



CELEBRATING
FIFTEEN
YEARS OF EDIFY

FROM GENERATION TO GENERATION

edify

ANNUAL REPORT 2024



mission

To improve and expand sustainable Christ-centered education globally

vision

Flourishing Godly Nations

“Generation after generation stands in awe of your work; each one tells stories of your mighty acts. Your beauty and splendor have everyone talking.”

Psalms 145:4-5 (MSG)

Unless otherwise noted, all Edify financials, impact numbers, and statistics are as of September 30, 2024 (the end of Edify's fiscal year). Photography is courtesy of Clint Brewer (cover, 2), Quinn Neely (cover, 4, 8, back cover), Kady Dunlap (6), and Andy Johnson (20). We are grateful for the use of their talents to showcase the Lord at work globally.

Reflecting on the last 15 years of Edify, I stand in awe of God's abundance as He exponentially multiplies our work. We're really at an exciting point in time when we're starting to see the "full circle" of Edify. We've had the chance to see wonderful young learners grow into leaders of their nations, giving back through law, medicine, education, and sometimes, they even join Edify's mission.

In our 2019 Annual Report, we celebrated the milestone of reaching one million students. Today, five years later, we are thrilled to report that this number has grown to 8.4 million students. Reflecting on our 2024 fiscal year, we celebrate remarkable growth:

- 31% increase in schools reached, expanding from 25,900 to 34,000.
- 29% rise in students impacted, growing from 6.5 million to 8.4 million.
- 11% boost in revenue, moving from \$13 million to \$14.5 million.

This growth is a testament to the unwavering commitment of our partners and the shared desire to see the next generation flourish in Jesus' name. Many of you have invested in Edify over the last 15 years, allowing us to advance our mission, empowering schools one by one with a model of biblical sustainability that goes beyond us.

I get asked a lot about people who have been impacted by Edify and gone on to make a difference in their nations, and a person who comes to mind is Eric Mawalo, an Impact Assessment Officer in Liberia. Eric didn't grow up knowing Jesus, but his life changed when his English teacher shared the Gospel with him. As he grew in his faith, he connected with other students who had participated in Edify programs and schools, gaining wisdom from each mentorship experience. Seeing how Edify transformed the lives of those around him inspired Eric to serve the youth of Liberia, just as others had poured into him. Now, he is making a lasting impact on the next generation, working with schools to continue the mission of Christ-centered education.

This picture of biblical sustainability is passed on—we even see it in those we get to take in-country. It thrills me when I see families come down to see our work firsthand and experience transformation that changes the trajectory of their entire family. We pray that this happens for generations, as our work today lays the foundation for a future filled with Christ-centered leaders.

So thank you for standing with us, believing in this mission, and helping us carry forward the vision of Flourishing Godly Nations. I invite you to read through this year's Annual Report, learn the stories of our amazing staff, be encouraged by the generational transformation around the world, and pray with us as we continue in God's leading.

Blessings,

TIGER DAWSON | CEO and Co-Founder

WHAT WE DO

Edify comes alongside entrepreneurs who offer quality Christ-centered education to children in their underserved communities. We partner with them using three key resources to help improve and expand their schools.

TRAINING

to equip school leaders and teachers to develop sustainable Christ-centered schools



edify

LOAN CAPITAL

to improve and expand school facilities

EDUCATION TECHNOLOGY

to enhance learning outcomes and employability

A Growing Legacy

Fifteen years ago, in 2009, Edify was founded by Chris Crane and Tiger Dawson with a vision to shape Flourishing Godly Nations through Christ-centered education. Starting in Ghana and the Dominican Republic, our mission to improve and expand sustainable Christ-centered education globally has since expanded to 14 countries, impacting millions of lives.

"We never claimed to know it all. Our focus has always been on Jesus and our mission, trusting where God leads."

In the early days, the dedication of local leaders like Godwin Fiagbor, Regional Vice President of West Africa, in Ghana, and Denis Sabino Rosario, Country Director, Dominican Republic, was crucial. These men, coming from different backgrounds but united in heart, carefully laid the groundwork for expansion, growing a legacy from the ground up.

Godwin left his role as Operations Manager at CAL Bank in Ghana to join Edify as our first international staff member in 2011. He joined as a Christ-Centered Education Officer, driven by a desire to make a greater impact. Reflecting on his journey, Godwin says, "The explosive growth and the value we've created for Christ-centered education have been the most surprising. We've stayed focused on improving and expanding quality Christ-centered education."

Denis was drawn to Edify's vision through his wife, who worked for one of our first lending partners, Esperanza, and raved about Edify after meeting Tiger Dawson at an event. In November of 2013, he joined as a Financial Sustainability Officer.


"I wondered if I could genuinely be a blessing to the schools," he recalls, "but by God's grace, I've been here for ten years, helping schools thrive." Denis has served in many roles within Edify, but the same dedication has flowed through each one, empowering schools to achieve financial sustainability and truly flourish.

