2015 ANNUAL REPORT

LEAVING FOOTPRINTS OF CHANGE AND TRANSFORMATION IN YOUTH’S LIVES
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1. MESSAGE FROM THE SECRETARY GENERAL

Dear ITF members, supporters and friends,

Over the past couple of years, I have had the pleasure of watching ITF truly raise the bar for youth and ourselves. While the external environment for youth employment remains a very challenging one, I have seen ITF members, supporters and friends come together and show resilience, determination and a shared sense of purpose, working effectively as a unified voice for change. While the obstacles have been many – from a persistently tough fundraising climate to discouraging public misperceptions about the roles and values of youth in community development – what has shone through is our steadfast commitment to helping our fellow young men and women take charge of their lives and thrive.

ITF faced our share of challenges in 2015, as did all of our members, but I’m pleased to present to you, on behalf of entire ITF family, our Annual Report for 2015. It has a new look and presents information in accordance with the promise we made last year to focus more directly on Youth employment and community development opportunities harnessing creativity and relationships so that our Youth system continues to provide jobs that offer security, opportunities to grow, and contribute to the development of our communities. One of our most important goals was also to energize the organizational performance to become more accountable to the public with international standard. This is our progress report.

The following sections track the organization’s Work Plan for the year 2015. The year offering so much hope and potential for our Youth transformative change, but we are still powerfully reminded that the benefits of our programming still fall far short of reaching millions of our fellow young men and women across East African nations. We continued to strive to strengthen and sustain our coordination secretariat in Kenya and replicate our flagship projects across east Africa as we claimed global awards and recognitions attracting all sorts of media coverage. Among the highlights are the following:

- **A water kiosk at school**: we built a join the pipe water kiosk at Cheptais SDA Primary school which is providing clean tap water and sanitation among multiple benefits associated with it, to 946 students and about 6000 people residing around the school in Bungoma County.

- **1 slum 100 Computers**: We completed the first bunch (Class I) with 3 youth groups (19 individual youth members) from Kayole, Mathare and Kariobangi south with one group successfully completing the computer training and entrepreneurship mentorship with a viable profitable computer based business in Kariobangi south. We also selected and started trainings and mentorship of Class II youth groups.

- **Jijenge kijana fund**: we launched this special fund offering micro-credit and training as a livelihood pathway for our members to engage in stable livelihood.

- **ITF Rwanda action plan**: We completed the design of operations and structure that will enable the organization to replicate all three flagship projects in Rwanda. In addition in compliance with International organization registration requirements in Rwanda we drafted a power of attorney in partnership with A4ID for our representative to act for and on behalf of ITF Carrying out all activities related to the registration of ITF branch in Rwanda as an international non-governmental organization.

- **A4ID Partnership**: Perhaps this was the most needed enforcement to energize our operations, following big loss in repayable funding in previous years due to lack of legally binding agreements with our beneficiaries and lack of general legal advice/support within ITF, we secured a partnership with Advocacy for International Development (A4ID) to be providing ITF with Legal support and advice including funding agreement drafting as a broker connecting ITF with legal firms providing services on pro bono basis.

- **Global Awards & Media coverage**: with a water kiosk at school project, we were awarded two (2) global awards namely the saville foundation’s pan-Africa awards of entrepreneurship in education and the big impact small budget category award of the Global fundraising awards from the resource Alliance. The awards prompted features in the Daily Nation and XNews papers.

- **Volunteer’s orientation manual**: We developed a comprehensive guidelines to help new volunteer members adjust more quickly and consistently with procedures and structure of the organization.

Particularly, the accounting department is one area which still needs strong enforcement for the organization to be in compliance with international standard in all fronts. We still have a long way to go to reach our goal and I hope that this report demonstrates the organization is making good progress. As we move forward in 2016 and beyond, I am proud of what International Transformation Foundation accomplished in 2015 and excited about the future. Our members, supporters and friends community is strong and vibrant, and together we will continue our efforts to eliminate youth unemployment and contribute to sustainable development of our home communities.

Yours

Venuste Kubwimana
Secretary General

**LEAVING FOOTPRINTS OF CHANGE AND TRANSFORMATION IN YOUTH’S LIVES**
2. ABOUT ITF

2.0 Background Information:
Youths of 30 years and below constitute about 75% of East Africa’s population; forming the largest human resource. However, many of them who are productive and energetic remain unemployed and continue to suffer from idleness’s social ills. Due to the growing sense of alienation felt by young men and women dropping out of schools to join gangs, violence and drug addiction as part of their everyday life where the future seems dark, Poverty and unemployment being the norm. They have remained on the periphery of countries’ affairs and their status has not been accorded due recognition. This unemployment crisis requires a change and transformation to give these youth an environment enabling them to pursue self help initiative. Consequently in December 2009, International Transformation Foundation (ITF) was established by amalgamated youth across East Africa countries and dully registered in Kenya on 25th August 2010 as an International Youths led nonprofit organization to provide youth leadership and entrepreneurship programs to harness creativity for a Youth system that provide jobs; offering security, opportunities to grow, and contribute to the development of our communities.

2.1 Vision:
A youth platform harnessing creativity for a youth system that provides jobs; offering security; opportunities to grow, and contribute to the development of our communities.

2.2 Mission:
An internationally youth led non-profit organization providing youth educational and self development programs encompassing leadership and entrepreneurship.

2.3 Governance:
The duties of the various bodies within international transformation (ITF) are determined by the laws of Republic of Kenya and by the organization’s governance policy and by-laws. The ITF’s governance policy and by laws is decided by the board of directors (board). The board and the Secretary General are responsible for the management of the organization. Other governance bodies have an assisting and supporting role. The day to day operations of ITF are coordinated through the secretary general and volunteer members at the coordination secretariat based in Nairobi, Kenya.

The ITF governance bodies are:

❖ **Board of Directors**: referred to as the ‘The Board’ it is responsible for the ultimate governance of the organization and has legal, fiduciary, and ethical responsibilities that include developing and maintaining the organization’s mission and annual plans; raising and managing the organization’s resources; providing operational oversight, determining policy, appointing and evaluating the Secretary General; and acting as ambassadors in the community. The ITF board is of 6 volunteering members including the Secretary General and is headed by a Chairperson and it includes a secretary and Treasurer elected from and by them. The ITF board meets quarterly.

