INTERNATIONAL TRANSFORMATION FOUNDATION

ANNUAL REPORT 2016 EDITION

“Leaving Footprints of Change and Transformation in YOUTH’s Lives!”
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MESSAGE FROM THE SECRETARY GENERAL

Dear ITF Family and Friends,

Thank you so much for making 2016 yet another remarkable year in our history and thousands of people’s lives! Together we achieved an incredible job dignifying lives and potential of our fellow young men and women. As we continued to strengthen and sustain our coordination secretariat’s programs in Kenya and replicating our flagship projects across East Africa in compliance with international standard in all fronts as an international non profit organization.

I’m excited to present you the ITF’s 2016 Annual report. This report contains not only the key facts and figures, an outlook of our expansion plan, an overview of the main events that shaped 2016. But there’s more, for the first time in our history we are presenting our public audited account. Here are the highlights:

a) Finally; we launched the first Join the pipe drinking tap water station in Nairobi’s main recreational Park-Uhuru Park for over 400000 people who pass through the park daily to access drinking tap water free of charge.

b) We distributed over 4000 reusable and environment friendly water bottles countrywide.

c) Several of our members boarded plane for the first time in their lives and headed west (Italy) for capacity building trainings and job shadowing thanks to our two(2) new collaborative projects co-funded by Erasmus plus a program of European union.

d) Because of the great work we do on youth leadership and access to clean water and sanitation, Global Citizen invited me to New York City to participate in Global Youth advocates Symposium aimed at enhancing different aspects of campaign and advocacy work such as effectively engaging partners, crafting compelling communications materials, and organizing impactful events geared towards addressing the United Nations’ Sustainable Development Goals.

e) In October I headed East to receive the reward of our effort “The ESD (Educational sustainable development) Okayama award’s global prize” from the Mayor of Okayama City in Japan on your behalf.

f) And last not least; we; finally got our accounts publicly audited!

I sincerely hope you enjoy reading this ITF’s 2016 annual report and hope to welcome you at the next annual general meeting and all the time volunteers reunion.

Yours

Venuste Kubwimana
Secretary General
INTERNATIONAL TRANSFORMATION FOUNDATION (ITF)

BACKGROUND

Extreme poverty remains a huge challenge at the international level and one that traditional education is struggling to solve. Another pressing challenge in the context of global education is solving the youth unemployment crisis, with 75 million people aged 16 to 24 currently unemployed. Therefore, it is more important than ever that they leave school not just with good grades, but armed with skills, knowledge, attitudes and values that will help them succeed.

This unemployment crisis requires a change and transformation to give these youth an empowering environment for employability by bridging together educational sector and labor market. Strengthening cross-sectorial networking that create new opportunities for work based learning opportunities. With belief that education is the key to tackling youth unemployment and poverty worldwide, in December 2009, International Transformation Foundation (ITF) was established by amalgamated youth across East Africa countries and dully registered its coordination secretariat in Kenya on 25th August 2010 as an Internationally Youth led nonprofit organization to provide youth educational and self development programs encompassing leadership and entrepreneurship to harness creativity for a Youth system that provide jobs; offering security; opportunities to grow, and contribute to the development of our communities.

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.

Mission:
An internationally youth led non-profit organization providing youth educational and self development programs encompassing leadership and entrepreneurship.
The duties of various bodies within International Transformation Foundation are determined by the laws of the 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). International Transformation Foundation is managed by the board and the Secretariat. The board is referred as the board of directors who are responsible for the ultimate governance of the organization and has legal, fiduciary and ethical responsibilities. The ITF board is of volunteering members and it has a Chairperson, secretary and Treasurer. The Secretariat on the other hand is responsible for day to day operations of the organization and is coordinated through the Secretary General and Assisting volunteer staff members that include Projects Assistant, Administration Assistant, International Relations Assistant, Assistant Treasurer and IT & Development assistant who are young people with extraordinary passion for communities’ development and relevant academic qualification and experience to their respective positions.
JOIN THE PIPE

Between 2012-2013 ITF members worked together on a 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 villages this is because they do not have a working water system in their village at all. Prompting school going children and women to walk very long distances to secure water from neighboring villages/communities’ wells or stream/river. Other communities especially in per-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 are:

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

The Join the Pipe project install sustainable tap water stations near playgrounds, city centers, parks, schools and bus stations in Kenya; for people to access clean tap water whenever possible. The project also work to bring awareness to environmental impact of production and waste of bottled water through:

- **A WATER KIOSK AT SCHOOL:** a school based and students managed business selling clean tap water to community residents. It consisting of financing a community school to set up onsite water kiosk with specially designed and sustainable products for children to transport tap water at home straight from school. It is both educational and profitable business – teaching students business and entrepreneurial skills, and generating much-needed income for schools.

- **PUBLIC DRINKING TAP WATER STATION:** In partnership with urban Communities/Towns/Cities we install our non-breakable drinking water station in Public places for people access clean drinking tap water free of charge.

The project is operated in collaboration with the Join the Pipe Foundation-A community of tap water drinkers promoting tap water drinking and help developing nations gain access to clean drinking water and sanitation. based in Amsterdam-Holland. Consequently the Join the pipe project activities in Kenya are characterized by Join the pipe foundation’s 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 the spread of waterborne diseases. 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.
The multiple benefits associated with joining 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 the 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.
On 15th November 2016, we launched the first Join the Pipe public drinking tap water station in Nairobi’s main recreational Park- Uhuru Park for people to access clean drinking tap water free of charge.

