



Aiducation International



ANNUAL REPORT 2015



IT ALL STARTS WITH AN IDEA

In this report

- 4 Report from the CEOs
- 6 Our Highlights of 2015
- 8 Building people and nations: The Start-up Academies
- 10 The Third Swiss Re Start-up Academy
- 14 AiduEntrepreneur: Emmanuel
- 16 AiduEntrepreneur: Lynda
- 18 AiduEntrepreneur: Jimmy
- 20 The Start-up Fund
- 22 Our impact in numbers
- 24 Financial Report
- 40 Legal Structure
- 43 Our Partners
- 45 Contact

AiduFellow - Aiducation Scholar | **AiduMaker** - Aiducation Donor | **AiduAlumni** - Aiducation Graduate | **Aiducator** - Aiducation Employee |
AiduPartner - Aiducation Partner | **AiduFriend** - Aiducation Supporting Member | **AiduAmbassador** - Raises Awareness for Aiducation

“The real point of being alive is to evolve into the whole person you were intended to be.”

Oprah Winfrey

As in previous years, Aiducation has continued its mission in 2015 to give bright and financially deprived students in developing countries access to

1. quality formal education and

2. civic leadership development.

Thereby, we help these young talents flourish their latent potential and transform into leaders that change their country for the better. From the beginning we have realized that entrepreneurship training can offer a set of valuable learning concepts that can help our talents realize their abilities. Therefore, with our partner Swiss Re, we introduced one-week long Start-up Academies in 2014 and have held 4 Swiss Re Start-up Academies since then. In 2015 we created, also together with Swiss Re, a Start-up Fund that funds the most promising start-ups from our Alumni.

As a result, by Dec 2015, 165 AiduAlumni had pitched a total of 80 start-up ideas in our Start-up Academies. Ten of them have received financial support by the start-up fund.

But beyond those numbers, those activities have kicked off a mind-set change of our AiduAlumni: the realization that you don't need a lot of money to start a business, that entrepreneurship can solve problems that the politics may fail to do, that creating jobs is even better than seeking a job, and finally that being pro-active is key to becoming the best version of yourself.

Due to these important results, this year's Annual Report focuses on reporting our activities around entrepreneurship.

We thank you for your support in 2015 and hope you enjoy the read.


Best regards



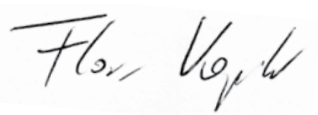
Matthias Meier
CEO Aiducation Schweiz & Deutschland



Jeremiah Kambi
CEO Aiducation Kenya



Managing Director Pathways Philippines



Dr. Florian Kapitza
CEO Aiducation International

AIDUCATION: NURTURING THE START-UP SPIRIT



Our Highlights of 2015



January 2015
Together **with Swiss Re, the Start-up Fund was founded**. At the end of the year this fund had supported ten start-ups.

March 2015
Never have our AiduFellows performed as well in KCSE* as in 2014/2015. **25% of the 84 AiduFellows who sat the exam scored a plain A or A-**. This compares to 2.5% across all KCSE candidates.



April 2015
AiduAlumna June M. won the Wonderland Award with her urban farming start-up "Hydroponic Solutions". It helps reduce land conflicts in Kenya through efficient farming on small space. The prize is one year business coaching and a financial kick of 200'000 KES (approx. 2'000 USD).

The **"Realising your Potential Academy"** took place in Watmandu.



May 2015
The **Symphasis Foundation approved 50 Aiducation scholarships** and, on top of that, **one Mentorship Academy**. A year earlier, the same foundation had already granted 20 scholarships. In the history of Aiducation this number of scholarships is record-breaking.

35 AiduFellows and Alumni attended the **"What's Next Academy"**, a two-day program developed by our Aidu-Alumni to support AiduFellows in their final school year.



August 2015
AiduAlumna Bryna had the opportunity to **attend the World Food System Summer School at ETH Zurich**, a two-week intensive program that brings together around 20 bright university students from around the world who are eager to develop sustainable food systems.

The **partnership with Swiss Re was extended and intensified** with a total of two Swiss Re Start-up Academies in August and December.



August 2015 (part 2)
Together **with the global auditing firm BDO, we developed and successfully implemented the first Financial Literacy Academy** in Kenya. The experience was very positive and we are happy to enter a partnership with a biannual academy to take place in Kenya.

