We empower orphaned children and vulnerable youth with the solutions to move their families beyond extreme poverty—for good.

Zoe Empowers is a global network of local organizations equipping vulnerable youth through a three-year, community based, indigenous led program.

When young people are empowered by a supportive community, they can lead their own journey from extreme poverty to self-sufficiency, eliminating the need for endless aid.

Our vision is a world where orphaned youth are sustainably self-sufficient across every area of life, wrapped in layers of community while knowing they are not beyond the love of God.
The Crisis for Orphaned Children

Orphaned children and vulnerable youth are at severe risk of malnutrition, starvation, unsafe housing, homelessness, subjection to forced labor and exploitation, limited or no access to health care, social isolation, and physical, emotional, and sexual abuse/trafficking.

For many years, the global response to the orphan crisis has been overwhelmingly relief-based. This approach has created dependency, ruined economies, and frustrated recipients and donors alike. Other efforts such as orphanages have proven difficult, and systems of foster care programs struggle to locate enough safe, loving homes to fully address the scope of the crisis.

Zoe Empowers works with the millions of families who already exist—such as child and youth headed households, and families with elderly or compromised adults unable to meet the families’ needs.

When orphaned children become head of their household, the struggle for survival while caring for younger siblings or elderly grandparents makes education and/or vocational training unattainable, further limiting economic prospects.
Our holistic approach targets the well-being of the whole child.

Zoe Empowers disrupts cycles of poverty among vulnerable youth through a three-year, peer-led program in which participants help one another become safe and healthy, skilled for long-term success, and able to lead meaningful lives within a supportive community.

By creating opportunities for orphaned children and vulnerable youth to become secure, healthy, and connected community members, Zoe Empowers is solving not only the core issues of extreme poverty, but the problems of recipient dependency and donor frustration as well.

Zoe Empowers is leading this growing family-based movement by actively sharing and equipping other NGOs, foundations and governments to adopt this successful, participant centric, empowerment model.
Our Model

Zoe’s holistic approach targets the well-being of the whole child, including health and safety, skills for long-term success and the ability to lead meaningful lives wrapped in community.

Health and Safety

Health and safety is a primary focus, especially in the program’s first year, addressing physical needs such as:

- Food Security
- Secure Housing
- Hygiene and Access to Healthcare
- Child Rights Initiatives

Long-term Success

Zoe Empowers is committed to sustainable, generational change, so the program emphasizes building skills for long-term success including:

- Education
- Vocational Training
- Business Development
- Financial Fluency and Investing

Supportive Community

Even as physical and economic needs are being met, Zoe Empowers also attends to the social, mental, and spiritual concerns of children and youth in our program, through:

- Community Reintegration
- Family Reunification with Agency
- Spiritual Strength
- Helping Others
With Zoe Empowers, a better cycle begins.

By investing in the empowerment of orphaned children and vulnerable youth, we can ignite a generation skilled to leave extreme poverty behind forever.

After three years, youth not only graduate beyond the Zoe program, but also add social and economic value to their communities, greatly multiplying the impact.

YEAR 1

It all starts with community.

We unite orphaned children into a peer group within their community. Group meetings and projects facilitate a sense of safety, connection and trust.

YEAR 2

We train holistically.

We facilitate group lessons and individualized vocational trainings, chosen by the participants themselves, to meet each child’s needs and goals.

YEAR 3

Dignity is restored.

Young people find their voices and transform their lives while community members bear witness to their empowerment journey.
OUR IMPACT

Empowerment is the most powerful solution to ending extreme poverty.

Our work demonstrates that holistic empowerment is not only the most sustainable way for orphaned children and vulnerable youth to escape life-threatening poverty, but the most economically efficient path as well.

150,000+
young people have been empowered by Zoe Empowers programs since 2007

>95%
of Zoe graduates are completely self-sufficient at the end of our three-year program

Seven
program countries

$7.39
direct cost per child per month

Zoe Empowers is honored to be recognized for outstanding transparency, accountability, and sustainability.
Program Data Highlights

We are proud to share the results from our systematic data gathering process. SAS Institute provided software used at the launch of this project, under their "Data for Good" program, and a volunteer from that program assisted with the analysis and reporting of the data. Other supporters with expertise in social sciences have significantly added value to this project.