On a daily basis, about 400,000 people pass through Uhuru Park to relax, work or catch up with friends. Plastic water bottles, the only source of clean drinking water for those who can afford it, litter the park. However majority of the park users (youth) cannot afford to purchase water bottles. Although there are various drinking water points in the park and around Nairobi city center, none of these points are functional because all the taps have been vandalized. This leaves those who cannot afford to purchase bottled water especially the youth to suffer. With funding from the Pollination project, collaboration with Nairobi City County and our ever supporting partner Join the Pipe foundation we installed this non breakable join the pipe drinking tap water station to provide safe and clean tap water to everyone.

On 15th November Ms. Anne K. Lokidor, Nairobi City County’s executive committee member for education, youth sports, gender affairs, culture and social services arrived to officially open the station. Our members together with Patriana Educational Centre’s students and people we found in the park cleaned the park and in return everyone was awarded our Join the pipe reusable and environmental friendly water bottles (In total we donated 445 bottles). By combining the supply of clean tap water with the elimination of water bottle pollution, and using a sustainable business model that empowers youth, this station is poised to make an enormous contribution to the health of the entire community that uses Uhuru Park.

Since the construction of the tap station three months ago, a recent Monitoring and Evaluation survey conducted by our Projects Department reported that over 3000 city residents make use of the tap station weekly. Out of this number, more than 2000 users are the youth.

Below are logos of this activity Partners:
Majority of few Schools fortunate to have access to water cannot afford to pay their water bills which are very high due to water wastage during hand washing and when children drink out of their hands. Drinking from hands also increases water borne diseases, in turn causing school drop outs.

We provide environment friendly and refillable water bottles for the children to drink from. Our refillable bottles are made of BPA-free plastic and are distinguished with a Dutch Design Award. In schools with no access to water pipeline, with our bottles children are able to transport a bottle with water from home to school.

We believe that:
- A bottle with water from home to school is a sustainable way.
- Drinking from a bottle at school is better for hygiene than drinking with the hands.
- Drinking from a bottle at school makes hand washing less important.
- A bottle on the table of children to drink during classes is a nice way to stay hydrated.
- There are so many reasons why a bottle saves money and improves hygiene for the children at school and at home.

In 2016, we directly distributed 4167 bottles to people in Uhuru Park and schools across the country:

<table>
<thead>
<tr>
<th>#</th>
<th>School Name</th>
<th>Location (County)</th>
<th>Bottles received</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>Saint Peter’s the Rock Junior School</td>
<td>Mombasa</td>
<td>250</td>
</tr>
<tr>
<td>2</td>
<td>Malezi School</td>
<td>Nairobi</td>
<td>200</td>
</tr>
<tr>
<td>3</td>
<td>Uhuru Estate Primary School</td>
<td>Nairobi</td>
<td>351</td>
</tr>
<tr>
<td>4</td>
<td>Millennium Community Development</td>
<td>Kiambu</td>
<td>60</td>
</tr>
<tr>
<td>5</td>
<td>F4W/NAWSSCO</td>
<td>Nakuru</td>
<td>10</td>
</tr>
<tr>
<td>6</td>
<td>Niarobi road Primary School</td>
<td>Nakuru</td>
<td>141</td>
</tr>
<tr>
<td>7</td>
<td>Sidai Primary School</td>
<td>Nakuru</td>
<td>356</td>
</tr>
<tr>
<td>8</td>
<td>Magomano Primary School</td>
<td>Nakuru</td>
<td>458</td>
</tr>
<tr>
<td>9</td>
<td>Arap Moi Primary School</td>
<td>Kajiado</td>
<td>305</td>
</tr>
<tr>
<td>10</td>
<td>Patriana Educational centre</td>
<td>Nairobi</td>
<td>149</td>
</tr>
<tr>
<td>11</td>
<td>Kambi ya Ndeke Primary School</td>
<td>Machakos</td>
<td>590</td>
</tr>
<tr>
<td>12</td>
<td>Mukeu Primary School</td>
<td>Kiambu</td>
<td>293</td>
</tr>
<tr>
<td>13</td>
<td>Kidfarmaco Primary School</td>
<td>Kiambu</td>
<td>250</td>
</tr>
<tr>
<td>14</td>
<td>From Kibera with Love</td>
<td>Nairobi</td>
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<tr>
<td>15</td>
<td>Cheza Sports Academy</td>
<td>Nairobi</td>
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</tr>
<tr>
<td>16</td>
<td>Imani Children Home</td>
<td>Nairobi</td>
<td>94</td>
</tr>
<tr>
<td>17</td>
<td>Kayole Girls rehab Centre</td>
<td>Nairobi</td>
<td>95</td>
</tr>
<tr>
<td>18</td>
<td>Uhuru Park</td>
<td>Nairobi</td>
<td>445</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>4167</strong></td>
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ACTIVITIES IN 2016

A WATER KIOSK AT SCHOOL-PATRIANA EDUCATIONAL CENTRE

Early in 2016, our members introduced and recommend us to Patriana educational Centre located in Makongeni estate (Nairobi). And in May we initially visited the school to donate our re-usable water bottles for school kids to be bringing drinking water to school from home. We use the visit opportunity to learn and experience the school and the community’s access to water challenge.

