so they can

Empowering Through Education



Annual Report 2017

"While we all come from different countries we are one human race. Every child matters."

Cassandra Treadwell,
CEO and Co-founder So They Can

Australian Council For International Development

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Who We Are

So They Can is an international non-profit orgainisation focused on empowering children and their communities through education in some of the neediest and most marganilised communities in East Africa. We work in Kenya and Tanzania to deliver a better quality of education through supported learning to deliver the basic human right of education. Because every child matters.

Our Vision

So They Can's vision is to see all children in East Africa receiving a quality education to enable them to break the poverty cycle, become self-sufficient and realise their potential.

Our Mission

So They Can's mission is to transform the lives of children and their families living in poverty by providing access to quality education.

Our Values

Above all we value:

IMPACT - Challenging ourselves to make a real difference to the lives of others

INTEGRITY - Delivering what we promise and being upfront

PERSISTENCE - The dogged determination to break new ground

RESPONSIBILITY - Honouring our commitment to all of those who support us;

and the African philosophy of **UBUNTU** - The rewards of human connection



Letter from the Chair

At the very core of So They Can is the belief that there is a deep connection between all human beings and that all children, wherever they are born, should be given an equal chance in life to reach their potential. So They Can works passionately and relentlessly to provide some of the poorest children in Africa with the opportunity to get an education. We do this because we believe that restricted access to education is one of the surest ways of transmitting poverty from generation to generation.

The fact that education is a human right is recognised in the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child.

While there has been good progress, millions of children around the World are still denied their right to quality education.

So They Can's work is making a massive difference to very poor children in the communities in which we operate in East Africa. In 2017, all of our 120 Form 8 primary school students at Aberdare Ranges Primary School gained the necessary marks to transition to high school and continue their educational journey through us. In Mamire ward, in the Babati district in Tanzania, we have also now graduated 101 teachers at our Teacher's College that will support the improvements in teaching in government schools in that country.

Global Partnership for Education, run by Alice Albright, believes, as we do, that education in Africa reduces poverty, boosts economic growth and increases income. It increases a person's chances of having a healthy life, reduces maternal deaths, and combats diseases such as HIV and AIDS. Education can promote gender equality, reduce child marriage and promote peace.

So They Can understands that it is not enough to get children in school. The quality of education delivered has to be high and has to begin at preschool age. This is why So They Can invest in pre school education, resources schools and invests in teacher training through our educational collaboratives in Kenya and Tanzania. In Tanzania in 2017, we supported 26 government schools and our Mamire Teacher's College graduated 22 new teachers.

So They Can is making a massive difference in very poor communities in East Africa and each year our reach and impact continues to grow. I want to thank everyone who makes the work of So They Can possible: our employees and contractors, who give of themselves everyday, our donors who give so generously, our stakeholders from Government and the private sector in East Africa who believe in our work and all those people in Australia and New Zealand who sponsor our children simply because they care.

With your support we can continue to do even more in the future.

With heartfelt thanks to all of you.



Peter Hunt AM
Chairman
So They Can

Letter from the CEO

Albert Einstein said; "There are only two ways to live your life. One is as though nothing is a miracle. The other is as though everything is a miracle."

So They Can choose the latter outlook on life. Every moment counts, is to be well spent and gratefully appreciated. 2017 for So They Can illustrated this with so many highlights, including 100% (significantly exceeding our goal of 80%) of our Aberdare Ranges Primary School students getting the required Kenyan Certificate of Primary Education examination results to get them a place in secondary school. We had many international visitors coming to our projects and, after seeing our impact, joining our So They Can family. Three of our Kenyan family came to Australia to meet our supporters here. We signed a new Memorandum of Understanding with our Tanzanian stakeholders at the national level. So They Can became a member of TANFIDE, an international Consortium whose mission is to raise the quality of education in Tanzania.

With your support, in 2017, we raised over $AUD 2,400,000 and saw 862 of our 1080 Aberdare Ranges Primary and high school students connect to a sponsor family.