❖ **Advisory Board**: Chaired by elected Chief Advisor, the ITF’s advisory board comprises of Organization’s sponsors, volunteers who passed the age of 30 and approved individuals. The Advisory Board’s role is to provide all necessary advices to the Board of Directors.

❖ **Inspection council**: An independent committee of 4 people to scrutinize that the organization is governed and is operating within its aspirations.

❖ **Secretariat**: The ITF’s day to day operations are coordinated through the Secretary General and volunteer members at the Secretariat based in Nairobi.
LEAVING FOOTPRINTS OF CHANGE AND TRANSFORMATION IN YOUTH’S LIVES
3. PROJECTS

3.1 JOIN THE PIPE (A Water Kiosk at School)

3.1.1 Background:

In Kenya it is estimated that only a third of the population has access to safe drinking water close to their homes at an affordable price. Therefore, every morning school going children have to wake up early to walk long distances so as to secure water for their families from stream/river or wells before going to school causing absenteeism resulting to school drop-outs. Between 2012-2013 International Transformation Foundation (Kenya) and Join the pipe Foundation (Netherlands) worked together on a country wide (Kenya) research project. The project is about a sustainable clean drinking water system. One of the main insights gained is that all villages / communities have wishes to improve their water system. For some communities this is because they do not have a working water system in their community at all. Other communities especially in peri-urban have a certain amount of taps within, but would like to increase this amount. The Problem with current water projects in Kenya’s communities can be divided in:

1) the water system with the technical components to get groundwater and
2) the paying system that describes what to pay for, how to maintain the system and how the business is set up; the social system.

With belief that education fashioned to provide a financially sustainable education while directly solving community’s challenge is the key to tackling youth unemployment and contributes to rapid development of a community. A WATER KIOSK AT SCHOOL was created as a school based and students managed business selling clean tap water to community residents at affordable price. A water kiosk at school is a sustainable business model, valued by the users to purchase and maintain it themselves. It consist of pre-financing a community school to set up onsite water kiosk with specially designed products in the form of sustainable tap station. Managed by school students, within 24 months, the school earns more than enough money from clean tap water selling to community residents at affordable price, and repays the set up cost which is then redeployed to additional school/community. A water kiosk at school is both educational and profitable business teaching students business and entrepreneurial skills, and generates much-needed income for school. It provide practical education bridging the gap between school and work enabling students to leave school ready to get a job or set up their own business. And contribute to a developed community with a school which is able to support itself without relying on subsidies and yet afford the best facilities and teachers.

The multiple benefits associated with a join the pipe water kiosk at school for students, school and community residents include:

FINANCIALLY:

- The first microcredit project for schools with a sustainable business model, creating money for WASH activities in school,
- A repaid loan system that is redeployed to additional schools in need, thus reducing the need for subsidies and dependency,
- A pre-paid credit card system ensures that school Members pay a lower price per 20 liter container of water.

IMPROVED SANITATION AND HEALTH:

- All sanitation facilities are improved around the school, the money from the water kiosk is used to purchase soap and toilet paper for the school children,
- Jerry Carry Karts reduce the physical injury from constant lifting and carrying heavy loads of water on the heads of the children,
- Increased safety as children do not have to go to remote and dangerous places to fetch water.

EDUCATION AND CAPACITY DEVELOPMENT:
We increase school attendance as children no longer need to absent themselves from school to secure water for their families.

- A place for work experience to learn about teamwork; commitment, leadership and responsibility.

**SOCIOECONOMIC OPPORTUNITY:**

- Children are able to transport more water to their own houses straight from school,
- A school kiosk save time and waiting in lines at other water points.

A water kiosk at school was designed and is operated in collaboration with the Join the Pipe Foundation - a non-profit organization established in Amsterdam, Netherlands that produce and provide developed products in the form of several sustainable tap station models, water bottles and carafes and services to all people around the globe to access clean tap water whenever possible. Consequently a water kiosk at school model is characterized by especially designed products in form of:

- **WATER SAVING TAP STATION** - Our water stations not only provide clean drinking water but also save water. No water is wasted with our auto-stop tap! They are also Vandal resistant.

- **DRIP TAPS for HAND WASHING FACILITIES** - We build hand washing sinks to prevent waterborne illnesses to spread. Drip taps technology reduces 90% of water usage!

- **WATER BOTTLES** - We provide refillable water bottles for the children to drink from. Our refillable bottles are created specifically to symbolize different sections of a water pipe. They are made of BPA-free plastic and are distinguished with a Dutch Design Award.

- **JERRY CARRY KARTS** - These Jerry Carry Karts reduce the physical injury from constant lifting and carrying heavy loads of water on heads of the children.

![Figure 1 - In use Tap station inside water kiosk](image1)

![Figure 2 - In use Jerry carry Kart at JanKean School](image2)

**Added value of products characterizing a water kiosk at school includes:**

a) The first non-breakable community tap station models,

b) Developed products in the form of several sustainable tap station models and water bottles,

c) By providing the community with filtered drinking water, we help to reduce the enormous amount of plastic waste and CO2 emissions caused by the production and transport of unsustainable water bottles and containers,

d) Elimination of plastic bags for cleaner communities,

e) Brand new Campaign as a strong ambassador for clean drinking tap water and access to drinkable water and sanitation.
3.1.2 2015 Activities:

Cheptais SDA Primary School - Water kiosk: The school is located in Cheptais of Mount Elgon in Bungoma County. The 946 pupils in the school face several challenges including access to tap water, few classrooms, toilets and urinal pits that are not sufficient for the schools population. A Join the Pipe water kiosk was set up at the School in March inclusive of a tap station, 5000L water storage tank and a donation of one hundred (100) water bottles for the school kids. The total cost of setting up the kiosk was Ksh. 254,585 with the direct cost being Ksh. 210,625 which the school is expected to start repaying in instalments starting end of February, 2016.

Zawadi Primary School - Water kiosk Concept design: With a population of 672 pupils, Zawadi Primary school faces a great challenge of water shortage. The school uses piped water that is not reliable since the water sometimes goes for over three days making cooking and cleaning impossible. During such days, the children are forced to go without lunch, and alternatively, they have to carry water from their homes to help with cleaning and cooking. The designed water kiosk at Zawadi Primary School will help solve this problem and the set up is estimated to cost Ksh. 297,975. The communities around the school are Motherland slum and Mugunda slum (Eastern Nairobi) with population of 450 and 600. Both slums have no water point.