HOW WE MEASURE

We measure the results of the empowerment program through gathering and analyzing data drawn directly from randomly selected program participants.

OUR RESULTS

Young participants move from the hopelessness of crushing poverty to thriving across eight major life areas: food security, secure housing, health and hygiene, child-rights, education, income generation, community and family connections, and spiritual strength.

SURVEY ANALYSIS

All the data in this report is from groups that formed in 2018. Surveys were given at group formation, at the midpoint of the program, and at or after graduation. The midpoint surveys for some of the groups were cancelled due to COVID.

DEFINITIONS, PAGES 16-17

Year 1: surveyed as they enter their empowerment groups
Year 2: surveyed at the midpoint, 1.5 years into the program
Year 3: surveyed at or after graduation

Visit zoeempowers.org/impactdata to read the full program and country specific survey data.
Timothy’s grandmother gave him two gifts before she passed away. The first was a small gourd, meant to symbolize giving. She said the gourd would only darken if he gave to others. “The darker the gourd, the richer your life will be,” she told him. At the time, Timothy didn’t believe he had anything to give. He was orphaned, living in extreme poverty, and struggling to keep himself and his family alive.

But, in January 2020, Timothy, then 15, joined the Amani Kanthali Empowerment Group. Shortly after that, he opened a business selling bananas. When the pandemic hit, the little savings he had accrued vanished quickly, forcing him into manual labor. He feared Zoe would shutter and that he would be forgotten; left behind by another organization that failed to keep its promises. But Zoe did not fail him. Timothy with his two siblings, Emaculate and Raphael, received regular contact from Zoe throughout the pandemic. The family earned soap, a handwashing bucket, and sanitizer upon completing Zoe’s health and hygiene training. Timothy recalls this gesture filling them with hope. In July 2020, Timothy reopened his business, this time selling hard-boiled eggs. He met with his group mates, participated in table banking and a merry-go-round fund, and added more fresh vegetables to his store’s inventory.

However, when a second lockdown occurred in 2021, Timothy’s momentum halted again. Government restrictions limited hours of operation, making it a challenge for Timothy to sell his vegetables. Around this time, Timothy received a special Covid grant from Zoe to stay afloat.

“"This made me feel like God was giving me a second chance. It made all the difference."
Timothy’s business weathered the storm, but the turbulence didn’t leave much to invest at home. And so, Timothy leaned into his grandmother’s second gift, a large tree on her property. In late 2021, he harvested the tree and used it to add another room to his grandmother’s one-bedroom home, where he and his siblings had lived since he was 12. This addition was a tremendous accomplishment for Timothy. “I feel surrounded by my grandmother inside that room,” he said.

Timothy also submitted paperwork to regain ownership of his former home. After his father’s death, his mother fled. Timothy approached his uncle for help, but instead of offering support, the uncle stole their property. Through Zoe’s child rights training, Timothy learned that his uncle broke the law. Zoe connected Timothy to local officials to regain his rightful ownership.

Today, the community treats Timothy like a respected business owner. He made friends in his empowerment group and at church. His siblings are excelling at school. Emaculate dreams of becoming a doctor, while Raphael wants to join the military.

Although his path to empowerment was riddled with challenges, Timothy, now 18, persevered, not only because Zoe gave him encouragement and strength but in memory of his grandmother.