About 31000 people live in Makongeni community and all of them have no access to tap water close to their homes at an affordable price. Consequently school children have to walk long distances so as to secure water for their families (from neighboring communities) before and after school. Makongeni estate was built for rail workers in the mid 20th century as a temporary housing of African bachelors working for east African Railways & harbors. It was never designed for family set up but upon the railways management exit, people kept occupying the houses and inherited them to their descendants. However their inability to pay water supply led to complete disconnection of the water pipeline around the community, forcing the residents to buy water from water vendors or from neighboring community’s wells. We immediately started procedures to establish the professional relationship with Makongeni community and the Patriana educational in line with recommendations and guidelines set out for a successful join the pipe water kiosk at school. Primarily those recommendations and guidelines procedures are consulting (holding meetings) with community residents, Parents and local leaders to understand and commit to a water kiosk at school business concept before agreeing to work with a school for a water kiosk at school - A school based and students managed business selling tap water to community residents. It consisting of financing a community school to set up onsite water kiosk with sustainable products for children to transport tap water at home straight from school. It is both educational and profitable business— teaching students business and entrepreneurial skills, and generating much-needed income for school. Managed by school students, within 24 months, the school earns 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. By the end of 2016 we had completed all preliminary introductions with all parties and we look forward to starting construction early in 2017.
ACTIVITIES IN 2016

- FASHION JOINS CHARITY

With Join the pipe project primary supporting partner (Join the pipe Foundation) team ‘s planned visit to Nairobi for the launch of Uhuru park drinking tap water station in November. The Team from Holland and ITF Kenya crew worked together to stage one of kind fundraising support campaign – Fashion modeling with the help of Nairobi Dandies.

The Join the Pipe project’s activities in Kenya are mainly financed by Join the Pipe Foundation. The foundation based in Amsterdam, With the sale of 2 primary products; tap water stations and refillable tap water bottles, along with donations, they finance our activities in Kenya.

The Fashion Joins Charity modeling activities were geared to support the foundation showcase our activities in western world and encouraging the sales of the products in western world from whom proceeds finance our activities. In Mind that in 2017 we are launching new activities which include - Public and Rivers clean ups: Clearing-up the waste from the streets before it gets into the rivers and oceans . To educate the young generation to make a change and keep it clean. This is the only way we can stop the plastic soup at it's source. Step by step, city by city our world becomes cleaner, healthier to live in, and every child will have a reusable bottle to drink from.
1 SLUM 100 COMPUTERS

About 500,000 Youth 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.

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. 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.

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 such as cybercafé.

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 youth in slums become skilled professional business owners they don’t feel the need to engage in immoral activities, like selling/taking drugs or robbery among others which often causes insecurity. The 1 slum 100 Computer project has 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 of Poverty.

Eastern Nairobi youths benefiting from the 1 slum 100 computer program’s Computer training at ITF Secretariat.

1 slum 100 Computers Project is operated with support of:
EXCELLENT YOUTH GROUP

Excellent Youth group was the only group selected to participate in the 1 slum 100 Computers class II session after reviewing six (6) applications received. Excellent youth group is a youth group based in Kariobangi south and is composed of four (4) young people passionate on developing an online radio for broadcasting, recording, and marketing of talented young artists. Web designing and web management in Kariobangi South.

After the selection, Excellent youth group members were welcomed to participate in 1 slum 100 Computers project’s two initial activities designed to assist the Group members turn their passion of developing an online radio for broadcasting, recording, and marketing of talented young artists. Web designing and web management into a social business by helping them create a business plan for their group that is intended to use financial, human, and physical resources to create a beneficial social impact.

The activities are designed to challenge them to explain and differentiate their venture from alternatives, and to help them avoid common oversights that can often lead to failure or limited impact. Most importantly, all three activities of 1 slum 100 Computers project are intended to help them manage and obtain funding for their venture. The project’s two initial activities must be completed simultaneously and they must be completed in order (successfully) for the group to qualify for the third:

1) **Computer Training:** for the group members to be familiar enough with basic computer applications.
2) **Entrepreneurship mentorship:** for the group members to design a profitable social business.
3) **Loan:** for the group to receive Capital to start up designed business.

Excellent Youth Group members receiving computer training at ITF Secretariat.
ACTIVITIES IN 2016: EXCELLENT YOUTH GROUP

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. 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 contain guidelines to participants to gain the following minimal skills within the training period:

- Understanding of computers basics (hardware/software)
- Creating/making a word document
- Creating/making spread sheet
- Creating/making database
- Creating/making presentations
- Creating/making publications (article, blogs, templates etc)
- Acquaintance with internet applications.

The Group was allocated a tutored six (6) hours per week (2 days a week/ 3 hours a day) using designed guide book manual covering the seven (7) lessons to gain the above mentioned skills.

By September; all group members were comfortably manipulating computer applications at high speed as shown by an evaluation conducted through outcome star:
The Entrepreneurship Mentorship is the primary segment of the 1 slum 100 Computers project. It 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 a computer based social businesses. Developed 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 group members selected to participate in the project 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 a venture that is intended to use financial, human, and physical resources to create a beneficial social impact. Therefore the entrepreneurship mentorship 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 ventures 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)

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.
ENTREPRENEURSHIP MENTORSHIP

As its title suggests the 1 slum 100 Computers project-Entrepreneurship mentorship segment uses a mentored paradigm, wherein each social entrepreneur (youth group) is paired with at least one mentor to provide guidance and feedback during the process. A Mentor is 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 Program’s mentors are 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 are comfortable with the financial aspects of business because the curriculum is geared towards helping the Social entrepreneurs (SE) be better prepared for fundraising. Mentors are able to commit sufficient time to the SE of 1 slum 100 Computers Project.

The Excellent Youth Group members with help of their mentor were expected to complete all 9 lessons with each lesson taking at least a month for completion. They successfully completed and submitted 8 lessons. However, towards October where the group was to submit lesson 9 and associated graduation compliance documents, the group’s communication and attendance to meetings with their mentor and ITF staffs became unstable for unknown reasons to ITF. Ultimately failing to submit Lesson 9 worksheets and requested to comply with their graduation by December. With ITF’s emphasis to work with Youth groups with focus and unparallel commitment to solving social challenges in their communities as the group ITF is ready to invest in energy, share knowledge and members finance. The ITF Secretariat withdrawn its recommendation to continue and finance the Excellent Youth Group’s Venture.
JIJENGE KIJANA FUND

The fund was introduced in March 2015 after one of our member lost his employment where he was drawing income and investment to mature chicks in his just launched small poultry farm. The Jijenge Kijana fund was then introduced as ITF 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.