In January the number of our Tanzanian Education Collaborative schools increased from 9 to 26, expanding our reach from 4,318 children positively impacted in 2016 to 5,400 children and 250 primary teachers. In September, we graduated a further 22 teachers from our Mamire Teacher's College, bringing the total teachers we have graduated since we began 5 years ago to 101 with a further 126 graduating in 2018.

In Kenya, with the enrolment of 120 new children at Aberdare Ranges Primary School into pre-primary in January, the school is now running at its full capacity of 1,080 students. At our Miti Mingi Children's Village we are so pleased with the successful transition of our operations from institutional care to a family based care model with only 8 boys and girls cared for as a family in family houses with a permanent house mother. This transition into the family based care model is having significant positive impact on the children. We have observed an increased sense of belonging and security, improved trust and openness between the children and their mothers, improved academic performance and positive behaviour, improved health, more effective care and parenting and better community integration.

Albert Einstein also said;

"Imagination is more important than knowledge. Knowledge is limited. Imagination encircles the world."

We have no shortage of imagination at So They Can, with our main dream being the sacredness of our one humanity being acknowledged and protected. While we all come from different countries we are one human race. Every child matters. Thank you all so much for your understanding, compassion and essential support.



Cassandra Treadwell
CEO and Co-Founder
So They Can

Board of Directors



Peter Hunt AM

Chair of So They Can Board

- Chair and one of the original founders of Greenhill Australia
- Chaired the Securities Institutes Taskforce responsible for the Mergers and Acquisitions graduate diploma course from 1993 – 2000
- Member of the ASIC Advisory Panel from 2009 – 2012
- Chair of Grameen Australian and Grameen Australia Philippines
- Founder of Manly Women's Shelter and Founder and Director of Women's Community Shelters
- Member of the Advisory Councils of Mission Australia, Centre for Social Impact and Adara Partners Advisory Panel



Cassandra Treadwell

Chief Executive Officer, Director and Co-Founder

- Bachelor of Laws: Master of Arts medical law and ethics
- Medico Legal Counsel Capital & Coast Health New Zealand
- Fellow Medical Law and Ethics North Shore Hospital Sydney
- 12 years' experience in international development and NGO projects
- Nominated for 2015 New Zealander of the year (1 of 10 finalists)



Keri Chittenden

Country Director Kenya, Director and Co-Founder

- Bachelor of Business (Land Economy)
- 3 years project management with Lend Lease Development in Sydney and London.
- 10 years event production and general manager for David Grant Special Events.
- 10 years owner/director of the Skywalk Company, operating as executive producer/ project manager.
- 7 years' experience in international development and NGO projects.
- Recognised as one of Australia's 100 Women of Influence in 2015.



Paul Murnane

Director

- Bachelor of Economics (USYD), Master of Business Administration (UNSW), FAICD, SF FINSIA
- Over 35 years' experience in financial services, consulting and general management as a company director and corporate advisor in Australia and abroad.
- Most recently Senior Advisor of O'Sullivan Partners (now Lazard Australia) and Executive Director of Goldman Sachs JBWere.
- Currently Chair MS Research Australia, the Australian Scholarships Foundation; director The Sydney Institute, Grameen Australia, MS Australia, the Australian String Quartet.



Michelle Goldstone

Director

- Bachelor of Commerce from University of Western Australia; member of the Institute of Chartered Accountants as well as a Fellow of the Financial Services Institute of Australia.
- Over 25 years' experience in investment management, corporate finance and banking.
- Michelle is a member of the Investment Committee of Impact Investment Group and works for a number of philanthropic organisations.
- Currently a Director of the Jewish Care Foundation, responsible for investing capital which enables Jewish Care to provide services for vulnerable and needy members of the Jewish community in NSW.



Andrew Bloxham

Director

- Owner of Tyre & Tube Australia, a national import/wholesale business.
- Initiator of Miti Mingi Village (a So They Can project in Kenya).

