zoe</u> Ministries, we were able to dig our borehole in July 2022. Once operational, it will provide water to Neema and also an estimated 500 surrounding individuals.

In October 2022, we launched the Securing Her Future campaign with a goal of raising \$550,000 by 2024.





1. Neema's new equipped borehole 2. Students drying beans that were grown

on and harvested from our new land



GOAL: \$550,000

reema

SECURING

HER

FUTURE

\$550K

\$500K

\$400K

\$300K

\$200K

\$100K

RAISED SO FAR

AS OF 12/31/2022

Mercy W. (Class of 2024) with her child







What role will you play in securing a young woman's future?

To give online, or to set up recurring monthly giving, please scan the code or visit neemashf.org

Impact Report 2022



ESTABLISH NEEMA AS A LONG-TERM PARTNER IN OUR COMMUNITY





Meet Wise, Class of 2024

When Wise's father passed away, her mother was left to care for Wise and her six siblings. They lived hand to mouth, and then, when Wise became pregnant with her son Ali, she had to drop out of school and developed low self-esteem. But today, she says:

"Neema is helping me grow my relationship with God, and I am building my trust in him through prayer. I was also able to forgive my mother, and we are bonding and growing our relationship because of the counseling I am receiving from Neema."

Wise Class of 2024

21

Financials

 \wedge

In 2022, Neema led three major fundraising efforts: for the regular program, for the borehole, and for the new campus through the Securing Her Future campaign (still ongoing).



\$410,709

FOR NEEMA'S PROGRAM

\$30,600

FOR THE BOREHOLE AND SILOS



Dorcas (Class of 2024) Scan the QR code to hear our staff

share about how the heavy rain

season impacts life at Neema

FOR THE SECURING HER FUTURE CAMPAIGN





\$500K

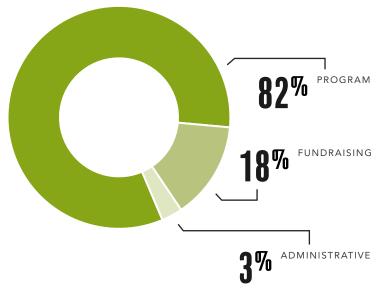
\$400K

\$300K

\$200K

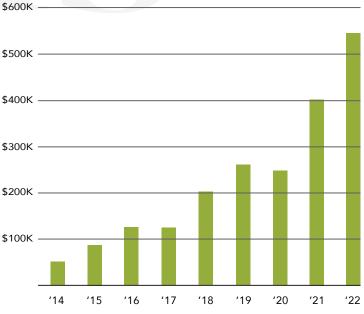
\$100K

Overall revenues grew 36%, and program revenues (excluding funds raised for the borehole, silos, and new building) grew 3% from 2021 to 2022.



Zasha, daughter of Faith (Class of 2022)

REVENUE

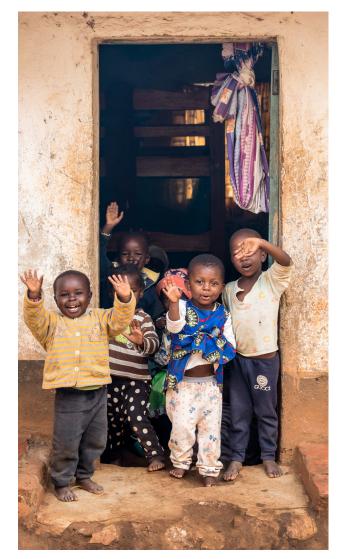


In 2021, in-kind donations totaling \$16,590 were not included in the total revenue reflected on the impact report. In 2022, those donations are included in the 2021 number reported.

HOW WE USE OUR FUNDS

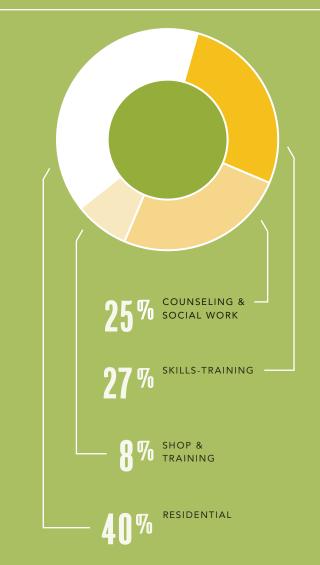
2022 Expenses: \$573,905

Neema children



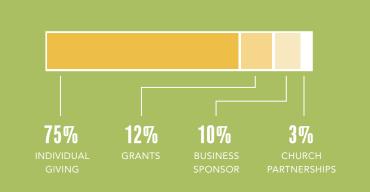


PROGRAM EXPENSES



Total Program Expenses \$224,004 (excluding Capital Expenses and COGS)

FUNDING SOURCES





Meet Angeline, 2022 Graduate

Angeline is the second born of six children, and both of her parents are casual laborers. She attended traditional school until 9th grade but had to drop out because extreme poverty left her unable to pay for school supplies and a uniform.

"I really want to thank Neema for changing my life in a positive way. Neema has taught me self confidence. I can pray, sing, read the Bible well, and I have gained skills in tailoring and know how to deal with conflict. What has inspired me is the ability of making different designs of clothes."

Angeline Teresa 2022 Graduate



"Angeline used to misbehave before she came to Neema, but now she has changed a lot. I'm so grateful to Neema because if it wasn't for Neema my daughter could be having children by now. You have really impacted my daughter both emotionally and physically."

> - ALICE BARASA -MOTHER OF ANGELINE, 2022 GRADUATE

> > - ,, -



Angeline and her family at their home





Visit **neemaproject.org** to learn more about how you can empower vulnerable young women in rural Kenya.

Platinum Transparency 2023 Candid.

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