



2019 ANNUAL REPORT



Table of contents

Directors' Letter	2
Our Mission	3
Alumni Profiles.....	4
Scholarships	5
Soft Skills Mentoring	7
Peer Outreach	9
University Career Guidance	10
Alumni	11
Libraries	13
Partnerships	15
Financials.....	17

Hatua Reaches 500 Youth in 2019

As we reflect on the past decade, we remember where we were in 2010, with 55 students and a team of four, working together to build what has since become a thriving youth development organization serving 500 high-potential Kenyan youth from low-income families. Our dedicated team of 14 still includes those 4 members who laid Hatua's foundation. It now also includes 2 Hatua alumni who are among 91 Hatua scholarship students who have completed their high school and university education, and are now building their careers as professionals.

Looking back on 2019, we are proud of many accomplishments, most notably expanding the reach of Hatua to serve Mvita, a community of 400,000 people in the center of the city of Mombasa. This location positions us to serve youth from among all 1.2M residents of the city. At the beginning of 2019, we awarded our first scholarships to youth from Mvita. Like their counterparts in Likoni, these youth now have a clear path to a professional career that will break the poverty cycle in their families and contribute to Kenya's economy.

Last year we also launched four satellite libraries in Mvita public primary schools. This was possible thanks to the generous support of Mvita's Member of Parliament, Hon. Abdulswamad Shariff Nassir, and AMI Worldwide, a prominent logistics company with operations in Mombasa.

We were also honored that Peter Kwame was selected as one of 12 people worldwide to join the prestigious Obama Scholars Program. Kwame is currently spending ten months in New York City taking classes at Columbia University. This level of recognition could not be possible were it not for the hardworking students we support, the dedication of Hatua's team, the selfless stewardship of our board, and the support of all our partners, old and new alike, whose generous and continued commitment is helping to end generational poverty for 500 families. Thank you!

Looking to the decade ahead, we are excited to realize the impact of our growing alumni community as they build their careers and become a bridge to professional opportunities for low income youth throughout Mombasa. Together we will make our world a more just, more equal, and more prosperous place.



*Peter Kwame Mwakio
+
Gabrielle Fondiller*

Peter Kwame Mwakio
& Gabrielle Fondiller,
Co-Founders & Directors,
Hatua Network



**Hatua Network
ends generational poverty
by preparing promising,
low-income youth
to thrive in Kenya's
workforce.**

Our Mission



Our Work

**We know what
youth need to
excel**



**Quality education through
secondary and tertiary**



**Mentoring on 21st Century
Career Skills**



**Access to workplace
experience while in school**



**Connections to professional
networks and opportunities**

Alumni in the Workplace



Sheila Kioko

Sheila joined Hatua in 2010 after finishing primary school. At the time her family struggled to meet their basic needs such as food and could not afford education. With Hatua's support Sheila graduated from high school with an A- and was selected to pursue a Bachelors Degree in Computer Science at Egerton University. She finished university in 2018 and is now a Junior Software Engineer at Living Goods, an international social enterprise that empowers Community Health Workers with technology to save lives.

Victor Kasololo

With Hatua's support, Victor Kasololo graduated from Moi University in 2016 with a Degree in Economics. Soon after he became the first Hatua alum employed by Spedag Intefreight as a Finance Intern. Thanks to his exemplary performance he was quickly promoted into the role of Financial Reporting & Controls Officer. In his place, another Hatua alum was recruited to join Spedag's internship program. Victor now works with two Hatua alumni under his guidance and is mentoring them to ensure they excel in their roles.





CO-OPERATIVE BANK

10/10/2017

10/10/2017

10/10/2017



KSH 10,448/-

Pay to the order of
MR. DICK HENRY WONG
Ten Thousand Four Hundred and Forty Eight

Cupid Paul
1249

10/10/2017

78 Promising Youth Join Hatua

Each year, through a competitive application, we select high-potential students from low-income families to join Hatua. We then pay school fees for our students through high school and university, and supplement their formal education with mentoring focused on soft skills and career guidance. This year we sponsored **430** in high school and university, **30** of whom graduated in 2019 and joined the ranks of our alumni.

96%

have transitioned
from high school to
university



In September we received over **500** applications from students across Likoni and Mvita who sought to join our program, and invited **84** of these applicants to become the newest members of Hatua's family in Jan 2020. In 2020 Hatua will sponsor **470** students including 246 in high school and 226 in university.



