

STAND FIRM



edify

ANNUAL REPORT 2023



mission

to improve and expand sustainable
Christ-centered education globally

vision

Flourishing Godly Nations

“Therefore, my dear brothers and sisters, **stand firm.**
Let nothing move you. Always give yourselves fully
to the work of the Lord, because you know that your
labor in the Lord is not in vain.”

1 Corinthians 15:58 (NIV)

In God's Word, we find countless examples of what it looks like to stand firm. Whether it's the determination of Paul, the steadfastness of King David, or the unwavering of Jesus, God has given us plenty of direction.

I was recently inspired by the story of Rosanna, and I think you will be too. She is the proprietor of Colegio Jadel in the Dominican Republic, and her school was in poor condition, facing possible closure by the Ministry of Education. She had limited classroom space as the student population continued to rise. With a forty-five-day deadline to fix her school, Rosanna was running out of time and options, unsure of her next move.

Thankfully, God knew exactly where He would lead her. Just a few weeks later, Rosanna attended an Edify training, where she found herself among other school directors facing similar challenges. As Rosanna continued to seek out God's wisdom and attend more Edify trainings, she found the encouragement and community she needed to keep fighting.

She discovered new ways to get up to speed on the government's requirements, and by the time the Ministry of Education returned for the second inspection, they were stunned at what she had accomplished. By the grace of God, the school was cleared to resume full operations! Since then, Rosanna and her staff have attended numerous Edify trainings, implemented a Discipleship Club, and they are reaching more students every day.

Needless to say, the past four years have brought many hurdles for school proprietors like Rosanna. Many of them have remained steady, devoted to the work God has called them to do. As I look around, I could not be more encouraged and thankful for our partners and staff who have walked with schools so well this season.

As we reflect on fiscal year 2023, we give thanks for the wonderful work God has done:

- 47% growth in the number of schools reached, from 17,600 to 25,900
- 44% increase in students impacted, from 4.5 million to 6.5 million
- 17% increase in revenue from \$11.1 million to \$13 million

A big thanks for the ways you have remained committed in your support of Edify. As 1 Corinthians 15:58 reminds us, our labor is not in vain. Please enjoy the pages of this year's Annual Report, and thank you so much for continuing to stand firm with us to bring about Flourishing Godly Nations!

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

In an ever-changing world, we find stability in the Body of Christ. Whether it's concrete companionship, solid ground to stand on, or fortitude to carry on, we "live our lives in Him, rooted and built up in Him," Colossians 2:6-7 (NIV).

Thousands of students at schools who partner with Edify in Uganda have found this same groundedness through Discipleship Clubs (DCs) that meet on their campuses. These clubs vary in size and scope across schools in Edify's countries of operation. Each holds small group meetings, where students come together to read the Word of God and share their lives. There are often opportunities to attend summer camps and weekend conferences as well. So whether it's through a weekly Bible study or a large gathering, they are continually provided solid foundations of faith.

The Edify Team in Uganda has seen nationwide growth of DCs forming. In this fiscal year alone, the number of schools that have created DCs has skyrocketed from 539 to 3,684. The Christian Transformation Training Officer Program Lead, Annet Mbabazi, explains the key factors she believes promoted the incredible growth in DCs, "The strategy we used this year was so intentional. In our school visits, we would encourage every staff member and training partner to share about Discipleship Clubs... The students are hungry for the Word of God."



One school in particular has embraced the Discipleship Club model faster than any other: May Christian College-Nkumba Secondary School, which has only partnered with Edify for a year.

It all began when the school's director, John Mugabia, attended an Edify training on financial health. Here, he first learned about the Discipleship Club model during a brief overview at the start of the training. Once the training finished, John immediately rushed over to Annet, "This training was excellent, but I can't stop thinking about the Discipleship Club training you mentioned. I believe we need to form a Discipleship Club as soon as possible! We desire a community of learners, praying and learning the Bible together like you've told us about."

