



neelma[♥]

RESTORE | EDUCATE | TRANSFORM

2023

IMPACT REPORT

Page 6

> GROWING UP IN KENYA

In rural Kenya, girls face many challenges. Learn these seven factors contributing to the vulnerability of young women.

Page 13

> MEET SUSAN, 2020 GRADUATE

Today, Susan supports three other people through her business. Her dream is to own a shop where she can teach and employ other vulnerable young women in the community.

> Contents

Page 01
Your Multiplying Impact

When you educate a girl, you educate a community.



02

Securing Her Future

Doubling Neema's impact through our brand new permanent campus for our students and staff.

Page 06
Growing Up in Rural Kenya

Seven factors contributing to the vulnerability of young women in rural Kenya.

Page 07
Skills Training

See how our students learn tailoring, dressmaking, and other life skills, like catering and permaculture, with our livelihood classes.

Page 09
Trauma Counseling

Through individual or group counseling, our students learn to heal from past trauma and how to cope with future challenges.

Page 11
Discipleship

A regular weekday at Neema includes morning prayers, daily worship in song and learning from Scripture, and evening prayers and singing.



Meet Susan, 2020 Graduate

Today, Susan supports three other people through her business. Her dream is to own a shop where she can teach and employ other vulnerable young women in the community.



15

Alumni & Outreach to the Community

Alumni are provided with additional support and education after graduation, and the local community now has access to clean water from our borehole.

Page 17
Community

See how Neema's community of donors and partners in Kenya and the U.S. make this work possible!

Page 19
Our Team

Learn more about the team that continue to steward Neema's mission.

Page 21
Financials

We believe in transparency, so spend some time reviewing our revenue, funding sources, use of funds, and program expenses.

WE BELIEVE IN
THE EQUALITY
AND VALUE OF
WOMEN
WORLDWIDE.

> A Message from our Executive Director

2023 stands out as a truly remarkable year in Neema's history, and we are profoundly grateful for your unwavering support which made it all possible. Your generosity has been the cornerstone of our success, and we extend our heartfelt thanks.

The realization of Neema's new, permanent campus is a testament to the dreams that have come to life, thanks to your support and the loan from a generous donor. Turning down vulnerable women for lack of space is now a thing of the past — in January 2024, we welcomed twice as many young women, and it fills our hearts with gratitude.

The impact of this new campus extends beyond the physical infrastructure. Our current students are experiencing improved emotional well-being, taking pride in their living environment. The ripple effect of your kindness is felt not only within our walls but also in the surrounding community. With the installation of our borehole, clean water is now a daily reality for community members, bringing about transformative changes. Girls and women, traditionally burdened with household chores including the time-consuming task of fetching clean water, now have the opportunity to engage in more productive tasks or stay in school.

In addition to these milestones, we are excited to share the success of our permaculture farming endeavors adjacent to the campus. Thanks to a generous grant from the Earth Allies Regenerative Network, we planted over 400 trees and vegetables, enhancing the nutritional value of the meals we prepare each day. Furthermore, we are excited to empower our students with permaculture skills that will serve them well beyond their time at Neema.

Your pivotal role in turning our vision into reality has not gone unnoticed, and we are filled with joy and gratitude for your invaluable contributions. In this report, we highlight stories of students and their families whose lives have been holistically transformed because of you. We hope these stories inspire you as much as your support has inspired us. As we celebrate Neema's 10-year anniversary in 2024, we earnestly look forward to your continued partnership in advancing this incredible mission with which we've been entrusted.