275

Hatua students have graduated from high school





seaforth

Ship, Shore & Offshore

— *Services:* —

- Ships Agency
- Crew Management
- Security Assistance
- Offshore Support
- Liner





Mentoring that Develops Character

Hatua's high school mentoring program focuses on cultivating values and soft skills that are key to successfully navigating adolescence and exceling as a professional. We also engage our students in a four-day career fair where they interact with professionals to learn about the various career opportunities they can pursue.

We are thrilled this year to welcome Daniel Nyanga as our Mentoring Coordinator and to have launched a Counseling Department to support to our students.

Hatua provides

35

days of mentoring
each year for our
high school
students

Our soft skills mentoring program cultivates:

- Self awareness
- Growth mindset
- Emotional intelligence
- Integrity
- Agency
- Critical thinking
- Creativity
- Proactivity
- Work planning
- Professional Communication
- Teamwork
- Leadership



Hatua Youth Mentor 10,000+ Peers

During the 10 months between high school and university, Hatua's Gap Year students facilitated a life skills peer mentoring program focused on drug abuse prevention in primary and secondary schools throughout Likoni.

Our gap year students developed their leadership skills and gained working experience while serving as peer mentors. They also gave back to their community by reaching over **10,000** students with life saving content on why and how to prevent drug abuse.



Through research conducted by **CADCA** in Mombasa we learned that drug abuse begins as early as primary school among some users. We therefore conducted this year's peer mentoring program in both primary and high schools, reaching twice as many youth as in previous years.

46

Hatua gap year students peer mentored **10,000+** primary and high school students

University Career Coaching

Our professional mentoring program pairs 2nd, 3rd and 4th year university students with volunteer professionals who work in the fields our students want to pursue after graduation. Mentors support their mentees by helping them secure internships.



122

Hatua university students are paired with professional mentors



17

Hatua Student Unions operate in universities across Kenya

In 2019, **77%** of our 3rd year university students participated in internships. These internships help our students to build their skills and their resumes. We also help our students practice their professional skills, such as teamwork, during our annual university camp.







Hatua Graduates Join the Workforce

Hatua graduated **30** students from university in 2019, bringing our alumni total to **91**. Those working are earning an average of **\$300** per month. As our alumni build their careers we engage them to give back to Hatua. In 2019, **87%** contributed their time or finances. **Nine** alumni have also secured jobs with help from their fellow alumni.

Hatua's total number of alumni is now

91



93%



of Hatua alumni are working within 1 year of graduation



These alumni are earning

3x

the average combined income of their parents



Hatua Opens Five New Libraries

With support from Hon. Abdulswamad Shariff Nassir, AMI Worldwide and American Friends of Kenya, Hatua opened **four** satellite libraries in Mvita public primary schools. We also re-launched our Central Library at Ushindi High School thanks to Ed Fondiller & Kate Doran, Crown Paints, Mombasa Cement and Freight Forwarders Kenya.



227

Library visitors
per day in 2019

Hatua's library plays a key role in helping students complete their school work and prepare for exams. Thanks to our library volunteers we are always ready to help answer homework questions. In 2019, we helped students tackle over **130,000** homework questions across our **10** libraries.

150

Curriculum books
used daily



New Partnerships in 2019

Help Hatua Thrive



This year Hatua was honored to have Peter Kwame selected to join the Obama Foundation Scholars Program. This program brings together rising leaders from around the world who have demonstrated a commitment to finding solutions to challenges in their communities, countries and regions, and helps to accelerate their impact.

We are also honored that Gabrielle Fondiller was selected to join the inaugural Collective of the Jewish Women's Foundation of New York (JWFNY), a cohort of entrepreneurial leaders who use their Jewish values and a gender lens to address intractable issues facing women and girls around the world.





