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Dear Friends,

Ten years ago, AGE Africa was founded as a simple wish and dream for the future education of six young women in Malawi. Today, although Malawian girls continue to face real barriers to finishing their education, AGE Africa now has a vision for transforming the lives of an entire generation.

In 2015, AGE Africa supported 750 girls with some combination of scholarships and/or after school empowerment programming. We helped more than 25 young women continue their education at university or college, and trained 40 alumnae in entrepreneurship.

Above all else, in the last year, AGE Africa developed a strategy for scaling its high-impact after school program to serve young women throughout Malawi. Our flagship program CHATS—Creating Healthy Approaches to Success, has a documented impact on girls’ retention and achievement in school. Working closely, with the Malawi Ministry of Education, Science and Technology, AGE Africa has a plan for growing CHATS throughout Malawi’s Southern region in the coming four years.

We look forward to the coming years of growth, change, and transformation for Malawi!

Zabwino Zonse,

Kathleen Kimiko Phillips-Lohrman
President and Board Chair

Aubryn Allyn Sidle
Executive Director
Girl by girl, village by village, we will transform a nation together.
Advancing Girls’ Education in Africa’s (AGE Africa) **mission** is to create life-changing opportunities for young women in Malawi through targeted initiatives in education, mentoring, and leadership development. In the **short-term**, AGE Africa’s goal is to graduate talented but disadvantaged young women who are equipped with the knowledge, resources, and self-confidence they need to make healthy and informed choices about their futures. In the **long-term**, AGE Africa seeks to narrow the retention gap, produce better economic and social outcomes for girls, and improve gender equity nationwide.

AGE Africa’s 2015 Highlights Include:

- **More than 750 girls served!** AGE Africa serves 200 girls annually with comprehensive scholarships, 655 with its after-school life skills and leadership program (CHATS) and more than 70 alumnae in their post-secondary transitions.

- **First external evaluation completed!** Conducted by the International Center for Research on Women and funded by the United Nations Girls’ Education Initiative, the findings of the evaluation showed that AGE Africa’s girls have a 90% completion rate in secondary school.

- **Strategy for scale developed!** In 2015, AGE Africa committed to scaling its programs in partnership with the Clinton Global Initiative. Our goal: 12,000 girls served by 2019!

- **Internship program launched!** In the spring of 2015, AGE Africa launched a pilot internship program serving six AGE Africa alumnae. In December, AGE Africa expanded this program into the Xanthe Ackerman Workplace Experience Project and is working to make it available to all of our alumnae in 2016.
WHY GIRLS’ EDUCATION

Less than 6% of women in Malawi have graduated high school.

Less than 1% of girls go on to higher education.

54% of all girls in Malawi are married by the age of 18.

In Malawi, girls are under-enrolled in secondary school compared to boys nearly 2:1

Per capita, Malawi is the poorest country in the world, ranking 187 out of 187 countries.

AGE Locations:
• Mulanje
• Zomba
• Machinga
• Balaka
• Mangochi
## 2015 NUMBERS AT A GLANCE

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>655</td>
<td>Girls trained in life skills and leadership and given career guidance in 2015.</td>
</tr>
<tr>
<td>200</td>
<td>Scholarships for girls to secondary school in 2015.</td>
</tr>
<tr>
<td>307</td>
<td>Girls served with scholarships to secondary school since 2005.</td>
</tr>
<tr>
<td>40</td>
<td>Alumnae trained in entrepreneurship.</td>
</tr>
<tr>
<td>28</td>
<td>Young women supported in accessing higher education at either University, Teacher Training College or vocational school.</td>
</tr>
<tr>
<td>6</td>
<td>Recent graduates selected as CHATS peer educators to mentor current students.</td>
</tr>
</tbody>
</table>
96% are first-generation high school attendees.

42% walk 6+ km each way to school (with half of those walking 11+ km each way).

43% are single or double orphans.

The average beneficiary has 5.5 siblings.

80% report going to bed hungry on a regular basis.
AGE AFRICA’S THREE PRONGED APPROACH

**Education Access**

**SCHOLARSHIPS THAT CHANGE LIVES**
AGE Africa provides life-changing scholarships that cover the full cost of education for girls attending government high schools.

