



2021

Annual Report



A LETTER FROM THE EXECUTIVE DIRECTOR

Community work is like a dance — sometimes you lead, sometimes you follow, sometimes you step on toes, and occasionally you hit a brief flow state of beautiful synchrony. For the Good and the Loita Hills have been partners since 2019, and in this third year of work, after weathering a pandemic together, we fell into sync.

Morijo and Olmesutie Day Secondaries welcomed their first sophomore and freshman classes respectively in 2021. These are only the 2nd and 3rd day secondary schools in the 650-square-mile Loita Hills region. Day schools are critical to improving access to secondary school because they are much more affordable than boarding schools. Furthermore, the option to live at home and walk to school is paramount in the Loita Hills, where teen pregnancy rates are some of the highest in Kenya. As you will read with Nashipae, Loita's most talented girls too often lose all options to continue their education when they become pregnant, severely limiting the girl and baby's future opportunities.

Enrolling and retaining children in primary school is another equally important piece to improving transition rates to secondary school, since children must complete primary school to start secondary. In the current school year that began in July, our six Team Angaza members have enrolled 143 children into six primary schools. In 2022, we aim to expand our reach with 13 Team Angaza and 12 primary schools. In the following pages, one extraordinary Team Angaza member, Evelyn Koikai, gives an account of how she talks to parents about enrolling their children into school. In 2021 we hired another exceptional young woman, Christine, to support and lead Team Angaza; her story highlights the power of role models. Finally, we offer a photo essay on a day in the life of Irene, which illustrates the countless responsibilities of a young Maasai girl.

In closing, I would like to dedicate this annual report to our first cohort of Team Angaza. They joined us in 2019 when we first began working in the Loita Hills. Team Angaza are young volunteers that have completed secondary school and aspire to continue their educations. They help us enroll children in their communities into primary school, and in return we pay for them to get a post - secondary certificate. Our first team — Nelly, Brenda, Sinoi, and Stanly — have become leaders in their communities and outspoken champions for children of Loita. As we enter 2022, they are on their ways to study early childhood education, community development, and social work. They have become shining models of the opportunities that come with secondary school, and when they return to the Loita Hills with their certificates, they will be strong, educated female (and one male) leaders in their communities.

I would also like to thank renowned National Geographic photographer Ami Vitale, whose images grace this report. She has brought beauty to these pages that can only come from a deeply caring heart.

Kayce Anderson



Above: Sharing a moment with Beatrice in the Loita Hills, 2021

MAKING AN IMPACT



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Clockwise, L-R: Nashipae at home. Photo: Ami Vitale || Irene shares a light moment with her mom. Photo: Ami Vitale || Portrait of Brenda Mianoi, one of our first cohort of Team Angaza interns. Photo: Kayce Anderson

OUR IMPACT



Erone and her aunt take a break from chores | Photo: Ami Vitale

Expanding Access: New Schools + Programs



Nashipae outside her home near Morijo | Photo: Ami Vitale

When COVID first shut schools down in 2020, we had just opened a new day secondary school in Morijo, the first of two new day secondary schools planned for the Loita Hills region that year. After schools closed, we quickly pivoted to prioritize programs that could keep students learning outside of classrooms, though continued to lay the groundwork for those schools. In 2021, we were able to reopen the school in Morijo, open the second in the village of Olmesutie and make progress towards three additional day secondary schools in the villages of Mause, Olorte and Entasekera.

The locations of these schools are strategic. Once all five are operational, they will ensure that nearly 90% of children in the Loita Hills live within 10 kilometers of a high school. The powerful difference that proximity can mean in a girl's life is perhaps best understood through the story of one girl. Nashipae's journey offers a glimpse of the way one of these new schools is already having a profound impact and altering the trajectory of a life.

Nashipae's parents both died when she was young, leaving her orphaned. After they died, she moved in with her grandmother. Dedicated to her studies and extremely bright, Nashipae scored higher than any other girl in the entire Loita Hills region on Kenya's high school entrance exam last year. Her scores gained her entrance into a National High School, the highest level in Kenya.

But then, life threw her two more challenges: Her grandmother died, and she got pregnant. Her other grandmother wouldn't allow her to live with her. So Nashipae and her baby moved in with an aunt, but after another family member also became pregnant, the burden became too great, and the uncle kicked Nashipae out. A brother finally welcomed her and her baby back into the original family compound, which happens to be within walking distance of Morijo, the village where we first opened a day secondary school in 2020.