Agawo Primary School - Water kiosk Concept Design: Referred by Imani Initiative Group a community organization in Oyugis (Homa bay), Agawo Primary School was signed up for a Water kiosk at school. The school faces a severe water problem since they rely on rain water from roofs channelled into storage tanks that are not well maintained. The nearest stream is 2.5 to 3kilometres away and the water there is dirty and untreated. The school has 477 pupils and every morning and evening, they have to fetch water from the stream both for use at school and at home in no rain season. There are about 500 people residing around the school. The designed water kiosk concept’s estimated budget is Ksh. 324,950.

Ongoro Primary School - Water Kiosk Concept Design: Located in Kadongo area in Homabay County, with a total population of 580 pupils, water shortage is a big problem for the school and the entire surrounding community of about 2000 population as the pupils walk more than 4km daily to fetch water in the river which is really dirty. They waste school time and some even miss school because they have to fetch water from the river and take it back home. The estimated cost of designed Water kiosk in the school is Ksh. 324,950.

Super Educational Centre - Water Bottles Donation: The Centre Promotes education standards in slums and is located Ka-sabuni slum In Baba dogo (Nairobi) by providing educational opportunities to orphans and vulnerable children, the school’s nursery kids received 76 re usable water bottles.
3.2 1 SLUM 100 COMPUTERS

3.2.1 Background:
About 500,000 Youths leave school each year despite the Kenyan economy generating only about 150,000 jobs annually. Consequently Kenya’s population unemployment rate is 40% of which 64% are youths who constitute about 60 percent of Kenya’s estimated population of 43 million. Nairobi, the nation’s capital population is about 3.5 million and about 60 percent live in slums of which about 75% is youth; forming the largest part of the available human resource. However, many of them who are productive and energetic remain unemployed and continue to suffer from Idleness's social ills. Eastern Nairobi slums are deep rooted with unemployment and insecurity issues due to the growing sense of alienation felt by young men and women dropping out of schools to join gangs, violence and drug addiction as part of their everyday life, for the future seems dark, Poverty and unemployment being the norm.

With the advent of social media, we observed an alternative addiction of youth– their obsession with technology, a craze that connects them with others rather than alienates them. That’s how we came up with the 1 slum 100 Computers project to harness the hope and stickiness of this connection. The 1 slum 100 Computers project was inaugurated in Eastern Nairobi slums in November 2014, where within a session of 6 months we provide free computer training and entrepreneurship mentoring to 30 youths divided into 3 groups with 10 members, to be familiar enough with computer applications and design a profitable computer based business. Upon completion of the training and mentorship, loan them computers and other technological devices to help them set up designed computer based business.

With more job opportunities created by 1 slum 100 Computers project, ITF is refashioning Eastern Nairobi slums into a powerhouse of opportunities providing jobs; opportunities to grow as well as curbing insecurity given that When youths in slums becomes skilled professional business owners they don’t feel the need to engage in immoral activities, like selling/taking drugs, robbery... which often causes insecurity. That’s how the 1 slum 100 Computer project have established technology as the new way helping youth to help themselves in Eastern Nairobi slums instead of dropping out of school to join gangs, violence and drug addiction as part of their everyday life because the Poverty.
How It Works:
Within a session of 6 months, 30 youths from Eastern Nairobi slums and informal settlements divided into 3 groups with 10 members receives free training in basic computer applications to be familiar enough with computers so as to design and run a computer based business.

Covered topics are:
- Computer basic
- Microsoft Word, Excel, Power Point, Publisher and Access and
- Internet.

Simultaneously, they receive an entrepreneurship mentorship - Each group is paired with a mentor (An experienced business person with diverse general business experience). The mentor help the group members to complete 9 modules course intended to help them create a profitable computer based business plan for the group and document this plan with a business plan summary and an elevator pitch.

The 9 modules courses are:
- Business Canvass
- Mission, opportunity and strategy
- Target Market statement
- Operations and value chain
- Organization/Human Resource
- Business Model
- Metrics
- Operating Plan
- Financing.

At completion of training & mentorship, each group receives a loan package of basic equipments worth not exceeding Ksh. 250000 to set up designed computer based business plan. The program requires loan repayment with interests of 12-15% if paid within 12 and 24 months respectively.
3.2.2 2015 Activities:

3.2.2.1 Class I Continues:
The project was launched in November 2014 with the following three (3) youth groups participating in the program as first bunch also known as Class I:

- New generation Outreach from Matharee
- Big Achievers self help group from Kariobangi south and
- Kayole Catholic youth group.

The 2015 activities continued, where we left off by the end of 2014 where we covered all basic introductions and orientations of the participants into the project activities.

3.2.2.1.0 Computer Training: The computer training segment was incorporated in the project as a platform and means for the participants with little or without computer usage experience to practise so as to be familiar enough with basic computer applications that will enable them to create and run a small profitable computer based business such as cybercafé comfortably.

The segment was designed to cover the essential features and everything which all users should know, whether they are complete beginners or are already reasonably familiar with the wonderful world of computing. The seven lessons covered in the guide book manual contain guidelines to users to gain the following minimal skills within the training period:

1. Understanding of computers basics (hardware/software)
2. Creating/making a word document
3. Creating/making spread sheet
4. Creating/making database
5. Creating/making presentations
6. Creating/making publications (article, blogs, templates etc)
7. Acquaintance with internet applications
With each participating youth group allocated a tutored 6 hours week (2 days a week/ 3 hours a day) using designed guide book manual covering the following seven (7) lessons to gain the above mentioned skills:

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<thead>
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<tbody>
<tr>
<td><strong>1</strong></td>
<td>Computer basic</td>
</tr>
<tr>
<td><strong>2</strong></td>
<td>Microsoft word</td>
</tr>
<tr>
<td><strong>3</strong></td>
<td>Microsoft Excel</td>
</tr>
<tr>
<td><strong>4</strong></td>
<td>Microsoft power point</td>
</tr>
<tr>
<td><strong>5</strong></td>
<td>Microsoft Publisher</td>
</tr>
<tr>
<td><strong>6</strong></td>
<td>Microsoft Access</td>
</tr>
<tr>
<td><strong>7</strong></td>
<td>Internet</td>
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</table>