Who Can apply for the Fund:
Only ITF regular members who:
- Have been active & accountable member for at least 12 months,
- Have at least launched a livelihood venture.

How to Apply for the Fund/Application Process:
The Jijenge Kijana Fund is solely financed by ITF Members contributions, therefore the applicant must:
1. 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?(How does your venture generate profit)
2. Submit your application to the secretariat,
3. All applications are reviewed/screened during monthly volunteer staffs meeting. The volunteer Staffs then forward the recommended applications to the board for further review and final approval. The process may take up to two(2) months for final decision,
4. The board approve application depending on available funding,
5. Once the application has been approved by the Board, 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 formal agreement.
PILOT PROJECT MONITORING & DOCUMENTATION

The Jijenge Kijana Fund was inspired Gilbert Ngige and his Poultry Farm. Ultimately becoming the first venture financed through the fund. Gilbert joined ITF in 2011 and have been a regular members participating in various organizational activities. He said “Joining ITF has been of great benefit 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 the future.”

In February 2015, this expectation was put to test when his day time employment (supermarket Clerk) was cancelled days after launching a small poultry farm in the backyard of his parents home in Dandora. He used his meager monthly salary to set up the farm. With plan to be using its (monthly salary) 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 then introduced after his encounter. Through ITF members contributions, the ITF Secretariat was obligated to allocate him KShs. 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 was self sustaining.

In 2016, ITF Secretariat volunteer staffs followed up Gilbert’s poultry farm operations, impact on Gilbert’s life and the farm ‘s sustainability with intentions of developing further guidelines that should the Jijenge Kijana Fund project to effectively fulfill its mission. By the end of 2016 the Gilbert’s poultry was a profitable venture contributing to family’s livelihood. The venture also is set to feature in ITF documentary set to be released in 2017. Reference to this farm, a comprehensive guideline that will guide Jijenge Kijana Fund have been produced and the Fund is ready to fully operate to highest possible.
The ITF Leadership & entrepreneurship Trainings is the ITF’s first flagship project developed and is operated as organizational introduction/marketing tool to put forth ITF values that portray youth as protagonists in the fight against youth problems around the world.

It is designed to be conducted regularly in various institutions and communities around the world, imparting youth with Leadership and entrepreneurship principles of accomplished men and women. Giving youth's life didactic principles provided with rigorous, intensive instructions that shoves them to expand their boundaries of knowledge and experience an intellectual and spiritual molding them into great leaders and entrepreneurs.

After successfully introducing ITF in Kenya, beginning 2016, in Kenya, the project was strategically placed to focus on introducing ITF in other countries. Consequently two subprojects were introduced in partnership with Younet and Danilo Dorlci in Bologna and Palermo (Italy) respectively:

**BUILDING EMPOWERING ENVIRONMENT FOR YOUTH EMPLOYABILITY**
Developed by Younet (based in Bologna-Italy), the project involve a global partnership from 13 different organizations from 4 different continents. It run from July 2016 to September 2017 and is co-funded by Erasmus+ program of European Union.

**REDUCING SOCIAL EXCLUSION THROUGH A CREATIVE APPROACH TO READING**
Developed by Centro per lo SviluppoCreativo "Danilo Dolci" (CSC Danilo Dolci) based in Palermo –Italy. The project involve other 3 different organizations from Slovenia, India and Austria. It run from 2016 to 2019 and is co-funded by Erasmus+ program of European Union.
A Capacity building project that gathers together a global partnership from 13 different organizations from 4 different continents with the aim of tackling youth unemployment by bridging together educational sector, labour market, youth and public institutions and enabling young people to undergo work-based learning period (WBL). We believe we can make a positive difference both at local and international scale through involving youth organizations and strengthening cross-sectorial networking that will create new opportunities for work-based learning mobility. "BEE" partnership is based on a cooperative working methodology that foster cross-fertilization through sharing practices and approaches, as well as by bridging together not only youth organizations, but also schools and employers in a global perspective.

Below are logos of this program main Partners:
BUILDING EMPOWERING ENVIRONMENT FOR YOUTH EMPLOYABILITY

ACTIVITIES IN 2016:

International Seminar
(Bologna; Italy: 17 - 26 July 2016)

The meeting aims were at fostering capacity building of the consortium and providing participating organizations with tools and knowledge on raising an awareness campaign about the need of cross-sectorial cooperation for youth employability in their communities. It provided 37 participants (from 13 partners organizations/4 continents) with knowledge on European union policies in the field of youth employability, work-based learning mobility and its role for boosting youth employability concept of apprenticeship, tools for bridging different sectors and promoting holistic approach.

Job-shadowing in YouNet (Bologna-Italy)

The job shadowing aims were at offering opportunity to youth workers to learn the functioning of an enabling environment in practice. During the mobility youth workers from project partner organizations including one ITF member experienced the holistic approach in action with particular focus on cross-sectorial networking.

YouNet hosted 12 job-shadowers from 12 different countries in 3 different flows for a period of 2 weeks of job shadowing each floor. The job-shadowers worked in YouNet Vocational Education and Training department. Particularly supporting the networking activities and were involved in the process of contacting vocational schools and stakeholders from foreign countries that may be interested in sending. They informed them about the opportunities of work-based mobility and learnt how to establish contact with them. On a smaller extent the jobshadowers were involved in other activities of the VET department like contributing to the preparation of the documentation for the recognition and validation of the learning outcomes of the foreign students and organizes on-arrival trainings and welcome kit for all the students as well as additional optional leisure and intercultural activities to get acquainted with the local community.
BUILDING EMPOWERING ENVIRONMENT FOR YOUTH EMPLOYABILITY

ACTIVITIES IN 2016:

National Awareness Campaign
(August 2016-October 2016)

Implemented by all project partners based on the knowledge gained during the seminar and on the structured framework developed. The aim of campaign was to activate partners’ communities for structured cross-sectorial cooperation among NGOs, schools (especially VET institutions), employers and stakeholders in order to create an enabling environment for fostering youth employability throughout work-based learning.