Thanks to this new secondary day school, Nashipae will continue her education. Morijo Day Secondary School is walkable and affordable. Equally important, the quality of education she'll receive there is high, thanks in part to new programs we piloted last year. A new first year grant program is helping ensure that girls like Nashipae will have female teachers in the classroom serving as emotional support and role models. We are also piloting new technology in the form of R.A.C.H.E.L.s (Remote Area Community Hotspots for Education and Learning) — hard drives that emit a WIFI signal and function like the internet in remote locations. Once these are adapted to the needs of local schools, they have the potential to provide access to contemporary and high-quality interactive content from Khan Academy and others, creating an invaluable resource for students and teachers in an extremely resource-poor environment.

**“Talent is universal
but opportunity is not....
A cornerstone of justice is equal access.”**

-Julie Hanna, Board Director of Kiva International

Changing Mindsets in Communities: Team Angaza

In Swahili, the word "angaza" means to illuminate or enlighten. We chose to name our group of young Maasai interns "Team Angaza" because that's exactly what we task them to do — learn about and then shine a light on new ideas about power and gender roles and formal education.

Our first Team Angaza cohort consisted of four local secondary school graduates who started their service in 2019. Like AmeriCorps and similar programs, Team Angaza interns dedicate two years of service in exchange for a chance to grow professional and leadership skills while improving life for others in their communities. They also gain support for their future higher education; once their service term is complete, For the Good pays the tuition costs of a post-secondary two-year certificate they choose to pursue.

In 2021, we brought in two new interns, Evelyn Sanau Koikai and Beatrice Kishoyian, to reach two especially remote communities in the Loita Hills. The formal knowledge each gained by completing high school, combined with their deep familiarity with local families' struggles, creates a critical bridge of communication to introduce new ideas about gender and schooling.

Evelyn is an example of the ways this local familiarity works to the benefit of girls' education. Growing up in a small village with ten brothers and sisters, Evelyn's parents were supportive of all their children's educations. Her mother also had a deep sense of compassion for others in need and passed this on to her children. Evelyn became a star student and athlete, graduating from high school in a region where historically only 1 in 20 girls has done so. While there, she attended a human rights conference that deepened her awareness of, and empathy for, the barriers less fortunate children face.

That empathy, combined with Evelyn's knowledge and confident personality, began having a big impact nearly immediately in her work with Team Angaza. "Before, local parents didn't understand the importance of being in school," says Evelyn. "Now, many are sending their children to school because they know the importance of it."

"One story that deeply touched me is of a young girl called Motonto. She was looking after the sheep, and every time I met her, she called out: 'Auntie, please take me to school. I don't like to see other girls my age going to school while I am tending sheep and not able to go.' Her yearning touched me a lot. So, I visited her parents to try to get their permission for her to go. The first time, the father chased me away, saying, 'My girl will not go to school.' I visited him again. I explained how when you take your girl to school, she can become like me, someone able to help you with the things you and your family need. Finally, he agreed that she could go to school.

"Every one of the parents from my community that I've talked to have now promised to take their children to school," says Evelyn. "For me, seeing this change take place is important because we can gain role models for our community. We can gain needed doctors, teachers, and even pilots. As a Maasai woman passionate about helping others, I want to become a role model to Maasai girls and continue to work tirelessly to ensure their future opportunities and dignity are protected. I feel happy and excited when I see them now going to school because it will help end early marriage and FGM*. It gives them a voice in the community and helps end gender bias. The community also benefits when they become leaders of tomorrow. Through Team Angaza, I am very optimistic that we shall change the lives of many."

**Female Genital Mutilation*

"I want to become a role model to Maasai girls and continue to work tirelessly to ensure their future opportunities and dignity are protected....Through Team Angaza, I am very optimistic that we shall change the lives of many."

- Evelyn Sanau Koikai



Above: Evelyn, right, and Maasai Programs Manager Josephat Mashati meet with a community member. Photo: Ami Vitale

Right: L-R, Team Angaza members Stanly Masago, Janet Sinoi and Nelly Sonkoi; Team Angaza Coordinator Christine Mpoe; Team Angaza members Evelyn Koikai and Brenda Miano; Schools Coordinator Rebecca Ledidi and Stanly's mom. Missing from photo: Team Angaza member Beatrice Kishoyian.