With the project session due to take six (6) months, just by third month in Training; all members of Kayole Youth Group and Big Achievers Self Help Group were comfortably manipulating computer applications at high speed. Since their members were fortunate to at least have graduate from secondary schools with computer labs, plus some of them being university students even some of them were able to access computers at their current work stations. However it was a very different scenario with New Generation Outreach Group. The group had only one member who had used a computer before and could access computer at work. With other members minimally graduated from high schools and couldn’t have access to computers although they had some theory knowledge. Therefore, the Project administration gave them extra time to practise without tutor on Fridays which accelerated their speed and completed the training at excellent level by 5th month.
3.2.2.1.1 Entrepreneurship mentorship:

Manual

The primary segment of the 1 slum 100 Computers project, was prepared to go simultaneously as the participants practise computer applications although using different methodology and timeline. The segment is to help the participants create computer based social businesses. An enterprises that creates goods and services that produce social benefits where any cash surplus generated is reinvested in the business. Created computer based businesses must operate like a profit making business with positive cash flow (income greater than expenses), to be eligible for project’s investment capital loan not exceeding Ksh. 250000. The Youth groups members selected to participate in the project also referred to as ‘participants’ the segment defines them as social entrepreneurs (SE) - one who applies creative, innovative thinking to a previously intractable social problem in the community.

The segment’ manual was designed to assist participants create a business plan for an enterprise that is intended to use financial, human, and physical resources to create a beneficial social impact. Therefore the 1 slum 100 Computers project’s Entrepreneurship mentorship segment manual contain a set of Lessons that, when completed, form a business plan that can guide management:

- To raise money to fund the business,
- To operate the enterprise with a surplus (cash flow positive),
- To grow (scale) the social impact (and income) of the enterprise at rate faster than the growth of expenses.

The manual is designed to challenge social entrepreneurs to explain and differentiate their organization from alternatives, and to help them avoid common oversights that can often lead to failure or limited impact. Most importantly, 1 slum 100 Computers project-Entrepreneurship mentorship segment is intended to help social entrepreneurs manage and obtain funding for their ventures.

The manual is composed of nine (9) lessons; simplified but relatively similar to those used in the GSBI and in the Leavey School’s MBA course:

1. Mission, Opportunity, and Strategies (Strategic Plan for Change)
2. External Environment (Context / Infrastructure)
3. Target Market Segmentation and Marketing Plan (Beneficiary / Client Analysis)
4. Operations and Value Chain (Processes and Partnerships)
5. Organization and Human Resources (People)
6. Business Model (Income and Expenses)
7. Metrics (Progress and Impact)
8. 1-year Operating Plan (Milestones, Budget, and Cash Flow)
9. Financing (Sources, Amounts, Elevator Pitch, Business Plan Summary)

The lessons are designed to be completed in order, but at any time it may be useful to return to one or more previous exercises to update them. For example, if the Business Model and Budget cannot support the Mission for the Target Market, then both may need to be revised.

The paradigm for each lesson is the same: Overview, Background Resources, Task Description, and Exercises. Worksheets (templates) are provided to assist in completing the exercises for each lesson.
Mentors and Paradigm

As its title suggests the 1 slum 100 Computers project-Entrepreneurship mentorship segment uses a mentored paradigm, wherein each social entrepreneur (youth group) was paired with at least one mentor to provide guidance and feedback during the process. Mentors were selected from a set of mentors volunteered to participate in the project. Mentors were the “secret sauce” of the program. The lessons and exercises were designed to be completed by social entrepreneurs and their mentors together. This is a very different learning approach than the traditional methods used in most training programs. It is a “learn by doing” approach, with the goal of producing documents that can be for managing the operations of participating youth groups’ ventures and for fundraising. Throughout the process of completing the exercises, the participants revised them with their mentor(s) and could seek assistance from others such as ITF Secretariat staffs.

The following are the characteristics of the Mentors who were selected to participate in the project. An experienced business person with diverse general business experience such as having hired/fired; organized and re-organized; familiarity with board governance sought and managed to budget, understand of diverse services such as Marketing, HR, Sales, etc. Mentors have been involved in start-up businesses or, if within a large organization, involved in fast-growth pilot or innovation programs. Mentors were comfortable with the financial aspects of business because the curriculum is geared towards helping the SE be better prepared for fundraising. Mentors were able to commit sufficient time to the SE of 1 slum 100 Computers Project.

In addition mentors were aligned with a set of human values identified as essential:  

- **Engaged & Committed** - a pledge to truly be there with the social entrepreneur,  
- **An Active Listener** - to help the social entrepreneur actively explores and probes; pursuing more than just the spoken words,  
- **Pragmatic** - serving the SE by insisting on solutions that are practical and realistic to implement and achieve... but not taking over,  
- **Challenging** - “Pushing back” or “Pushing for more”; sometimes referred to as "tough love".  
- **Honest** – authentic: being sincere and frank with integrity,  
- **Expressing Humanity** - sharing the social values of our social entrepreneurs of being humane and benevolent,  
- **Humble** - the absence of arrogance of the importance of focusing on the SE rather than self,  
- **Respectful** - appreciative and valuing the SE, their business and culture; as well as respecting fellow Mentors and ITF staff members,  
- **Inspiring** - reinforcing the SE and their vision for scale and change,  
- **Encouraging** - being complimentary and the positive "cheerleader" of the SE’s growth and work.
Mentorship

Within 6 months the participants with help of their mentors were expected to complete all 9 lessons with each lesson taking at least two weeks for completion. Unfortunately the Kayole youth group and New Generation outreach group were dropped from the program in third month and fifth month respectively due to failure to complete lessons on time and lack of group teamwork work consistence which was identified as critical to success to all project segments and business running. Therefore; recommending the Project to work with committed and countable youth groups to solving social problem in eastern Nairobi slum rather than those looking for money. The Big achievers self help Group completed the segment successfully and the two (2) group members are certifiable and knowledgeable of the following basic skills the segment sought to equip the participants:

- Designing a business
- Creating value for customers
- Developing and maintaining Customer relationship
- Running/managing a business
- Creating and managing a team
- Understanding Business legal structure
- Measuring business progress
- Managing finances.
3.2.2.1.2 Computer Training & Entrepreneurship mentorship outcome evaluation:

To measure the outcome both the computer training and entrepreneurship mentorship had to participants, in terms of capacity development or the level of skills gained based on each segment's skills sought to equip them with. Mainly two evaluations were made at the beginning and at the end of each segment and the resulted were compared using the outcome star method as indicated below, as sampled from the Big Achiever self help group.
3.2.2.1.3 Graduation & Business start up:

The Big Achievers self help Group (BASH-G) successfully graduated from 1 slum 100 computers Project’s Class I; out of three groups selected and participated, after completing all project segments and designing a profitable computer based business. The Big Achievers Self help Group also known as BASH-G is a youth self help group formed in May 2013 with view of bridging the existing gap in digital world in Kariobangi’s slum estates, by providing reliable internet and Computer hardware services that promote community involvement in digital communication to Kariobangi residents and at affordable price and at their door step.