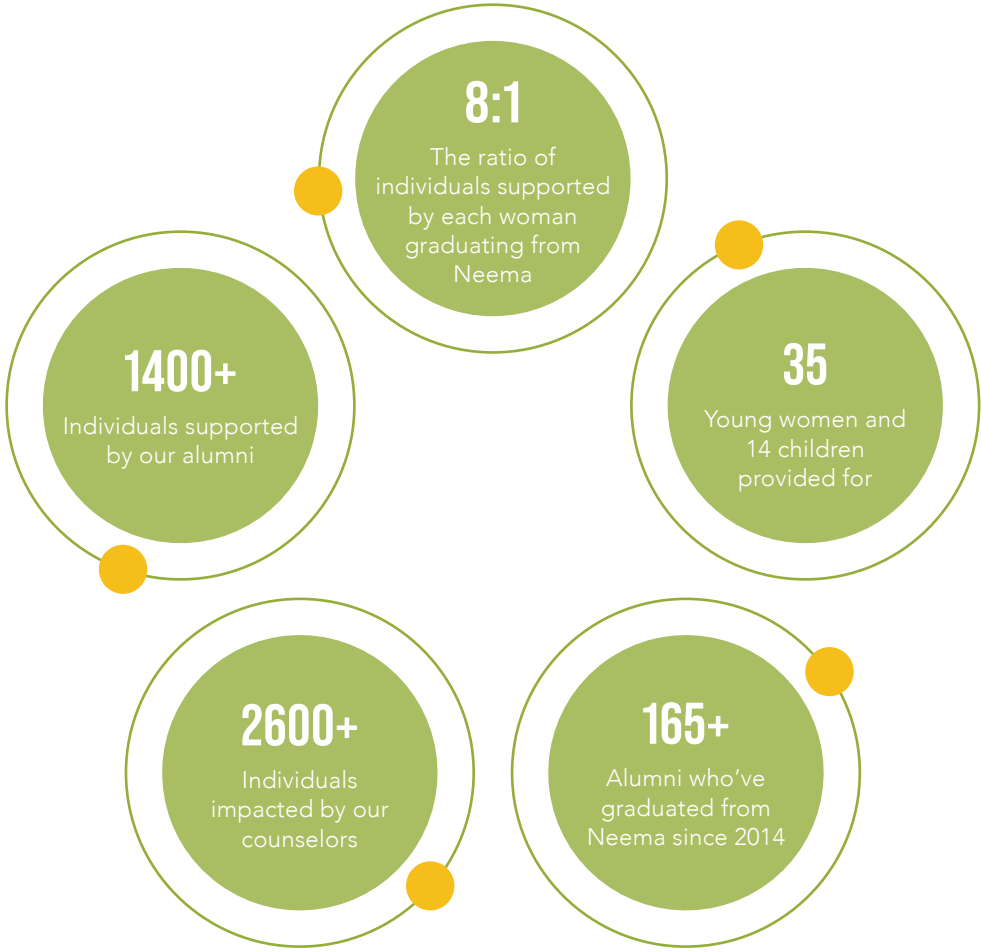


Gaëlle

Gaëlle Beltran-Grémaud
Executive Director

Your Multiplying Impact

When you educate a girl, you educate a community by influencing mindsets and societal unwritten rules that say women are property and not worth being educated.



“We’re so grateful to Neema for the immense impact we have seen in our daughter for [the] three years she’s been at Neema. I have observed her grow emotionally over the years, progress in her skills training, and above all, her spiritual growth—she has learned and is putting into practice forgiveness. She also displays maturity, and I’m full of joy as a mother since she is my firstborn daughter, and therefore, a role model to her daughter and her younger siblings.”

ANNE
MOTHER OF SHEILA, 2023 GRADUATE



Meet Sarah, Class of 2024

Sarah is one of eight children, and while her father is a cobbler, her mother has passed away. She attended traditional school until 8th grade but had to drop out because extreme poverty left her unable to pay for school supplies. She says she is grateful to God for bringing her to Neema because she knows after she is done with school, she [can] give a helping hand to [her] father who does every thing single-handedly.

“For the first time, I was able to openly share my heart with my [father]. I never had such confidence but [am] grateful for what Neema has made me.”

Sarah
Class of 2024

Securing Her Future Capital Campaign

Doubling Neema’s impact with our brand new permanent campus for our students, their children, and our staff.



Christine, Veronica, Dorcas, and Mercy (Class of 2024) in the new campus dorms

In October 2022, we launched the *Securing Her Future* campaign with a goal of raising \$550,000 by 2024 to build Neema’s new, permanent campus with the intent to double Neema’s capacity. Thanks to the loan of a generous donor, we were able to build our new campus in 2023—a full year ahead of schedule! Students and staff moved into the campus in September 2023.

The Grand Opening in November, attended by over 600 individuals, including Neema’s staff, students, members of the community, and US guests, was a joyous celebration.

Raising the funds to pay back the loan is no small task for Neema, but we are grateful for the donors who have already helped raise over \$423,000.

“I am so glad the campus is so big. We have enough water and no longer sit at the edges of the building for meals. We have a big dining hall. And there’s no mud when it rains because of the walkways.”

- FAITH, CLASS OF 2024 -



1. Community members dance after the Grand Opening and Fashion Show
2. Dorcas and Esther (Class of 2024) and Elizabeth and Linah (Class of 2025) help Neema's Program Director, Executive Director, and Board President with the ribbon cutting
3. Community members at the Grand Opening
4. Neema's Board President and Program Director hold a plaque thanking donors



5. Sarah and Wise (Class of 2024)
6. Neema's new campus

“We have space in the dorms, and [the] classrooms are big. Before I was interrupted when I prayed alone. Now I just find a place and pray. Before I wasn't free to open up in counseling because I feared other staff could hear me. But now I feel free to open up.”

- SHARON -
CLASS OF 2025

OUR NEW CAMPUS IS...