October 2015
Our **Impact Dinners in Basel and Zurich** were a huge success. **More than 160 people attended at least one dinner**, a profit of about 10'000 CHF was generated and, most importantly, connections between people who want to support Aiducation were established.



October 2015 (continued)
Rachel Sidi visited Switzerland for three weeks, one of which to attend the Engelberg Conference on Future Economic Systems. The visit also gave her the cherished opportunity to **interact with guests at the two Impact Dinners**, to try out slacklining and to participate in many invaluable discussions at schools, service clubs and while hiking in the mountains.

The **highlining world champion Samuel Volery** raised funds for Aiducation in the most spectacular fundraising event to date. Samuel walked as many meters as possible on a highline in three days, collecting money for every meter he completed.



November 2015
It was a dream come true: **Aiducation awarded the 1000th scholarship!** That means nothing less than the world to 1000 bright and needy students. These AiduFellows all of a sudden got access not only to education but also to their own potential, which will help them become social, economic, and political forces in their home countries.

December 2015
The **first Aiducation Mentorship held in the Philippines** was a great success for both organizers and AiduFellows. The academy took place in collaboration **with Synpulse, a management consulting company** for international financial services companies, and Pathways, our partner organization in the Philippines.

December 2015 (continued)
In **2015 we were able to award 214 Scholarships – a new record** despite a necessary price hike of almost 15% at the beginning of the year. We continue to spend 90% of the funds generated from scholarships for school fees and other costs that give our AiduFellows immediate access to quality education.

Building people and nations: the Start-up Academies

Aiducation and Swiss Re have joined forces to organize Start-up Academies, where upcoming entrepreneurs from Aiducation's talent pool turn their ideas into start-up businesses in a week-long training.

During each academy, international and Kenyan business professionals and entrepreneurs coach around 50 AiduAlumni in a boarding school in Nairobi, Kenya. The core of the academy is the student's own work in small teams on developing ideas with great business potential further. Each team receives valuable advice from the mentors, who also hold talks covering topics such as how to write a business plan, develop a pitch and other entrepreneurial skills. In addition, the students receive 1-1 guidance on their career plans.

The first academy took place in August 2014 and still continues to reverberate! The participants worked hard, laughed a lot, created new connections and learnt a great deal. The pitches on the first and last day of the academy were like night and day. 95% of the students said at the end of the academy that they would now "very much like" to become an entrepreneur. A highly contagious report on the third Start-up Academy by Monika Waber, a mentor from Swiss Re, follows on the next page. Any smiles and lifted spirits are her full responsibility.

Within weeks of the first academy, Kenya had gained new, ambitious entrepreneurs running

their own businesses and building a stronger Kenya along the way. Three AiduAlumni, Emmanuel, Jimmy and Lynda, and their start-ups are presented later on in this report.