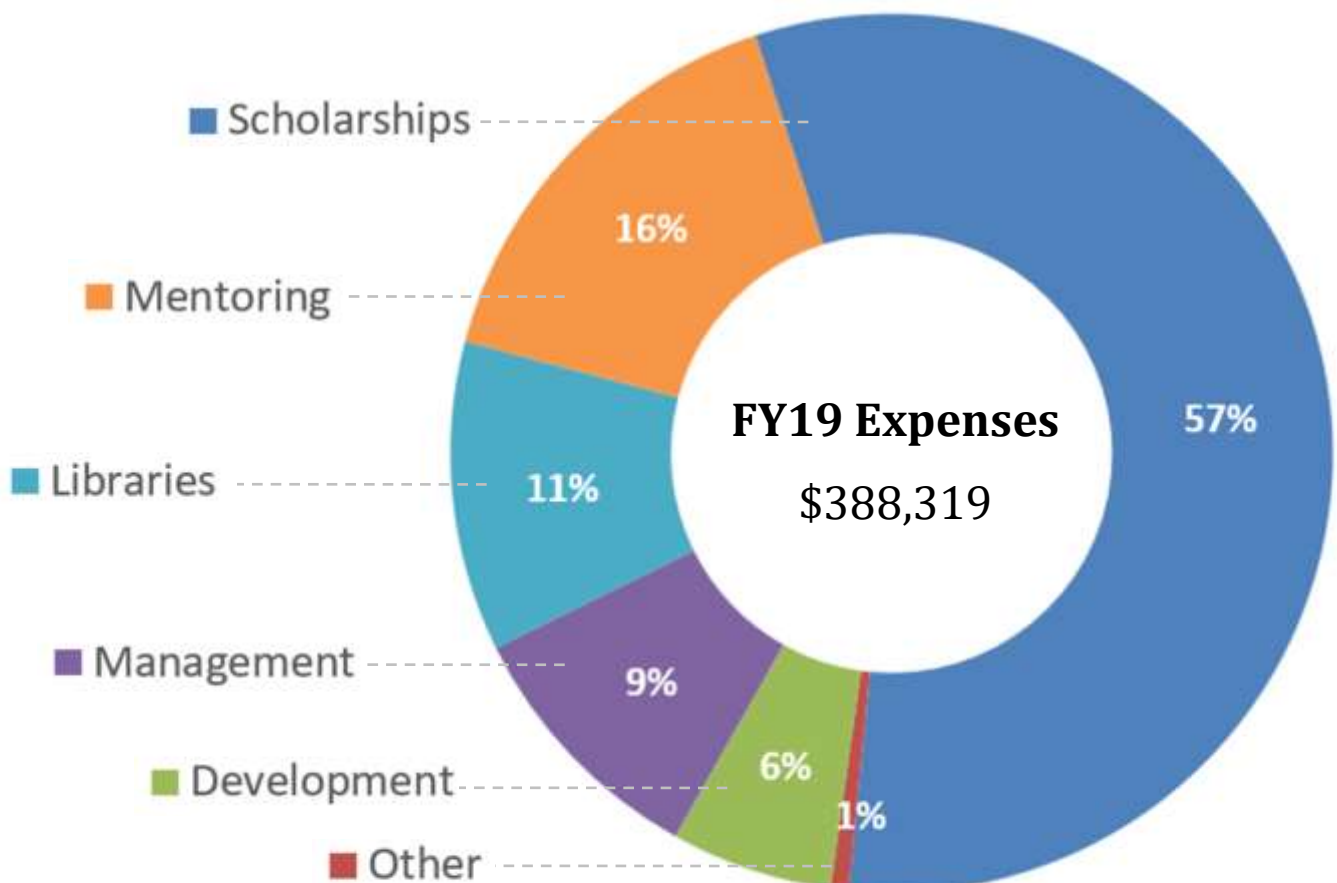
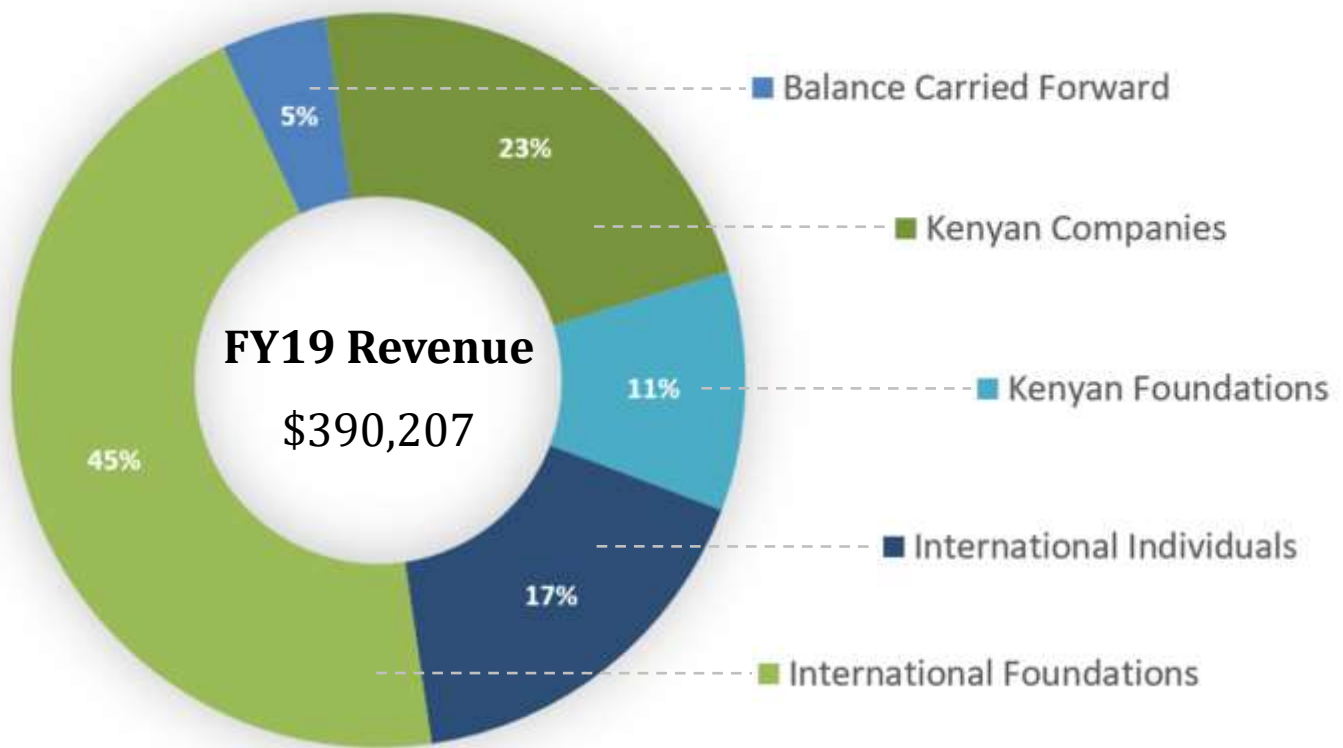
We were thrilled to have Petro Oil Kenya be the Title Sponsor for our 2019 Charity Golf Tournament. We had over 100 golfers and 33 companies participate in the tournament.