DOUBLING
THE NUMBER
OF VULNERABLE
YOUNG WOMEN
WE CAN
SERVE

PROVIDING
STUDENTS AND
STAFF WITH
MORE OPTIMAL
FACILITIES

ESTABLISHING
NEEMA AS A
LONG-TERM
PARTNER IN OUR
COMMUNITY



Meet Sarah,
2023 Graduate

“I feel inner joy and have peace at heart. I have lived most of my life with lots of worries and tears. I had completely lost hope, but Neema helped and never gave up on me, and I am happy to say that I love myself, the [bad] thoughts have faded away, and I have hope. I have grown in love for [my son] and learned to pray for him. I am very grateful to Neema for giving me knowledge and skills. I can say that the skills I have will help me earn a better income for my son and me.”

Sarah
2023 Graduate



1. New residential bathrooms
2. Neema's new spacious and bright classrooms



3. Neema's new children's building
4. Children at the new campus


The impact of this new campus extends beyond the physical infrastructure. Our students are experiencing improved emotional well-being, taking pride in their living environment. Having our own borehole means that we now have access to clean water everyday and that we can share it with individuals from the community.

“[At the new campus], we have space. My baby Elizabeth and other children can play without dirtying themselves with soil. Before, when a baby was learning how to crawl, the space was so minimal. But now we have a big space, [enough for the new] babies next year.”

- DINNAH -
CLASS OF 2025



Scan the QR code to see our students share what they like about the new campus.



\$550K

\$500K

\$423K

\$400K

\$300K

\$200K


\$100K

RAISED/PLEDGED

Fundraising Update

As of Jan. 30, 2024, we've raised \$423,000, or 77% of our fundraising goal.

You can transform the lives of a young woman and her child by providing them with healing, hope, and a path out of poverty. Go to neemaproject.org/shf for more information and to make your tax-deductible gift or pledge today.





Wise (Class of 2024)
Scan the QR code to hear Wise share about how her relationship with her son Ali has changed since she came to Neema.

Neema empowers vulnerable young women in rural Kenya through skills training, counseling, and discipleship.



Meet Sarah, Class of 2025

"I used to feel worthless and unwanted. I lost self-esteem that even when I first came to Neema I had no confidence and feared trying out things. But from how I been accepted and treated at Neema, I no longer feel rejected because I feel genuinely loved. I have learned to share my opinion in classes with less fear, and I cannot wait to reach home so that I share with them my growth. I know my dad will be so proud of me. Neema is teaching me that suffering is not the end, but there is always hope."

Sarah
Class of 2025

What is life like for girls growing up in rural Kenya?



Seven factors contributing to the vulnerability of young women.

1.

Many families make less than \$2/day. 38% of individuals in rural Kenya live in poverty.¹ Living in rural areas puts young women at a greater disadvantage because of fewer job opportunities. Many resort to selling vegetables on the street or other forms of casual labor, but none of these will sufficiently provide for a family. This is why the cycle of poverty is so difficult to break.
-
2.

Most girls drop out of school by 8th grade. While public school is technically free, students are required to pay for various supplies, which is often too much for families. Less than 25% of women in rural Kenya who went to school completed high school, crushing their opportunities for a better future.² Lacking school fees, girls drop out of school, leaving them with no real option to further their education.
3.

A high rate of teen pregnancies. 40% of women aged 15-19 who have no education have been pregnant, compared to 5% of women who have more than secondary education. Adolescent pregnancies are more likely in poor areas: 21% of women aged 15-19 in the lowest wealth quintile have been pregnant, compared to 8% in the highest.³ Teenage moms face a societal stigma threatening their chances of further education or career opportunities, making them even more vulnerable.
4.

Families prioritize their sons' education. Reportedly, when families have limited resources, boys are given educational priority since they are considered the future caregivers for the family.⁴ Girls however, despite equal access to education, also face barriers such as heavy domestic workloads, adolescent marriage and pregnancies, and are therefore, unable to develop advanced literacy skills or other skills that could lift them out of poverty.
5.

Parents marry away their daughters to get a dowry. 23% of married women age 20-24 were married before they were 18 (the legal age), 4% before they were 15.⁵ Parents perceive their daughters as an investment. While there is no standard process, the tribe's culture will dictate the terms of the dowry. It is generally equivalent to five years of the groom's salary, paid in monetary or in kind (livestock), often in installments.
6.

Many women in rural Kenya experience violence. 41% of women and girls age 15-49 in the county Neema is in have experienced physical violence since the age of 15.⁶ "Kenya continues to witness social tolerance for violence against women, with 42% of women and 36% of men believing a man can be justified for beating his wife under certain circumstances."⁷
7.