**Leadership Training**

**EMPOWERING GIRLS TO MAKE CHANGE IN THEIR OWN LIVES**
CHATS Girls’ Clubs are a high-impact after school program that trains girls as leaders, change agents, sexual and reproductive health experts and entrepreneurs.

**Transitions Support**

**HELPING GIRLS TRANSITION TO THE WORLD BEYOND HIGH SCHOOL**
Post-Secondary Transitions programming includes the Xanthe Ackerman Workplace Experience Project, seed funding for alumnae to enter higher education, and entrepreneurship and livelihoods training for recent graduates.
Empowered Girls!

Educated and self-aware young women who are able to make healthy life choices, leverage their educations into viable opportunities for earned income and self-advocate for their own life choices. AGE Africa graduates help to catalyze change for young women nationwide.
Scholarship Program

AGE Africa’s Scholarship Program launched in 2005 in response to the overwhelming need for financial support for girls’ education in Malawi. Over the past ten years, the program has steadily grown from just six scholarships in 2005 to 200 in 2015. Scholarship recipients come from severely disadvantaged backgrounds and are supported at 22 public high schools throughout the Southern region. AGE Africa scholarships are life changing. In order to ensure that the neediest girls stay and succeed in school, scholarships not only cover the cost of tuition, but also include all the indirect costs of attending school such as uniforms, school supplies, personal hygiene products, and transportation to and from school.

SPOTLIGHT ON A STUDENT

Fanny Maganga, Age 19

Fanny always wanted to be different from the other girls in her village. While many of them were forced to drop out of school in order to get married, Fanny dreamt of continuing her education and becoming an agricultural advisor in her community. In 2013, Fanny was selected to attend Thuchila Community Day Secondary School, but just two weeks into the term, she was sent home because her family could not afford to pay her school fees. One week later, she returned to Thuchila to meet with the head teacher. “I remember my mother dancing when I told her I was among the girls that would be supported by AGE Africa!” Now, Fanny is in form four and a top student at her school. “Without the AGE Africa scholarship, I could have been married or had children by now…” She is determined to stay in school.

“I see myself becoming an agricultural advisor in my community. I am almost there, and I am determined to do it. During the past four years of school, I’ve learned that hard work and determination pays off.”
“When you educate a girl, I think you educate an entire nation. One of the biggest problems in Malawi is that we have few girls in tertiary education. After tertiary, you can get employed and stand on your own as a woman and contribute to the gender balance of the country.”

–Alinafe Nazombe, AGE Africa Alumna, Class of 2015
Creating Healthy Approaches to Success (CHATS)

For the most marginalized girls in Malawi, a scholarship alone is not enough to ensure their academic success, which is why AGE Africa created CHATS—an extracurricular program designed to meet the unique needs of poor rural girls in Malawi. CHATS is an innovative empowerment curriculum designed to:

• Develop self-confidence and agency
• Build self-advocacy and public speaking skills
• Educate young women on gender, sexual and reproductive health, and rights
• Fill critical information gaps about careers, higher education, and opportunities beyond high school
• Train girls as social entrepreneurs (starting in 2016)

CHATS Girls’ Clubs

In 2015 AGE Africa delivered CHATS as after school clubs for 655 girls at 22 public secondary schools—including all of the schools where AGE Africa currently supports scholarships. CHATS participants overwhelmingly say that the program helps them to feel confidence in themselves and their lives, and to make better life choices.

“*I wanted to have what my friend had—I wanted to participate in class just as she did. I wanted to lead group discussions in class or speak up when something bothered me, so I started coming to CHATS.”*
Scaling CHATS for Nationwide Impact 2015-2019

In September of 2014 AGE Africa joined a historic commitment at the Clinton Global Initiative to scale CHATS Girls’ Clubs to serve 12,000 girls in Malawi by 2019. To deliver on this exciting goal, in June of 2015 AGE Africa’s Board of Directors unanimously adopted a four-year strategy for scaling-up CHATS focusing on ‘readying’ the CHATS model for growth. In 2015, AGE Africa worked to streamline, strengthen and improve both the CHATS curriculum and implementation plan in preparation for aggressive growth in the 2016-2017 school year.

‘Readying’ CHATS for Scale

In 2015, AGE Africa hosted a peer review workshop with the Ministry of Education, Science and Technology, partner NGOs, and school faculty and administrators to review, revise and make recommendations for strengthening the CHATS curriculum. There were three key priorities identified by this process and our 2015 program evaluation:

1. Enhance CHATS’ focus on entrepreneurship
2. Train peer mentors to support the CHATS clubs at each school partner
3. Increase awareness about CHATS and girls’ education in the girls’ own communities.