Edify's growth has been remarkable. Godwin recalls, "I used to carry fliers to schools, introducing Edify. Now, they come knocking on our doors. Even government ministers of education seek our help." Initially focused on loans, Edify has evolved, with schools now valuing our training and resources



to flourish. For Godwin, the success of Edify has always been rooted in passion and a willingness to learn. "We never claimed to know it all. Our focus has always been on Jesus and our mission, trusting where God leads."

Denis highlights the transformation he has witnessed: "In the beginning, I helped schools organize their finances. Today, they take ownership with tools like QuickBooks, ensuring sound financial practices are in place to support quality education." His journey, marked by faith and perseverance, is a testament to Edify's ongoing impact, which continues to bring hope and transformation to nations.

As Edify continues to expand, the impact of its founders and early leaders is evident in the stories of transformation, weaving throughout 14 countries. Godwin and Denis's journeys, rooted in different parts of the world, converge in a shared passion of transforming lives through Christ-centered values. Their leadership helps our mission to move forward, touching lives, and building transformed nations for years to come. 



Denis, 2021

Our 2024 Global Impact



34,086

schools partnered with Edify to increase sustainability and improve education

49,164

school leaders and teachers trained by Edify's partners



8,388,449

students impacted in independent Christ-centered schools

14
countries



Discipling the Nations

Sierra Leone *est. 2017*
271,052 students impacted

Liberia *est. 2013*
437,612 students impacted

Burkina Faso *est. 2013*
153,114 students impacted

Ghana *est. 2010*
668,041 students impacted

est. 2015 **Ethiopia**
576,526 students impacted

est. 2019 **Uganda**
2,762,017 students impacted

est. 2011 **Rwanda**
523,521 students impacted

Guatemala *est. 2014*
274,287 students impacted

El Salvador *est. 2022*
239,728 students impacted

Panama *est. 2021*
203,731 students impacted

Ecuador *est. 2023*
136,543 students impacted

Peru *est. 2014*
1,614,649 students impacted

Bolivia *est. 2023*
211,795 students impacted

est. 2010 **Dominican Republic**
315,833 students impacted

"And Jesus came and said to them, 'All authority in heaven and on earth has been given to me. Go therefore and **make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.'"

Matthew 28:18-20 (ESV)

Peru

One Generation to the Next



Esther Bernuy Atachagua, right, and her daughter, Jazmín, left.

In the heart of Peru sits La Luz de Jesús, a school with a legacy of commitment passed down through generations. Founded in 2005 by Esther Bernuy Atachagua in the densely populated district of San Juan de Lurigancho, the school began as a kindergarten class and, over time, grew to address the community's needs. Esther's passion for teaching and her steadfast belief that God would guide the school's path fueled its growth. Throughout this journey, Esther has embodied the spirit of a matriarch determined to create a brighter future for the next generation.

In 2014, Esther and her team connected with Edify, which opened the door to working with ADRA, a lending partner of Edify. Through this partnership, they secured a loan enabling them to significantly improve the school's infrastructure, including installing desks that are still used today, enhancing the playground, and upgrading the floors. However, the partnership with Edify extended beyond physical upgrades; the school attended trainings in administrative

management and educational technology, allowing the school to flourish and serve more students with each new year.

Among the many students Esther led was her own daughter, Jazmín, whose childhood spilled over with the wonder and possibility that a Christ-centered education brings. Jazmín flourished within the school's walls, growing into a capable young leader and often helping her mother run the school.

Esther shares, "I believe that when my children saw what I was doing, I was giving them opportunities to join me. For example, Jazmín was the one who made charts for me in the collection and tuition notebook. She once asked me, "Mom, how many students do you think you'll have this year? How many do you want?" I said, 'About forty.' And she replied, 'But mom, I don't see forty chairs. Where are your forty?' Of course, that was a deep mental and heart shift for me, and one of faith."

At that moment, Esther realized her words and her actions didn't match. She began to purchase desks with humble expectation. Esther shares, "I had to apply my faith; to prepare for what God would send me. And sure enough, every year, we would set a target, and that target would be met..."

Jazmín witnessed firsthand the impact of Esther's faith and dedication. "Since I was a little girl, I have seen my mom working with the children, and I have seen how all the children loved her. Seeing her mature in her business and seeing the kids learn and excel in what they were doing was such a gratifying experience."

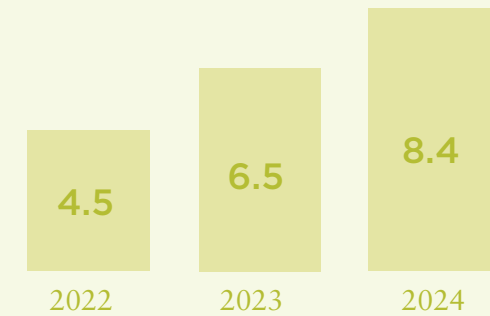
Jazmín found inspiration in her mother's resilience, which spurred her to excel academically in higher education where she won the "Teacher's Vocation" scholarship for studies in Elementary Education at Cayetano University. Jazmín's achievements were not only a personal triumph but a continuation of her mother's mission to bring quality education to their community.