Board of Directors



Ian Kortlang
Director

- Executive Chair, Australia at africapractice
- Previously Chief Executive at 360m.
- Previously Chief Executive at Burson Marsteller Australia.
- Previously Executive Vice Chairman (Worldwide) at Gavin Anderson.
- Previously Chief of Staff and Campaign Strategist to the NSW State Leader of the Opposition.



Jeremy Sandbrook
Director

- Founder and Chief Executive of Integritas360.
- Chartered Accountant, Bachelor of Commerce and Administration, Post Graduate Diploma in Development Studies (Distinction), Master of Philosophy.
- Member of the Advisory Council of the Association of Certified Fraud Examiners.
- 25 years' experience in the corporate and international development sectors. Previously held senior executive roles in Europe and Africa with SOS Children's Villages International, and was a board member of SOS Australia, Canada, United Kingdom, United States, Israel and Hong Kong.
- Finalist in the 2015 ProBono Australia's Impact 25, recognising the most influential people in Australia's Not for Profit Sector.



Dianne Lucas
Director

- Senior Consultant at Wendy Brooks Consulting and a philanthropist in the areas of medical research, animal welfare, human rights and the arts with a specialisation in ethics.
- Chair of Lort Smith Animal Hospital Ethics Committee
- Director of Cell Care;
- Australian Community for Human Rights Watch
- Fundraising Committee for the Burnet Institute
- Patron of the Arts actively supporting Melbourne
- Symphony Orchestra and the Melbourne Theatre Company.

Board members/trustees of So They Can affiliatied entities outside Australia are:

Entity	Director/Trustee
So They Can NZ (New Zealand)	Cassandra Treadwell
	Paul Rogers
	Andrew Pankhusrt
So They Can (USA)	Cassandra Treadwell
	Christie Esch
	Valerie Esch Danielewicz
So They Can (Kenya)	Cassandra Treadwell
	Keri Chittenden
	Boniface Mouti
So They Can (Tanzania)	Cassandra Treadwell
	Keri Chittenden
	Terri Anderson

Our history

So They Can was founded by Cassandra Treadwell and Keri Chittenden in 2009, in response to the 2007 Kenyan election violence which saw more than 600,000 people internally displaced within Kenya. The loss of lives, homes, employment and hope was immense. In response to this situation and with lengthy consultation with communities and government, So They Can was formed to initially provide support to an internally displaced persons camp of 6,700 people who were living in temporary tents. Their request: please help us educate our children to give them a future.

The request from the community came because the existing schools lacked the capacity to educate the children. Class sizes were between 60 to 200 children per teacher and one text book would be shared between up to 5 students. A new school model was needed.

The community took Cass and Keri to a 5-acre block of land, informing them that the Teachers' Co Operative owned the land and that it was designated for a public school. They asked them to speak with the Government and to build that school and to educate their children. Negotiations began, resulting in a Memorandum of Understanding (MOU) between the Kenyan Government and So They Can, outlining the government's commitment to fund teachers, water, electricity and roads and So They Can's commitment to construct the school and form part of the Board of Management overseeing its management. In 2010 the doors to Aberdare Ranges Primary School opened with the life-changing home for vulnerable and orphaned children, Miti Mingi Children's Village, opening in 2012.

In 2011 So They Can was introduced to the critical education needs in rural Tanzania on a visit with So They Can Chairman, Peter Hunt.

In 2012 a partnership with the Tanzanian government and local stakeholders was initiated with the objective to improve the quality of education throughout the rural Babati District. So They Can founded the Mamire Teacher's College, committing to training quality teachers and improving the quality of teachers being deployed to local schools. This approach has the key objective of improving the learning and teaching environment in the rural schools that form part of So They Can's Education Collaborative.

So They Can has continued its expansion in both Kenya and Tanzania, implementing education projects and social businesses that enable learning in the communities they work with.

Nine years on and many lives have been positively transformed through the work of So They Can in East Africa through the power of education.