Timothy keeps the gourd hanging from a piece of twine in the corner of his store. Its once pale yellow flesh has turned brown like the soil, making it easy to overlook, displayed next to bright packages of coffee and tea. But whenever it catches his eye, Timothy is struck by his grandmother’s memory. She was right all along. His life has become richer.
Kenya

Reegan Kaberia
Chief Executive Officer of Zoe Global South and Kenya Country Manager

13,924 children enrolled
141 empowerment groups

$1,022,566 invested in programs, services and grants

43,400 children empowered since 2007

Data reflects 2021 groups

Beatrice, 2022 Zoe Empowers Graduate
Rwanda

Epiphanie Mujawimana
Empowerment Program Founder & Rwanda Country Manager

11,614 children enrolled
136 empowerment groups

$983,608 invested in programs, services and grants

40,938 children empowered since 2007

Jean Claude, 2017 Zoe Empowers Graduate

Data reflects 2021 groups

2021 Annual Review
Zimbabwe

Barbara Matsanga
Zimbabwe Country Manager

6,905 children enrolled
72 empowerment groups

$653,947 invested in programs, services and grants

20,351 children empowered since 2009

Data reflects 2021 groups
Malawi

Maclein Harawa
Malawi Country Manager

6,408 children enrolled
75 empowerment groups

$569,060 invested in programs, services and grants

15,196 children empowered since 2013

Hinia, 2018 Zoe Empowers Graduate

Data reflects 2021 groups
Liberia

Isaac Dowah
Liberia Country Manager

4,009 children enrolled
48 empowerment groups

$315,951 invested in programs, services and grants

9,192 children empowered since 2014

Data reflects 2021 groups

Antoinette, 2018 Zoe Empowers Graduate
Chennai, India

Jabez Williams
Chennai Manager

2,693 children enrolled
38 empowerment groups

$260,151 invested in programs, services and grants

7,082 children empowered since 2014

Data reflects 2021 groups

Akashya, 2019 Zoe Empowers Graduate
Vizag, India

Nani Chintala
Vizag Manager

1,800 children enrolled
32 empowerment groups

$202,587 invested in programs, services and grants

1,800 children empowered since 2019

Data reflects 2021 groups

Prathap, 2019 Zoe Empowers Graduate
Tanzania

Trice Shumbusho
Tanzania Country Manager

2,601 children enrolled
35 empowerment groups

$266,347 invested in programs, services and grants

2,601 children empowered since 2019

Data reflects 2021 groups
**Financials & Program Impact**

- **$7.39** Monthly direct cost per child (2021)
- **$88.68** Annual direct cost per child (2021)
- **$267.06** 3-year direct cost per child (2019-2021)
- **50,068** Children served in 2021
- **1,400** Local volunteers
- **$5,897,014** Total revenue in 2021*

*These numbers reflect 2021 audited data

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**2022 US BOARD MEMBERS**

- **Lynn A. Dugle** Chairperson
  - Former CEO Engility Inc.
  - Member of State Street Corporation
- **Greg Londo** Vice-Chairperson
  - CEO
  - Valor Technical Cleaning
- **Linda Folger** Secretary
  - Broker / Realtor
  - Bluewater Real Estate
- **Dan Bayly** Treasurer
  - Retired, Head of Global Investing
  - Merrill Lynch
- **Erin Geter**
  - Employee Resources Partner
  - Google Headquarters
- **Mark Konen**
  - Retired, President
  - Insurance and Retirement Solutions
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  - Wells Fargo Bank
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  - Retired Co-Founder
  - College Bookstores of America
- **Matthew Williams**
  - Senior Pastor
  - Trinity United Methodist Church
- **Gaston Warner**
  - CEO, Zoe Global North
- **John Boswell**
  - Chief Operating Officer
- **Toni Cole**
  - Director of Administration
- **Laura Nemecek**
  - Director of Program Communications
- **Tina Schmidt**
  - Director of Brand Strategy
- **Lyndsey Lessner**
  - Regional Development Associate
- **Elena Ballam**
  - Travel Manager
- **Kristin Magee**
  - Program Data Manager
- **Ruth Hillmann**
  - Administrative Assistant

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**Financials**

- **$267.06** Annual direct cost per child (2021)
- **$5,897,014** Total revenue in 2021*

**Program Impact**

- 88% of revenue is spent on Programs, services and grants
- 4.6% of revenue is spent on Administrative
- 7.4% of revenue is spent on Fundraising

**Impact**

- **50,068** Children served in 2021
- **1,400** Local volunteers

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*Total revenue including pledges not yet received as cash
“With each update I received about Faith and her empowerment group, my heart swelled. I marveled at her progress and accomplishments, even during the pandemic. It fills me with hope knowing that our support can make such a permanent impact.”