On 9th December 2016 from 2:00 – 6:00 PM, ITF hosted a national conference with 81 participants (Universities and colleges students) and 5 guests speakers at YMCA’s conference hall (State house road: Nairobi). The Conference was divided into 4 parts, made of representatives of NGOs (How Youth NGO’s can act as a bridge between youth, labor market & schools) employers (Potential benefits of work based learning for Employers/Companies), VET institutions and the Ministry of Education (State of Youth employment linked with Work based learning, VET and apprentice policies in Kenya) and the Ministry of Youth (State of Youth unemployment and Policies to curb the challenge especially those related to work based learning, VET and apprentice in Kenya). Additionally a former volunteer of ITF spoke about the potential benefits of Youth from WBL, from the personal perspective of a volunteer. The break during the conference was also a means of providing space and time for discussion, especially personal dialogue between the participants and the guest speakers. The panel forum, before conclusion was used to serve as a final discussion forum in order to answer all questions of the audience posed to the guest speakers.
Youth illiteracy is still rife in many countries around the world. According to statistics, globally, 124 million children and young adolescents are not in school or they drop out before completing the full course of basic education. Therefore the READ project and its partners share the mission to enhance the participation of youth and disadvantaged learners to society, promoting inclusive education and equality. This project is fully committed to constantly explore new youth work approaches and methodologies. The project draws its origin from the long engagement for the empowerment of young people through non-formal learning.

Below are logos of this program main Partners:
Kick-off Meeting (KOM) - Palermo, Italy
16th – 20th November 2016

The kick-off meeting of READ – Reducing social Exclusion through a creative approach to reading was organized and hosted by CSC “Danilo Dolci” in Palermo (Italy) from the 16th (arrival day) to the 20th (departure day) of November 2016. The meeting involved two (2) project coordinators from each partner organization: CSC “Danilo Dolci” (Italy), RIS Dvorec Rakičan (Slovenia), AMADEUS (Austria), International Transformation Foundation (Kenya), JRP (India).

During these days, we had the chance to meet and know each other, plan together project’s activities and exchange information regarding local context and best practices related to reading promotion and non-formal education. During the kick-off meeting partners planned project’s activities including:
- Tasks division;
- Timeline for the activities;
- Financial and administrative management;
- Dissemination and visibility strategy;
- Establishment of first tasks (website, selection of youth workers, logistic preparation for international training course).

State of Art Research
14th October – 23rd December 2016

CSC Danilo prepared a template that guided the partners to lead research at the local level. Each partner lead its own research consisting, the state of the art on literacy/ early school leaving rates at national and local level, the major obstacles faced by youngsters to learning according to different backgrounds and attitude, a collection of national good practices based on non-formal approach to promote reading, the potential use of social networks and social reading as tools to foster reading for youngsters, identification of key books that could be used as basis for projects' activities. At completion, CSC Danilo will put together partners' researchers in a joint document summarizing main results which will be published and shared on OER (Open Education Resources) website in 2017.
The success of our projects in Kenya has inspired us to replicate them across East Africa through a strategic plan of opening one branch office every two (2) years starting with Rwanda. In Rwanda International Non-governmental Organizations (INGO) are registered by Directorate General of Immigration and Emigration. We are in midst of the registration process which include:

1) The First step for the INGO intending to operate in Rwanda is to consult the INGO Division at the Directorate General of Immigration and Emigration Headquarters in order to get guidance and detailed information regarding registration.
2) The Second step is to consult relevant Line Ministry for orientation and signing a Memorandum of Understanding (MoU) { Line Ministry is the Ministry with attributions of INGO activities, eg: INGOs involved in education activities are oriented by the Ministry of Education}
3) The Third step is to consult the District via email or any communication system in place in order to harmonize INGO action plan with the District Development Program (DDP). However, this is not subject to INGOs operating on the Central level.
4) The Fourth step is to submit all registration requirements using the INGO online system.

REQUIREMENTS FOR FIRST TIME REGISTRATION:

a) To present a power of attorney from the Head Office assigning a representative of new INGO applying for registration in Rwanda. However, this is not applied to the Founder /CEO of the INGO.

b) Application Letter addressed to the Director General of Immigration and Emigration (DGIE) requesting to register an INGO.

c) Annual action plan for fiscal year (From July to June) aligned with the vision 2020/EDPRS II and DDP (District Development Plan).

d) Notarized Statute/Bylaw issued by competent Authority of the country where that INGO’s Head Office is located

e) Signed proof of funding/or a commitment letter from the donor or INGO Head Office.

f) Detailed annual administrative budget for July-June fiscal year (Administrative or office expenditures budget)

g) Valid Memorandum of Understanding from the partnering line Ministry.

h) Organizational structure of the INGO in Rwanda.
On 10\textsuperscript{th} February, Mr. Vineet Kumar from Innovent (India) arrived in Nairobi, for a 3 days visit to conduct a complete organizational and project due diligence on behalf of GDN (Global Development Network). After our water kiosk at school project was top 6 (from over 260 applications) shortlisted for 2016 GDN awards competition in the category of the Japanese Award for the Most Innovative Development Project (MIDP). The Global Development Awards Competition is an innovative award scheme launched by GDN with the generous support from the Ministry of Finance, Government of Japan. The Awards Competition recognizes excellence in policy-oriented research, supports research capacity development of researchers in developing countries and funds innovative social development projects benefiting marginalized groups in the developing world. The MIDP category provides grants worth \textbf{US$ 45,000} to NGOs located in developing countries to help scale up their innovative projects. Unfortunately and despite passing all multi-stage review process of the competition, a water kiosk at school was not selected in top 3 eventual award winning projects.