"It's the legacy I'm passing on to her," Esther shared on her daughter stepping in to run the school in 2021. Jazmín has carried the torch at La Luz de Jesús, "The Light of Jesus," teaching classes while also taking on significant administrative responsibilities. Her involvement in curriculum planning, Christian-themed performances, and day-to-day management marks the school's transition from one generation to the next. Working alongside her brother, who manages the sports programs, and her father, who handles maintenance, and of course, her mother, Jazmín's efforts ensure that La Luz de Jesús remains a family endeavor dedicated to its Christ-centered principles and educational mission.

The story of La Luz de Jesús is one of generational continuity, where the dreams of one generation fuel the aspirations of the next. Esther's vision has laid a strong foundation, and Jazmín's contributions signify the school's ongoing evolution, blending tradition with a fresh perspective. As the duo continues in step with Edify and rooted in God's Word, they will build a legacy of generational change, ensuring that the light of Christ-centered education will continue to shine for years to come. **ii**



Key Metrics



Students Impacted
8,388,449 students were impacted by Christ-centered education. This is a **30% growth** from FY23.



Quantity

edify

Quality

21%



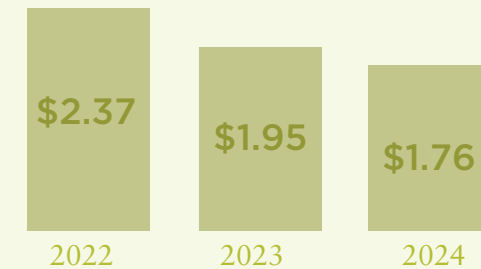
Exposure to God's Word
 Twenty-one percent increase in current Core Schools over baseline with visible evidence of:

- Discipleship Clubs
- corporate worship
- scheduled devotions
- Christ-centered activities

Exam Scores : Core Schools

Percentage of students achieving a certain threshold on the national exam in Core Schools vs. national average.

96.6% vs. **85.8%**
 Edify Core Schools national average



Cost per Student Impacted

Cost per student = total Edify expenses divided by total students impacted

2024: \$1.76
2023: \$1.95
2022: \$2.37



Efficiency

Loan Capital : Loans Made

2024 \$1 net new loan capital = **\$3.55** in loans to schools
 2023 \$1 net new loan capital = **\$3.29** in loans to schools
 2022 \$1 net new loan capital = **\$3.84** in loans to schools



Enrollment Net Growth

Average growth in enrollment of active partner schools:

2023 to 2024: 1.89%
2022 to 2023: 1.44%*
2021 to 2022: 5.71%

** There was a decrease in four countries due largely to government changes post COVID-19.*



Ghana

From Siloed to Serving

Edify's partners are vital extensions of our global impact, the strong support beams extending the covering of Christ-centered education across each nation where we operate. Each plays a critical role, from lending partners expanding sustainability in the schools we serve, to training organizations imparting wisdom to eager teachers, to school proprietors leading the very classrooms of students our vision rests on. So when the Ghana team began noticing competition among its partners, they knew they had to restore unity to restrengthen these crucial pillars.

In Edify's early days, operations were limited to a few countries, including Ghana. Initially, only a few partners were needed to support our efforts. However, as we expanded rapidly, it became evident that additional partners were essential to extend our impact. Integrating new members into such a small, close-knit team, however, proved to be more challenging than anticipated. Godwin shares, "When we added a second lending partner to the original one, the first partner began to worry about being

left out." A pattern of competition emerged, and as more joined, they began to lose sight of their once-shared vision.

One of Edify's first training partners in Ghana, Reverend Joseph Gyebi, West African Director of AWANA, recalled, "When Edify in Ghana first began to grow, many Christian ministries operated in silos—and to be honest, we operated in competition more often than not." This fractured mindset stole time and energy, taking the focus off of the very students on whom our mission centered. "When you take your eyes off the final destination, you begin looking at yourself instead of the people you want to serve. Once we identified the roles we all play in this picture, we stopped looking at ourselves and began to look at the beneficiaries of these efforts: the students," Godwin shared.

Yet God had a plan for unity—beginning with the first annual 360-Degree Conference in 2017. The Ghana team hosted eight partners for a day of learning,

Rev. Joseph Gyebi



Mutari Adamu



'Now when I make a trip to bring Edify staff to a school visit, I can't even sit in the car. I feel like I'm a part of the staff, and I always end up helping out in some way during the training. My entire mindset has changed.'

collaboration, and prayer. Reverend Joseph shares, "Edify brought us to the table, encouraging us to work together... I sat beside a Scripture Union training partner I had never spoken with before. Yet before I knew it, we had found common ground and even discussed ways to collaborate and work together. This transformation wouldn't have been possible if we hadn't sat together and been encouraged to join forces rather than compete. We can achieve more for the Kingdom if we learn to collaborate like this."