2017
Sponsored: 862 children + 15 Miti Mingi Mothers*
Educating: 5400 children
180 teaching students
86 teachers upskilled
Teacher Graduates: 22
Employing: 95 in Africa
Raised: $A2.4m**

2016
Sponsored: 748 children + Miti Mingi Mothers*
Educating: 3755 children
123 teaching students
86 teachers upskilled
Teacher Graduates: 79
Employing: 93 in Africa
Raised: $A2.2m

2015
Sponsored: 620 children
Educating: 3240 children
Educating: 79 teachers
Employing: 101 in Africa
Raised: $A3.0m*

2014
Sew Women Can launched
Mamire Teacher's Training College opens
Tanzanian Education Collaborative launched
Sponsored: 471 children
Educating: 1800 children
Employing: 86 in Africa
Raised: $A1.8m*

2013
Sponsored: 351 children
Educating: 520 children
Employing: 80 in Africa
Raised: $A2.8m*

2012
So They Can Micro-Finance Business School opened
So They Can Tanzanian Education Project commences
Holding Hands Children's Home opens (now called Miti Mingi Village)
Sponsored: 278 children
Educating 480 children
Employing: 74 in Africa
Raised: $A840k*

2011
Sponsored: 180 children
Educating: 240 children
Employing: 36 in Africa
Raised: $A485k*

2010
Aberdare Ranges Primary opens
Sponsored: 84 children
Educating: 120
Employing: 12 in Africa
Raised: $A269k*

* All 15 Miti Mingi Village mothers are sponsored
** Financial Statement Attached

Our Projects + Impact

In 2017, So They Can, together with our supporters and partners, has positively impacted the lives of over 5,400 children, women and teachers in Kenya and Tanzania through education.



Tanzania

Mamire Teachers College
- 22 new teachers graduated

Umoja Education Collaborative
- 26 Tanzanian schools impacted:

- 23 teacher graduates volunteering in our schools

- 13 classrooms renovated

So They Ride - 366 bikes donated to our social business by Bicycles for Humanity

Shambu Letu - demonstration farm educating farmers

Kenya

Aberdare Ranges Primary School
– teaching 1080 students

Miti Mingi Children's Village
- Nurturing and caring for 120 vulnerable children and supporting 15 loving mothers

Wezesha Business Skills Program
– empowering 475 women and their families to date

Sew Women Can – empowering vulnerable single mothers with handicraft and sewing skills

New Canaan Health Clinic
- 15,000 patients seen

Family Strengthening Program
support to communities in need



In Tanzania

At the core of So The Can's Education Collaborative is the Mamire Teachers' College, the only public private college in Tanzania.

According to the UNESCO Institute for Statistics, Sub-Saharan Africa will account for two-thirds - or 6.2 million - of the new teachers needed globally by 2030. As the school-age population expands, this growing demand is exacerbated; for every 100 primary school students in 2012, there will be 147 children in 2030. Countries in the region will have to fill almost 4 million existing teaching positions by 2030, as well as create and fill 2.2 million new ones.

Our College speaks directly to this need, addressing the alarming teacher deficit. Our goal is to qualify excellent teachers and enhance the 26 local government schools we work with to create excellent learning environments in the Babati District of Tanzania.



In Kenya

2017 saw a major milestone achieved! Historically, on a national level, only 51%* of students gain the pass mark required in year 8 to continue onto secondary school, our year 9 equivalent.

For our first graduating class of 120 students from Aberdare Ranges Primary School, our goal was to empower 80% to continue on their critical education journey to secondary school in 2018. This goal was exceeded with all of our inaugural graduating class of 120 students able to transition to secondary school in 2018. These students will attend 30 different schools across Kenya based on their pass mark. So They Can, powered by our sponsors, is committed to supporting them throughout their education journey so they can break the poverty cycle and become self-sufficient.

**www.uis.unesco.org*

The year in review

January

120 new students begin their education journey at Aberdare Ranges Primary School taking our school to full capacity with 1080 students from early childhood development classes through to year 8.



February

- Our two key Tanzanian projects, the Mamire Teachers' College and the Education Collaborative form the Umoja Education Collaborative, intrinsically linking the two. The goal of the Collaborative is to reach a greater number of teachers, schools, pupils and communities, increasing the number of core schools from 9 to 26.