Role Models Make a Difference: Christine's Story

Role models matter. In August of 2021, we hired Christine Mpoe as the Coordinator for our Team Angaza interns, and she became an invaluable resource for them right away. Importantly, as a single, professional Maasai woman in a highly visible community role, she also offers a tangible vision to local families of a viable, alternative future for their girls and an important role model to the girls themselves. Her daily presence in communities reinforces new possibilities for them in a much deeper way than we could ever do through community meetings and other standard development interventions.

For Christine, the path to reach her current role was long, uncertain, and often painful. One reason she offers such a powerful role model to local girls is because her own remarkable life journey reflects many of the same overwhelming barriers they face — and shows that it's possible, with deep courage and persistence, to overcome them. As a child, she lived in significant poverty after her mother left due to the painful violence she was experiencing in the home. "After she left, when I was in Grade Three, I started to look after my brothers and sisters," says Christine. "During the weekend, I had to collect firewood from morning to night to keep us with cooking fuel, heat, and light for the week."

Compounding the economic poverty, Christine had a baby after a devastating encounter when she was in Grade Six. "This was the beginning of another very difficult time," explains Christine. "My Dad decided that because I had a baby, it was time for me to get married and leave school. I cried painful tears, because by that time I was wanting to do well in school so that one day I could support my Mom. I ran away from home to avoid the marriage; this angered my father and he withheld support. We didn't have money for shoes; I walked barefoot to school from Grade 6 to 8."

After much back and forth between her father and local pastors, Christine was allowed to return to finish primary school. She found a woman to caretake her baby and a sponsor to help her pay for secondary school. When those funds ran out the following year,

she began sneaking into her former classroom to learn as much as she could before being kicked out. Later, she found a different sponsor to help her pay for her final years of high school and entered University.

Christine's fierce determination to create a better life for herself also extended to others. While in college, she journeyed across Kenya back to her village to first rescue her younger sister from an arranged marriage and then, on subsequent trips, the baby she had in Grade Seven and later, two more girls from early marriages. She paid her own way through college selling her Maasai beadwork, ultimately earning a bachelors in Gender Studies and a minor in IT. In the process, she became one of just a few Maasai women in the region we work to earn a university degree.

"It's very difficult for people to change," says Christine, reflecting on the painful exile she was subjected to after she chose to reject the marriage her father arranged for her and pursue her education instead. "It's like trying to build without the right materials. For a time, I couldn't greet anyone in the entire village. Because I had gone against the culture, many people said I was cursed. My self-esteem really suffered; I began to see myself as if I was no one, somebody who could do nothing."

"Girls need the love of their fathers, but they may have to lose that to change the culture of early marriage. Now, I teach girls how to accept and live without that. Helping them by buying them necessities like pads and panties or food so they can stay in school, and sometimes even helping them to run away from forced marriage is risky. But these challenges are stepping stones to a different, brighter future. To have vision and an education is the key to change."

"These challenges are stepping stones to a different, brighter future. To have vision and an education is the key to change."

- Christine Mpoe



Christine on the grounds of Loita High School | Photo: Kayce Anderson

A Day in the Life of a Maasai Girl: Irene

The Loita Hills is a 650-square-mile plateau on the border with Tanzania. Due to its higher elevation, it receives more seasonal rain than the nearby Rift Valley. The landscape is dotted with compounds of small homes made of mud and cow dung or corrugated metal that usually belong to a family with multiple wives and their children or an extended family. Modern infrastructure is nearly non-existent: children must study by fire or candlelight, often after spending many hours each day gathering firewood and water and tending the livestock their families depend on for survival. The bulk of this daily work often falls on the shoulders of young girls.

Eleven-year-old Irene lives near Morijo, a market center that became home to the first primary school in the Loita Hills in 1951. Morijo also houses a clinic, a few corrugated metal shops, and the first day secondary

school we helped to open in the Loita Hills in 2020. Irene's daily life illuminates a typical day for countless young Maasai girls who live there. She lives in a small, corrugated sheet-roofed house that she shares with her parents and two siblings. There is no electricity; the family relies on firewood for heat and the light that Irene studies by. She wakes each day at 6 AM so she can help her family collect firewood, fetch water, and clean the house before walking the three kilometers to primary school, where she is in fourth grade. The

