

VAIBHAV BHARDWAJ

# Resilience, Up Close

2020 Annual Report





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## Our Vision

We're building a world where all young people at the margins, especially girls, have the skills, opportunities, and power to live their full potential.

## Our Mission

We partner with local organisations in emerging market countries, and other change-makers, to enable marginalised young people to transform their lives and communities.



URBAN AGRICULTURAL NETWORK, GHANA





ALYSSA PEEK

# A Letter From Our President and CEO

In every way, 2020 was an unprecedented year. The COVID-19 pandemic proved transformational for individuals, families, and communities, changing our world for the foreseeable future.

EMpower's grantee partners work in some of the worst-affected countries, and the young people they serve faced enormous risks to their health, education, and livelihoods. With their schools closed or moved online, work opportunities dried up, and support networks diminished, young people were forced to adapt and showed great resilience during these hardest of times.

In this year's annual report, as EMpower marks its 20th anniversary, we want to provide an up-close look at what this resilience looks like. Again and again, I have been deeply impressed by the innovation and agility of our grantee

partners and the strength of the young people they serve. And I have been struck by how the tools EMpower provided over the years often helped young people weather crisis and turmoil.

At EMpower, we knew we had to be as nimble and resilient as well. For us, this meant continuing to heed the voices and perspectives of young people. We stayed in close contact with our nearly 100 grantee partners throughout the year, seeking their perspectives on how best to respond. We offered flexibility in how they used their grant funds and the timeline for spending funds. Our aim was to provide each organisation the most relevant support possible, offering thought partnership and collaborative learning alongside increased and flexible funding. Beyond grantmaking, we supported our partners by building solidarity, forging connections between them, and sharing resources, best practices, and learnings about COVID-19.

For all of us, the road ahead remains deeply uncertain as the world emerges unevenly from the pandemic. While northern countries are opening up, the crisis is likely to linger for months and years in middle- and lower-income countries, reversing years of progress on global development and human rights. The traits our partners and young people demonstrated throughout this year—courage, flexibility, compassion, persistence—will be called upon for the foreseeable future.

Reflecting on this year, I want to acknowledge how our supporters so powerfully demonstrated these traits as well. In a year of deep financial uncertainty, EMpower's donors, investors, advisors, and Board members provided steadfast support that enabled us to meet the unexpected challenges of 2020. We know that young people have the power and potential to create a better future if we stand with them. And in 2020, you stood profoundly with them when it mattered most.

Thank you for your resilience, and your continued partnership with EMpower.

Sincerely,



Cynthia Steele





## Quickly Adapting to Shifting Realities

COVID-19 completely changed the world as we know it, and EMpower’s grantee partners quickly pivoted to respond. Our partners had to rethink their entire approaches and adapt their services, and it all had to happen in real time as the crisis deepened and evolved.

“In the context of a 60% unemployment rate amongst young people, we anticipate that our food relief will continue but that we will do this in ways that allow young people to experience a sense of power, hope, and **purpose** in their communities.”

– Grantee Partner in South Africa



“The COVID-19 pandemic and the unplanned lockdowns have accentuated the already existing inequalities and placed young people at risk. Adolescent and young girls are especially at risk.”

– Grantee Partner in India

The first priority for many partners was to meet the immediate needs of young people and their communities. In some cases, this meant providing cleaning supplies, toiletries, food, and water, as well as personal protective equipment to prevent COVID-19 transmission. As schools around the world closed or moved online, most of our grantee partners also needed to shift their programmes online. Because of pandemic restrictions, they had to suspend key elements of their programmes such as in-person and large group activities.

Many young people lacked the digital skills or devices to learn online, so organisations worked to better equip and train them. Our grantee partners kept young people engaged by coming up with activities that could be done at home. They worked to virtually connect young people to each other and to the wider world—knowing how important connectivity is for adolescents.

Grantee partners came up with creative ways to engage young people, from WhatsApp to mobile vans with megaphones to outdoor films. They organized bike rides and created community gardens, an important safe space for girls, who were disproportionately impacted by the pandemic. Girls and young women lost ties to school, friends, and support networks, increasing their vulnerability to violence both in the home and their communities.

Some grantee partners made home visits or phone calls to young people, families, and teachers to check in on their physical and emotional health. Mental health became a pressing need both among young people and the staff of our grantee partners, who were continually trying to prevent and respond to trauma. Sexual and reproductive health care became a major priority because these services tend to be overshadowed during a pandemic.

In a year of crisis, some positive trends emerged. Young people stepped into more leadership roles in programmes, and in their families and communities. Overall, programmes became more holistic in terms of what they deliver and strengthened a range of capabilities, such as digital programming.