This unity and transformation extended its way through every sector of Edify's operations in Ghana, no matter how seemingly small the role. Mutari Adamu, a driver frequently hired by Edify staff who comes from a Muslim background, was invited to attend the conference, drawn by the impact Edify was having in his country and pulled in by the relationships he had made over time. Initially, he planned to avoid participating in Christ-centered activities, yet partway through the day, each attendee received a prayer partner. At first, he felt uncertain but then decided to share his requests. To his surprise, his prayer partner regularly called and checked on him after the conference. Before long, every prayer he had offered at the conference was answered, and his skepticism turned to faith.

Godwin shares, "Mutari is a Christian now, and this is not our doing, but the Lord's; it's just another partner checking on him," yet he is transformed for life. Godwin continues, "I remember him telling me, 'Now when I make a trip to bring Edify staff to a school visit, I can't even sit in the car. I feel like I'm a part of the team, and I always end up helping out in some way during the training. My entire mindset has changed.'"

What began as a small gathering has now grown to 59 attendees this past year, representing 17 partners. Florentine Adjoa Ansa-Asare, Country Director of Ghana, remarks on the team's journey: "The 360-Degree Conference has become an event that partners look forward to. These connections are truly special. It's a group of Kingdom-minded people coming together for a purpose, fully owning Edify's vision for Flourishing Godly Nations."

The covering of Christ-centered education over a nation creates space for transformation, and as we've seen at the 360-Degree Conference, the stronger the pillars, the further the covering. Thanks to the various partners, leaders, and teachers uniting under a common purpose, we have seen God move in Ghana in incredible ways, creating space for future generations to flourish. **fi**



Proprietor training, West Africa

Partnerships 2024

Rather than reinvent what already exists, we focus on partnerships. Edify walks alongside schools and develops relationships with local partners who understand culture and context, bringing them together to improve education and sustainability. Through biblically-based training for school leaders and teachers, access to loan capital through local Christ-centered financial institutions, and education technology tools, we aim to see flourishing godly schools, communities, and ultimately, nations.

- 13** BUSINESS & OTHER PARTNERS
- 20** SCHOOL LEADERSHIP TRAINING PARTNERS
- 24** LENDING PARTNERS
- 25** EDUCATION TECHNOLOGY PARTNERS
- 30** CHRISTIAN TRANSFORMATION TRAINING PARTNERS
- 37** CONSULTANTS*

**Consultants serve across all five categories listed above.*

149
TOTAL UNIQUE
LOCAL PARTNERSHIPS

46%
YEAR OVER YEAR
GROWTH



15 years of Edify

2009

Chris Crane, Tiger Dawson, and Blake Armstrong cofounded EduLeap

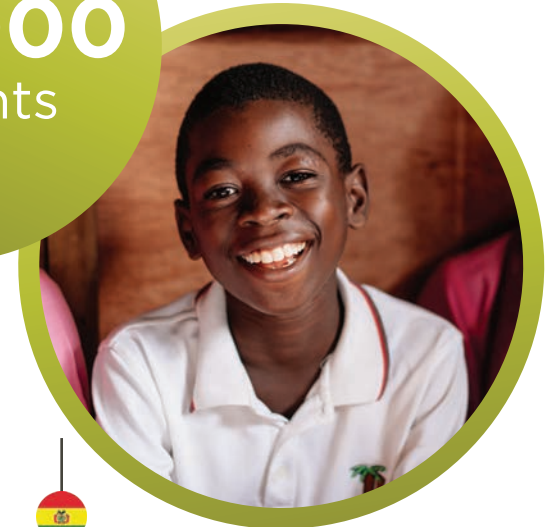
EduLeap incorporated as a 501(c)(3) in September

2012

Hired our first 3 international staff, bringing our staff total to 16

Impacted **107,421** students

100,000
students



2010

Officially changed name from EduLeap to Edify

Operations began in the Dominican Republic and Ghana

First loan made in June in the Dominican Republic

2011

Operations began in Rwanda

The **first computer lab** was installed in Ghana

First Family Experience took place in the Dominican Republic



2013

Operations began in Burkina Faso, Liberia, and Peru

First University of San Diego leadership training held in Ghana

2014

Hired Transformation Officers in every country of operation to follow up with schools after trainings

Started education technology partnership with SMILE (Stanford Mobile Inquiry-based Learning Environment) developed by Dr. Paul Kim

2016

Held the first Ethiopia Family Experience

Held the **first annual Edify Education Technology Conference** in Ghana

2018

10,136 School leaders and teachers trained

Grew to 68 total staff (21 US, 47 international staff)

2020

Experienced the toll of a global pandemic, yet God's work through Edify persisted

We successfully maintained support for **4,404 partner schools**, designed and implemented the Edify COVID-19 Recovery Plan, and expanded our reach virtually

2021

Operations began in Panama

We grew from 4,404 to over **9,200 partner schools** as we came alongside school proprietors regaining strength from the effects of COVID-19