At the director's request, Annet visited the school to share about DCs with the rest of the staff, who soon shared the same excitement. That same day, an all-school assembly revealed that 51 students, ages 13-18, desired to join the club, and the eagerness around the school was palpable.

In just one year, the school's DC has grown from 51 to 100 students. The transformation proved paramount. Annet explains, **"We've seen the student leaders of these Discipleship Clubs become leaders within their schools, carrying it out into the entire student body."**

Patrick, a 16-year-old student from Ntenjeru Parents High School, shares how the DC altered the trajectory of his life. During an Edify summer camp, he shared, "I used to never work well with others in my Discipleship Club. But after attending Edify camp with them, I learned that whenever we work as a team, all things work together. I will take that spirit of collaboration with me. Thank you to those who have led me, and may the Lord bless the works of your hands."

Student leaders just like Patrick are discovering the power of Christ-centered community. God willing, these Discipleship Clubs in Uganda will continue to multiply. We pray that with more students walking on solid ground, they will stand firm in their faith and be propelled into God's wonderful plans. **fi**

FIRMLY PLANTED

our impact in 2023

Dominican Republic

264,860 students impacted

Guatemala

195,123 students impacted

El Salvador

213,227 students impacted

Panama

189,330 students impacted

Ecuador

80,895 students impacted

Peru

1,279,972 students impacted

Bolivia

76,351 students impacted

6.5 million students impacted by a
Christ-centered education in fiscal year 2023



44 percent growth
year-over-year

14 countries

fiscal year 2023 in numbers



25,943

SCHOOLS PARTNERED
WITH EDIFY TO INCREASE
SUSTAINABILITY AND
IMPROVE EDUCATION



40,458

SCHOOL LEADERS
AND TEACHERS TRAINED
BY EDIFY'S PARTNERS



6,468,384

STUDENTS IMPACTED IN
INDEPENDENT CHRIST-
CENTERED SCHOOLS



the power of partnership



Teachers at an Edify partner school in Guatemala.

- 30** CHRISTIAN TRANSFORMATION TRAINING PARTNERS
- 28** SCHOOL LEADERSHIP TRAINING PARTNERS
- 20** LENDING PARTNERS
- 14** EDUCATION TECHNOLOGY PARTNERS
- 10** BUSINESS & OTHER PARTNERS

102
**TOTAL UNIQUE
LOCAL PARTNERSHIPS**

52%
**YEAR OVER YEAR
GROWTH**



Find a full list of our partners by country at edify.org/our-partners/

EL SALVADOR

Unwavering

The nation of El Salvador has become familiar with the feeling of chaos in the past decade, with fatal gang takeovers increasing in communities and even entire cities. For many, everyday life felt precarious, like a dilapidated building after an abrupt shake of an earthquake. This unnerving movement rippled through every facet of society, greatly impacting the educational system. Here, thousands of students began trading in years of schooling for life in gangs. A study conducted by El Salvador's National Teachers' Union estimated that at the peak of the epidemic, "100,000 students had dropped out, primarily due to gang threats."

A solution seemed out of reach with so many students out of school and on the streets. Yet God had a plan to build something transformational in El Salvador. A critical piece of this transformation was found in the actions of El Salvador's newly elected president of two years, Nayib Bukele, who in early 2022 declared a state of emergency to subdue gang violence once and for all.

Then in March 2022, Edify's El Salvador pilot program officially launched. It is led by Country Director, Rafael Duarte, and Christian Transformation and Training Officer, (CTTO) Marlon Hernandez, who joined the team later that year.



Marlon and Rafael hoped change was coming, yet continued to be steadfast in their work. Whether it was navigating the world of virtual learning during COVID-19, conducting visits to hundreds of schools when they reopened, or battling the day-to-day threats of the gangs, they remained resolute. Each day they continued praying for the safety of their nation.