BASH-G’s Created Business Elevator Pitch: The Big Achievers self help group created business that provide computer and internet services in Kariobangi south’s slum estates through cyber café business services such as internet browsing, typing, printing, scanning, photocopying and computer training at affordable and friendly price.

BASH-G’s Created Business’s cash Flow

<table>
<thead>
<tr>
<th></th>
<th>Monthly</th>
<th>Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Investment (Ksh)</td>
<td>248500</td>
<td></td>
</tr>
<tr>
<td>Cash Flow (Ksh)</td>
<td>Income</td>
<td>77280</td>
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<td></td>
<td></td>
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3.2.2.1.4 Participants Testimonials:

“The Training and mentorship we received will help us in achieving financial independence as a group”
Simon Okello, Chairman, BASH-G

“I am thankful to ITF for what they have been doing. I have progressed in my computer knowledge. I am able to type documents and mail them. I can apply for any occupations that concerns computer.” Abiero Mildred, Mathare Youth Group member.

“I have benefited in such a way that I can browse into the internet and learn more hoping to find employment.”
Humphrey Alunga, Mathare Youth Group Member.
3.2.2.2 Class II:

3.2.2.2.0 Participants recruitment

With the project’s class I participants successfully graduating in month of May, from fifteenth of June we embarked on journey to search and select suitable other three youth groups from eastern Nairobi slums and informal settlements to participate in the project’s second cycle known as Class II.

Excellent Youth Group:

Excellent Youth group from Kariobangi South was the only group selected to participate in the 1 slum 100 Computers class II session after reviewing six (6) applications received based on the below mentioned criteria which was used to rank all applications from number 1 onward as favorite to succeed in the project:

1. Dully completed application form
2. Impact of the group and the group's idea in the community
3. Impact of the group and the group's idea on its own members
4. Alignment of the group's idea (business) with the 1 slum 100 computers goal
5. All around the group (group management, team cohesion experience, workability, members age, members computer literacy, needs etc)
6. Locations balance (if 2 applications from same location match, we consider first come first served policy)

Based on the above criteria and our staffs experience/recommendations gained during the Class I only Excellent youth group was recommended to be selected and participate in Class II.

3.2.2.2.1 Computer Training:

With the participating group allocated a tutored three (3) hours a week (on Mondays 9:00 AM to 12:00 PM) using designed guide book manual. We closed 2015 on 17th December, by then the participants had successfully completed first three lessons of computer training segment to familiar enough with computer applications to design a profitable computer based business and are certifiable of:

1. Understanding of computers basics (hardware/software),
2. Creating/making a word document,

3.2.2.2.2 Entrepreneurship Mentorship:

We closed the year while the group is working on lesson 3 “Target Market statement” with task to identify the precise group of beneficiaries that they want to serve and how they will reach them. After successfully completing previously lessons (1&2) where they have created the first element of their Business Plan- Strategic Plan, Defining the social change they are trying to create, the number of people who will benefit from the change, and key transformations/activities their enterprise will undertake in order to create the change.
3.3 JIJENGE KIJANA FUND

3.3.1 Background:
The fund was introduced in March 2015 after one of our member lost his employment where he was drawing income to mature chicks in his just launched small poultry farm. The Jijenge Kijana fund was then introduced as our members’ livelihood pathway offering microcredit and training to enable them to engage in productive and stable livelihoods gradually generating increased income to lift themselves out of poverty.

Criteria:
- Have been active & accountable member for at least 12 months,
- Have launched a livelihood venture.

How to Apply:
Write an application letter to Secretary General in a free format clearly highlighting the following:
- Venture background (what is it about, how old is it, how do you/plan to make income from it),
- Needs description (why and How should ITF intervene),
- How will you refund ITF members contribution in your venture?

Application process:
- Submit your application to the secretariat,
- All applications are reviewed during monthly staff meetings. The Staff then approves and forwards the recommended applications to the board for further approval. The process may take up to two(2) months for final decision,
- The board will approve application depending on available funding,
- Once the application has been approved the secretariat will notify the applicant and draft approval letter summarizing the venture, needs, interventions, and how the intervention will be refunded. This approval letter will be signed by both Secretariat and applicant and serve as agreement.

3.3.2 2015 Activities:

Gilbert Ngige’s Poultry Farming: Gilbert has been ITF member since 2011 and has participated in various organizational activities. As he testified “Joining ITF has been of great benefits to me.... I learned business skills through which I developed a critical thinking and ventured in poultry and quail keeping....this has made me a businessman with great expectations in future.”

However in February this expectation was put to test when his day time employment was cancelled days after launching a small poultry farm to his home in Dandora. He used his monthly salary to set up the farm with plan to be using its portion for next three(months) for feeds and medication until the chicks mature and start laying eggs for sell to cover the expenses and make profit. A jijenge kijana fund was introduced with his project as a pilot project with ITF obligated to give him ksh. 3000 every month, from March to June to cater for monthly feeds of 30 chicks in the farm, with the venture expected to start generating revenues by end of June (from eggs sells) Gilbert was expected to repay back the intervention with 12% interest between July to December 2015. He has since completed the repayment successfully and his poultry farm is profitable.
3.4 LEADERSHIP & ENTREPRENEURSHIP TRAINING

3.4.1 Background:
The ITF Leadership and entrepreneurship trainings Consist of Debates and workshop forums giving East Africa’s youth’s life didactic principles providing rigorous, intensive instructions that shoves them to expand their boundaries of knowledge. And experience an intellectual and spiritual growth which molds them into great leaders and entrepreneurs. The Participants discover the realm of closeness of the heart and life beyond boundaries by realizing that the youth problems basically have same characteristics thought their image might differ. Through ITF trainings the youth who were trapped by the narrow framework of their minds are freed into becoming people of great purpose and purity.

a) ITF Debate: Hosted annually, the ITF debate is a competition and a concrete place for change and Transformation of youth through the exchange of ideas in a persuasive and argumentative manner, on selected topical theme crucial for youth development related to Leadership & entrepreneurship. Between Youth attending as Debaters or spectators from different life status, levels, countries etc, being up lighted and updated by Guest Lecturers-accomplished men and women and softened wholeheartedly by young great artists.

b) Workshop Forums: Conducted regularly in various institutions and communities around the world. The ITF Leadership and entrepreneurship workshop forums imparts youth with Leadership and entrepreneurship principles of accomplished men and women. The subjects to inspire youths to use their self potential for their Bright Future such as self-discipline, self-control, time management, Transformational Leadership, Success and motivation, financial independence etc.