Women aren't empowered to make their own choices. Only 29% of women in Kenya are considered "empowered" as of 2020.⁸ To be empowered, a woman has to have viable options to choose—the ability to decide how she will live her life. Rural Kenya is a patriarchal society where cultural attitudes around gender roles and norms exacerbate gender inequalities. It's also twice as likely for women in urban areas to be empowered in comparison to those in rural Kenya.⁹

¹Kenya Poverty Report (2021)
²KNBS
³UNFPA
⁴UNICEF
⁵2014 Kenya Demographic and Health Survey
⁶KNBS
⁷2014 Kenya Demographic and Health Survey
⁸UN Women and KNBS
⁹KNBS

Skills Training: Tailoring & Dressmaking

NITA Exams
Our team prepares our students to take up to three levels of national certifications that attest to their dressmaking skills.

Internship in Neema Shop
Third-year students spend one year in Neema’s shop where they continue their education while interacting with customers and learning how to run a small business. To supplement their sewing skills, we invite guest professional instructors to lead workshops throughout the year.

Neema Fashion Show
In November, we held our third annual Fashion Show. Under the leadership of a fashion designer and our Business Skills Development Mentor, third-year students and alumni created their own outfits. All students and alumni got to walk the runway, wearing and showing off the dresses, jumpers, and outfits they each made from scratch. They confidently walked the catwalk and were greeted by proud parents, friends, or Neema staff as they came off the stage. At the Fashion Show, Ruth, a 2019 Graduate, said, “Once I was nothing, but now I am somebody.”

“I got my job at [the] Kitale Wool Shop in 2022... Apart from working [there], I also work here at home. I have my customers who usually come and give me [a] job. I make some dresses, skirts, and even shorts. [At Neema], I also learned how to make records and do calculations at the workplace ... Now, I have my own money. I can pay school fees [for my daughter,] and I send some money for my brother and sisters so they can get food and their basic needs. And I also help my uncle ... In this society, I would like to empower other girls to get skills so that they can take care of themselves and know the Word of God.”

- WINNIE, 2021 GRADUATE -



Scan the QR code to hear Faith (Class of 2025) share about how she thinks tailoring class will impact her future.

100%
Of eligible students were able to take exams in 2023.

100%
Of students in our Class of 2023 took the advanced level NITA exam.



Beverlyne (Class of 2024)



Livelihood Classes & Permaculture

“I’m so grateful for serving as the kitchen prefect for the last two years. Being in this position has contributed immensely to my personal growth, and I have already begun to mentor my assistant. Being so close to the kitchen staff and the lead matron who is in charge of the food store have helped me learn management skills such as effective food preparation and cooking practices, determining appropriate food portion sizes for adults and also children, and food plating among other skills. I’m even aware of the quantity of rice, beans, and flour that is enough to prepare a meal for the entire school. ”

- BRENDA, 2023 GRADUATE

Livelihood and Catering Classes
To fully prepare Neema’s students for life outside of Neema, we teach them catering and livelihood classes focusing on employability and business skills.

Permaculture Instruction
We also started teaching about permaculture farming with the hope that our students start farming different varieties of nutritious crops once they leave Neema.

Brenda says, “I like permaculture because it is teaching me how to plant different type of veggies without using fertilizer—instead, we use organic methods. I really enjoy harvesting fresh vegetables. My son Jayden likes sukuma wiki and whenever we prepare it, I always see a smile on his face which makes me happy.”



Students preparing and eating lunch in our new campus's dining area

12
Catering classes

22
Livelihood classes
focused on
employability

160+
Meals prepared for
students, children,
and staff on an
average day

LESS THAN 25% OF WOMEN IN RURAL KENYA WHO WENT TO SCHOOL COMPLETED HIGH SCHOOL, CRUSHING THEIR OPPORTUNITIES FOR A BETTER FUTURE.¹⁰

10. 2019 Kenya Population and Housing Census (KNBS)



Trauma Counseling

Neema provides trauma-informed counseling to bring restoration to students, families, and communities. Refer to page 6 to read what life is like for young women growing up in rural Kenya and why there is such a great need for counseling services. Through individual or group counseling, they are enabled to focus in the classroom, learn to heal from past trauma, and learn how to cope with future challenges.

Priscilla and her daughter

41% OF WOMEN AND GIRLS AGED 15 TO 49 IN THE COUNTY NEEMA IS IN HAVE EXPERIENCED PHYSICAL VIOLENCE AND 13% HAVE EXPERIENCED SEXUAL VIOLENCE.¹¹



Wise (Class of 2024)

400+ COUNSELING SESSIONS WITH STUDENTS, ALUMNI, AND GUARDIANS

Extending counseling services to students’ guardians helps create a more welcoming environment when the students go on break and induces systemic change in the community.