In 2016, AGE Africa will work with the Ministry to make these changes and to formally adopt CHATS as part of the official government supplemental curricula for public schools—this will make CHATS available to faculty, administrators and organizations well beyond AGE Africa’s current reach.

Introducing The CHATS Alumnae Mentor Program

At the end of 2015 AGE Africa introduced the CHATS Alumnae Mentor Program which will train a cohort of recent secondary school graduates to serve as mentors and coaches for CHATS Girls’ Clubs. The Alumnae Mentors will serve in a pilot group of six schools in 2016. Mentors will both serve as advisors and coaches to CHATS Clubs and as sexual and reproductive health peer-educators.
Advancing Girls’ Education in Africa actively pursues opportunities to help our graduates continue their learning beyond the four years of secondary school.

Attending higher education…

In 2015 AGE Africa helped 5 alumnae enter University by providing them with seed funding to aid their transition to higher education while applying for public loans. Public funding for education can be difficult to access in Malawi and can take up to 2 semesters to operationalize—which means that needy girls are forced to forfeit their place at university because they cannot support themselves until funding goes through. AGE Africa’s seed funding provides young university attendees with a cushion to support their living costs while their government funding applications are pending.

AGE Africa’s 2015 university cohort joins 28 other AGE Africa alumnae who have gone on to university, teacher training college, or vocational training programs.

Earning income…

In August 2015 AGE Africa supported 40 alumnae through a 3-day intensive entrepreneurship education program in conjunction with our annual All Scholars Retreat. The 2015 retreat focused on motivating the girls in ‘innovation and entrepreneurship,’ and included hands-on skill building in earned income activities at home.

The Xanthe Ackerman WE Project …

In 2015 AGE Africa piloted an internship program for four of its recent graduates to gain job skills in AGE Africa’s offices. The success of this program pilot has led to the creation of a new program in 2016, named in honor of our founder: the Xanthe Ackerman Workplace Experience Project. Stay tuned for details in the New Year!

Diana Promise Mandala, Age 18

Diana comes from a family of six and was raised by her single mother who works as a farmer. As an AGE Africa scholar, Diana attended St. Mary’s Secondary School, where she graduated at the top of her class and received a cash award of 20,000 kwacha (or $40) for her high marks. Diana used her award to start a small business that sold mobile phone airtime and saved the money she earned for college. With the support of AGE Africa, Diana continues to pursue her dream of becoming a pharmacist at the College of Medicine. She hopes to serve as a role model for other girls and to encourage them to work hard to achieve their goals.

“I want other girls to be inspired by my life. I want someone to look at me and say ‘because of you, I never gave up.’”
“For me, school is important because if the girls have an education, they can do other things without depending on the man. Also you delay the onset of having babies, because you’re always at school. I’m different from other girls because I received an education. Those girls who don’t go to school, they can decide to marry at an early age, while I can decide to finish my school and get a job on my own.”

–Munderanji Pangani, AGE Africa Alumna, Class of 2015
Honoring Our Girls Who Walk a Triathlon-Sized Distance to School

The Tri for Malawi Team Challenge is an annual AGE Africa fundraising initiative that promotes awareness and provides a creative opportunity to get involved and support girls’ education in Malawi. On September 13, 2015, sixty-five athletes competed in AGE Africa’s fifth annual Tri for Malawi Team Challenge with the Nation’s Triathlon to honor AGE Africa’s scholars who walk a triathlon-sized distance every week just to attend school. Led by the Ambassador from the Republic of Malawi to the United States, His Excellency Necton D. Mhura, and joined in solidarity by his fellow Ambassadors from Botswana and Zimbabwe, the Tri for Malawi team competed to raise $150,000 to support the education of 200 young women in the 2015-2016 school year! AGE Africa would like to thank our incredible athletes, donors, and sponsors including The Rock Creek Group, Google Inc., and the Embassies of Malawi, Botswana, and Zimbabwe. We look forward to swimming, biking, and running with you in 2016!
Save the Date:
Sunday,
Sept 11, 2016!
To join the team, please email us at info@ageafrica.org.