2023

Operations began in Bolivia and Ecuador

Grew to 138 total staff (30 US, 108 international staff)



499,000 students

1 million students

8.4 million students

2015

Operations began in Guatemala and Ethiopia

Early Grade Reading Program began

Christian School Owners Fellowship started in Ethiopia

First Discipleship Club started

2017

Operations began in Sierra Leone

In October, Chris moved from CEO to Executive Chairman of the Board; Tiger moved from President to CEO

First couples trip to Guatemala

Impacted **499,325** students

2019

Operations began in Uganda

Held the first Rwanda Family Experience

Impacted **1,041,216** students

2022

Operations began in El Salvador

We impacted **87% more students**, from 2.4 to 4.5 million

2024

Celebrated the **first 15 years** of Edify

Launched the **Mission True Committee** to help Edify stay on mission for the next 15 years and beyond

Committed to a year of discernment, allowing God to lead the way in the next steps of organizational growth



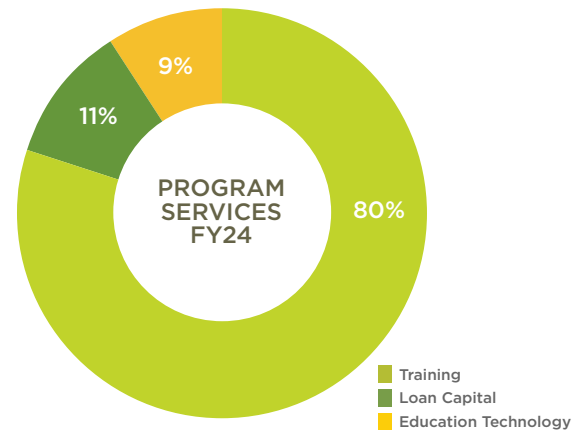
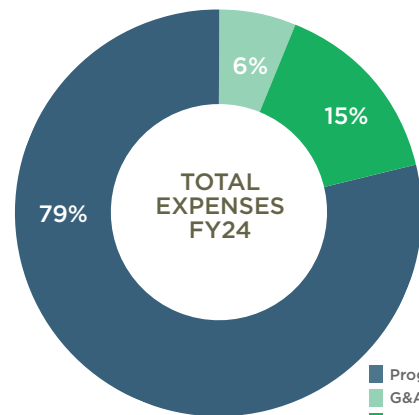
Financials

Statement of Revenues & Expenditures (GAAP)

Year Ended September 30, 2024

	2024	2023	2022
SUPPORT AND REVENUE			
Individual donors and foundations	\$13,840,718	\$12,795,830	\$10,773,115
Government	0	0	0
Gifts in kind*	35,451	10,042	155,431
Interest income	233,439	98,480	6,075
Vision trip income	311,719	73,362	181,533
Miscellaneous income	91,254	54,997	19,221
Total support and revenue	14,512,581	13,032,711	11,135,375
EXPENDITURES			
Program services	10,274,058	8,444,585	6,942,154
Funds for loans to schools	1,305,834	1,825,568	1,464,496
Total program expenditures	11,579,892	10,270,153	8,406,650
Supporting activities:			
General and administrative	950,520	804,491	626,395
Fundraising	2,266,066	1,652,962	1,629,190
Total expenditures	14,796,478	12,727,606	10,662,235
REVENUE LESS EXPENSES	(\$283,897)	\$305,105	\$473,140

*Gifts in kind includes donated professional and educational services.



Balance Sheet (GAAP)

As of September 30, 2024

	2024	2023	2022
ASSETS			
Current assets:			
Cash and cash equivalents	\$2,545,683	\$3,217,636	\$3,742,955
Restricted cash from donations	693,503	532,083	674,850
Prepays and other assets	350,017	359,659	316,194
Total current assets	3,589,203	4,109,378	4,733,999
Board designated cash reserve	3,769,785	3,395,788	2,508,527
Receivables, net current portion	21,007	38,585	8,848
Prepays and other assets, net current portion	1,952	2,241	1,710
Equipment and software at-cost, net	138,547	158,086	131,091
	<u>3,931,291</u>	<u>3,594,700</u>	<u>2,650,176</u>
Total assets	\$7,520,494	\$7,704,078	\$7,384,175
LIABILITIES AND NET ASSETS			
Current liabilities:			
Accounts payable and other liabilities	\$509,758	\$410,237	\$392,485
Net assets:			
Without donor restrictions:			
Undesignated	2,547,448	3,365,970	3,808,313
Board designated cash reserve	3,769,785	3,395,788	2,508,527
	<u>6,317,233</u>	<u>6,761,758</u>	<u>6,316,840</u>
With donor restrictions			
	693,503	532,083	674,850
Total net assets	7,010,736	7,293,841	6,991,690
Total liabilities and net assets	\$7,520,494	\$7,704,078	\$7,384,175

At the time of printing our financials were not audited for fiscal year 2024. After January 1, 2025, you can find a copy of our audited financial statements at edify.org/financials.