After all, during times of ambivalence, God calls His people to "stand firm in the faith; be courageous; be strong," 1 Corinthians 16:13 (NIV).

Whether it was navigating the world of virtual learning during COVID-19, conducting visits to hundreds of schools when they reopened, or battling the day-to-day threats of the gangs, they remained resolute. Each day, they continued praying for the safety of their nation.



Marlon shares, **“We’ve heard stories in the Bible of bad and good kings alike. We’ve seen David and Solomon. I believe President Bukele is in his position for such a time as this. We are seeing parents that are no longer afraid when they send their kids to school, and the message of God can finally travel without any danger.”**

Months passed, and the ground beneath the nation began to settle. Neighborhoods and streets exhaled as “more than 70,000 suspected gang members were arrested,” according to BBC News. A new feeling of calm replaced the fear that once hung in the air. Shortly after, Edify became fully operational in El Salvador. Rafael and Marlon felt perfectly positioned to reach the next generation for Jesus. The team’s sturdy foundation has served them well, allowing expansion to over 900 schools across the nation in just the first 18 months of operation.

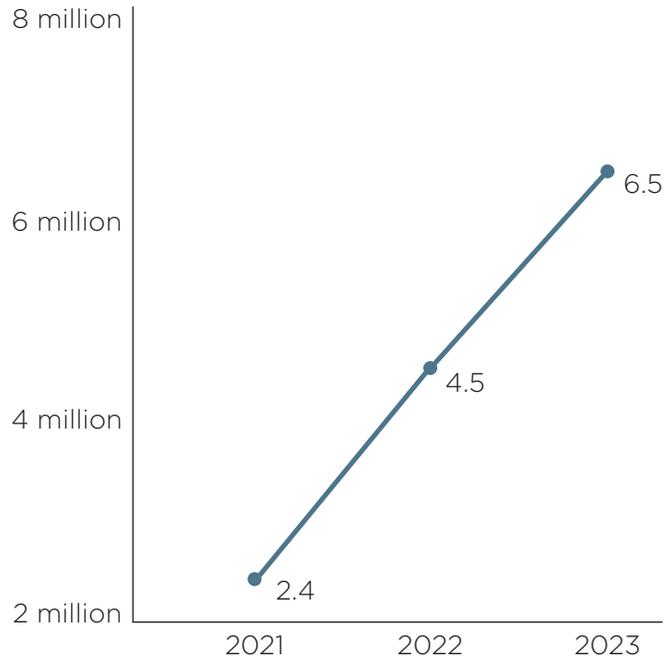
Rafael shares his perspective, “The opportunities the government has opened up have helped us continue our work... It changes everything for us. Now we can go freely into places where before we could not.”

The simplicity of walking down a neighborhood street without fear, the freedom to attend a local school with trusted teachers, or the comfort of knowing you live in a safe place – these are all simple acts we overlook, yet are a part of the new foundation on which El Salvador is building. As the Edify team continues standing firm in God’s great plans, we pray students continue to return to school as families live in hope instead of fear. **ii**

6 KEY METRICS

Edify measures impact using metrics that cover quantity, quality, and efficiency.

1 STUDENTS IMPACTED QUANTITY



2 ENROLLMENT: NET GROWTH QUANTITY

Average growth in enrollment of active partner schools

2022 to 2023: 1.44%*

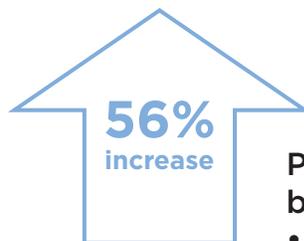
2021 to 2022: 5.71%

2020 to 2021: -4.59%**

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

** There was an overall decline in enrollment following school closures due to the global pandemic.

3 EXPOSURE TO GOD'S WORD QUALITY



Percent increase in Core Schools over baseline with visible evidence of:

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

Percentage of students achieving above the passing threshold on the national exam in Core Schools vs. the national average, including public and private schools.