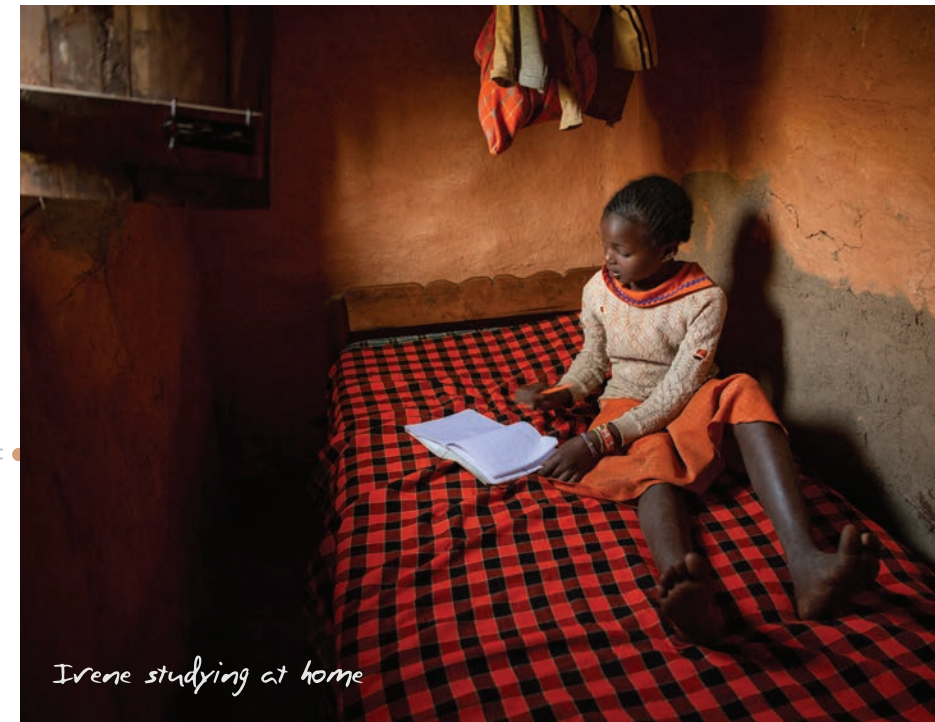
“Don't be afraid of the space between your dreams and your reality.”

- Belva Davis, Emmy-winning American journalist and first African - American woman to become a TV reporter on the West Coast

walking path she takes to Morijo Primary crosses several large, eroded gullies that flood during the rainy season, creating dangerous crossings.

Despite these challenges, Irene also has much going for her. Though the family is economically poor, there is much joy and laughter and love between family members as they go about their daily tasks. She has a supportive extended family that is encouraging of her education, including several aunts and uncles who have earned university degrees. Irene would love to become a teacher when she is older. Thanks to their encouragement and support and the new secondary school in Morijo, the chance that she'll be able to attain that dream is vastly increased despite her family's economic circumstances.

Day in the Life photo essay: Ami Vitale



Irene studying at home



Tending to chores at home



Irene with her mom and cousin in Morijo

THE SPARKS



Najma studying for exams at home in 2022. | Photo: Amy Vitale



OUR STAFF

DR. KAYCE ANDERSON

Kayce has a master's degree and a PhD from the University of California, Davis. She is a humanitarian, ecologist, mom, explorer, and student whose passion and vision for gender equity in education inspired her to found For the Good. Kayce applies her training as an ecologist to our work, combining evidence-based methods, community input and a vast capacity for deep listening to improve education outcomes for girls. Passionate about surfing, travel, and the outdoors, Kayce tries to stay outside more than in, surround herself with people she respects, and challenge her own preconceptions, all things which serve her well in her role leading our organization.



MILLCENT GARAMA, MS, RN, PROGRAMS DIRECTOR

A nurse with a master's in International Health from Queen Margaret University in Edinburgh, Millicent has over 30 years of experience in community development and health education work in Kenya. Her extensive community health work with Kenyan families and communities offers a depth of cultural fluency and capacity for ongoing engagement with For the Good's partner communities that is critical to our work. Her warm spirit, deep compassion and commitment to increasing opportunities for girls and families in Kenya keeps our compass pointing true north.



KATE LAPIDES, MDP, COMMUNICATIONS DIRECTOR

Kate holds a bachelors degree in Humanities from Fort Lewis College, completed advanced studies in documentary photography at the Salt Institute and earned a master's in International Development Practice at Regis University. She is a profound believer in photography's capacity to humanize complex issues and spent two decades as a photojournalist documenting the work of NGOs around the world. In addition to photography, Kate brings over a decade of experience in design, strategic communications, and video to For the Good.