management discussion & analysis

2024

Total revenue for the year from donations and other income was \$14.5 million, an 11% increase from \$13.0 million in fiscal year 2023. Program expenses totaled \$11.6 million, an increase of 13% from the prior year total of \$10.3 million. Programs delivered during the year impacted 34,086 low-fee independent Christ-centered schools in 14 countries. Training was provided to 28,547 school leaders and 20,617 teachers. **Lending partners funded 799 loans to 750 different schools at an average loan size of \$8,823.**

Fiscal year 2024 expenses of \$14.8 million exceeded revenue of \$14.5 million resulting in a deficit of \$284 thousand. The deficit arose from total revenue being 3% below projections. Edify was able to fully fund its board designated reserve, increasing it from \$3.4 million to \$3.8 million, which is one quarter of operating expenses. Restricted cash on the balance sheet to fund specific programs increased 30% at fiscal year-end to \$693 thousand from \$532 thousand in 2023. This was largely due to the increase in the board designated reserve and designated donations balance at fiscal year-end. Approximately 96% of the restricted funds are planned for disbursement in fiscal year 2025 to fund their respective



designations. Edify diligently seeks to distribute the highest percentage possible of donations to fund training, loans to schools and education technology programs to improve Christ-centered education in the 14 countries where we work. Program expenses in fiscal year 2024 were 79% of total expenses, or \$11.6 million. Of this amount, \$10.3 million went for programs that included Christ-centered character development for students, school proprietors and teachers, business training for proprietors, educational technology training for teachers, and mobile learning devices in primary school classrooms, curricula and life skills training for children.

Program expenses also include net new capital of \$1.3 million in the form of loans that was disbursed to lending partners overseas to make loans to school proprietors. Lending partners were able to disburse \$7 million in new loans.

Edify deployed \$16.7 million in cumulative loan capital for school loans from fiscal year 2010 to 2024. Cumulative loans to schools by lending partners and directly from Edify were \$59.3 million or 355% of the loan capital from Edify because of recycled principal repayments.

Loans to lending partners are in local currency and often have a grace period on the front-end where no payments are due. As a result of the favorable non-market loan terms, for GAAP purposes (generally accepted accounting principles) our independent CPA firm has classified these loans to lending partners as grants. These loans with non-market terms in depreciating currencies do not appear on our balance sheet. We receive a full audit each year by our independent CPA firm with the findings reported directly to the board appointed Audit Committee. Board member Chris Crane, currently serves as the Audit Committee Chairman.

senior leadership team

2024



Abigail Bach | VP of Strategic Partnerships
Expertise: program partnerships, philanthropy
Notable Experience: Regional Director at Opportunity International, VP, First Boston in New York and VP, Banque Indosuez in Paris.
Education: BA in History from Princeton University, MA in International Studies from the University of Pennsylvania, MBA in Finance from the Wharton Graduate School of Business.



Curt Christiansen | CFO
Expertise: finance, accounting, banking
Notable Experience: CFO of Pacific Mercantile Bancorp/Bank, CFO and Head of Investments at Carpenter & Company and the Carpenter Community BancFund.
Education: BS in Business from University of Colorado, Boulder, MBA from California State University, Northridge.



Tiger Dawson | CEO and Co-Founder
 (See Board of Directors, pg 22)



Godwin Fiagbor | VP of West African Programs
Expertise: education technology
Notable Experience: Joined Edify in 2011 as the first international staff member; held various positions including Education Technology Officer and Country Director of Ghana. Operations Manager for the Electronic Banking Department of CAL Bank.
Education: BSc. in Chemistry (with honors) from the University of Cape Coast in Ghana.



Vanessa Folsom | Chief People Officer
Expertise: law, human resources
Notable Experience: Lease Processing Manager and Sr. Operations Analyst for a real estate portfolio management and consulting company.
Education: BA in Political Science from the University of California, San Diego, a JD from the University of San Diego, and is a member of the California State Bar.



Amanda Forbes | VP of Christ-centered Education
Expertise: international development/education, curriculum development
Notable Experience: Co-founder of Trinity Education, board member of Union University of California, President of the Board at City Vision University.
Education: BA from Pepperdine University, MEd from Vanderbilt University, PhD from University of Minnesota.



Bettina Gómez García | Chief Strategy Officer, VP of Latin American Programs
Expertise: organizational strategy, entrepreneurship
Notable Experience: Professor and Dean of Executive Education at Universidad del Pacifico, Organization Learning Manager at Belcorp, Investment Advisor, USAID, World Bank, Peruvian Congress, Superior Court of Justice.
Education: Business Administration Management from Universidad del Pacifico - Peru, Industrial Engineering from Universidad de Lima - Peru.



Makonen Getu | Chief Transformation Officer
Expertise: international economic development, Christian transformation
Notable Experience: International development practitioner, lecturer, and researcher at various universities, author of several published books and articles on topics related to economic development, foreign aid, microfinance, and faith.
Education: PhD in Economic History with a major in International Economic Development from the University of Stockholm.