Lee Riddick
Zoe supporter and member of Apex UMC

Read Faith’s story: www.zoeempowers.org/faith

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After decades of endless aid there is a profound opportunity to advance proven solutions to end the global orphan crisis.

By investing in the empowerment of orphaned children and vulnerable youth, we can ignite a generation skilled to leave extreme poverty behind forever.

Empower a full group
Pledge to give $9,000/year for 3 years to fund a full empowerment group of vulnerable children.
zoeempowers.org/partner

Empower a half group
Pledge to give $4,500/year for 3 years to fund a half empowerment group of vulnerable children.
zoeempowers.org/partner

Give monthly
Empower one child-headed household with a recurring gift of $28.
zoeempowers.org/monthly

Planned giving
Create a lasting legacy by including Zoe Empowers in your estate and charitable planning.
zoeempowers.org/legacy

For more information about how to partner with Zoe Empowers, please contact Gaston Warner at (919) 414-4167 or gaston.warner@zoeempowers.org.
Letter from Gaston Warner

A decade ago, few people had the imagination for Zoe’s approach of working directly with child and youth-headed households. However, today, the entire field is beginning to pivot toward the idea of children doing best in family care, and Zoe’s approach of strengthening the tens of millions of already present families makes sense to people.

This acceptance of Zoe’s approach to working with child and youth-headed households has some tangible markers, such as Zoe being awarded the 2021 International .ORG Award for Fighting Hunger and Poverty. However, the more practical measure of acceptance is an increasing number of organizations asking Zoe to partner or share our methodology with them, which we are always thrilled to do. I cannot wait to see what God does with this scalable and replicable approach.

None of this would be possible without the work of so many but especially Epiphanie Mujawimana, who founded the empowerment approach, and my colleague Reegan Kaberia whose new title of CEO of Zoe Global South, reflects the critical role he plays in directing the program worldwide. May God bless them and all of you as you make miracles possible for these incredible young people.

Thank you,
Gaston Warner
CEO Zoe Global North

Letter from Reegan Kaberia

Every child has the potential to make a tremendous impact on the world. Yet, the opportunity to dream about their future is lost for the millions of orphaned or vulnerable children living in extreme poverty throughout Africa and India. These children have stopped dreaming about the future as they become consumed with finding food, shelter, and safety.

For myself, I experienced the loss of my mother at a young age and personally understand the painful daily struggles that orphaned children face. Yet, I also know that with the proper support, they can thrive.

In 2007, I started working with Zoe with only 520 children in the program. Today, more than 150,000 young people have been equipped with the resources and support to achieve their dreams. In addition, they are gaining the skills and knowledge needed to build a better future for themselves, their families, and their communities. With your help, we are proud to empower the next generation of leaders and make a lasting impact on the lives of orphaned youth around the world. Your partnership is changing thousands of lives, impacting entire communities, and giving hope to the hopeless.

With gratitude,
Reegan Kaberia
CEO Zoe Global South
Kenya Country Manager
“I know the plans I have for you,” declares the Lord. “They are plans for peace and not disaster, plans to give you a future filled with hope.”
— Jeremiah 29:11

Fridah
2019 Zoe Empowers Kenya Graduate

Fridah is the proud owner of a cosmetics and convenience shop, provides community banking services, and is the oldest sister to five siblings. As a successful Zoe graduate, she was determined to help other vulnerable children in a neighboring community grow into successful young adults.

“Zoe Empowers equipped my siblings and me to get back on our feet. I am confident that if other desperate children are provided with the same opportunity, empowerment will transform their lives.”

Fridah met with the Zoe Empowers Kenya staff and promised she would personally mentor a new empowerment group if funding was approved. And so, in 2021, the Favor Kianda group began with 110 participants who are now on their way to becoming fully self-sufficient Zoe graduates.