AGE Africa’s Board of Directors show off their muscle post-race!
INVEST IN GIRLS’ EDUCATION: LOW COST, HIGH IMPACT INTERVENTIONS

AGE Africa seeks to produce better outcomes for girls nationwide in Malawi by creating a model for girls’ achievement and retention in school that is replicable and low cost.

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Uniform</td>
<td>$35</td>
</tr>
<tr>
<td>School Supplies</td>
<td>$50</td>
</tr>
<tr>
<td>Bicycle</td>
<td>$100</td>
</tr>
<tr>
<td>CHATS Program Sponsor</td>
<td>$250</td>
</tr>
<tr>
<td>Tuition Sponsor</td>
<td>$500</td>
</tr>
<tr>
<td>Scholarship Sponsor</td>
<td>$750</td>
</tr>
</tbody>
</table>

ageafrica.org
AGE Africa Conducts its First Evaluation in 2015!

With the generous support of the United Nations Girls’ Education Initiative, AGE Africa was able to work with the International Center for Research on Women (a world-class research institute) to conduct the first external assessment of AGE Africa’s programs. The mid-term evaluation gave AGE Africa a clearer picture of how our CHATS Girls’ Club Program is changing the lives of the girls and how that impact compares to our scholarship program. The ICRW team also helped AGE Africa to significantly improve its monitoring and evaluation tools, processes, and strengthen its results framework.

**Key Findings include**

- CHATS participants’ have extraordinarily high secondary school completion rates compared to the national average.
- Increased leadership skills and voice, was a clear benefit for all participants. In many cases this also coincided with an increased capacity for self-advocacy.
- CHATS participants clearly demonstrated an enhanced knowledge and understanding of gender equity and sexual and reproductive health information than comparison students.

AGE Africa is committed to conducting rigorous quantitative and qualitative analysis of our impact, and will work in the coming few years to continually revise our monitoring and evaluation strategy to better serve the needs of the organization and our girls.
“A girl who is educated actively participates in the development of their area. They contribute brilliant ideas and constructive criticism in development meetings and discussions. They will not be afraid to speak out when they are being ill-treated.”

– Lekeleni Akimu, AGE Africa Alumna, Class of 2014
## STATEMENT OF FINANCIAL POSITION:

<table>
<thead>
<tr>
<th></th>
<th>12/31/14</th>
<th>12/31/15*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>$187,673</td>
<td>$320,548</td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>$1,314</td>
<td>$23,035</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$1,030</td>
<td>$1,060</td>
</tr>
<tr>
<td><strong>TOTAL Assets</strong></td>
<td>$190,017</td>
<td>$344,643</td>
</tr>
<tr>
<td><strong>Liabilities &amp; Net Assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$12,775</td>
<td>$12,563</td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>$59,892</td>
<td>$38,488</td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>$117,350</td>
<td>$293,592</td>
</tr>
<tr>
<td><strong>TOTAL Liabilities &amp; Net Assets</strong></td>
<td>$190,017</td>
<td>$332,080</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>$45,934</td>
<td>$154,838</td>
</tr>
</tbody>
</table>

## STATEMENT OF ACTIVITIES:

As of December 31st of the calendar year *

<table>
<thead>
<tr>
<th></th>
<th>12/31/14</th>
<th>12/31/15*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>$44,233</td>
<td>$77,337</td>
</tr>
<tr>
<td>Grants &amp; Family Foundations</td>
<td>$264,230</td>
<td>$461,204</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>$136,235</td>
<td>$138,555</td>
</tr>
<tr>
<td>In-Kind Donation</td>
<td>$2,472</td>
<td>$3,288</td>
</tr>
<tr>
<td>Interest &amp; Other Income</td>
<td>$118</td>
<td>$196</td>
</tr>
<tr>
<td><strong>TOTAL Revenue</strong></td>
<td>$447,288</td>
<td>$680,580</td>
</tr>
<tr>
<td><strong>Expenses:</strong>**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Services</td>
<td>$249,833</td>
<td>$350,367</td>
</tr>
<tr>
<td>General &amp; Administrative</td>
<td>$104,514</td>
<td>$57,146</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$47,165</td>
<td>$113,405</td>
</tr>
<tr>
<td>Exchange Loss (Currency fluctuation)</td>
<td></td>
<td>$4,824</td>
</tr>
<tr>
<td><strong>TOTAL Expenses</strong></td>
<td>$401,512</td>
<td>$525,742</td>
</tr>
</tbody>
</table>

* 2015 financials are unaudited numbers. AGE Africa’s management believes them to be a fair representation of the organization’s financial position. AGE Africa’s 2015 audit will be available in May 2016, and we are happy to provide audited financials upon request after that date.

