so they can
Annual Report
2022
What's inside...

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Education promotes equality and lifts people out of poverty. It teaches children how to become good citizens. Education is not just for a privileged few, it is for everyone. It is a fundamental human right.

Ban Ki-moon
A message from our CEO.

It is hard to believe that it is 12 months since I wrote my last Annual Report letter. 2022 has come and gone so quickly, but perhaps that is due to all that our amazing So They Can family have achieved together.

2022 was, as always, a challenging but extremely rewarding year for So They Can. Being able to get back to Africa after two years was extremely impactful. I could not be more proud of and impressed by the work and impact that our teams in Kenya and Tanzania are achieving. We are extremely lucky to have such a professional and caring African team. The fact that our Kenyan and Tanzanian staff are all nationals enabled our development work to not just continue over covid, but increase. It further allows us to work deeply with our communities to break the poverty cycle sustainably.

During my time in Africa this year, I visited on average 4 schools per day and, without fail, at each one I was greeted by hundreds of parents from the school community, singing, dancing and celebrating our partnership that is changing the future of that community forever.

Importantly this shows that our work sensitising parents to the importance of education is working. One of our rescue girls boarding schools has had a 400% increase in enrolment since we built them a dormitory and our local Champions of Change started talking with individual parents about sending their children to school. Every head teacher was engaged, proactive and determined to improve the conditions of the school for their children, often under incredibly harsh circumstances.

I left Africa with no doubt that my and your investments are making a significant and much-needed impact, as evidenced by our 2022 Impact Report. Of course, as those who know me will understand, I also left Africa thinking of how much more we need to do.

A further highlight was the depth and commitment of our donors who, after our emergency request as a result of the terrible drought this year in Kenya, reacted so quickly to secure the feeding program for our children in our East Pokot schools.

A major achievement for our Australian and New Zealand team was having our ambassador Neil Finn and Crowded House create a song for So They Can. Oh Hi was written and performed by Crowded House as they are working closely with us to realise our InaMillion campaign to get 1 million people to donate $1/month, enabling us to grow our work from 47 schools impacting 25,000 children to 500 schools impacting 400,000 children. Oh Hi will be on the new Crowded House album due out in 2023.

Finally, a huge thank you to our Australian and New Zealand team who work tirelessly, never complaining and always with a smile on their faces. It was fantastic having Ellie, our Communications and Marketing Manager, Emily, our Partnerships Manager, and Munzurul, our Chair, with me in Africa in September. They were passionate and determined before this, their first trip to our projects, and now they are unstoppable. I am extremely proud of every one of our team across our entities.

To both our team and our donors – our whole So They Can family, I really hope you are proud of the difference you are making to so many children, who are so resilient and full of joy under conditions many of us couldn’t comprehend. We couldn’t achieve what we do without you.

Cassandra Treadwell
CEO/Co Founder
So They Can
A story of impact

Felisters' story of strength.

Felisters was at rock bottom, she felt so alone. Her unintended pregnancy at 14, left her shunned from her family and isolated from her community. With little hope for her future, she was preparing to undergo Female Genital Cutting (FGC) so she would be ready for marriage — her dreams of education left shattered. Felisters painfully recalls:

‘I had hopes of going to high school, I had passed my Standard 8 exams, but when I got pregnant it was no longer an option. The father of my baby boy said the child was not his, so all of the responsibility and expenses fell solely on me’.

Feeling trapped and desperate, by the time her son reached the age of one, FGC and marriage seemed like her only option. Despite the practice of FGC being illegal in Kenya, this is the common reality for young girls like Felisters who come from poor, rural regions like Baringo County.

Fortunately for Felisters on the day of her FGC ritual a brief interaction with a young girl around the same age changed the course of her life.

‘Why don’t you speak to So They Can? I’ve heard that they have a project that gives young mums a second chance’.

The consultations with the So They Can Kenya staff in the nearby Baringo office that followed led to Felisters re-enrolment in school. Like Felisters, 75% of the students at Ningyang Girls’ High School have run away from home to avoid harmful cultural practices, determined to finish their education with hopes for their futures.

Today 16-year old Felisters feels empowered and optimistic about her future, she dreams of becoming a University Lecturer. She also wants to be a motivational speaker, to share her experience and let other girls know that even when hope feels lost there's always a reason to ‘push forward for a second chance’.