Tracy, Emmanuel, and Keith

270+ INDIVIDUAL STUDENT COUNSELING SESSIONS PROVIDED

Our students have unlimited access to counseling services throughout their three years at Neema and after they graduate.



Dorcas (Class of 2024)

470+ CHILDREN FROM LOCAL SCHOOLS REACHED BY OUR COUNSELORS

We expanded our counseling services in the community. During each of our community outreaches, our counselors provided counseling services to boys and girls from two local schools.



Meet Wise, Class of 2024

“Neema is teaching me to be kind to others, not only how on how I treat them, but also through my words. I am learning to have self-control. It has helped me as a mother [to use kind] words [with] my son, and it has also helped me build good friendship with my peers, and I am in a better relationship with my siblings back at home. They love staying close to me [now] because I am kinder and more loving. I can now correct them in love.”

Wise
Class of 2024

11. Kenya National Bureau of Statistics (KNBS)



Meet Ann,
Class of 2025

"I feel confident and courageous. Before I joined Neema, I could not express myself because of too much fear. But I have been able to make friends, and I can now share freely during prayer time. I have learned to pray and read the Bible, and that is the first thing I want to teach my parents and siblings so that when they are in low spirits, they can pray and have hope. I [also] had lots of unforgiveness [in] my heart though I rarely shared about it. But I have been able to forgive some of my family members, and as I go home, I will I feel free to meet them so that we can reconcile."

Ann
Class of 2025

Discipleship

Through the Alpha Course and daily prayers, singing, and learning from Scripture, eight young women committed their lives to Christ in 2023.

At Neema, our commitment is not just to impart knowledge but to facilitate a spiritual journey that transcends the academic, touching the core of each student's being and leading them towards a life enriched by faith, love, and grace.

Father Heart of God Training

The majority of our students received Christian instruction from their churches and schools, but often, the teaching was unclear and they did not know how to build a personal relationship with Jesus Christ. Prior to coming to Neema, we invite them together with their guardians to the Father Heart of God training. Students are taught that the loving, compassionate Father Heart of God enables to overcome insecurity and the devastating effects of some of life's most painful experiences. By discovering the forgiveness that they have in Christ, families begin to learn to fogive one another.

Alpha Program & Bible Studies

Upon their arrival at Neema, each student receives a Bible. Certified trainers take on the responsibility of imparting the transformative teachings of the Alpha Discipleship Program, aimed at fortifying the foundation of their Christian faith. They cover topics such as who Jesus is and why he died. We place the emphasis on instilling in our students a profound understanding of God's unconditional love and the transformative power of forgiveness. Through



Irene (2023 Graduate) during daily worship

comprehensive instruction, we guide them in individual and group prayer, fostering a deeper relationship with God.

Beyond the Alpha Program, in 2023, Neema's curriculum included other enriching series such as "The Young Peacemaker," "Daughters of Grace," "The Miracle of Jesus," and "Proverbs 31 Woman." These series delve into various aspects of faith, character development, and the embodiment of virtuous qualities.

A significant focus of our teachings involves delving into the narratives of women in the Bible. We believe that these stories are not only a source of inspiration, but serve as a path for our students to experience God in profound ways that are bound to catalyze changes in their lives.



Wise (Class of 2024) during worship

Going to a New Church

Our students also regularly attend church on Sundays to discover the benefits of belonging to a church community. After graduating, a lot of our alumni take on leadership positions in their local church where they have a supportive Christian community. Local pastors also come regularly to teach the students and/or their guardians.

Welcoming Neema's Chaplain

Our local chaplain, Caroline Sudi, visited about twice a month in 2023 to teach our students and pray with them. She also leads devotions on Guardians' Day or other celebratory events attended by guardians and community members.



Students during morning worship

"I love the devotion that we have every morning because it helps me to have time to pray for my mother, and I am also encouraged which has helped me reduce on the worries for the time I have been here."

- PURITY, CLASS OF 2025 -



1. Neema's chaplain (right) and a community member (left) at our Grand Opening
2. Faith (Class of 2024) takes notes and follows along in her Bible

Join our monthly virtual prayer gatherings for Neema.

We believe that prayer is critical to the heart of our work and to the restoration of the young women in our program. We'd love to have you join us on Zoom to meet with our Program Director, Irine, hear the latest updates from Neema, and spend time with us together in prayer!





Meet Susan, 2020 Graduate

Today, Susan supports three other people through her business. Her dream is to own a shop where she can teach and employ other vulnerable young women in the community.



1. Susan graduates from Neema
2. Susan (far right) with her peers



Susan working at her hair salon

At the age of sixteen, Susan had to drop out of school because living in extreme material poverty left her parents unable to pay for the necessary school supplies and uniform. Her father is polygamous and lives with his first wife and children. He does not financially support Susan's mother who sells vegetables and sugarcane in an effort to earn income to support her eight children. Although Susan scored high marks on her exams, she was left vulnerable without a complete education.