Ph.D. students of Institute for leadership and organization Ludwig-Maximilians-University Munich invited ITF to participate in their research project which they are conducting in Africa dubbed “Successful local innovation for global change-How you make the most of your social entrepreneurship endeavor”. The project aim at uncovering critical success factors of social entrepreneurship to deliver social impact by utilizing innovative and effective inclusive business models to satisfy the needs of low income customers.
OTHER AWESOME MOMENTS & EVENTS IN 2016

NELSON MANDELA – GRAÇA MACHEL INNOVATION AWARDS 2016 SHORTLIST:

From over 360 submissions from around the world, Venuste Kubwimana (ITF Secretary General) was announced in the five shortlisted candidates in Individual Activist category. According to the announcement Congratulating shortlisted candidates, and to all the nominees, for the inspiring work, achieving a shortlist was very challenging due to the high standard and exciting work of the nominees. In the second phase, to determine the winner of each category, judges would take note of comments from the public, posted by 12:30 PM GMT on Wed 24 Feb, about why each of these candidates should win – based on innovation, impact, and challenges overcome (After featuring shortlisted candidates through social media channels).

The Winners would be contacted privately by the end of February and publicly announced at International Civil Society Week in Bogotá, Colombia, which too place from 25-28 April 2016. The Nelson Mandela – Graça Machel Innovation Awards was celebrating the 11th year of awarding civil society activists and organizations for their excellence, innovation, and brave risk-taking. Unfortunately our secretary General was not the eventual winner.

WAF AWARDS 2016 – THE FINALISTS:

WAFA Expert Selection Committee included our project- A water kiosk at school, on a shortlist of certified initiatives (top nine applicants that best fulfill the sustainability award criteria) from 175 applicants from five continents that submitted inspiring projects that secure water, air and food to communities around the world in response to their open call launched on this year’s Earth Day. The projects on the shortlist were then posted on the WAFA website, and featured in an online public voting campaign that decided the three finalists of the 2016 Water Air Food Awards. The finalists would be decided based on the highest number of votes, and would be invited to the WAF Awards ceremony hosted in Beijing, China, in early November, to receive their awards. Unfortunately we did not win!
OTHER AWESOME MOMENTS & EVENTS IN 2016

GLOBAL CITIZEN YOUTH ADVOCATES SYMPOSIUM IN NEW YORK

Venuste Kubwimana, ITF Secretary General was chosen from a highly selective pool of thousands of applicants to participate in the first-ever Global Citizen Youth Advocates Symposium on September 22, 2016 in New York. Because of the great work he does on youth leadership and access to clean water and sanitation through the International Transformation Foundation (ITF). Global Citizen invited and welcomed him to New York City for the dates 21-25 September 2016.

As one of ten selected applicants, he was invited to participate in the full-day Symposium aimed at enhancing different aspects of campaign and advocacy work such as effectively engaging partners, crafting compelling communications materials, and organizing impactful events. Throughout the week, he had the opportunity to exchange experiences, strategies and practices with fellow advocates, Global Citizen staff and development practitioners geared towards addressing the United Nations’ Sustainable Development Goals.

The symposium coincides with two other key Global Citizen events. As part of his invitation to New York he was also given a ticket to attend Global Citizen: The World on Stage and the fifth annual Global Citizen Festival on 24 September.

The World on Stage is an evening of advocacy, music, and impact bringing together world leaders, activists, influencers, and some of the biggest artists in the world to amplify cutting-edge solutions to the world’s greatest challenges.

This event provide a platform for major announcements in the pursuit of ending extreme poverty, alongside powerful music collaborations. Global Citizen Festival is Global citizen’s centerpiece event which helps drive the movement and achieve policy wins and large financial commitments. On the Great Lawn of Central Park, 60,000 fans, plus millions more via broadcast and live stream, along with leading musicians, business leaders, celebrities, politicians, socialites, and other important influencers join together in the fight to end extreme poverty.
OTHER AWESOME MOMENTS & EVENTS IN 2016

☐ AMERICAN EXPRESS EMERGING INNOVATORS BOOT CAMP

Venuste Kubwimana (ITF Secretary General) based on his impressive leadership and the promise of his work, he was selected to attend the American Express Emerging Innovators Boot Camp in Nairobi, Kenya from October 12- October 14. Bringing together a selective cohort of twenty social innovators across East Africa whose ideas and passion have set them apart as potential leaders of the citizen sector. During two evenings and two full days of programming, he was introduced to peers, Ashoka Fellows, thought leaders, and mentors, in order to help him develop the expertise and the connections he needs for his work to flourish. The boot camp was organized by Ashoka and their partners at American Express.

☐ EUROPEAN COMMISSION VALIDATION

In the context of the participation of our organization in European commission EU Programmes, International Transformation Foundation has been validated by the Validation Services as a private legal entity, non profit organization with the following PIC number: 942638435.
ITF JOINED UN GLOBAL COMPACT

The ITF Secretary General wrote to his United Nations counter expressing our organization’s support for the Global Compact’s principles in the areas of human rights, labour, environment and anti-corruption. In response the UN Secretary General applauded Venuste’s leadership in making this decision and welcomed International Transformation Foundation’s participation in the Global Compact – the world’s largest corporate citizenship initiative, with thousands of business participants and other stakeholders from civil society, labour and government located in 160 countries.