508 girls were supported to continue their education at Ningyang Girls’ High School in 2022.
Munzurul Khan

A message from our Chair.

I would like to thank our tireless Board of Directors who volunteer a significant amount of their valuable time to ensure So They Can’s governance goes from strength to strength.

Not only do our directors dedicate their time to governance but they are also strong in our essential fundraising, with Andrew and David raising significant funds for our programs through their phenomenal Chain Reaction Foundation cycle race over 7 days in Tasmania this year, not to mention the large amount of training required to ride 1,000 kms over 7 days. Furthermore, all of our directors attended our May Sydney dinner, our first live event since the COVID-19 pandemic, and it was a huge success.

It is good to see the growth in the global business sector recognising their ESG (Environment, Social and Governance) responsibilities.

Through supporting So They Can, our corporate partners are saving the lives of some of the poorest children in Africa, stopping female genital cutting and child bride sales, and economically empowering their families to sustainably break the poverty cycle.

Furthermore, by partnering with So They Can, they are strategically addressing their ESG concerns, given So They Can address 14 of the 17 United Nations Sustainable Development Goals. I continue to encourage all in the commercial sector to look to So They Can to fulfil your ESG responsibilities.

A highlight for me personally was going to Africa to see our projects and meet our Kenyan and Tanzanian teams. The dedication and conviction of the collaborating teams under continual challenging environments, acting with courage, skills and empathy were truly inspiring.

Thank you for all your support and I look forward to another outstanding year.

Munzurul Khan
Chair of the Board
So They Can
Board of Directors.

Munzurul Khan
Chair, So They Can Board

Cassandra Treadwell
Chief Executive Officer, Director and Co-Founder

Keri Chittenden
Director and Co-Founder

Andrew Bloxham
Director

Dianne Lucas
Director

David Southon
Director

Jennifer Price
Director

Poppy Rouse
Director

Governance Bodies: So They Can Global Alliance...

So They Can: New Zealand
Diana Crossan
Cassandra Treadwell
Linzi Ebbage-Thomas
Michelle Luping
Ellen Cheyne
Samantha Hayes
Hayley Whatarau

So They Can: Kenya
Boniface Mouti
Roselyne Mariki
Sean Mura
Christie Esch

So They Can: Tanzania
Boniface Mouti
Sean Mura
Christie Esch
Paulo Loishiye

So They Can: USA
Christie Esch
Cassandra Treadwell
Joanna Riley
Monica Bua
Samantha Wainaina

Get to know our Board of Directors...
A year of impact.

- **47** Schools partnered with to deliver projects
- **25,064** Students reached through our education projects
- **58** Classrooms constructed or renovated
- **380** Teachers trained
- **458** School desks donated
- **2** New toilet blocks constructed
- **40t** Produce harvested in School Farms (tonnes)
- **342** Women empowered through business skills training
- **12,668** Patients assessed and treated
- **158** Student scholarships provided
- **2,988** Pupils benefiting from new sources of clean water
- **5** Boreholes drilled and/or operationalised
- **10,914** Washable sanitary pads distributed
- **6,508** Adolescents trained on Sexual and Reproductive Health and Rights
- **4,223,494** Daily school meals served
- **4,076** Solar lights distributed
- **104** Community members involved in our Champions Network
- **7,960** ECD students reached through reading, writing and numeracy
- **154** Community farmers supported with farming inputs
- **68** Special Needs Education students reached
- **44** Mamire Teachers’ College Graduates involved in an Internship Program
A story of impact

Food security in Tanzania.

With food insecurity on the rise globally, implementation of our Shamba Letu project in the vulnerable communities of Babati has never been more critical.

The project supports schools and community farmers' groups to establish and cultivate high-yields of quality vegetables/fruit suited to local conditions that increase the volume of produce for consumption and profit. Hands-on agriculture training at a 4.5-acre Demonstration Farm, business skills training and the provision of farming inputs (the cost of which is repaid by recipients when income is generated from harvest) enables improved food security, livelihoods and household income, all of which contribute to increased school attendance and academic performance.