When Susan joined Neema, she was happy to be where she has a dry bed to sleep in, unlike her home which frequently floods. Since graduating, Susan got married and opened her own dressmaking shop where she is excelling: her shop is well stocked and she also runs a hair salon. She's expanded her shop to sell fabric.

Susan says, "I really want to appreciate all of the Neema staff and Grace Partners for supporting me, catering for my needs for those three years. God bless you so much. For sure, the life I have now is really different from the life I had before. The skills and knowledge that [Neema] impacted on me, these skills

[are] a blessing to me. It makes me happy each and every day because it provides for me and my family. I am also able to do different [types of outfits] and am proud of it."

Susan financially supports her family, including her husband, mother, and father. She hopes that when she has tender, she will give work to Neema students during their internship year.

Susan's dream is to open a fabric wholesale store. She wants to be traveling to Kampala, Uganda to buy fabric and sell it here in Kitale, Kenya to other tailors. She says, "My dream is to have a bigger shop so that I can employ and also teach some girls that are passionate about dressmaking."

Recalling her experience at Neema, Susan says, "When I joined Neema, I had no confidence and communication was also a problem. I could not stand before my fellow students or staff to present anything. But after going through counseling and social classes, I now use the techniques we were taught to talk to my customers."

Alumni & Outreach to the Community



Engaging with our alumni aims at providing them with additional support and learning opportunities after they leave Neema. It also creates a network of peers they can reach out to to fight “entrepreneurship loneliness.”

59

Alumni visits by our Business Skills Development Mentor, Loitanit

5

Alumni events, including an exploratory trip Fashion Fair in Eldoret

8

Alumni came to Neema to mentor current students as part of our new mentorship program

6

Guardians’ Meetings

25+

Guardians’ Home Visits

500+

Individuals have access to clean water through our well.



Maureen (2020 Graduate)



Sharon (Class of 2026) is given a hug by her guardian at a seminar for incoming students and guardians to learn about God’s design of love and forgiveness.

Being a strong partner of the Waitaluk community has always been a goal of Neema’s because we know that we cannot do our work in isolation.

500+ local village elders and other members of the community attended Neema’s Fashion Show and Grand Opening in November 2024.

Health Talks & Medical Needs

3

Workshops by a nurse for our students to learn more about healthy living

375+

Medical needs addressed (medication, dispensary/hospital visit, etc.)



Meet Patricia, 2023 Graduate

“I am proud that I came to Neema because it has made me a better mother,” says Patricia, one of our third-year students who graduated this past year.

She says that she is so grateful for the three years she spent learning tailoring and dressmaking and being transformed through counseling and discipleship. She is planning to work hard for her daughter Tracy so that she can pay school fees to keep Tracy educated.

Patricia
Class of 2023

Patricia (2023 Graduate) with her aunt (left) and mother (right)



Ann (Class of 2025)
Scan the QR code to hear Ann share how she has grown since coming to Neema.

Community:

Supporting the Work of Neema

41

GRACE COLLECTIVE MEMBERS IN OUR MONTHLY GIVING COMMUNITY

Funding the ongoing work of skills training, counseling, and discipleship at Neema.

50

GRACE PARTNERS DEVELOPING A PERSONAL RELATIONSHIP WITH AND SUPPORTING ONE STUDENT

The Grace Partnership program provides essential needs (food, childcare, medical care, hygiene) and emotional support for our students and children.



Wise (Class of 2024) and her son Ali

150+

PEOPLE FROM 12 COUNTRIES AND 6 US STATES PARTICIPATED IN OUR SOLIDARITY STOMP, RAISING OVER \$7,000



27

UNIQUE DONORS ON DONORSEE, A GIVING PLATFORM WE’VE USED FOR 4 YEARS, RAISING \$4,701 IN 2023

52 donations made to 14 projects for students, alumni, and staff through this Kenya-led initiative

2800+

HOURS CONTRIBUTED BY 21 VOLUNTEERS AT NEEMA IN 2023

“Supporting Neema brings joy to the entire ABB team. The Neema team are committed to steward well the resources invested by donors in the mission, and we are honored to partner with them. Most importantly, the love, commitment, and effort that each Neema staff member pours into the young women and their children, as well as extended family and the community of Kitale, is a beautiful picture of God’s love and care being lived out through His followers. Neema is meeting tangible needs while paving the way for eternal impact, and we praise God for what He is doing.”

LESLEE ALBRIGHT
Business Partners, Accounting Beyond Borders



OTHER PARTNERSHIPS

U.S. BUSINESS PARTNERS 11

FOUNDATION PARTNERS 3

U.S. CHURCH PARTNERS 4



Neema’s harvest of beans (above), harvest of sweet potatoes (left), a row of vegetables (middle), and borehole (right).