Most organisations expect the pandemic to continue to affect their communities, and thus their work, for years to come. Many of our partners have identified the emerging challenges they will need to address, such as mental health distress, the digital divide, and a vastly altered job market.





**EMpower grantee partner BRAVE creates safe spaces for girls in South Africa. The organisation empowers girls to stay in school, helping them gain self-confidence and leadership skills, become financially independent, and lead safe and healthy lives.**

For centuries, women in this country have fought for their seat at the table—by protesting and standing up for each other. Since the COVID-19 lockdown in March 2020, it became extremely evident that women and girls are safe nowhere, especially in their households, as gender-based violence has drastically increased.

Our hearts break at BRAVE. We are a female-led initiative that supports girls through the most challenging and transformative periods in their lives. As the world experienced COVID-19, many experienced more than one pandemic. In the first week of the lockdown, the Minister of Police reported a 30% increase in reports of gender-based violence. Police records reveal that more than 100 women are raped each day in South Africa and the numbers are increasingly terrifying.

At BRAVE we understand because we experience these things ourselves. And we fight back. The BRAVE Senior Leaders are aware that we must live our entire lives with our intersectionality being at the forefront. As another day of our lives feels like another day we are violated, it seems like our rights are constantly denied.

Since the start of lockdown, the BRAVE team has continued working with the girls in the programme, who as young adolescents are often most at-risk. The BRAVE team risked their lives to deliver essentials such as food and sanitary towels to the girls. We are helping the girls cope with the challenges they face. We talk openly about their mental health and provide much needed therapeutic sessions. And we help strengthen their educational foundation so they can go back to school prepared. We want to be that constant voice that reminds the girls, and their community and families, how very important they are—that their lives matter and should not be taken away so inhumanely. We advocate for them to help them stand in the front lines without fear.”

**– Miche Williams, SENIOR LEADER, BRAVE**

## A BRAVE Leader Speaks Out

“Imagine not being able to take a morning run, not being able to wear your favourite shirt, not being able to go to the post office. Imagine not being able to live freely and always feeling confined because your body and its politics are those of others. Now imagine being a woman in South Africa.



# Championing Peace and Scaling Change in Rio de Janeiro

For Alan Duarte, boxing provided a way out of the violence that was everywhere in his community, the Morro do Adeus favela in Complexo do Alemão, Rio de Janeiro.

“I’ve never seen a man in my family die from natural causes,” said Alan. “They have all died from gun violence.”

Participating in a programme run by the organisation Luta Pela Paz (Fight For Peace), which combines martial arts and personal development, Alan began to see another path. Not only did he learn to box, but he gained a sense of purpose, confidence, and leadership skills.

During Luta Pela Paz’s ten-year collaboration with EMpower, the organisation provided more than 7,000 young people like Alan—who were at risk of falling into crime and the drug trade—with social support, education, and job training and placement. When surveyed, 70% of Luta youth said they were less inclined to commit crimes, carry weapons, and join a gang. Over the years, with EMpower’s assistance, the organisation increasingly incorporated gender equity into its programmes, and it continues to play a crucial role in the community.

Alan eventually ended up working for Luta Pela Paz as a boxing coach and mentor, and the organisation became a source of inspiration and springboard for him to do more. When his older brother, Jackson, was shot and killed, it was a trigger; he was



the ninth member of Alan’s family to die from gun violence. Alan was moved to start his own organisation to prevent others from suffering the same fate as his brother and family. He wanted to reach others in surrounding areas, to help them find other opportunities and a different way of life.

With support from Luta Pela Paz—including several pairs of old boxing gloves—Alan was able to launch his own organisation, called Abraço Campeão (Champion Embrace). He began by training 12 young people on a small football pitch and grew the programme from there. “Boxing changed my life for the better, and it really put me on the right path. Now I teach boxing in order to change the lives of other people as well,” he said. Today, the organisation provides boxing and other martial arts classes, mentorship, education, and leadership training. And they have a separate girls-centred programme, which helps tackle gender stereotypes and inequities.

EMpower has been supporting Abraço Campeão since 2017, originally through Luta Pela Paz. From one organisation came another, and change is taking root. As Brazil faces new and severe challenges, champions like Alan ensure that even the most marginalised and excluded young people can overcome. As Alan affirmed, “life is a fight.”



## An Entrepreneur Looks Back and Gives Back

It all started with a fall. When he was 21 years old, Sanyto was helping to fix a streetlight in the Tondo neighbourhood of Manila, one of the most densely populated areas in the world.