432 students, 14 teachers and 155 community farmers were trained this year. 40.25 tonnes of produce was harvested by 18 schools - 50% was utilised towards school feeding programs and 50% was sold to generate school revenue. 87.34 tonnes of produce was harvested by Community Farmers - 60% for household food security, and 40% was sold for income.

Contributions from the schools' and communities' harvests contributed to serving up more than 2 million school meals.

Endagile Primary School’s Head Teacher, My Dalei, has seen how the project transforms a community. The 220 students and 9 teachers at the school have been cultivating their quarter-acre vegetable garden since 2019.

He shares that ‘importantly, students and teachers have gained knowledge that they can use to start their own vegetable gardens at home, which supports their families to earn an income’. Samira, one of the school’s representatives who participated in the project training, explains that together with her peers she has learnt to actively prepare, plant and harvest.

‘Through this project I gained all of these farming skills and I learnt how to start a garden at home. There are 6 people in my family and we eat the Chinese Cabbage and Spinach from our new home garden. I have also been able to buy pens and notebooks from selling some of the vegetables’.

2,080 students and 155 community farmers were engaged in farming and farm management through the project's activities.
2022 Year Highlights

Highlights from our projects.

Strengthened Child Protection
So They Can’s team in Tanzania led a working group with Consultants from the Ministry of Education, District Police Gender Desk and the Ward Education Officers to develop a school-based Child Protection Protocol. It guides all stakeholders in the required procedures when dealing with cases of violations against children. When disseminated to all schools in 2023, the new protocol will ensure the effective reporting and accountability of all cases.

Medical care for marginalised communities in Kenya
For the first time, one-day medical camps were delivered in hard-to-reach rural communities, Kamathatha and Nakoko. In partnership with selected government clinics, a qualified medical team travelled to the areas to provide essential services, including COVID-19 vaccinations, immunisations, deworming, family planning, cancer screening and medicine distribution. 817 community members, approximately 50% whom were children, were treated.

Emergency Food Appeal Success
The devastating drought in Baringo County, Kenya has led to extreme food shortages, resulting in the discontinuation of school feeding programs and school attendance rates dropping by 50%. In late 2022, we launched our global Emergency Food Appeal, which quickly mobilised $52,000 for emergency food packages. Following these distributions, attendance rates returned to normal. For many students, the hot meal they receive at school is their only meal of the day.

Safe drinking water reaches 1,790 more students in Tanzania
New water boreholes were drilled at Sora, Kwaraa and Samta Primary Schools in Tanzania, with an average capacity of 1,500 - 5,280 litres per hour of clean water. Water tanks were installed at Malesi and Sora Primary Schools, with a capacity to hold 2,000 and 30,000 litres of water respectively.

These new water solutions bring a reliable source of clean water to 1,790 students every day.
2022 Year Highlights

Highlights from our projects.

Small grants empower students
13 student groups, via our My Voice and Keeping Girls in School projects, received small grants of TZS 500,00 ($300) to start a creative array of school-based businesses in 2022, including a hairdressing salon, Maasai blanket decorating service, a school bakery and a beekeeping project. The small businesses build students’ skills in entrepreneurship and financial management, as well as other important skills, such as discipline, responsibility and teamwork.

Teenage mothers return to school
Many girls who become pregnant and give birth receive little support and are pressured or forced to drop out of school.

In 2022, with So They Can’s support, 16 teenage mothers in Kenya and 7 teenage mothers in Tanzania facing this harsh reality, started receiving financial and psychosocial support for their transition to motherhood, reintegration into formal education, and care of their babies to ensure their health and development.

Food security via School Vegetable Gardens and Farms
40.25 tonnes of produce was cultivated and harvested from 18 schools implementing the Shamba Letu project! The yield was thanks to the efforts of 2,080 students engaged in farming at their schools. 50% of the produce was utilised towards school feeding programs, which served up more than 2 million school meals in 2022 alone. 50% was sold to generate school revenue, and was used to buy much needed learning and teaching materials and sporting equipment.

ARPS students join universities
In 2022 we witnessed the first cohort of program-supported students of Aberdare Ranges Primary School, graduating from secondary school in May. Now, 24 have entered university, and 14 have entered vocational colleges to pursue fields as diverse as nursing, science, commerce, engineering, computer science, human resources, pharmacy and law. These young people have overcome the trauma and hardships of displacement to achieve outstanding academic results.
2022 Year Highlights

Highlights from our projects.