** AGE Africa receives over $100,000 annually in contributions from a small circle of donors who are committed to supporting our general operating expenses, so that 90% of your contribution goes directly to support programs.
Honor Roll Member ($1,000-2,499):
Xanthe and Elliot Ackerman
Aid for Africa
Kwaku Akowuah
Mimi Alemayehou
Philip and Linda Andryc
Sharif Atta
Rodney and Elizabeth Berens
Marco Cascas
Jane Chiang and Thierry Curis
Ford Foundation Matching Gifts Program
Brooke Garden
Gideon Hausner Jewish Day School
Peter Hutt
Will and Evelyn Kroener
Kathleen Loehr and Kevin Coray
Tim Martins
Loretta McCarthy
Nancy Powers
Shiv Puri
John and Danielle Rust
Donald and Pamela Savage
Daniel Schreck
Darren Smith
Roger and Marguerite Sullivan

Education Fellow ($2,500-4,999):
Johannes de Bruijn
Kathleen Kimiko Phillips-Lohrmann
Hilda Ochoa-Brillembourg and Arturo Brillembourg
Rinn Self and Peter Braitsch
United Nations Girls’ Education Initiative
Van der Wansem Family Foundation

Girl Champion ($5,000-9,999):
Bill and Melinda Gates Foundation Matching Gifts Program
Raman Das
Girls’ Rights Project
Google Inc.
Half Hollow Hills High School West
John R. Niepold
Overlook International Foundation
Curtis Reintsma and Mary Jordan
Rock Creek Group LLC

School Partner ($10,000-24,999):
Catherine Bertini Fund for Girls Education
Piyuse and Geeta Das
Firelight Foundation
Harbourton Foundation
Steven Koltai
Skees Family Foundation
Sullivan Family Foundation
Telekom Networks Malawi

Leadership Society ($25,000-49,999):
Anonymous
Open Society Initiative for Southern Africa
Stone Family Foundation
United Nations Girls’ Education Initiative

Visionaries Circle ($50,000+):
Firelight Foundation
Monsanto Fund
Segal Family Foundation

ageafrica.org
STAFF

US Office

Aubryn Allyn Sidle
Executive Director

Kristina Lederer
Director of Development

Malawi Office

Gertrude Kabwazi
Country Director

Jean Laura Mphaya Chiona
Advisor

Edith Amin-Kankhulungo
Monitoring Officer

Mphatso Zidana
District Officer Zomba

New Staff To Join AGE Africa In 2015

Lemon Chipwatali
Program & Learning Manager

Matsiriziro Dannayo
Administration & Finance Officer

Caroline Kachilika Phiri
District Officer Mangochi

Goldie Siyabu
District Officer Mulanje

Staff and Board of Directors are current as of January 2016.
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President and Chief Operating Officer, Berens Capital Management

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Vice Chair
Vice President of Strategy, Orr Associates Inc.

Roland Pearson
Treasurer
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Astri Kimball
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Policy Counsel, Google Inc.

Clara Brillembourg
Partner, Foley Hoag, LLP

Johan de Bruijn
Portfolio Manager, The Rock Creek Group

His Excellency Necton D. Mhura
Ambassador from the Republic of Malawi to the United States

Jane Nankwenya
Deputy Chief of Mission, Embassy of Malawi

Curt Reintsma
Senior Partnerships Specialist, U.S. Agency for International Development

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- Xanthe Ackerman, Founder (2005 – 2015)*
- Bill Bailey (2009 – 2011)
- Christine Beggs (2010 – 2015)
- Valerie Gilpin (2009 – 2015)
- Steven Koltai (2013 – 2015)
- Rinn Self (2006 – 2010)*
- Roger Sullivan (2009 – 2011)
- Jessica Turco (2006 – 2009)*

*Founding Board Member
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Washington DC, 20003
(202) 760-4299

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Blantyre, Malawi

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Donate: ageafrica.org/donate-now