At the heart of the Global Compact is a conviction that organizational practices rooted in universal principles help the global marketplace to be more socially and economically inclusive, thus advancing collective goals of international cooperation, peace and development. Indeed, companies and other organizations participating in the Global Compact are working diligently to give concrete meaning to this principle-based change approach.

From the beginning, the Global Compact has considered the active engagement of non-business stakeholders a critical factor for making real progress. Our participation helps to foster this collaborative spirit which is so critical for tackling today’s challenges.

As a voluntary initiative, the Global Compact draws strength from their participants’ commitment and actions. To spur implementation and progress, they provide various learning and engagement opportunities for signatories. These include: 80-plus country and regional networks where issues and activities are driven at a local level; practical tools and guidance documents on the principles and other priority issues; and international and local events where multi-stakeholder participants can exchange experiences, partake in learning and problem-solving exercises, engage in dialogue and identify like-minded organizations for partnering projects.

Credibility and accountability are critical factors for advancing the Global Compact. The United Nations encourage all organizations engaged in the initiative to communicate with their stakeholders about efforts to promote and implement the initiative’s ten principles and to engage in collaborative projects which advance the broader development goals of the United Nations.

The International Transformation Foundation’s decision of Joining the Global Compact means we stand to support efforts to advance the initiative’s ten universal principles and contribute to a more sustainable and inclusive global economy.
NOMINATION FOR THE GLOBAL INCLUSION AWARDS 2016

The Committee for the Global Inclusion Award 2016 nominated the International Transformation Foundation (ITF) for consideration for the Civil Society Award in recognition for the ITF’s financial, social and livelihoods education program for young people.

The most outstanding program for the Civil Society Award was to be announced at the Global Inclusion Awards 2016 ceremony scheduled to take place at The Golden Hall, Stockholm City Hall, Sweden, on November 28, 2016. The awards ceremony was organized by Child and Youth Finance International (CYFI) in collaboration with the Financial Services Authority of Sweden (Finansinspektionen).

The Global Inclusion awards 2016, recognize and honor those that achieve greatness and demonstrate innovation in financial, social and livelihoods education, financial inclusion, and entrepreneurial support for children and youth at the national, regional and international level.

However, International Transformation Foundation declined the invitation to attend the award ceremony due to prior commitments and of financing associated to our representative’s travel to Sweden for award ceremony.
The ESD Okayama Award 2016 – Global Prize was given to International Transformation Foundation (ITF) in recognition of its outstanding project of Education for Sustainable Development (ESD) on “A water Kiosk at School”. ESD Okayama Award aims to reward outstanding ESD projects at local community around the world, and the selection criteria consist of the following 6 aspects:
1) Vision, 2) Collaboration, 3) Integration, 4) Empowerment, 5) Future Strategy, 6) Innovation

The ‘ESD Okayama Award’ was established by the ‘ESD Okayama Award Steering Board’ and Okayama City (Japan) in 2015 to showcase and promote ESD, and to support the organizations carrying out ESD activities.

The ‘ESD Okayama Award Steering Board’ is composed of the following organizations:
+ United Nations University Institute for the Advanced Study of Sustainability (UNU-IAS)
+ UNESCO Bangkok, Asia and Pacific Regional Bureau for Education
+ Asia-Pacific Cultural Centre for UNESCO (ACCU)
+ Japan Council on the UN Decade of Education for Sustainable Development (ESD-J)
+ The Goi Peace Foundation
+ Okayama ESD Promotion Commission.

Mr. Venuste Kubwimana, ITF Secretary General received the award from Mr. Masao Omori; Mayor of Okayama City at ESD Okayama Award 2016 ceremony held on Saturday 29th October at the Okayama International Center in Japan (Address: 2-2-1 Hokan-cho, Kita-ku, Okayama City, 700-0026, Japan)

Representing the jury, Dr. Hirofumi Abe, Chairperson of Okayama ESD Promotion Commission, made a comment as follows; 95 projects applied for the ‘Global Prize’ (91 projects from 39 countries around the world and 4 from Japan) during application period from 30 May 2016 to 29 July. Through the preliminary screening and the web voting, 10 finalists for the ‘Global Prize’ were selected. After final selection, two projects won the ‘Global Prize’.

The points below were especially recognized as important:
- The project will contribute to improve the visibility and promotion of ESD at local community
- The project contributes to creating a sustainable society through integrating three aspects of environment, economic and society.
- The project empowers individuals and communities.

- A Water Kiosk at School by the International Transformation Foundation (ITF) in Kenya:
  * Setting a water kiosk at school contributes to ensuring safe drinking water, which is the foundation for realizing a sustainable society.
  * School Children operate the kiosk and that leads to improvement of their entrepreneurship and skills.
  - The children came to be free from the labor of fetching water and that leads to raise the enrollments rate.
  - The income of the kiosk improves the sanitation and economic situation of the school.
2016 ITF SUMMARY (IMPACT)

430 Average number of people using uhuru Park Drinking Tap Water Station daily.

4167 Number of reusable & environment friendly drinking water bottles distributed.

4 Number of excellent youth group members who received computer training & entrepreneurship mentorship.

37 Number of participants in International Seminar held in Bologna, Italy.

86 Number of participants in National Conference held in Nairobi, Kenya.

1 Number of ITF members who participated in job-shadowing at YouNet in Bologna-Italy.

2 Number of ITF Members who coordinated READ project Kick-off Meeting in Palermo, Italy.

9 Number of ITF volunteer staff members at Secretariat.

4 Number of ITF board members.

1 Number of Awards ITF received.
REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF INTERNATIONAL TRANSFORMATION FOUNDATION

We have audited the accompanying Financial Statements of International Transformation Foundation, set out on pages 6 to 11 which comprise the Statement of Financial Position as at 31 December 2016, and the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year ended and a summary of significant accounting policies and other explanatory notes.