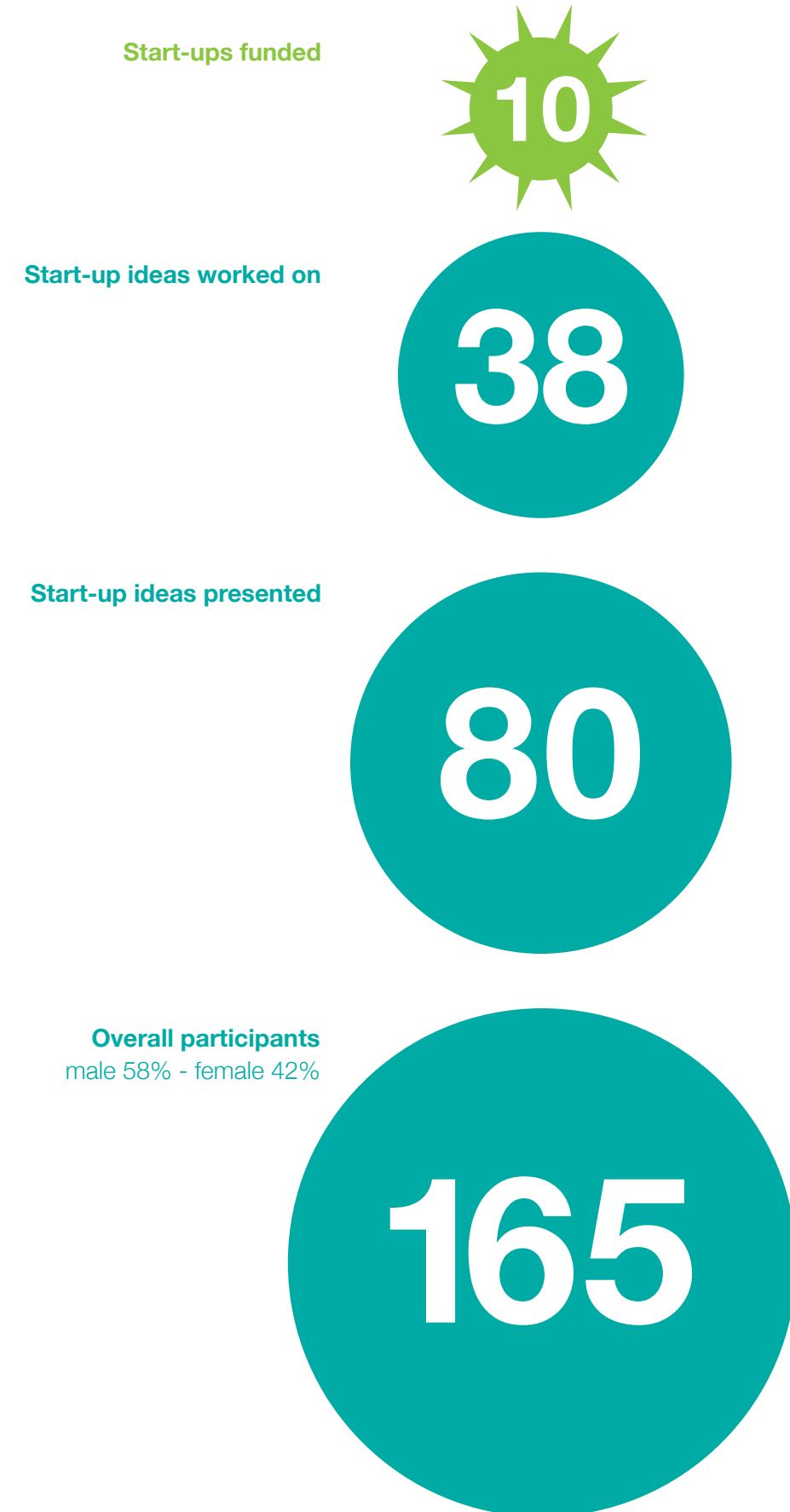
In conjunction with the Start-up Academies, Swiss Re and Aiducation have set up a fund to help budding entrepreneurs get started. On page 20, Matthias Meier, CEO of Aiducation Switzerland, presents the Start-up Fund and how you can contribute to its success.

"(...) I will never forget the people I met and the experiences we shared. So much passion and so much fire in each one of you! I am inspired. Great things are happening, let it keep burning!"

Niel Johnson, Swiss Re Facilitator
3rd Swiss Re Start-up Academy in Aug 2015

Start-up Academies in numbers

Summary of four academies in 2014 and 2015



START-UP FUND

NUMBER OF ACADEMIES TO DATE: 4

Teams being coached by two of our local stars and 'Senior' Alumnis.

The third Swiss Re Start-up Academy: Connecting Minds. Connecting Hearts.

by Monika Waber, Head OF HR Reinsurance at Swiss Re



The third Swiss Re Start-up Academy, which was held from 24 to 28 October 2015, was a tremendous success for everyone: Alumni, speakers, mentors and organizers. Monika Waber, member of the Management Team of the Reinsurance division and the head coordinator of this Swiss Re Start-up Academy kindly shares her experiences – a sparkling review full of emotions:

“What happens if six Swiss Re employees spend a week with fifty students in Nairobi, Kenya, sharing experiences, expertise, mentoring, coaching, connecting, and having a bit of fun as well? Personally, I think that it was a mixture of pure magic and emotional fireworks.

But let me start at the beginning: A week ago, five Swiss Re ‘Mentors’ from within our Finance Reinsurance organization and I met in Nairobi, ready for a week of supporting the Swiss Re Start-up Academy. In a nutshell, the academy is a one week intensive course which teaches high-potential students – from a variety of backgrounds but mostly underprivileged ones – how to develop a comprehensive business plan to become successful entrepreneurs in the future. But what did we do there? What’s this magic that happened?

“I want to say thank you for the mentorship. It has opened my eye to the world of entreperneurship.”

Anonymous feedback from an AiduAlumni and participant of a Swiss Re Start-up Academy

Monday: Tiny sparks tentatively appearing far out on the horizon...