March

The entrepreneurial year 12 students of Yarra Valley Grammar School raise over $10,000 in just 4 weeks!

April

Aberdare Ranges Primary celebrated its 7th birthday!



May

- Australia welcomes Kenyan Country Director Boniface Mouti and Kenyan Community Education Manager James Ole Mpilei! This is the first time African team members have visited Australia with James' trip supported by partners, The University of Notre Dame Australia. Boni and James embrace every opportunity speaking at our Annual Sydney Dinner, which raised over $120,000, and appearing on ABC national news, ABC radio, Studio 10 and SBS.



June

- Our intrepid CEO leads a passionate group of supporters on a 5-day cycling adventure from Kenya into Tanzania raising over $50,000!
- The third Memorandum of Understanding is negotiated and signed with the Tanzanian government securing the continued development of our education programs there.

July

- A world of opportunity opens up for Ken the Aberdare Ranges Primary School cook as he visits Australia for the first time to run the Outback Marathon at Uluru. He wins is division and celebrated with his supporters from Wotton & Kearney law firm.
- 366 bikes delivered from Bicycles for Humanity for our social business So They Ride, with all proceeds of the second hand bikes supporting our education projects.

August

A wonderful celebration in Melbourne, our largest Melbourne event to date, hosted by Ambassadors Toni & Mark Skaife.



September

- Sydney Women's Lunch hosted by Ambassador Megan Morton, is a sell-out! Long-term supporter Dr Nina Wines shares stories from her time on the ground volunteering in Kenya and visiting her sponsor child.
- Final two homes at Miti Mingi Children's Village are under construction. Once complete, 15 individual homes will give 120 vulnerable children a home and family to call their own.
- 22 teachers graduate from Mamire Teachers College, Tanzania
- Penny Verdich of Growth Coaching International, and director of LBW Trust (Learning For a Better World) joined us in Tanzania to conduct a 5-day session for our staff, Head Teachers in our Education Collaborative Schools and our government partners.

October

- An unprecedented Kenyan election re-run sees co-founders Cass and Keri make the difficult decision to cancel the inaugural graduation trip for 50 supporters to Aberdare Ranges Primary. This is the first time a trip has been postponed.
- Mike Coward, founder of LBW Trust visits our Tanzanian projects





November

- Mobile Libraries launched in our Education Collaborative primary schools in Tanzania bringing storybooks into the hands of students for the first time.
- The launch of bibi & me, a beautiful retail brand showcasing ethically sourced products from the vibrant women in Kenya with all profits returning to our Sew Women Can social business and the communities we work with.



December

- Ahead of their trip to the Tanzania projects University of Notre Dame Australia announce that they have raised over $50,000! Education students experience life as part of our College community working with teachers in our core schools to share skills and learnings.
- Results are in! A milestone achievement with 100% of the inaugural year 8 class from Aberdare Ranges Primary School able to transition to secondary school to continue their education journey so they can break the poverty cycle and become self-sufficient.

Finishing a year of 'firsts' with this milestone achievement illustrates that So They Can's work, made possible by all our supporters, sponsors, government partners, stakeholders and global team is achieving life-changing results.

Looking forward

In 2015, the United Nations released its new global development priorities in the form of 17 Sustainable Development Goals (SDGs) to be achieved by 2030. Education continues to be a part of these goals, with goal number 4, to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Inline with these critical United Nations goals, by 2030 So They Can is committed to changing the future for in excess of 100,000 children in Africa who, through no fault of their own, have become victims of extreme poverty.

So They Can will achieve this by enabling children to receive a quality education that will give them more opportunities to break out of the poverty cycle that unjustly limits their potential.

2018 will see us moving away from capital intensive infrastructure and expanding our Education Collaborative. This will allow us to utilise our learnings, funds and capacity to support and work with a larger number of government schools in need (35 schools), creating the opportunity for greater impact.