Board of Director’s Responsibility for the Financial Statements:
The Board of Directors are responsible for the preparation and fair presentation of these Financial Statements in accordance with International Financial Reporting Standards. This responsibility includes: designing; implementing and maintaining internal control relevant to the preparation and fair presentation of Financial Statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor’s Responsibility:
Our responsibility is to express an independent opinion on these Financial Statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the Financial Statements whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion:
In our opinion, the accompanying Financial Statements give a true and fair view of the state of financial affairs of the Organization as at 31 December 2016 and of its Statement of Comprehensive Income and Cash Flows for the year then ended in accordance with International Financial Reporting Standards.

The engagement partner responsible for the audit resulting in independent auditor’s report is CPA Ayub O. Oruko – P/2025.

Mella-Aling & Associates
Certified Public Accountants

Mella-Aling & Associates,
Certified Public Accountants (Kenya)
3rd of March, 2017

D.N. ALING CPA (K) CPS (K) BCOM (HONS), A.O.ORUKO CPA (K) BCOM (HONS)
# INTERNATIONAL TRANSFORMATION FOUNDATION

## STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2016

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<tr>
<th>Notes</th>
<th>Description</th>
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<td><strong>INCOME:</strong></td>
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<td>Sponsorship/Grants</td>
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<td>Join The Pipe Project Funding</td>
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<td>Jiijenge Kijana Fund</td>
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<td>Members Donations</td>
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<td>Uhuru Park Tap Water Station Construction</td>
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<td>Fashion Join Charity Expenses</td>
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<td><strong>SURPLUS FOR THE YEAR</strong></td>
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### INTERNATIONAL TRANSFORMATION FOUNDATION

#### STATEMENT OF FINANCIAL POSITION

**AS AT 31 DECEMBER 2016**

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<td><strong>TOTAL NET ASSETS</strong></td>
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Financed by:

- **CAPITAL FUND**
  - 6
  - 241,830

- **SURPLUS FUND**
  - 298,816

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The Financial Statements were approved by the Board of Directors on 3rd March 2017 and signed on their behalf by:

- **Position:**
  - Chairman
  - Secretary
  - Treasurer

- **Signature:**
THE SECRETARIAT TEAM

The ITF 2016 ITF Secretariat team was of nine (9) young people (Including ITF Secretary General) of 18 to 30 years old from four (4) distinct Nationalities who volunteered at our secretariat spending at least three (3) months and 8 hours a day carrying our day to day operations of the organization.

NAME: DAVID KAHIU
POSITION: CONSTRUCTION TECHNICIAN
NATIONALITY: KENYAN
AGE: 24
DURATION: 12 MONTHS

NAME: DINAH VAN DER GEEST
POSITION: PUBLIC RELATIONS
AGE: 25
NATIONALITY: DUTCH / BANGLADESHI
DURATION: 6 MONTHS

NAME: LUCKY MWACHI
NATIONALITY: KENYAN
AGE: 22
POSITION: INTERNATIONAL RELATIONS
DURATION: 7 MONTHS

NAME: GLORIA AKINYI
NATIONALITY: KENYAN
AGE: 19
POSITION: OFFICE ASSISTANT
DURATION: 3 MONTHS

NAME: MAGDALENA LUTZ
NATIONALITY: ITALIAN
AGE: 25
POSITION: PROJECTS ASSISTANT
DURATION: 6 MONTHS

NAME: ATHANAS OTIENO
NATIONALITY: KENYAN
AGE: 24
POSITION: IT & DEVELOPMENT
DURATION: 4 MONTHS

NAME: GREGORY WAFULA
NATIONALITY: KENYAN
AGE: 22
POSITION: PUBLIC RELATIONS ASSISTANT
DURATION: 3 MONTHS

NAME: CAROLINE WANJIRU KANG’ETHE
NATIONALITY: KENYAN
AGE: 24
POSITION: ADMINISTRATION ASSISTANT
DURATION: 12 MONTHS

NAME: DINAH VAN DER GEEST
POSITION: PUBLIC RELATIONS
AGE: 25
NATIONALITY: DUTCH / BANGLADESHI
DURATION: 6 MONTHS

NAME: LUCKY MWACHI
NATIONALITY: KENYAN
AGE: 22
POSITION: INTERNATIONAL RELATIONS
DURATION: 7 MONTHS

NAME: DAVID KAHIU
POSITION: CONSTRUCTION TECHNICIAN
NATIONALITY: KENYAN
AGE: 24
DURATION: 12 MONTHS
THE BOARD OF DIRECTORS

Names: Mr. Javan Churu
Position: Board Liaison
Nationality: Kenyan
Age: 25

Names: Ms. Pauline Mwaura
Position: Treasurer
Nationality: Kenyan
Age: 27

Names: Mr. Venuste Kubwimana
Position: Secretary General
Nationality: Rwandese
Age: 30

Names: Mr. Boniface Nyambura
Position: Chairman
Nationality: Kenyan
Age: 27
RECOMMENDATIONS

• As ITF pursue its expansion quest by opening branch offices in other countries, it will be very helpful to offer long term contracts (Minimum 1 year) to volunteer staffs at coordination Secretariat (especially International Relations Assistant) to curb progress disruption experienced in recent years and ensure continuity in operations.

• As experienced, some of ITF’s former volunteers continue to engage themselves in community development activities on full time basis or part time either through ITF, start their own or join other organizations. ITF should find ways to keep investing in former volunteers especially those starting up their own community development ventures reference to known hardships of starting up organizations.
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