Myles Harrison | COO
Expertise: organizational management
Notable Experience: International Director for Tearfund UK, program leadership in various countries, regional operations, and global strategy at World Vision.
Education: BSc in Management Studies and Operational Research from University of Leeds, MBA in Leadership from Eastern University.



Julie Huelga | VP of Accounting
Expertise: auditing, accounting
Notable Experience: Auditor with Deloitte, Audit Senior at Capin Crouse focusing on serving non-profit organizations.
Education: Double major in Accounting and Business Administration from Point Loma Nazarene University.



Godfrey Lugoloobi | VP of East African Programs
Expertise: developing leaders, strategy
Notable Experience: Launched Edify in Uganda, Cornerstone Leadership Academy, Country Coordinator of the Africa Youth Leadership Forum in Rwanda.
Education: BSc in Electronics and Telecommunication (with honors) from the Kigali Institute of Science and Technology, MBA from Colorado Christian University.



Scott Rhoades | Chief Edification and Philanthropy Officer
Expertise: building relationships, philanthropy
Notable Experience: Area Director, Development Director, and other roles at Young Life in Dallas/Ft. Worth.
Education: BA in MIS and Finance from Oklahoma University, Masters of Arts and Religion from Westminster Seminary.

board of directors 2024



Howard Chan is the co-founder of Cori, an education company focused on removing barriers to hands-on creating and STEAM learning in schools. Howard brings a unique skill set with a technical background in engineering, passion for teaching, and entrepreneurial spirit to innovate in the education space. He has an undergraduate degree in Electrical Engineering from Santa Clara University, Multiple-Subjects CA Teaching Credential and a MA in Cross Cultural Teaching from National University. As a former STEM classroom teacher, professional development coordinator, and school technology director, Howard has always been a strong advocate for STEAM and EdTech programs in schools around the world.



Chris Crane co-founded Edify in 2009, and after serving as CEO, he transitioned to the board on October 1, 2017. In 2021 he co-founded Ardent Mentoring for Christian social entrepreneurs. For seven years Chris was CEO of Opportunity International, the world's largest Christian microfinance organization, with 10,600 direct and indirect staff, and operations in 28 countries with 1.5 million active clients. Earlier, Chris acquired and served for eight years as CEO of COMPS InfoSystems. He led it through two rounds of private equity, an IPO, and acquiring 13 other companies, before selling COMPS to another public company. Earlier, he was a venture capitalist. He was awarded the Ernst & Young Entrepreneur of the Year Award, and has a Harvard MBA.



Tiger Dawson Prior to co-founding Edify, Tiger served from 2005 to 2009 as Managing Director of the Halftime organization founded by Bob Buford, challenging successful business people to use their time, talent, and treasure to live a purpose-filled second half of life. Before his role at Halftime, Tiger served for 22 years with Young Life. Tiger was very involved with the Young Presidents' Organization (YPO). He designed and ran the youth, teen, and young adult education tracts at 10 international family universities. Tiger earned his undergraduate degree at Baylor University and pursued a master's degree at Dallas Theological Seminary and Fuller Seminary.



Debbie Hall, Chair, has a strong consulting and marketing background having worked for The Boston Consulting Group, two technology start-ups, and her own marketing consulting practice. Debbie serves on the board of Village Enterprise, working to break the cycle of poverty in East Africa by creating sustainable incomes and savings for the rural poor.

She is active at Menlo Church as a volunteer and a Bible study leader. She is passionate about improving educational and economic opportunities for all, and is a lifelong learner around effective programs and innovations in these areas. Debbie holds a BA in economics from Duke University and an MBA from Stanford University.



José Ochoa has dedicated his career to serving leaders who fight for transcendental causes. He has studied at UNALM in Peru, at MIT, GWU, and Eastern University in the US, and at Salamanca University in Spain. His degrees include Engineering, MBA, and master's degrees in Consulting and Coaching. As a former Country Director of World Vision in Ecuador, he has played a role in child development, financial inclusion, and the social commitment of the Church. Currently, as CEO of Australis, José is honoring the impact of the Church in the Southern Hemisphere and demonstrating its contribution to the rest of the world. He is also the Vice President of Corporación Cristiana Semillas, which has helped establish over 30,000 churches in Latin America. He resides in Quito, Ecuador, is the author of two books, and an active member of the Ecuador Mosaic Church.



Paul Park is the Chief Business Officer of Circle Pharma, a precision oncology company. Previously, Paul led both Business Development and Alliance Management at Ionis Pharmaceuticals. Earlier in his career, Paul held Strategy, Corporate Development, and International Licensing roles at Amgen. He also spent 12 years as the Executive Director of the grantmaking foundation, First Fruit, which resources leaders and organizations working among the poorest segments of the Majority World, and he continues to serve on the nonprofit boards of some of those portfolio organizations. Paul was educated at Brown University and the Wharton School of Business.