Significant infrastructure improvements in Kenya

11 water solutions were established benefitting 1,198 students. 2 boreholes were rehabilitated at AIC Sunrise and Nakoko Primary Schools, and 9 10,000-litre water tanks were provided to AIC Sunrise (2), Kositei (6) and Nakoko (1) Primary Schools. 27 classroom renovations were undertaken benefitting 1,370 students. These were at Aberdare Ranges (17), Perkera (8) and Milimani (2) Primary Schools. 2 toilet blocks were constructed, benefitting 312 boys at Lemuyek (1) and Nakoko (1) Primary Schools.

Celebrating our global community

So They Can’s global community is made up of dedicated supporters from every corner of the world. In 2022, participation in our annual global events, including 1HumanRace, the Winter Plunge and our Global Dinner, as well as the ongoing direct sponsorship of 1,000 children at a number of our partner schools, raised $15 million! Asante sana (thank you very much in Kiswahili) to everyone who took part in a fundraising event or participates through our life-changing sponsorship program.

36 new safe and accessible school structures in Tanzania

6 new classrooms, 25 renovated classrooms and 5 girls’ changing rooms were constructed in 2022, providing 5,350 students with access to safe school structures. Participating schools contribute, which in most cases is the donation of volunteer labour, local materials (such as sand, gravel and bricks), or payment to the local contractors. On average each school in Babati needs an additional 6 classrooms to meet the recommended 1:60 teacher to pupil ratio.

Students supported with scholarships in Kenya and Tanzania

112 Msomi Scholars continued their secondary studies in 2022. Selected on both their academic merit and community involvement the promising students are provided with support towards their tuition fees, learning supplies, uniforms and boarding fees (if applicable). The scholarship ensures they can realise their full potential and go on to pursue diverse qualifications, enabling them to become productive members and leaders.
A story of impact

Medical Camp success in rural Kenya.

Despite the national rollout of Universal Healthcare Coverage in Kenya, pastoralist communities in hard-to-reach areas still lack access to primary health care.

Government health services are under-resourced and supplies are inadequate. The distance to medical treatment, and the cost of transport and subsequent service provision, result in high incidences of treatable communicable and noncommunicable diseases in rural populations that often lead to fatalities. To meet the increasing basic health needs in the drought stricken regions where So They Can Kenya works, one-day medical camps were piloted in June and November, to ensure the provision of preventative, curative and referral health services to those most in need.

Nurse Tarus led a team of 16 medical personnel to facilitate the November Medical Camp in Adomoyon, which included nurses, clinical officers, community health volunteers, nutritionists and pharmacists. On the day the arid heat and long queues did not deter attendees who had come to access a broad range of free essential services including COVID-19 vaccinations, immunisations, deworming, family planning, cervical and breast cancer screenings, maternal and newborn health, medicines and consumables for common illnesses, as well as general health information.

According to Tarus the general health of the local population was concerning.

‘We treated 249 adults and 204 children at the camp. Two-thirds (137) of the children and almost half (107) of the adults presented with respiratory infections. We also saw many cases of children with diarrhoea (44), malaria (22), and pneumonia (10). Snake bites, worms, eye and skin infections were some of the other common conditions that the team treated. Importantly, nutritional deficiencies in 50 pregnant and lactating women were identified and treated, and the women were given nutritional supplements to take home’.

So They Can Kenya has committed to deliver 3 medical camps in partnership with the Ministry of Health in 2023, to ensure that communities are healthy, informed and able to take a proactive role in supporting the health and education of their children.

817 rural community members accessed basic health services at the 2 one-day medical camps.
2022 Team Highlights

Staff spotlights.

Jane Kadogo,
Program Coordinator, Kenya

I am a living example of how community support can transform the lives of the most marginalised in East Pokot. One of the reasons I love my role is that now I get to provide the bridge between So They Can’s support and other neglected members in my community. Working with So They Can has strengthened my community development approach in community mobilisation and pursuing constructive partnerships with both the government and stakeholders to focus on positive transformation in our community. This year we supported 16 teenage mothers to go back to school, one of whom topped her class!