Unfortunately, while replacing the light, Sanyto tumbled. The sign for the organisation Zone One Tondo Organisation (ZOTO) caught his eye. Later on, he approached the building with curiosity and spoke with Rodelio Ablir, Executive Director of ZOTO. Rodelio told him about the organisation's youth programmes and welcomed him. Thus began Sanyto's long-term involvement with the organisation that had a major impact on the course of his life.

ZOTO, an EMpower partner since 2007, is the oldest organisation serving urban, under-resourced communities in the Philippines. The organisation aims to improve the economic prospects of marginalised youth and adults through education and vocational training and gender equity initiatives, as well as by fostering leadership skills.

Keen to get involved, Sanyto enrolled in ZOTO's computer literacy programme, which was funded by EMpower. During this two-month course, Sanyto learned the basics of how to use a computer. Soon, he was spending all of his spare time at ZOTO working on computers and building his digital aptitude. ZOTO also helped Sanyto develop leadership and management skills and provided guidance as he began to think about starting an online marketing company. Following his graduation from ZOTO's programme, Sanyto was able to secure a microloan from a local lending institution and launched his business.

Nine years later, Sanyto's marketing company is extremely successful, and Sanyto has become a millionaire. Using the knowledge and skills he gained at ZOTO, he was able to pull himself and his family out of poverty. He recognizes the important role ZOTO played in his life and continues to be involved with the organisation and visits regularly to donate school supplies and share his experience with the next generation. He motivates young people like himself with his story and continues to support the community. "What I like about him is that he never forgot his roots," said Maddy Foo, founding director and underwriter of EMpower in Hong Kong, of Sanyto.

ZOTO recently received a final "sunset grant" from EMpower. The organisation will continue to have a lasting impact throughout the Philippines, particularly during COVID-19 recovery. The organisation will help other young people like Sanyto carve out their own paths. And we know that Sanyto will remain a bright light.

"To me it's all about helping people, empowering people to dream more, to do more, to inspire more," he noted.



RED NOSE FOUNDATION, INDONESIA

## **Collective Learning**

EMpower led and facilitated several new learning initiatives, enabling our grantee partners to share their knowledge and expertise.

### **WEBINARS ON ENGAGING YOUTH ALUMNI IN EAST AND SOUTHEAST ASIA**

With financial support from Credit Suisse, EMpower held a series of webinars for five grantee partners focused on youth livelihoods from East and Southeast Asia. The focus was on working effectively with alumni, the young people who have completed their programmes. The goal was to help organisations strengthen their strategic approaches to alumni engagement, as these young people are important ambassadors, potential mentors and role models, and future sources of sustainability for their work.

### **ONLINE EXCHANGES FOR LATIN AMERICA PARTNERS ON WORKING WITH VERY YOUNG ADOLESCENTS**

In lieu of an in-person learning exchange, EMpower hosted a series of virtual sessions for participants from eight grantee partners in Latin America to share challenges and lessons from their programmes focused on very young adolescent girls and boys (ages 10-14). They presented emerging “good practices” on this topic from grantee partners and others across the globe. Participants were very interested in continuing the discussion and EMpower subsequently created a virtual Community of Practice on working with this population.

“It was refreshing to be in such an open space of **dialogue** and discussion that prompted many of us to (un)learn so much from each other’s **inspiring** work. There are immense learnings to be shared between all of us.”

– **Abhishek Sekharan**

COORDINATOR, MASCULINITIES, THE YP FOUNDATION



### **BUILDING BRIDGES IN INDIA**

Through our ongoing “Building Bridges” series, we hope to nurture a space for knowledge exchange and collaboration among our grantee partners in India. In Mumbai, 10 of our partners came together for a day-long session to discuss engaging boys and men in addressing gender. They shared insights from their current programmes and research studies, delved deeper into the challenges of working in this field, and brainstormed ideas to drive sustainable impact.

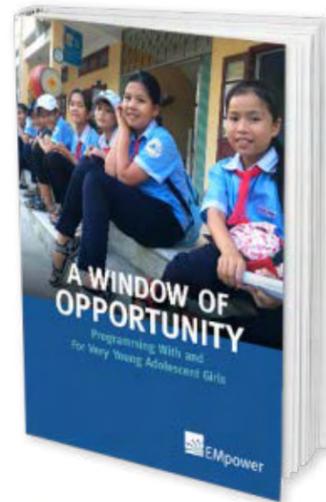
In Lucknow, EMpower facilitated a roundtable for our grantee partners to explore their work with girls and young women and strategies to enhance their employability and employment opportunities. Leaders of three organisations participated in an open and reflective conversation, identifying the strengths, innovations, and gaps in their respective programmes. By the end, each participant identified an area that they would like to collaborate on with another partner—assuring that the cross-learning continues.