3.4.2 2015 Activities:

Youth Peace Training Workshop: Following a collaboration with IPYG(International Peace youth group) a nonprofit youth organization based in Seoul, South Korea working to unite the youth of every nation, and pave the way to a peaceful future for our world. For ITF and IPYG to co-host Youth Peace training series in Kenya and East Africa with aim to foster a new culture of world peace, a culture that respect and embrace the beautiful diversity of humanity with a peaceful co-existence, on 8th July between 1400hours and 1700hours the first Youth Peace Training Workshop was successfully conducted Which Saw Over 100 Youth of 16-35 years from High schools, Colleges and universities in Nairobi Converge at YMCA (Nairobi), with theme” The Role of youth in peace building”. The workshop will covered 3 main topics: Importance of Peace, The role of youth in peace building and how youth can use social media for peace building. The workshop was facilitated by Ministry of Youth affairs’ Nairobi representative and Nation media group representatives.
3.5 COMMUNITY LIBRARY & RESOURCE CENTRE-KAHAWA WEST

3.5.1 Background:
In areas with such delicate social fabrics, a library is the most positive meeting point a community can have as tool for improving citizens’ quality of life as community library & resource centers are authentic spaces for learning, socialization, and are important initiatives towards narrowing the chasm between social inclusion and exclusion. Kahawa west community is a home of about 39,994 people. As fully described in Community; there are groups and individuals with widely separate and diverse interests, backgrounds, cultural heritages, social values, and needs. However their commonality lies in one need - they all live with limited access to basic socioeconomic support and socio-development opportunities despite the recent road development progress. The combined effect of poverty, geographic and general lack of development also prevents residents, particularly young men and women; and very low caste groups, from accessing basic and quality education. The provision of quality education to the poor majority is further impeded by a paucity of educational resources, and a lack of continuous education.

The Kahawa West Community Library & Resource Centre project was designed in 2013 as a catalyst in planning for community development and continuous education of the residents to operate as a hub and serve as community’s one stop resource, information and continual learning centre with a variety of services to fight poverty and illiteracy such as:

1. **Books Lab**: Reading and Lending of printed books and resources of all genres
2. **Computer Lab**: Providing e-resources, Internet access & computer Training
3. **Community Trainings Forums & Panel discussions**:
   - Youth: leadership, entrepreneurship, governance, HIV/AIDS etc.
   - General Population: community’s topical issues
4. **Other services to generate income to sustain the centre**:
   - **Snack shop**: selling hot & soft drinks, snacks and reading & writing materials ...
   - **Computer services**: Such as Typesetting, Printing, Photocopying, Scanning, Binding
   - **Community Ball room**: Providing meeting facilitation for community residents

3.5.2 2015 Activities:

**TPP $ 1000 seed grant**: with the project still in fundraising stage to raise ksh. 1,899,704 (about $19000) to set up the project, In April the pollination project (TPP) granted us one thousand (1000) United states dollar to boost our fundraising campaign with a production and airing of a promotional video on Elimu TV between 17th -24th May at least six (6) times a day, which was actually renewed to run for a month free of charge thanks to Elimu TV management. The TPP grand has helped at lot in our fundraising for the kahawa west community library & resource centre project but we have not fully reached the goal. We have raised all needed library resources worth over $ 9000 which include 432 printed books, various library resources and desk top computers from different people and organizations in Kenya and abroad but we are still missing USD 3527 to cover basic administration cost such as renting the centre, furniture and six (6) bills until the centre i fully financially sustainable from earned income.
4. OTHER 2015 ACTIVITIES

As a youth led organization, ITF is always creating and looking for opportunities for the wellbeing of its members and to strengthen the capacity of Administrative team to be able to effectively run its programs; consequently in 2015 we participated in various activities such as:

**Yunus & Youth Fellowship Graduation:** Our Secretary General (Mr. Venuste Kubwimana) as a Yunus & Youth fellow (Class I) on 29th May received a completion certificate after participating in fellowship graduation ceremony along with other global social entrepreneurs and gave a presentation virtually and got feedbacks from renown global social entrepreneurs who graced the event. The Yunus and youth fellowship is awarded to exceptional and passionate, exceptional, young social entrepreneur running an early stage social business. Yunus and youth fellow are visionaries, persistent and capable change-makers determined to fight major social issues. They are talented, eager and already proven drivers of change committing their lives to change the direction of their field.

**Directors Only Dinner:** Mr. Venuste was also invited to Proportion’s Directors Only Dinner hosted at Fair View Hotel in Nairobi, where he gave ITF Dream vision presentation to fellow twenty (20) social entrepreneurs drawn across the country including Ihub and visiting proportion team from Netherlands where everyone presented their organization’s 2020 vision and Challenges for Feedbacks and Possible Collaboration from Fellow Social Entrepreneurs.

**2015 Africa Prosperity Summit:** Between 19th -22nd of May our Secretary General (Mr. Venuste Kubwimana) was in Dar Es Saalam (Tanzania) for 2015 Africa Prosperity Summit held at Hyatt Regency On 20th. 21st Where On 21st he participated in a Panel Discussion On Urbanization, Opportunity and Security Challenges, after delivering his real experience speech “Technology is the new way of helping youth to help themselves in Nairobi slums.” This inaugural summit was organized by The Legatum Institute with the support of the Ford Foundation. Some of today’s foremost African leaders from government, business, NGOs, as well as representatives from civil society groups from across the continent gathered at the Hyatt Regency.
Kilimanjaro to discuss themes ranging from female entrepreneurship, through to innovation and personal safety. Other guests’ speakers included Obiageli ‘Oby’ Ezekwesili, Co-Founder of Transparency International and advisor to the Nigerian government and World Bank who delivered the keynote speech, calling for prosperity for all, not just the elites. She warned, though, that first, citizens had to be equipped with the right knowledge and skills. January Yusuf Makamba, Deputy Minister for Communication, Science and Technology spoke of the importance of education in informing leadership.