Clelia Preziuso,
Administration Manager, International

I have been part of this dedicated team for the past 12 years and the annual Sydney dinner fundraiser has always been a highlight to meet our long-time supporters, and to share our story with new ones.

The 2022 Sydney Dinner was especially inspiring, to see how, with the generosity of our donors and the dedication of our country team members, the teachers, students and their families were able to pull through the challenging years of COVID-19. We all are part of the global So They Can family.

Grace Swai,
Education Program Manager, Tanzania

Over my eight years with So They Can I have worked with hundreds of teachers and students, our support really does transform lives. When we met Upendo this year, her parents didn’t want her to go to secondary school because of her disability, they thought it would be better for her to get married. Working together with a Champion Mother, we successfully advocated through the Regional Education Office for Upendo to join secondary school, and with our guidance her father agreed. Today Upendo is a thriving Msomi Scholar, which is a significant achievement.
2022 was a unique year with so many achievements but one stood out. With swift support from our international community we were able to deliver emergency food supplies just before the end of term 4 to East Pokot communities devastated by drought. The joy and relief in the whole community, and especially among the children, was out of this world. It enabled students to complete the academic semester and transition to the next grade in the following year. We deeply thank our international friends - this indeed is the spirit of Ubuntu.

Emily Whitehouse, Partnerships Manager, International

I was privileged to visit some of our projects in Africa in September and I came away with an even greater appreciation of the power of partnerships and how critical they can be to create lasting change and impact.

We all have important parts to play, whether that’s a business in Australia sponsoring a school, a team member delivering women’s business skills training, a local doctor supporting a medical camp, or a student taking part in ‘our voice’ - together, we can make a change.

Wilson Kaijage, MEL Manager, Tanzania and Kenya

As So They Can’s MEL Manager, over the past 5 years I have evidenced thousands of students moving through key transition points in their education journey, breaking the poverty cycle. In 2022, I was excited to see more than 25,000 vulnerable students reached through improved school infrastructure, water and energy solutions, sanitary packs, child rights, advocacy for education and many other initiatives. I am grateful to be part of our organisation, it touches the lives of so many families and the impact will continue for years to come!
Our commitment & values

Our approach to education.

So They Can is committed to implementing ethical, accountable and effective programs that support marginalised communities in East Africa, with a continual focus on child protection and fundamental rights.

We place communities at the centre of everything we do, and as an accredited international non-government organisation our work is underpinned by best practices in international development.

Locally-led
Meaningful local partnerships are at the core of our work. Our impact is a result of collective action sustained through a participatory approach. Students, parents, teachers, school leadership, local government and the broader community lead our development processes and as a result projects are responsive to the unique needs of each community.

Cross-cutting
We know that poverty is multifaceted and requires cross-cutting solutions to tackle its root causes. Our Community Development Program is delivered in parallel to our Education Program, to focus on improving the health, wellbeing and livelihoods of all. We improve the living standards of the whole community to break the cycle of poverty.

Inclusive and Rights-based
Undeterred by hard-to-reach locations, we prioritise the most vulnerable communities through our commitment to leave no one behind. Our work is guided by the 2030 Sustainable Development Agenda and international protection frameworks. Every community member, regardless of their identity, is valued, and their rights are acknowledged, protected and promoted across our programs.

Scalable, Sustainable and Innovative
We work in a 6-8 year development cycle. School communities move through three phases of support - foundation, core, sustained - which advance their capacity until a level of development is reached that can be independently sustained, so that we can transition our support out and commence working in a new surrounding community that is in need. The lessons learnt and knowledge acquired from our experience of more than a decade working within national education systems, enables us to be innovative and agile in our programming and respond to evolving needs.

Accountable
First and foremost we are accountable to the communities with whom we work. This responsibility also extends to the staff, supporters and partners of our organisation. Transparency ensures that we maintain our accountability to all of our stakeholders. Our operations are regulated through comprehensive policies and procedures; our impact is measured and assessed through a robust monitoring and evaluation system; and our fiscal health is overseen by an independent Board of Directors.

Learn more about our history, commitment and values by scanning or clicking here:
Mamire Teachers College enters Sustained Phase.

In 2012, schools in Endakiso and Mamire Wards were severely under-resourced, in teachers, infrastructure and materials, and children were not achieving age-appropriate learning outcomes.