The pandemic has intensified the need for mental health care in India. In response, EMpower launched the Compassionate Counselling Programme as part of its Building Bridges initiative, aimed specifically at equipping staff at organisations with the counselling skills they need to reach vulnerable individuals with mindfulness and empathy. We collaborated with psychotherapy experts to develop an eight-week virtual programme. Each session drew between 250 to 800 participants, and the organisations that took part have since begun making mental health support more accessible for marginalised young people.



# A Window of Opportunity

Reaching adolescent girls when they are young, ages 10-14, is crucial. They are at a turning point in their lives in terms of their physical, emotional, and social development; they are developing the knowledge, skills, attitudes, and behaviours that will shape how their lives unfold.



Knowing this age presents unique challenges and opportunities, in 2020, EMpower conducted pivotal research looking at existing programmes and practices around the world focused on this population. We published our findings in a report “[A Window of Opportunity: Programming With and For Very Young Adolescent Girls](#),” which was translated into Hindi and Spanish, and hosted webinars featuring this research.

Listening to girls themselves and culling evidence and best practices from grassroots organisations, our research revealed that local grassroots organisations are doing innovative, targeted work with very young adolescent girls to a much greater degree than previously realized. They are running programmes that provide them with support, safe spaces, sexual and reproductive health information and care, and more.

Our overarching recommendation to propel this work further is to provide local grassroots organisations with the financial and other resources they need to sustain, evaluate, and scale their work—and to do this through flexible funding. EMpower is committed to ensuring the window of opportunity to reach very young adolescent girls is not ignored.

“Sports are a great way to teach girls about their bodies. Engaging in sports to speak about gender-based violence creates a space where girls are confident and aren’t afraid to speak out about their bodies.”

– Adolescent Girl, India

# Our Theory of Change

## The Problem

Marginalised young people in emerging market countries lack resources and opportunities, often their voices are not heard, and their agency is inhibited.

Factors such as poverty, discrimination, and economic and social exclusion drastically impact their lives and horizons, even more for girls, young women, and LGBTQI+ youth. Furthermore, local organisations that work with and for young people—and have the knowledge and solutions needed to break these cycles of disadvantage—are chronically under-funded and under-connected, hindering their ability to effect change.

## Our Pillars of Change

At EMpower, we have four key pillars of change to address root causes that limit young people. We invest resources in four key strategies designed to accelerate long-term change.

- Grantmaking
- Organisational Capacity Strengthening
- Cross-Sector Strengthening
- Philanthropic Mobilisation

## Grantmaking

### OUTPUT

We provide flexible grants to local organisations in emerging market countries, focused on **economic wellbeing, inclusive learning, and safe, healthy lives** for marginalised young people.

Flexible, multi-year support (up to 10 years).

### OUTCOMES

Organisations receive **long-term, responsive financial support** from EMpower that enables them to implement locally appropriate, innovative, and quality programming for young people.

### IMPACT AIM

Young people are better supported by our grantee partners—who have the **financial resources, organisational capacity, and flexibility** needed to do so.

## Organisational Capacity Strengthening

### OUTPUT

We foster the **organisational capacity, skills, and sustainability** of our grantee partners with tailored support.

Bespoke support for grantee partners including programmatic strategy, youth safeguarding, fundraising, piloting and scaling of innovations.

### OUTCOMES

Capacity support is **tailored to their organisational needs and contexts**, increasing their effectiveness and sustainability.

### IMPACT AIM

**Organisations that are operationally sustainable, strategic, and robust**, and that co-design cutting-edge programmes with marginalised young people, are best placed to meet young people's needs with responsive solutions and offerings.

## Cross-Sector Strengthening

### OUTPUT

We facilitate and support grantee partners' collaboration to **strategise and build alliances**—at the local, national, regional and global levels.

We facilitate the sharing of learning and practice, providing resources and platforms for amplifying young people's voices and for building collective impact.

### OUTCOMES

Organisations supporting young people are **connected and supported to collaborate** within and across geographic ecosystems—and **young people's voices** are central in key discussions.

### IMPACT AIM

Marginalised young people are supported by a **connected ecosystem of organisations that collaborate, deliver, and advocate** for more effective, systemic solutions.

Centring young people's perspectives and agency in decisions and collaborations results in more effective strategies and approaches.

## Philanthropic Mobilisation

### OUTPUT

We advocate for long-term commitments to local organisations working with young people—**promoting gender-responsive policies, practices, and participatory grantmaking approaches**.

We reflect on our own philanthropic practices, pilot innovative grantmaking models, and collaborate with other funders to learn and achieve greater impact.

### OUTCOMES

EMpower, funding partners, and philanthropic stakeholders continually adopt and learn from **philanthropic best practice**, and evolve their approach in ways that increase young people's role in decision making and catalyse more resources for effective gender-responsive programming.