Hatua Network signed an MOU with Pwani Oil Products to offer job placements and attachment opportunities to Hatua students.



The Elma Foundation is partnering with Hatua in 2020 to provide library services, nutritious porridge, and psychosocial support to vulnerable children.

FY 2019 Accounts



Our Sponsors

Thank You!

The impact we have had this year is thanks to the compassion and generosity of our supporters. We thank you for your commitment to ending generational poverty.

\$50,000+

Segal Family Foundation

Base Titanium Ltd

\$20,000+

Aall Foundation

Edward Fondiller & Katherine Doran

Jewish Women's Foundation of New York

\$10,000+

Mamujee Brothers Foundation

AMI Worldwide

Eileen & Rob Rominger

Constance Christensen

Rotary Club of Mombasa

Woodcock Foundation

Jaffer Foundation

\$5,000+

Matthew Neiger

China Twinning Committee

Allison & Dana Rouse

Frank & Deenie Brosens

Rabi Sinha

Leslie & David Puth



\$1,000+

Sharrif Nassir Foundation

James & Rose Wolfe

Tenteleni Foundation

Petro Oil Kenya

Newman's Own Foundation

Aditya & Kelly Kaddu

McKinsey & Company

Carol & Ken Klein

Mombasa Maize Millers

Capital Reef

Franklin Craig

Matthew Woodruff

Bernadette Clavier

Evan & Susan Ratner

Grain Bulk Handlers

Safaricom Ltd

Special Thanks

Total Tennis

Freight Forwarders Kenya

Overdrive Consultants

American Friends of Kenya

Nyali Golf & Country Club

Mombasa Cement

Crown Paints



THANK YOU
for visiting us to share
your love and support
with Hatua's students
and our community.