Concerned parents and community members rallied together to donate 30 acres of land to build a teachers college, in exchange for graduate teachers to work in the local primary and secondary schools. A group of stakeholders led by So They Can, including the Ministry of Education, the communities of Endakiso and Mamire Wards, and the Babati Rotary Club, signed a Memorandum of Understanding, and construction of the Mamire Teachers College (MTC) began. It was a significant milestone and the beginning of So They Can in Tanzania.

Since 2014, when the College was registered, 640 teachers (296 females and 344 males) have graduated with a 2-year Certificate of Teacher Training, or a 3-year Diploma in Primary Education.

In 2016, So They Can also introduced the MTC 2-year internship program for the college graduates.

160 interns (97 male, 63 female) have been placed in program supported schools, and in a private school, Silverleaf Academy, for valuable practical experience to boost their employability.

Over the 10 year partnership, the Government has invested over AU $700,000 in infrastructure for classrooms, student/teacher accommodation, toilets, a laboratory, a hall, and training materials. The College has also been the site of a Demonstration Farm where 432 students and 170 community farmers have learnt how to establish and cultivate high yield farms.

This year the College reached another significant milestone - sustainability. Following phased hand-over of infrastructure throughout the partnership, So They Can formally ended its support of the institution this year. The Government of Tanzania will continue to operate and fund the institution and develop competent, qualified teachers.

245 students were enrolled in teacher training at the College in 2022, 205 in the Certificate of Teacher Training and 40 in the Diploma in Primary Education.
A story of impact

Helen's story of empowerment through business.

What gets measured gets managed, as the saying goes, and for Helen, a Wezesha Business Skills Project (WBSP) graduate, that is her reminder to manage her small business with a growth mindset.

As a mother of nine in the rural town of Perkerra, about 100km north of Nakuru in Kenya, the income that Helen’s small retail business generates is critical for her to be able to support her large family.

Even so, she admits that in the past she would often feel unmotivated and her business drive wavered.

‘I would open and close depending on my mood. It felt like something I did to pass time’.

That was until she participated in a WBSP training session. Helen recalls:

‘The So They Can team came to our village for a three-day training in September. Learning about start-up strategic planning, retail, profit & loss and agribusiness really made sense to me and changed the way I now operate my business’.

After the training Helen’s sales increased by 400%. With renewed enthusiasm and determination, she continues to diversify her business, and she now sells men’s and children’s clothing, fruits, tea, and snacks. She greets customers with a smile and warmly welcomes them with “Karibu!”

‘We all have limits, and we can’t reach all of our dreams. But I know that with all of the knowledge and skills that I gained through the training, I can and will achieve my business goals. As I succeed in running my small business I will be a bright light rising, and my blissful rays will lead the way for fellow women in my village’.

331 women participated in WBSP training in Kenya in 2022.
# 2022 Financials

## So They Can's Financial Report

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*Full financials can be found on our website
*Group inclusive of Australia, New Zealand, the United States, Kenya and Tanzania
*All amounts are in Australian Dollars (AUD)
Our Partners

So They Can is accredited by the Australian Department of Foreign Affairs and Trade (DFAT), responsible for managing the Australian Government’s aid program and receives support through the Australian NGO Cooperation Program (ANCP).

We are thankful for all our supporters including the many individual donors, sponsors, trusts and foundations who give so generously.

We would like to thank the following organisations, and those who have chosen to stay anonymous, for their support in helping us empower more children living in poverty through education.

Australian Aid

With thanks to...

Education

Business

NGOs & Social Enterprises

Trusts and Foundations

Education

Pro Bono

Beyond Charity Foundation

curofins foundation
Looking to the future...

We are a global community of dedicated staff, partners and supporters bound by the vision to change the future for children and communities living in poverty through education.

In 2022, we supported 47 schools in Kenya and Tanzania to provide quality education to 25,064 vulnerable children. It is significant growth from our humble beginning supporting 1 school in Kenya in 2009.

Our impact is a testament to our bold courage, determination and resilience. We look forward, confident in our ability to reach 36,000 children by 2030. Together, we can be the difference.

Learn more about us: sotheycan.org
Join 1inaMillion: sotheycan.org/1inamillion
Sponsor a student: sotheycan.org/sponsor
so they can