### IMPACT AIM

Marginalised young people are supported by a philanthropic ecosystem that **values and integrates their needs, priorities, and solutions** in key decisions.

Funders understand the value of inclusive gender-responsive philanthropy, mobilising even more long-term financial support to the sector.

## Assumptions

### Cross-Sector Strengthening

Facilitating connection and collaboration between peer organisations within and across geographic areas enables them to deepen and accelerate learning, creating more effective and positive impact on young people's lives.

Amplifying marginalised young people's voices in these collaborations ensures they have agency in key decisions, and leads to inclusive strategies that reflect the context and needs of marginalised young people.

Specifically focusing on economic wellbeing, inclusive learning, and safe, healthy lives for young people gives them the greatest chance of living their full potential.

### Organisational Capacity Strengthening

Organisations that are operationally sustainable, strategic, and robust will develop and implement more innovative and effective ways to support young people over the long-term.

When organisations foster and incorporate young people's perspectives within their strategies, they are able to more fully and effectively support them.

### Philanthropic Mobilisation

Greater and more effective philanthropic investment in marginalised young people will result in stronger impact for young people, and this is particularly true when approached through a power-shifting, participatory framework.

### Grantmaking Assumptions

By receiving inclusive support from thriving local organisations, marginalised young people are better equipped to successfully navigate challenges, access opportunities, increase agency, and live their potential.



# Where We Work

## PROGRAMME AREAS:

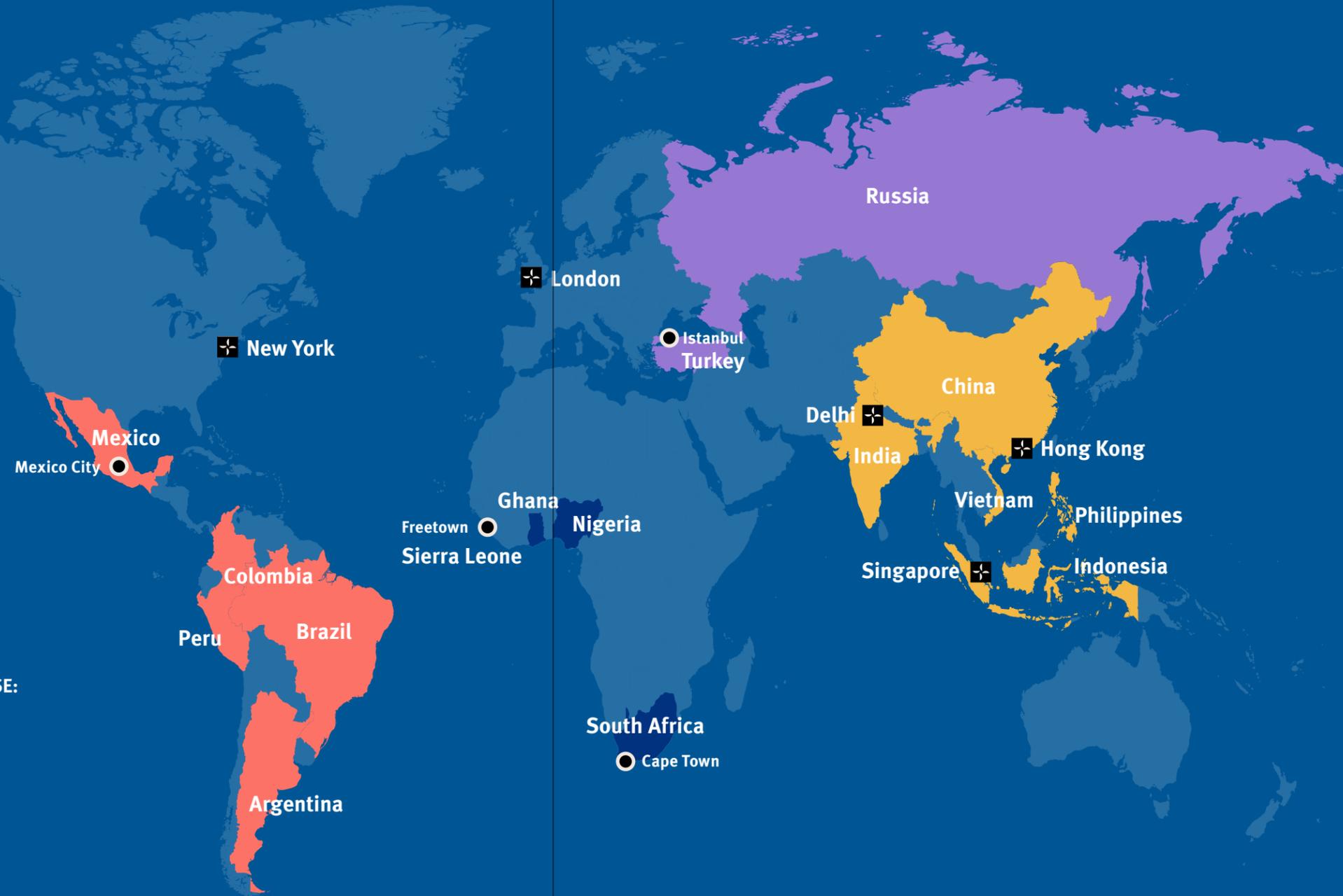
- Latin America
- Africa
- Turkey & Russia
- Asia