David Slover, Vice-Chairman, serves as Senior Vice President and Chief Strategy Officer at HighGround Advisors, an investment and asset management company exclusively serving non-profit organizations and charitably-minded families. David served as President of Buckner Foundation from 2005-2016. Previously, David led all philanthropic and campaign efforts at Children's Health in Dallas. Earlier leadership positions included similar roles at Southern Methodist University and Baylor Scott & White Health Care System Foundation in Dallas. David has over 34 years of experience in the non-profit sector and holds Bachelor of Arts and Masters of Business Administration degrees from Baylor University.

advisory board 2024



Miriam Oforu Appiah is the owner and founder of St. Mary's Preparatory School in Ghana. In 1998, she took a small-business loan to build and grow her school. Today it is one of the best run private, low-fee Christian schools in Ghana. She continues to expand her school to include technology-based learning. She aspires to change the face of education in Ghana. Miriam studied early childhood education at Ghana Education Services.



Ken Blanchard has authored or co-authored 60 books, including *The One Minute Manager* and *Raving Fans*. Ken is a sought-after speaker and business consultant. He is the co-founder and Chief Spiritual Officer of The Ken Blanchard Companies, an international management training and consulting firm. In 1999, he co-founded the organization Lead Like Jesus. He earned a PhD from Cornell University.



Rod Dammeyer, a graduate of Kent State University, began his business career with Authur Andersen & Co. and was admitted to partnership in 1970. He subsequently served in leadership positions in Northwest Industries, Inc., Household International, Intel Corporation and served as managing partner of Equity Group Corporate Investments from 1995 until 2000. Rod currently serves as chairman on CAC, a private company offering capital investment and management advisory services. He has recently served as a trustee of Invesco Funds, Quidel Corporation and Stericycle, Inc., among others. He also recently served on the boards of California Charter Schools Association and High Tech High Charter Schools in San Diego.



Prof. Brian Fikkert is the founder and Executive Director of the Chalmers Center for Economic Development and is a professor of economics and community development at Covenant College. He has been

a consultant to the World Bank, the Inter-American Development Bank, and USAID. He co-authored the book *When Helping Hurts: How to Alleviate Poverty without Hurting the Poor... and Yourself*, and *From Dependence to Dignity: How to Alleviate Poverty Through Church-Centered Microfinance* and *Becoming Whole*. Brian received a PhD in Economics from Yale University.



Peter Greer is President and CEO of HOPE International, a global Christ-centered microenterprise development organization. He received a BS in international business from Messiah College and a master's in public policy from Harvard's Kennedy School. Prior to his education at Harvard, Peter served as managing director for Urwego, a Christ-centered microfinance institution in Kigali, Rwanda. He also worked in Zimbabwe and Cambodia. He has co-authored 15 books, including *Mission Drift*, *Rooting for Rivals*, and the *Spiritual Danger of Doing Good*.



Victor Hu is Managing Partner & Co-Founder of Lumos Capital Group, an investment firm focused on the human capital development sector globally. From 2006-2017, Victor was a Managing Director at Goldman Sachs and Co-founded and led globally the team that advised and financed the leading knowledge services and education technology companies. Victor also worked as an international M&A and securities attorney for Cleary Gottlieb Steen & Hamilton. Victor earned a BA from Amherst College, a JD from Harvard Law School and an MBA from the Wharton School.



Mary Kamanzi is the Executive Director of the PEACE Plan Rwanda. She co-founded Youth With A Mission (YWAM) for Rwanda with her husband, and also founded Arise and Shine school in Kigali, a low-fee independent primary school. Mary has also served as a Commissioner on the Rwanda

National Unity and Reconciliation Commission. She has been a teacher in Uganda and a missionary in Kenya and South Africa. Mary graduated from Nkozi Teachers Training college in Uganda and later earned degrees in child social services and family Ministries from the University of the Nations.



Prof. Paul Kim retired from his position as the Chief Technology Officer and Assistant Dean of the Graduate School of Education at Stanford University. He is Chair of International Expert Committee on Educational Technology Initiatives for The World Bank Group and is an advisor for Lumos Capital Group. He is also the co-developer and sponsor of SMILE (Stanford Mobile Inquiry-based Learning Environment). Paul received his PhD in Educational Psychology and Technology from the University of Southern California.



Terry Looper was founder and CEO of Texon LP, a Houston energy marketing and distribution company until it was sold in 2024. Terry serves on numerous boards including Houston Christian Foundation, Haddington Energy Partners and Young Life National Board. His past board affiliations include Edify and Young Life's Greater Houston Area. Terry is the author of *Sacred Pace: Four Steps to Hearing God and Aligning Yourself With His Will*. He graduated from Lamar University with a BS in Engineering.



Geraldo Orozco was the CEO of ASPIRE from 2000-2020, a Christian financial institution which offers microcredit in the Dominican Republic. Geraldo is an Assistant Pastor at Prince of Peace Mennonite Church in Santo Domingo and is invited regularly to speak at national and international conferences on leadership, microfinance and theology. Geraldo has a Masters in Marketing from INTEC University and a Law degree from UTESA.

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