4 EXAM SCORES: CORE SCHOOLS
QUALITY

83.5% in Edify Core Schools **vs.** **59%** national average

5 COST PER STUDENT IMPACTED
EFFICIENCY

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



6 LOAN CAPITAL: LOANS MADE
EFFICIENCY

- 2023** \$1 net new loan capital = **\$3.29** in loans to schools*
- 2022** \$1 net new loan capital = **\$3.84** in loans to schools
- 2021** \$1 net new loan capital = **\$2.50** in loans to schools

*We deployed the most capital ever with \$1.87M going to local lending partners this fiscal year.

SIERRA LEONE

Cornerstone

Just outside the capital of Freetown, in the town of Waterloo, sits Unimark Primary and Secondary School. The school stands as a beacon, gateway to opportunity, and pathway to Christ for the students who walk through its doors. There are only 85 students, to be exact.

Aminata, age 15, is one of the 85. Unimark has taught her something she will carry with her for life: that Jesus Christ is her “precious cornerstone for a sure foundation; and the one who relies on it will never be stricken with panic.” Isaiah 28:16 (NIV).



Aminata

She grew up in a low-income Muslim family in Makeni, the largest city in the Northern Province of Sierra Leone. The area is predominantly Muslim, with a low literacy rate among girls and women. As a young child, Aminata’s parents instilled strong family values. A deep respect for her parents and love for her community is apparent to all who know her.

Often excelling far beyond her peers in her classwork, she attributed her success as top three in her class to her parents’ support. When her parents separated the year she turned 14, it felt like everything around her was shaken. Without a deep relationship with Christ, she had no sure foundation upon which to find rest. She began to struggle, both mentally and academically.

Thankfully, God had prepared a new foundation for her just when she was losing her footing. Since 2018, her school has continued a strong partnership with Edify. Her teachers have attended trainings on Conditions for Learning, Christ-like character, and Exposure to God’s Word, and arrive to class more engaged than ever. Through discipleship training and leadership development programs, they seamlessly integrate the Word of God into their curricula. As Aminata learned more about Jesus from her teachers and peers, her heart began to soften. After attending an Edify Student Leadership Camp in the town of Jui, just west of Waterloo, everything changed.



“At the Edify Student Leadership Camp, I gave my life to Jesus Christ because I truly believe that He is the son of God who paid the price for my sins... I now find pure joy in listening to God’s word.”

This commitment to become a follower of Christ was joy-filled, yet not without difficulty. Although her father accepted her choice after seeing an undeniable positive change in her behavior, her mother has yet to support her. Aminata prays for her parents daily and continues to stand firm.

Aminata has become a leader and role model within her school and community. She has “developed a natural love for the things of God,” as she excitedly put it.

Once she is out of school, she dreams of becoming a lawyer. “Living in a rural community, most people are poor and don’t have access to the service of a lawyer, even if someone takes advantage of them. I would love to help solve this problem in the future... I know I will contribute to improving this country. I plan to live by the integrity, honesty, hard work, and love I learned in the Edify Student Leadership Camp.”

The testimony of God’s work through Aminata stands to remind us that even when we are unsure of our next steps, Christ has given us nothing less than Himself to build our lives upon. When He brings us into new seasons, we can rest assured that our foundation is secure for all He has prepared. ■■

here to stay

edification spotlight

In a world where self-reliance is king, families like the Brusters remind us that we find our true strength in the Lord, and with one another. In 2015, the family of five (complete with Anthony, Amy, and their three kids, Allie (12), Andrew (10), and Ames (6)) headed to the Dominican Republic (DR) for their first Edify trip. They didn't stop there. In the last decade Anthony and Amy have led four Family Experience trips to the DR, two to Africa, and joined Couples Trips to Peru and Guatemala. Anthony has also served within various roles in Edify.