## EMPOWER OFFICES:

- New York
- London
- Hong Kong
- Singapore
- Delhi

## IN-COUNTRY PROGRAMME EXPERTISE:

- Turkey
- South Africa
- Mexico
- Sierra Leone



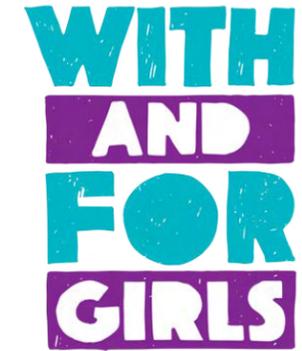
## Leveraging a Global Network

EMpower channels the powerful resources and know-how of the financial and philanthropic sectors—individuals, corporations, and foundations—toward better, faster, bolder investing in young people in emerging markets. Examples of our major partners include:



## Partnerships That Advance The Field

EMpower is a founding strategic partner in this 11-partner collective that exemplifies participatory philanthropy, recognizing girl-led and girl-focused organisations through yearly funding awards with girls at the centre of decision-making.



EMpower is thrilled to be part of the Girls Fund, generously supported by the NoVo Foundation, comprised of six public foundations committed to funding programmes for girls at the margins and to co-learning and collaboration.



# Our Impact

## Over Two Decades:

- Since its inception, EMpower has awarded **\$36,392,781** in **1,164** grants to **293** organisations.
- Our work has directly impacted the lives of **784,500** youth.
- We have touched the lives of **over 2 million** people.

## In FY2020:

- In FY20, EMpower awarded **\$3,602,297** in grants.
- Our work directly affected the lives of **129,340** youth and **5,089** adults.
- We touched the lives of over **484,271** people.

### ECONOMIC WELL-BEING

**9,202** young people improved their prospects for employment

**1,955** young people increased their income, assets, or access to credit

### GENDER

**14,088** young people increased their awareness and capacity re gender equity

### INCLUSIVE LEARNING

**4,259** young people progressed from secondary school

**2,186** young people gained 21st century skills

### SAFE, HEALTHY LIVES

**71,795** young people increased their capacity to protect their own health

**6,658** highly vulnerable young people improved their well-being, safety, and mental health

At EMpower, we are committed to advancing diversity and equity and creating a supportive and inclusive learning environment.



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**SIERRA LEONE**

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Mireille Posse, Consultant for Latin America

**SOUTH AFRICA**

Deborah Diedericks, Consultant for South Africa

\* AS OF JUNE 2021

EMpower's Boards of Directors in New York, London, Hong Kong, and Singapore are fierce champions of our work, bringing passion, acumen, energy and financial resources to advance our mission and goals.



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EMpower's underwriters make a meaningful and powerful commitment to our ongoing work by supporting our global operations. They make what we do possible.



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\* AS OF JUNE 2021



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Partners**

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- Abraco Campeao
- Alternativa
- Asociacion Kallpa para la Salud y el Desarrollo Integral (Asociacion Kallpa)
- Asociacion Kusi Kawsay
- Asociacion Pukllasunchis
- Associação ChildrensAid (Onda Solidaria)
- Centro de Educación e Investigación para el Desarrollo Comunitario Urbano y Rural (CEDECUR)
- Centro de Promoción y Defensa de los Derechos Sexuales y Reproductivos (PROMSEX)
- Centro Yanapanakusun
- Cidadania, Estudos, Pesquisas, Informação e Ação (CEPIA)
- EMPUJAR - Fundación Pleroma
- Fundacion Alvaralice
- Fundacion Hused
- Fundacion Nordelta
- Fundacion Tiempo de Juego
- Gendes A.C.
- Melel Xojobal A.C.
- Redes Da Mare
- Solidaridad Internacional Kanda A.C.