These schools will benefit from a range of programs based on need, including the following:

- Training and development of teachers:
  - Qualifying new teachers
  - Up-skilling existing teachers
- Facilitation of feeding programs
- Access to clean water
- Training for School Management Committees, Boards of Management and Parent Teacher Associations
- Sanitation programs
- Introductions of mobile libraries
- Supply of resources such as text books and materials
- Community engagement and sensitization
- Boarding school resources
- Classroom repairs and critical upgrades

By 2030 So They Can also aims to empower thousands of teacher graduates to give back to their communities, with families supported and thriving, and local people helping each other, through education.

By continuing to work hand in hand with local government and our communities in Kenya and Tanzania, So They Can will strive to achieve these life-changing targets by focusing on:

- Creating and supporting quality teachers and investing in school development through education programs and mentors.
- Continue to support and forge strong partnerships with national and local governments and local and international Not For Profits to further enable education.
- Achieve centres of excellence in child welfare and education at our core projects:
  - Miti Mingi Village
  - Mamire Teachers College, and
  - Aberdare Ranges Primary School

- Ensure financial sustainability of our projects through our sponsorship programs to enable us to expand to other communities in great financial need.

It is the determination and commitment by So They Can and its supporters that will bridge the gap between the developed world and the developing communities in East Africa, enriching many lives around the globe through education. Thank you.

"Every morning I wake up, it beholds me as the team leader in Kenya to inspire my staff to work hard and take advantage of your love and support to positively impact the lives of our people. We are optimistic and beyond any contrary conviction that we shall succeed."

Boniface Mouti, *So They Can Country Manager Kenya*

Financial information

So They Can is comprised of five affiliated entities globally incorporated in Australia, New Zealand, United States, Kenya and Tanzania.

All amounts are expressed in Australian dollars.

2017	Country	Revenue	Expenses	Profit/(Loss)	Funds sent to programs in Kenya and Tanzania	Cash balance at 31 December 2017
So They Can	Australia	2,119,500	1,889,306	(230,194)	1,104,535	1,049,050
Including affiliated global entities	Australia New Zealand, USA, Kenya, Tanzania	2,855,191			1,446,453	1,345,592

2016	Country	Revenue	Expenses	Profit/(Loss)	Funds sent to programs in Kenya and Tanzania	Cash balance at 31 December 2016
So They Can	Australia	2,222,332	2,058,786	(163,546)	1,269,369	732,350
Including affiliated global entities	Australia New Zealand, USA, Kenya, Tanzania	2,768,136			1,926,257	981,259

Revenue

The majority of revenue (74%) is generated by So They Can (Australia) which recognised revenue of $2,222,332 for the year ended 31 December 2017. Total revenue globally from all So They Can affiliated entities was $2,855,191 for the same period.

Funds were raised through a combination of high net worth individual donors, grants from philanthropic and family foundations, events, donor trips corporate and individual donations, community fundraising and income from social enterprises.

Expenses

Expenses for the year for So They Can (Australia) were $1,889,306. Of total expenses, funds sent to in-country programs were $1,104,535 from So They Can (Australia) and globally including So They Can affiliated entities were $1,446,453.

Fundraising costs as percentage of gross income for So They Can (Australia) were 10.5% and accountability and administration costs as percentage of gross income were 12.1% for the 2017 year.

Financial position

As at 31 December 2017, So They Can (Australia) held cash and cash equivalents of $1,049,050 which included restricted funds of $Nil (0), while the cash position globally including affiliated entities was $1,345,592.

The ACFID compliant audited financial statements of So They Can Australia are included in this report and also available at www.sotheycan.org.

so they can

So They Can
Australian entity
Audited financial statements for the year
ended December 2017.



AUSTRALIAN COUNCIL FOR INTERNATIONAL DEVELOPMENT

To lodge a complaint against our organisation, please email Jan Morley at info@sotheycan.org. Our complaints handling policy can be found on our website. If you are not satisfied with the response and believe our organisation has breached the ACFID Code of Conduct, you can lodge a complaint with the ACFID Code of Conduct Committee at code@acfid.asn.au. Information about how to make a complaint can be found at www.acfid.asn.au.