JOSEPHAT OLE MASHATI, MAASAI PROGRAMS MANAGER

Josephat was a teacher for 15 years prior to running our programs in southern Kenya. His extensive experience as an educator working in rural schools and Maasai communities brings invaluable insight to our work. A man of many hats, he is a pastor in his community and codirects a community organization that empowers Maasai individuals with physical disabilities. Josephat earned a bachelors in Education at Africa Nazarene University and pursued advanced studies in Education Management.



CHRISTINE MPOE, TEAM ANGAZA COORDINATOR

Christine is a community development worker, a genderist and a professional counselor who graduated from Maseno University with a bachelors in Gender Studies and a minor in IT. She has a passion and desire to be the change she wants to see in Maasai communities, and her own remarkable life journey to attain a university degree makes her an especially powerful and compassionate advocate on behalf of the Maasai girls and families for whom we work.



JANET TARAKWAI, DATA COORDINATOR

Janet is a wife, a mom, a community development worker, and a former teacher. She graduated from Maseno University with a degree in Community Development and Social Work and has worked with diverse NGOs and communities in Kenya. Janet's passion to make life better for vulnerable women and children led her to develop programs for street women and children in a previous position and is a powerful motivator driving her current work with For the Good.



REBECCA LEDIDI, SCHOOLS COORDINATOR

Rebecca graduated from Maasai Mara University with a degree in Education and later earned a teaching certificate in Primary Education from Narok Teachers Training College. Rebecca is passionate about uniting teachers, parents and other stakeholders to work together to promote increased educational opportunity for girls. Prior to her work with For the Good, Rebecca worked in efforts to end FGM and forced early marriage in Narok County.



OUR INTERNS: TEAM ANGAZA



EVELYN SANAU KOIKAI



BEATRICE KISHOYIAN



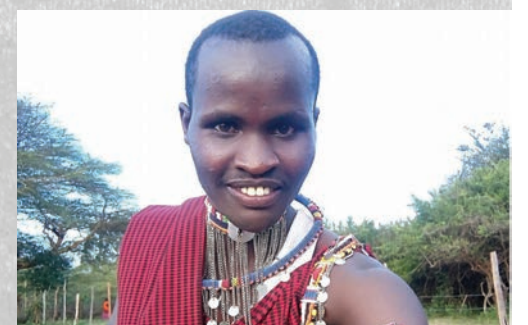
BRENDA MIANOI



JANET SINOI



NELLY SONKOI



STANLY MASAGO

BOARD OF DIRECTORS: U.S.

MARTHA COCHRAN

Martha is the Conservation Director for Space for Giants, an international conservation organization that works to protect elephants and their landscapes in East Africa. Formerly, she was the Executive Director of the Aspen Valley Land Trust and has been involved with dozens of other nonprofit organizations in various staff and leadership positions. Her expertise in organizational governance helps guide us to the highest standards of organizational ethics and transparency. Martha is deeply committed to global environmental issues and passionate about educating African youth about wildlife and biodiversity.



DR. BARBARA FREEMAN

Barbara is the creator and team leader of LaMedichi, a non-profit financial savings club that helps vulnerable communities build financial security. She has more than 25 years of experience in social innovation and education, research and development, risk management and leadership for change. Barbara has worked on Wall Street, is a long-standing consultant to the World Bank who has worked extensively on five continents and was a visiting scholar for many years at the UC Berkeley Graduate School of Education.



DR. LISA RALEIGH

Lisa is the Executive Director of RiverLink, a conservation organization that has been advocating for the environmental and economic vitality of North Carolina's French Broad River and its watershed since the mid-1980's. A geologist and hydrologist by training, Lisa has had an extensive career in marketing, PR, and in the nonprofit sector where she spent over a decade as the Director of Advancement at Colorado Rocky Mountain School. She is an inveterate international traveler who is deeply committed to human rights and passionate about most things outdoors.



SHELLY SHEPPICK

Shelly began her career in strategy and training programs for emerging tech companies and currently works as an advisor at the iA Institute, an innovative, specialized media company that offers insight to professionals within the finance industry. In between, she turned her sights to the nonprofit sector for a decade, launching a major capital campaign, serving on the board of directors for numerous non-profits, and working as the program director for a youth agency. Shelly firmly believes that the path to a more peaceful world is through the education of our planet's girls and women.