“When you experience God working around the world, you see how complicated we can make it here in the US. And then you see these incredible people living simple lives in a sincere and pure faith. It’s an example for me; these trips are truly an ‘iron sharpening iron’ experience.” -Anthony Bruster

In 2019, the Brusters helped host the first-ever Family Experience in Rwanda. The seven families attending caught wind of the upcoming Edify operations in Uganda and launched a “Give and Go” group. Each family gave financially with the hopes of seeing it all in action in the near future – which came to fruition in the summer of 2022. The “Give and Go” group has grown to include over 40 people (nine families) and continues to live out the group’s name as the Lord leads. Anthony’s advice? “Just go. Let God lead you to something totally outside of your comfort zone.”

As for the Bruster family, those three little kids are now in high school and college, firm in their faith and walking in the legacy of generosity their parents taught them by choosing to give financially to Edify.

“I just can’t imagine nine years ago if we had made a different decision not to get involved with Edify. I truly can’t imagine where our life would be, and as I think about it, I’m just grateful for how God has blessed us beyond measure.” - Amy Bruster



ways to engage

We invite you and your family to walk with us toward our vision of Flourishing Godly Nations.

PRAY

for our staff, our partners, and our mission. Pray also for school proprietors, teachers, and students. Pray for our focus to remain on God's will above our own.



GO

see our work firsthand in Latin America and Africa. Join us on Family Experience (a vacation with a purpose), a Couples Trip, or a Vision Trip, and leave transformed.



GIVE

financially to further our mission. Invest in the empowerment of school proprietors around the world and see lives and nations changed for Christ.



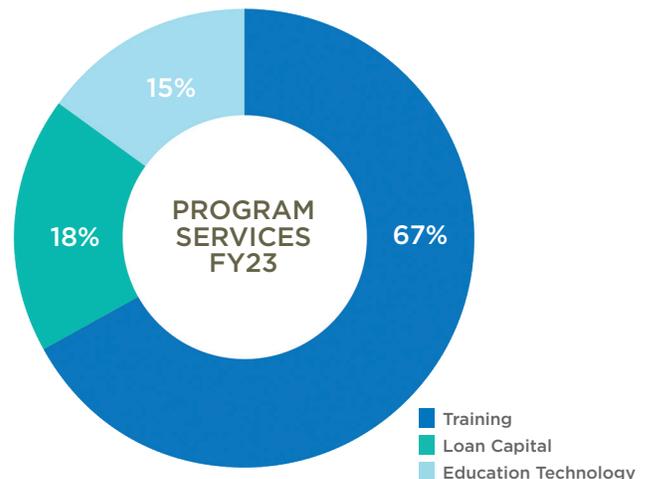
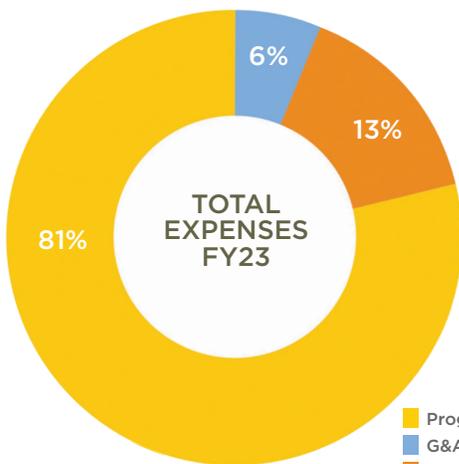
Discover more ways to engage with us at edify.org/get-involved/

STATEMENT OF REVENUES & EXPENDITURES (GAAP)

Year Ended September 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>
SUPPORT AND REVENUE			
Individual donors and foundations	\$12,869,192	\$10,954,648	\$8,839,261
Government	0	0	0
Gifts in kind*	10,042	155,431	246,682
Interest income	98,480	6,075	351
Miscellaneous income	54,997	19,221	1,402
Total support and revenue	13,032,711	11,135,375	9,087,696
EXPENDITURES			
Program services	8,444,585	6,942,154	4,953,610
Funds for loans to schools	1,825,568	1,464,496	1,780,432
Total program expenditures	10,270,153	8,406,650	6,734,042
Supporting activities:			
General and administrative	804,491	626,395	473,970
Fundraising	1,652,962	1,629,190	1,182,193
Total expenditures	12,727,606	10,662,235	8,390,205
REVENUE LESS EXPENSES	\$305,105	\$473,140	\$697,491

*Gifts in kind includes donated professional and educational services.