Thanks to a grant from [Earth Allies Regenerative Network \(EARN\)](#), Neema is currently farming three acres adjacent to our new campus. More than 400 fruit trees and vegetables have been planted that supplement the diet of our students and staff. We also intend to train our students and members of the local community about permaculture practices. EARN was founded by long-term partners, [The Valley Foundation](#) and [Mainsprings](#).



Our Team:

Kenya & the U.S.

20

KENYAN STAFF MEMBERS

Supporting 170 family members with their salaries.

5

U.S. BASED STAFF

All part-time staff

7

BOARD MEMBERS

Neema's Kenyan staff dance before graduation in December 2023



Meet Christine, Class of 2024

"I am so happy for my relationship with God, and he has been good to me and my family. Of late, I am not stressed because of my family back at home, [and despite] the struggles, we have a better relationship with each other. I have been able to grow my hope and trust in God. I pray to him in every situation that I may be going through, and he gives me peace and hope to carry on. I'm happy that Neema introduced me to God, and it helped me believe that he exists. I love being in the presence of God in prayer and worship and love myself more each day and feel happy that God is changing me."

Christine
Class of 2024

In Gratitude ...

BOARD MEMBERS

BRIAN MCINTIRE, BOARD PRESIDENT

Co-Founder and Chairman at Think Company, one of the top digital design firms in Philadelphia. Brian has served on Neema's board since 2017.

RITA SCHAEER, BOARD VP

Founder and owner of a dressmaking design studio in Exton, PA, Maridadi Couture. Rita was born in Kenya and has been involved with Neema since 2016.

TESSA DILLEY, BOARD SECRETARY

Owner of Tessa Marie Images, a wedding and commercial studio in Philadelphia, Tessa has traveled to Kenya to photograph for Neema on multiple trips and joined the board in January of 2020.

LOLA ABULIMEN, BOARD MEMBER

Leads the Clinical Operations group of a biopharma company in Newtown, PA. Lola holds a degree in Economics and an MBA from Penn State and has been involved with Neema for a few years along with her husband, Sese.

BETTIEANN BRIGHAM, BOARD MEMBER

Lifelong educator in the field of student affairs with a special interest in creating supportive learning environments for underserved student populations. BettieAnn has a BA in Communication Studies, an MS in Counseling and Human Relations, and an EdD in Higher Education Leadership.

GREG LUSBY, BOARD MEMBER

Freelance writer and editor involved in projects ranging from podcasts to cookbooks to land development. Greg has traveled to Neema many times and uses his editing skills to assist in Neema's communications.

MELINDA SNOW, BOARD MEMBER

Co-founder of Neema who loves for individuals and teams to participate, experience, and grow in the Neema mission with its life-transforming work. Melinda has traveled to Neema countless times and is passionate about creating life-sustaining opportunities for at-risk women.

SUSTAINING DONORS (8+ YEARS)

- | | |
|-----------------------------|--------------------------|
| Jules and Reeve Caho | Theresa and Bob Newman |
| Denise and Lawrence Delpino | Joseph Puccino |
| Kathy Drew | Melinda and David Snow |
| Penny and David Gerrard | Jessica and Tim Stehman |
| Nicole and Matth Honkala | Allan Swanson |
| Daisy and Joshua Isler | Beverly and Steve Tatios |
| Deidre Jacob | Tina and Gary Veer |
| Suzanne and Don Kelley | Megan and Alex Wagner |
| Carla and Gregory Lusby | Devon and Paul Wisneski |
| Wendy and Emanuele Madanat | Ruth and James Witmer |
| Alexis Maule | Keshet and Jim Witmer |
| Lindsay and Brian McIntire | Susan and Glenn Wittmann |
| Jean and David McIntire | Amy and Patrick Zook |

CHURCH PARTNERS

CHVRCH Newtown Square
Goshen Baptist Church
Meadowcroft Presbyterian Church
Providence Church

BUSINESS PARTNERS

Accounting Beyond Borders
American Computer Estimating
Berks Homes
Delta Point
Maridadi Couture
Meridian Bank
Star Printing
S&H Express
Tessa Marie Images
Vizionary Wealth Management
Witmer Public Safety Group

Financials

In 2023, Neema led two major fundraising efforts: for the regular program and for the new campus through the *Securing Her Future* campaign (still ongoing).