**AFRICA**

- Amandla EduFootball
- Children Radio Foundation
- Earthchild Project
- Girls Voices Initiative

- Ikamva Labantwana Bethu
- Ithemba Lethu Learning Centre
- Khululeka Greif Support
- Mamelani Projects
- Net Organisation for Youth Empowerment and Development (NOYED Ghana)
- Network for Women in Growth (NEWIG)
- NORSAAC
- Rock Girl SA/BRAVE
- Songtaba- Women's Rights Coalition
- The Isiqalo Foundation (Isiqalo- Waves for Change (W4C))
- The Mudita Foundation
- The Sozo Foundation Trust
- United Through Sport
- Urban Agriculture Network
- Wilderness Foundation

**INDIA**

- Antarang Foundation
- Azad Foundation
- Ballygunj Society for Children in Pain (CHIP Mumbai)
- Bharat Memorial Charitable Trust (Neev)
- Chehak Charitable Trust (Sayhog)
- Chintan Environmental Research and Action Group
- Committee of Resource Organisation for Mass Programme of Functional Literacy (CORO)
- CREA
- CYDA- Centre for Youth Development and Activities

- Equal Community Foundation
- Gramin Shiksha Kendra
- Feminist Approach to Technology
- Ibtada
- KarmMarg
- Jan Sahas Social Development Society
- JOSH (Joint Operation for Social Help)
- Medha Corp
- New Resolution India (Bright Future)
- Nirantar
- OSCAR Foundation
- Pragatee Foundation (Enabling Leadership)
- PUKAR
- Saath Charitable Trust
- Sadbhavana Trust
- Swechha We For Change Foundation (Swechha)
- Udaan Women's Empowerment Welfare Society
- The YP Foundation
- Vacha Charitable Trust

**EAST & SOUTHEAST ASIA**

- Bahay Tuluyan Foundation
- Hong Kong Unison Limited
- KELY Support Group
- Perkumpulan Pamflet Generasi
- Passerelles Numeriques Philippines, Inc.
- Research for Education and Career Help Institute (REACH)
- ROLE Foundation

- Roots of Health
- Teach Unlimited Foundation
- VANGO (Vietnamese American Non-Governmental Organization Network)
- Virilaine Foundation, Inc.
- Yayasan Ekoturisme Indonesia
- Yayasan Hidung Merah (Red Nose Foundation)
- Yayasan Kusuma Buana
- Yunan Pelli Youth Development Center

**RUSSIA**

- Autonomous Non-Commercial Organization for Social and Cultural Services (Upsala Circus)
- Bolshaya Peremena (Big Change)
- Charity Fund of Social Projects Galaxy (Galaxy Fund)
- Raoul Foundation

**TURKEY**

- YUVA
- Cinsel Şiddetle Mücadele Derneği (CSMD)
- Koy Okullari Degisim Agi Dernegi (KODA)
- Genc Hayat Vakfi (Youth Lives Foundation)
- Kodluyoruz Dernegi (We are Coding)
- Sulukule Volunteers Association

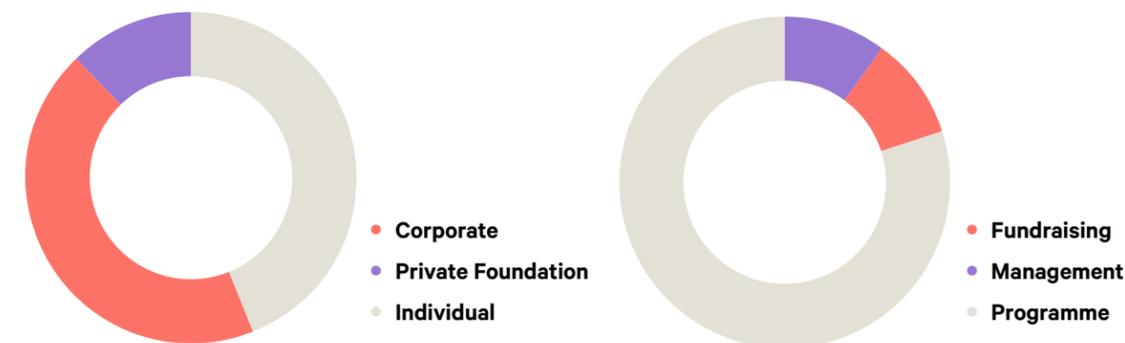
# Financial Snapshot

In a year of worldwide disruption and change, EMpower stayed true to its mission and continued to build on its legacy of impact.

- We were honoured by Charity Navigator’s highest **4-star rating** for the 8th year in a row.
- We maintained our grantmaking at **\$3,602,297**, awarding all grants that were up for renewal and offering our grantees increased flexibility to help them respond to the COVID-19 pandemic.
- We increased our unrestricted revenue and unrestricted net assets by over **\$2 million**.
- We completed our 2nd year of a **\$3.5 million** 3-year grant from the NoVo Foundation.
- We continued our **8-year partnership** with Citi’s e for education campaign.
- We continued to **increase program services** versus our prior year.