BALANCE SHEET (GAAP)

As of September 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>
ASSETS			
Current assets:			
Cash and cash equivalents	\$3,217,636	\$3,742,955	\$2,449,997
Restricted cash from donations	532,083	674,850	1,687,519
Prepays and other assets	359,659	316,194	278,444
Total current assets	<u>4,109,378</u>	<u>4,733,999</u>	<u>4,415,960</u>
Board designated cash reserve	3,395,788	2,508,527	2,030,822
Receivables, net current portion	38,585	8,848	0
Prepays and other assets, net current portion	2,241	1,710	491
Equipment and software at-cost, net	158,086	131,091	176,190
	<u>3,594,700</u>	<u>2,650,176</u>	<u>2,207,503</u>
Total assets	<u><u>\$7,704,078</u></u>	<u><u>\$7,384,175</u></u>	<u><u>\$6,623,463</u></u>
LIABILITIES AND NET ASSETS			
Current liabilities:			
Accounts payable and other liabilities	<u>\$410,237</u>	<u>\$392,485</u>	<u>\$104,912</u>
Net assets:			
Without donor restrictions:			
Undesignated	3,365,970	3,808,313	2,800,210
Board designated cash reserve	3,395,788	2,508,527	2,030,822
	<u>6,761,758</u>	<u>6,316,840</u>	<u>4,831,032</u>
With donor restrictions	532,083	674,850	1,687,519
Total net assets	<u>7,293,841</u>	<u>6,991,690</u>	<u>6,518,551</u>
Total liabilities and net assets	<u><u>\$7,704,078</u></u>	<u><u>\$7,384,175</u></u>	<u><u>\$6,623,463</u></u>

At the time of printing our financials were not audited for fiscal year 2023. After January 1, 2024, you can find a copy of our audited financial statements at edify.org/financials.

management discussion & analysis

2023

Total revenue for the year from donations and other income was \$13.0 million, a 17% increase from \$11.1 million in fiscal year 2022. Program expenses totaled \$10.2 million, an increase of 22% from the prior year total of \$8.4 million. Program activity continued either in-person or in a virtual setting on a country-by-country basis. Programs delivered during the year impacted 25,943 independent Christ-centered schools in 14 countries. Training was provided to 27,575 school leaders and 12,883 teachers. Lending partners funded 862 loans to 817 different schools at an average loan size of \$7,159. Of these loans made to schools, 101 were COVID-19 recovery loans at an average loan size of \$2,198, and 761 standard loans at an average loan size of \$7,818.

FISCAL YEAR 2023 REVENUE OF \$13.0 MILLION EXCEEDED TOTAL EXPENSES OF \$12.7 MILLION RESULTING IN A SURPLUS OF \$305 THOUSAND. THE SURPLUS AROSE FROM TOTAL REVENUE BEING 2% ABOVE PROJECTIONS AND TOTAL EXPENSES BEING UNDER BUDGET BY 4%. Edify was able to fully fund its board designated reserve, increasing it from \$2.5 million to \$3.4 million, which is one quarter of operating expenses. Restricted cash on the balance sheet to fund specific programs decreased 21% at fiscal year-end to \$532 thousand from \$675 thousand in 2022. This was largely due to Edify programs and services

expanding and being fully operational. Approximately 95% of the restricted funds are planned for disbursement in fiscal year 2024 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 2023 were 81% of total expenses or \$10.3 million. Of this amount, \$8.4 million went for programs that included Christ-centered character development for students, school proprietors and teachers, along with specific COVID-19 recovery interventions, business training for proprietors, education 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 \$1.8 million in the form of loans that were disbursed to lending partners overseas to make loans to school proprietors. Lending partners were able to disburse \$6.2 million in new loans.