35th International Fundraising Congress: organized by the Resource alliance, every year, fundraisers and change-makers from across the world come together at the international fundraising congress (IFC) to share, inspire and cross-fertilise thinking and ideas from unlikely places. Delivered through a richly curated programme, the IFC is a hub for unparalleled learning, networking and opportunities with amazing speakers, global delegates and million ideas. The 35th edition took place on 21st to 23rd in Amsterdam with our International relations assistant in attendance with full sponsorship by resource alliance after our water kiosk at school initiative was shortlisted for the big impact small budget award category- One of awards announced at global awards for fundraising ceremony hosted during the congress which commend excellence and inspirational fundraising in organizations and individuals in four categories including big impact small budget. This category awards a prize to a small or medium organization that has delivered disproportionate results for their beneficiaries, either relative to revenue or on a small budget, in the past 12 to 24 months. Ultimately the award went to the International Transformation Foundation, for our water kiosk at school which provided schools with water kiosks. The judges were impressed with its sustainable business plan, which saw clean tap water being sold to community residents by pupils at an affordable price. Our International Relations Assistant (Ms. Fridah Ndoro) received the award. While in Netherlands she also had the opportunity to meet our partners join the pipe foundation.

Education That Pays For Itself Conference (Delhi, India): As Part of Winning the Saville Foundation Pan African Awards of Entrepreneurship in Education, 2014 from Teach a Man to Fish, ITF Received a two (2) delegates fully Sponsored Invitation To Teach A Man To Fish’s ninth edition “Education That Pays For Itself Conference” At Kiit College In Delhi, India. Our delegates were Venuste (Secretary General) and Susan (Projects Assistant) who together also gave a presentation about our water kiosk at school project during the conference with participants who included Educators, Policymakers, Business People, Philanthropists, Social Entrepreneurs And NGOs from around the World. All sharing their Ideas and Knowledge on transforming Young People from Job Seekers To Job Creators through
Educational and Profitable School Businesses. After attending the conference Venuste and Susan recommend ITF that it would be beneficial to ITF to host Such Conference Where All ITF Beneficiaries from 1 Slum 100 Computers, Join the Pipe and Jijenge Kijana Fund Could Share their Experience Running Their Businesses. It’s Also Recommendable to Encourage Schools Benefiting from Water Kiosk at School to diversify and Set up More Businesses at School. While in India besides Of Visiting India’s Historical Sites, On the Sideline of the Conference ITF Delegates held Meetings and Presentations with Other Youth Organizations in India Such as The Vishwa Yuvak Kendra (International youth centre) Which has a unique history with Ghandi and Provides on a Continuous basis, Training In Youth Work to The Workers Of Youth Organizations. The Committee Also Visualized The Centre As An International Meeting Place For Young People From All Over The World.

**A4ID Collaboration:** Advocates for International Development (A4ID) is a charity based in London that empowers lawyers to use their skills to fight world poverty. Through their pro bono broker and legal education services they are helping the legal sector to meet its global corporate social responsibility to bring about world development. In May, our International relations Assistant secured a partnership that sees A4ID providing ITF with Legal support and advice including funding agreement drafting as a broker connecting ITF with legal firms providing services on pro bono basis. Through this collaboration A4ID has helped complete:

- **JOIN THE PIPE WATER KIOSKS FUNDING AGREEMENT:** A4ID connected ITF with Weil to help draft a legal bidding agreement with schools before providing them with grant to set up the kiosk at school. With approximately 1,100 lawyers in 20 offices around the world, Weil operates according to the “one firm” principle, allowing them to bring the right mix of firm-wide skill and local-market presence to deliver the coordinated legal advice necessary to help our clients achieve their sophisticated goals and objectives. Founded in 1931, Weil has been a preeminent provider of legal services for more than 80 years. Widely recognized by those covering the legal profession as best in class, Weil’s lawyers regularly advise clients globally on their most complex Litigation, Corporate, Restructuring, and Tax and Benefits matters. With 20 offices worldwide – 9 in the United States and 11 outside the United States – Weil has been a pioneer in establishing a geographic footprint that has allowed the Firm to partner with clients wherever they do business.

- **LOAN AGREEMENT – 1 SLUM 100 COMPUTERS:** A4ID connected ITF with Morrison & Foerster (UK) ltd to draft a legal binding agreement with 1 slum 100 Computers participants before giving them capital loan to start their business. Morrison & Foerster is a firm of exceptional credentials. Their name is synonymous with a commitment to client service that informs everything that they do. They are recognized throughout the world as a leader in providing cutting-edge legal advice on matters that are redefining practices and industries. They collaborate across a global network of 17 offices located in key technology and financial centers in the United States, Asia, and Europe.

- **POWER OF ATTORNEY:** Toward the end of the year A4ID connected us with K-Solutions & Partners to draft One of crucial basic requirement to open ITF branch in Rwanda- the power of attorney giving our representative the power to act for and on behalf of ITF Carrying out all activities related to the registration of a branch of ITF in Rwanda as an international non-governmental organization and acting on behalf and in the name of ITF in relation to signing documents, filling, registration and complying with all required formalities. K-Solutions & Partners is one of the prominent law firms in Rwanda. Their practice focuses on complex commercial business transactions and litigation. They represent clients in major business matters regionally, nationally, and internationally.

**ITF Website remodeling:** The ITF main website was transferred to a secure server hosted by Techjour (India) and was re-designed as dynamic with new outlook and global perceptive enabling us to document and communicate our work and our impact to a global audience effectively.
ITF RWANDA - Action Plan: Today, in a time that offers so much hope and potential for Youth transformative change, we are powerfully reminded that the benefits of our programming still fall far short of reaching billions of our fellow young men and women. With our ambitious goal to expand and deepen Youth dignity by replicating our projects in five (5) other East African countries within next five (5) years, we completed the design of operations and structure that will enable the organization to replicate all three flagship projects in Rwanda. In addition in compliance with International organization registration requirements in Rwanda we drafted a power of attorney in partnership with A4ID for our representative to act for and on behalf of ITF Carrying out all activities related to the registration of ITF branch in Rwanda as an international non-governmental organization.