## FY20: Funding Breakdown by Sources and Uses



### SOURCES—IN USD

	US	UK	HK	Total	
Corporate	954,309	1,108,375	747,268	2,809,952	44%
Individual	856,538	1,294,593	711,648	2,862,779	44%
Private Foundation	327,589	418,517	35,000	781,106	12%
<b>TOTAL</b>	<b>2,138,436</b>	<b>2,821,484</b>	<b>1,493,917</b>	<b>6,453,837</b>	<b>100%</b>

### USES—IN USD

Fundraising	721,016	10%
Management	710,378	10%
Programme	5,755,680	80%
<b>TOTAL</b>	<b>7,187,074</b>	<b>100%</b>

## FY20: Global Consolidated Financial Statements

### STATEMENT OF FINANCIAL POSITION AS OF 30 JUNE 2020—IN USD

	US	UK	HK	Total FY 2020	Total FY 2019
<b>Assets</b>					
Cash and Cash Equivalents	3,103,447	2,372,353	1,180,648	6,656,448	5,138,539
Accounts Receivable	-	-	-	-	-
Unconditional Promises to Give	1,285,355	28,012	1,007,289	2,320,656	3,655,387
Prepaid Expenses	45,974	4,963	10,031	60,968	54,456
Plant, Property and Equipment, net of depreciation	15,314	5,671	2,245	23,230	26,593
Security Deposit	50,295	-	8,950	59,245	59,628
<b>Total Assets</b>	<b>4,500,385</b>	<b>2,410,999</b>	<b>2,209,163</b>	<b>9,120,547</b>	<b>8,934,603</b>
<b>Liabilities and Net Assets</b>					
Accounts Payable and Accrued Expenses	185,985	97,899	234,670	518,554	200,104
Grants Payable	949,204	687,500	436,500	2,073,204	1,846,900
Deferred Income	-	-	-	-	-
<b>Total Liabilities</b>	<b>1,135,189</b>	<b>785,399</b>	<b>671,170</b>	<b>2,591,758</b>	<b>2,047,004</b>
<b>Net Assets</b>					
Unrestricted Operating Funds	1,732,403	1,625,600	987,993	4,345,996	2,195,639
Temporarily Restricted	1,632,793	-	550,000	2,182,793	4,691,960
<b>Total Net Assets</b>	<b>3,365,196</b>	<b>1,625,600</b>	<b>1,537,993</b>	<b>6,528,789</b>	<b>6,887,599</b>
<b>Total Liabilities and Net Assets</b>	<b>4,500,385</b>	<b>2,410,999</b>	<b>2,209,163</b>	<b>9,120,547</b>	<b>8,934,603</b>

## FY20: Global Consolidated Financial Statements

### ACTIVITIES YEAR ENDED 30 JUNE 2020—IN USD

	US	UK	HK	Total FY 2020	Total FY 2019
<b>Changes in Unrestricted Net Assets Support and Revenue</b>					
Contributions	1,449,814	1,721,594	2,043,917	5,215,325	6,954,165
Event Income	688,522	1,099,890	-	1,788,412	3,106,689
Less: Direct Event Expenses	(112,820)	(95,152)	-	(207,972)	(278,026)
Donated Services	6,129	-	-	6,129	9,789
Grant Management Fees Earned from affiliates	-	-	-	-	25,782
Foreign Currency Loss	(6,809)	1,722	(2,202)	(7,289)	33,081
Interest & Misc. Income	9,677	5,449	18,534	33,660	31,233
<b>Total Unrestricted Support and Revenue</b>	<b>2,034,513</b>	<b>2,733,503</b>	<b>2,060,249</b>	<b>6,828,265</b>	<b>9,882,713</b>
<b>Expenses</b>					
Programme Services	2,742,684	1,931,409	1,081,587	5,755,680	5,615,230
Supporting Services:					
Management and General	276,722	329,942	103,714	710,378	583,817
Fundraising	341,274	224,740	155,002	721,016	750,255
<b>Total Expenses</b>	<b>3,360,680</b>	<b>2,486,091</b>	<b>1,340,303</b>	<b>7,187,074</b>	<b>6,949,302</b>
Increase (Decrease) in Unrestricted Net Assets	(1,326,167)	247,412	719,946	(358,809)	2,933,411
Net Assets, Beginning of Year	4,210,311	1,858,582	818,705	6,887,598	3,954,188
Net Assets, End of Year	2,884,144	2,105,994	1,538,651	6,528,789	6,887,599





BRAVE, SOUTH AFRICA



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CSR-1 CSR00005356

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