\$671,722

IN TOTAL REVENUE

\$439,664 FOR NEEMA'S PROGRAM

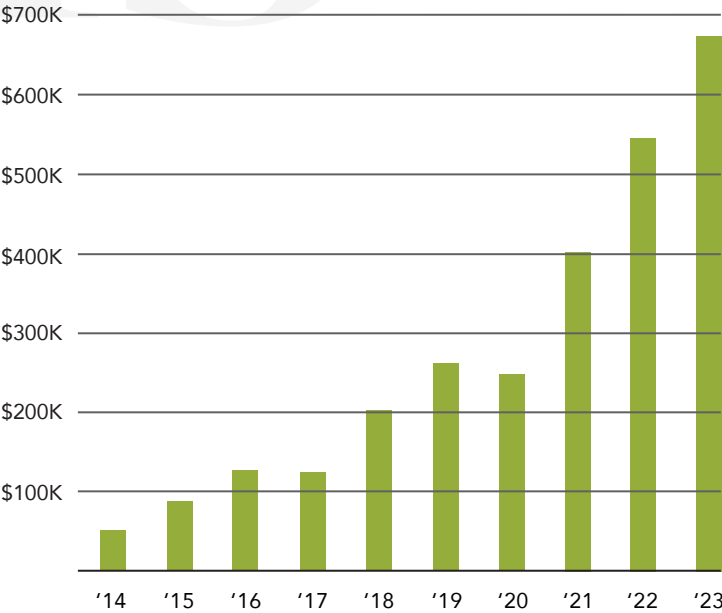
\$232,058 FOR THE SECURING HER FUTURE CAMPAIGN



Brenda in the new campus classrooms (Class of 2024)



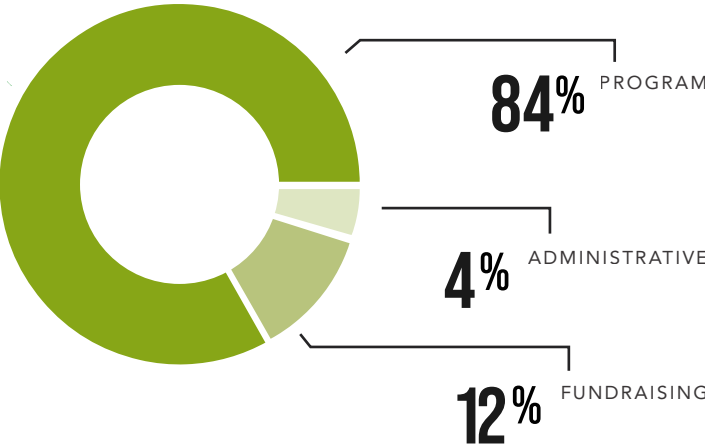
REVENUE



Overall revenues grew 23% and program revenues (excluding funds raised for the new building) grew 7% from 2022 to 2023.

Total revenues reported in this report for 2021, 2022, and 2023 include in-kind revenues.

HOW WE USE OUR FUNDS



2023 Expenses: \$737,493

Neema children



Sharon (Class of 2025)

PROGRAM EXPENSES



27% COUNSELING & SOCIAL WORK

27% SKILLS TRAINING

8% SHOP & TRAINING

38% RESIDENTIAL

Total Program Expenses \$247,481 (excludes Capital & Financial expenses, COGS, and expenses for new campus construction)

FUNDING SOURCES



76% INDIVIDUAL GIVING

11% GRANTS

10% BUSINESS SPONSOR

3% CHURCH PARTNERSHIPS

Revenues: \$661,365 (excludes sales & financial revenues)



Meet Esther,
Class of 2024

Esther is the fifth born in a family of seven children. She attended traditional school until 8th grade but had to drop out because extreme poverty left her unable to pay for school supplies and a uniform. Her family lives on a small plot of land in temporary housing with no running water and lacks some of life’s basic needs. Now at Neema’s new campus, Esther says,

“Here at the new campus, life has been very good. We can shower anytime. I had not used showers [like these] before. I really thank Neema for giving me this opportunity to experience this.”

Esther
Class of 2024

“

“I have been amazed at how our daughter has transformed. Esther showed me some of the clothing samples she made, and I was impressed. In terms of personal growth, my daughter used to lack self-esteem, and most of the time she would segregate herself from her [peers] at school and even her siblings here at home. But now she has shown improvement. Now Esther can sit down with her younger siblings and give them meaningful life advice. She is also free with us now as parents and shares with us her concerns—not as she used to, [keeping] them to herself back then. Seeing our daughter transform brings great joy to my heart. Indeed, I’m a happy mother.”

- GRACE -
ESTHER’S MOTHER

”



1. Esther with her family in front of their home
2. Esther in her home
3. Esther with her parents in their home

neema

RESTORE | EDUCATE | TRANSFORM



Neema children at the new campus

Visit neemaproject.org to learn more about how you can empower vulnerable young women in rural Kenya.

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Platinum
Transparency
2024

Candid.