ITF Volunteers Orientation Manual:

Over the years that this organization has been operating we have seen many milestones, volunteers have played a significant role in each of the milestones by contributing time, skills, enthusiasm and passion in all they do. Volunteers have served in a variety of capacities in growing our organization. They have served to organize and implement a number of events, offer IT expertise, coming up with projects and implementing them which have been of great impact to the youths, as well offering administrative services.

The work of our organization has been greatly extended through volunteer service into areas that, otherwise, could not be considered because of limited resources. We are grateful for all that our volunteers do and look forward to continued growth and relationships in coming years. Therefore, we developed a comprehensive guideline to help new volunteer members adjust more quickly and consistently with procedures and structure of the organization. This guide will help volunteers have the best possible experience as a volunteer by initiating them to all the details about the organization, Culture and the roles and responsibilities of our volunteers.
5. AWARDS

2015 was arguably the most amazing year in ITF life so far, for the first time, we won two (2) international awards and got coverage in local, National and International media outlets including Newspapers:

Pan African awards for entrepreneurship in education: In April, A water kiosk at school (Join the Pipe) project was announced the winner of one of top runners up prizes winner in the Saville Foundation Pan African Awards for Entrepreneurship in Education, 2014 by Teach a Man to Fish. Since 2007 Teach a Man to Fish in partnership with The Saville Foundation have been rewarding organizations that contribute to Africa’s long term growth and development through an entrepreneurial approach to education and training. Over 500 different organizations from across the continent, from Sudan to South Africa, Nigeria to Namibia and Burkina Faso to Burundi, took part in the competition. The Official trophy and certificate was presented to ITF representatives in November during Education That Pays for Itself Conference in Delhi, India.

Big Impact Small Budget Award: One of the three (3) awards category winners announced during global awards for fundraising ceremony hosted in October at the International Fundraising congress organized and hosted by Resource Alliance which commend excellence and inspirational fundraising organizations and individuals in three (3) categories, the big impact small budget category awards a prize to a small or medium organization that has delivered disproportionate results for their beneficiaries, either relative to revenue or on a small budget, in the past 12 to 24 months. International transformation foundation with the “join the pipe project” (A water kiosk at school) was announced the winner, beating other two (2) shortlisted organizations from Spain and Republic of Ireland. The judges were impressed with its sustainable business plan, which saw clean tap water being sold to community residents by pupils at an affordable price. The Trophy was presented to our International Relations Assistant (Ms. Fridah Ndoro) who was invited to attend the congress in Amsterdam, Netherlands.
6. MEDIA

**Daily Nation News Paper:** The leading news paper in Kenya and East Africa, on 26th of May 2015 published the success story after winning the Pan-African award!

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**X News Paper:** One Kenya’s bi-weekly News paper published our story in November too!
## 7. ANNUAL ACCOUNT

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8. OUR TEAM

Nine (9) young people of 18 to 30 years of three (3) distinct Nationalities volunteered at our secretariat spending at least three (3) months and 8 hours a day carrying our day to day operations, joining our ever supporting board of Directors of five (5) members in 2015.

Secretariat:

Names: Mr. Venuste Kubwimana
Position: Secretary General
Nationality: Rwandan
Age: 29
Period: 12 months

Names: Ms. Fridah Ndoro
Position: Int’l Relations Assistant
Nationality: Kenyan
Age: 22
Period: 8 months

Names: Ms. Carine Basimaki
Position: Administration Assistant
Nationality: Congolese (DRC)
Age: 29
Period: 6 months

Names: Ms. Susan Muthoga
Position: Projects Assistant
Nationality: Kenyan
Age: 27
Period: 8 months

Names: Mr. Sang Kipkoech
Position: IT & Develop. Assistant
Nationality: Kenyan
Age: 26
Period: 3 months

Names: Ms. Sarah Mokaya
Position: Admin Assistant
Nationality: Kenyan
Age: 24
Period: 6 months

Names: Mr. Stephan Kizito Ojwang
Position: IT & Develop Assistant
Nationality: Kenyan
Age: 25
Period: 3 months

Names: Mr. David Kahiu
Position: Construction Technician
Nationality: Kenyan
Age: 23
Period: 12 months

Names: Mr. Dominic Abere
Position: ITF Dream Challenge
Nationality: Kenyan
Age: 27
Period: 12 months
Board of Directors:

Names: Mr. Boniface N. Nyambura
Position: Chairman
Nationality: Kenyan
Age: 26

Names: Ms. Pauline Mwaura
Position: Treasurer
Nationality: Kenyan
Age: 26

Names: Mr. Venuste Kubwimana
Position: Secretary
Nationality: Rwandan
Age: 29

Names: Mr. Paulin Uwitonzé
Position: Member
Nationality: Rwandan
Age: 25

Names: Mr. Javan Churu
Position: Board Liaison
Nationality: Kenyan
Age: 24
CLOSE THE GAP

OFFICIAL GRANTEE

THE POLLINATION PROJECT

Rabobank

#SeedTheChange
www.thepollinationproject.org

KenyaMUN
Kenya Model United Nations

IPYG
INTERNATIONAL PEACE YOUTH GROUP

elimu TV

A4ID
Advocates for International Development
Lawyers Eradicating Poverty

NAIROBI CITY COUNTY

Casa do Povo Baleizão

VC4A
10. RECOMMENDATIONS & PLANS

- It would be very beneficial to hosting conference where all ITF beneficiaries from 1 slum 100 computers, join the pipe and jijenge kijana fund could share their experience running their businesses,
- Recommend and encourage schools participating in a water kiosk at school to diversify and set up more businesses at school,
- Hire or Collaborate for an external auditor to audit ITF Accounts to meet International accountability standards,
- Strengthen ITF presence (members) in Eastern Nairobi for Lack of contact persons in unfamiliar areas made it hard to trace youth groups in need,
- Each participating youth group (in 1 slum 100 Computers) should be paired with ITF staff who provide a mandatory mentorship session for each lesson of entrepreneurship mentorship segment to avoid delays and submission of incomplete lesson worksheet,
- Recruit project graduates (1 slum 100 Computers) as mentor for the following Class.
- Consult (hold meetings) with Community residents, Parents and local leaders to understand and commit to business concept before agreeing to work with a school for a water kiosk at school.
LEAVING FOOTPRINTS OF CHANGE AND TRANSFORMATION IN YOUTH’S LIVES