CUMULATIVE LOAN CAPITAL DEPLOYED BY EDIFY INTERNATIONALLY FOR SCHOOL LOANS WAS \$15.4 MILLION FROM FISCAL YEAR 2010 TO 2023. CUMULATIVE LOANS TO SCHOOLS BY LENDING PARTNERS AND DIRECTLY FROM EDIFY WERE \$52.3 MILLION OR 339% 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 Kurt Knapton, MBA, currently serves as the Audit Committee Chairman.

senior leadership team 2023



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

Expertise: leadership, building relationships

Notable Experience: Managing Director of the

Halftime organization founded by Bob Buford,

served for 22 years with Young Life, designed and ran the

youth, teen, and young adult education tracts at 10

international family universities for YPO.

Education: Undergraduate degree from Baylor University,

pursued a master's degree from Dallas Theological

Seminary and Fuller Seminary.



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.



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 2023



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.



Kwabena Darko is the founder of Darko Farms & Co. and a director of the Bank of Ghana. He received a microfinance loan, which he used to create one of the most successful private enterprises in Ghana. As founding chair of Opportunity International's microfinance entities in Ghana, he has helped over 200,000 Ghanaians work their way out of poverty. Kwabena founded and currently presides over a 600 member Christian church in Kumasi, Ghana. He holds an honorary doctorate from Kwame Nkrumah University of Science and Technology, Ghana.



Tiger Dawson (See *Senior Leadership Team*, pg 21)



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.



Debbie Hall, Chairman, 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.



Kurt Knapton is a faith-driven businessman who invests in and advises early-stage companies through the brand Realm Resources. Kurt is currently the CEO of Deep Cognition, and the former CEO of Dynata, the world's largest first-party data platform for insights and measurement. Earlier in his career, Kurt was a management consultant with Booz Allen Hamilton and Accenture, and earned a BBA from Baylor and an MBA from Dartmouth. He is active in several faith-based investment groups including: Ambassadors Impact Network, the Lion's Den DFW, and Baylor Angel Network. Besides Edify, Kurt serves on the non-profit board of the Lighthouse for Christ Mission in Kenya and established the Restore Hope Orphan Sponsorship Program in Sierra Leone.



Marnie Nair has more than 26 years of experience working with at-risk teens and their families. She began her career as a classroom teacher and reading specialist in inner-city middle and high schools in Oakland, New York City and Washington, DC. In 2009, Marnie moved to San Diego to found City Heights Prep Charter School, a college preparatory school primarily serving newly arrived refugee students from war-torn countries around the world. She attended UC Berkeley as an undergrad and earned a master's degree in special education from Teachers College at Columbia University and a doctorate in Language and Literacy from the Harvard Graduate School of Education.



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.

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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 Director and 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 Rwanda Peace Plan. 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 is the Chief Technology Officer and Assistant Dean of the Graduate School of Education at Stanford University. He leads initiatives involving the design and implementation of learning technologies, educational research, and community development. He is 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 is founder and CEO of Texon LP, a Houston energy marketing and distribution company. 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.



Prof. Joi A. Spencer is the Dean of the School of Education at the University of California, Riverside. Previously, she was a Professor at the University of San Diego. Her work focuses on mathematics and teacher education. Her research has examined mathematics learning opportunities in the poorest middle schools in Los Angeles, as well as the impact of video-based mathematics on student learning and teacher development. She conducted research and professional development with Edify in Ghana. Joi holds degrees from Stanford (BA and MA) and UCLA (PhD).

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