BOARD OF DIRECTORS: KENYA

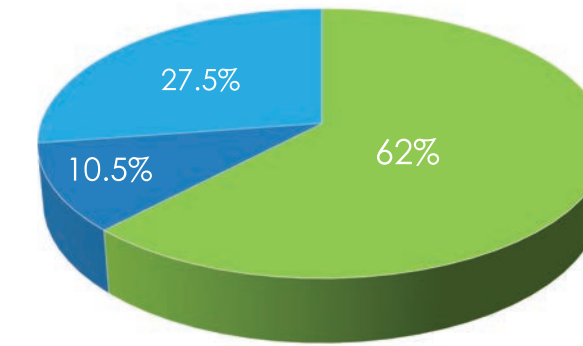
Our work is guided by both a U.S. - based board of directors and a Kenyan advisory board. The skills, talents and wisdom of our Kenyan board guide our work in Kenyan communities and help ensure it is culturally relevant and compliant with Kenyan regulations.

L-R: Janis Karini, Josephat Garama, Elphas Mutegi, Millicent Garama (staff), Harriet Ukima, Jane Nyaga, Justus Marangu.



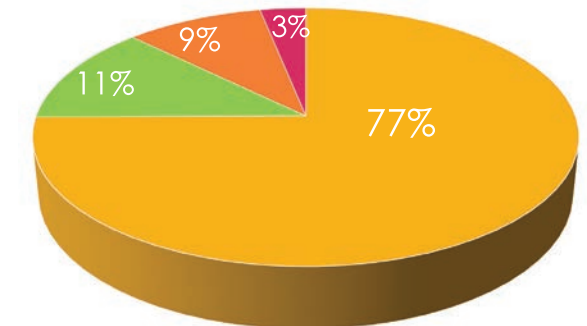
2021 FINANCIALS

2021 REVENUES



■ DONATIONS: \$147,217 ■ GRANTS: \$25,000 ■ UNDERWRITTEN: \$65,000

2021 EXPENSES



■ PROGRAMS: \$138,794 ■ COMMUNICATIONS: \$20,954
■ FUNDRAISING: \$15,621 ■ OVERHEAD: \$5,726

*Note: A portion of our Communications allocation is Program work in Kenya.

UPDATE: NAJMA

We featured young Najma in our annual report last year in an article titled "A Life on the Edge." At the time, we weren't sure that this promising, dedicated student would be able to continue her education due to the family's poverty combined with the lack of an affordable day secondary school in the village where Najma lived.

That's why one of the highlights of last year was watching Najma pass her KCPE — Kenya's national secondary school exams — with high enough marks to earn invitations from several respected boarding schools in Kenya. Inspired by Najma's spirit and dedication, a donor offered scholarship support to cover the additional tuition costs of boarding school so Najma could attend. She is doing well and successfully completed her first semester in November 2021.

Additionally, Entasekera, the small community near Najma's family homestead, is the location of one of three additional day secondary schools we're working to open in 2022. Once this school is launched, many more students like Najma will have a new chance to continue their educations past 8th grade even when their families cannot afford the higher tuition costs of boarding school.

Najma was lucky. We featured her in our annual report last year and a compassionate donor stepped up. There are countless other girls in Entasekera that also cannot afford a boarding school, and this is why we prioritize opening affordable day secondary schools. Once they are open, every talented girl and boy, regardless of family income or luck, will be able to attend school.



Najma with her mom on her first day of school.
Photo: Josephat Mashati

JOIN US

*We have a lot of work to do.
Let's do it together.*

For the Good's work has opened up opportunities for thousands of girls in Kenya. But we want to create opportunity for millions. We are not content to be a drop in the bucket. There is too much at stake.

If expanding access to education for all children is important to you, please consider making a gift today. All gifts, regardless of size, are deeply appreciated, and have the power to change a girl's life forever. You can donate through our website at:

www.forthegood.org

Or mail to us at:

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Glenwood Springs, CO 81601

For the Good is a 501(c)3.
Our EIN: 47-1979734.



*Asante Sana!
(Thank you)*



Sharing a moment at home in Morijo | Photo: Ami Vitale



“There comes a time when we
need to stop just pulling
people out of the river.
We need to go upstream
and find out why
they are falling in.”

- Desmond Tutu

www.forthegood.org