The Swiss Re Mentors were ready to ‘go to school’! I was nervous! At Nairobi School approximately fifty rather shy AiduAlumni in their early twenties awaited us. All eyes on us! I had the privilege of opening the academy together with Jeremy Kambi, the local Kenyan CEO and Co-Founder of Aiducation. I shared my wish for the week with the students: it was to be there ‘to learn with our minds but mostly with our hearts’ (yep, stolen from Aristotle’s quote). Wow, I had no idea at that time how much I would learn with my heart in the course of the week!

The first day was filled with input sessions (‘teaching’ sessions and presentations) and forming teams that would stay together throughout the week. They would collaborate to present their ‘pitches’ for their business to a jury on the Friday to come. A tiny bit of magic might yet have happened on this day with first tentative connections and relationships built between us and the students.

Tuesday: More sparks appearing...

A day full of input sessions delivered by my colleagues from Finance and Kenyan entrepreneurs.

We – the mentors – spent our first hours coaching the project groups, helping them to start working on their business plans for their start-ups. What struck me on this day was one particular ‘thing’ that would accompany us through the whole week: after every presentation, speech, input session etc. the facilitator for the day would ask one student to come forward and ‘appreciate’ the speaker. The appreciation could be anything, a special way how to applaud, a summary of what was learned, a little dance performed in honor of the speaker etc. Often those appreciations were just simply lots of fun, big smiles on our faces! I loved this from the first second on. There is just not enough appreciation and pure acknowledgment in this world (in my humble view) – but those fifty students in Kenya seem to have mastered this concept! Maybe something to carry home and transfer into our world? Wow, quite a bit of magic happened for me this day...

Wednesday: Bright sparks unstoppable...

Maybe I needed a bit of warming up, maybe it just needed those two days to build the bridges, to overcome ‘shyness’ on both sides? This day I felt like the ice had broken. Full force. What I will go on treasuring forever were the 1:1 mentoring sessions with students. One of my mentees shared her life story with me. And then she

asked to hear my life story. Sharing my life story in a first interaction, ouch, a bit of a stretch for a ‘reserved northern European’ like me? But hey, if someone opens their heart, what else is there than returning it? At the end of the day I asked myself who was mentoring whom...?

Thursday: Crazy, frantic, colorful sparks all over...

The ‘Day Before’, i.e. the last day before the pitch presentations. Lots of intense work by the students, and I’m not sure if all of them saw their bed that night. A day full of minds absorbing information and coaching, lots of hearts opening and connecting during the mentoring sessions.

Friday: Magical Fireworks in their full beauty

The teams were all fired up and ready to go. The jury saw eight fantastic presentations (wow, what progress the teams made during the week!). Feedback to the teams was given and three winning groups were selected. Subsequent to this, the teams may now submit their pitches to the Advisory Board to ask for funding by the Swiss Re Foundation. Who knows, some of them may be successful entrepreneurs soon. I certainly believe in this as I saw so much potential. It was the day of successful pitches but also the day of fireworks and lots of emotions for me and possibly for my colleagues (I leave it up to them to comment...)? Get this: In the morning the students greeted us with a song they created and sang for us. In native Swahili language. The translation was something along the lines of ‘Swiss Re our Father, Swiss Re our Mother, we are grateful for the support, we will never forget’. The memory of the sheer force of fifty something students – whom I have grown very fond of during this week – singing this for Swiss Re and us literally brings tears to my eyes as I write this blog. Listening to it on Friday morning at school, tears were streaming down my face. I wished all employees of Swiss Re could have heard the wonderful tune! Contributing to society

through various means is a strong purpose of our organization; and six of us had the privilege to do this in its purest form during this week. Wow. They sang another song for us in the bus in the afternoon, on excursion to a local yogurt factory.

This time the song was in English and had the lines: ‘Swiss Re, thank you, never shall we forget...’: I was very touched and was starting to wonder how I was going to survive the party in the evening...

Later on, the school week was over, a party was thrown. The students performed songs and taught us how to dance, or in my case: tried to teach, haha. I am sure in this night many students never saw their beds. As for us mentors, we pulled ourselves back to the hotel sometime after midnight. It was hard for me to leave. Only after many hugs and lots of tears was this possible...

Flying home Saturday night, I was struggling to order my thoughts and feelings. My wish came true, I learned a lot. Some with my mind, but mostly with my heart. That’s where the power lies: creating something by people connecting so deeply and supporting each other. However, that such connection would be possible within one week only, I feel that this is rare in one’s life. Again, wow. I left energized and committed to the Alumnis and Aiducation (Aiducation International – Building People Building Nations) to continue supporting their cause to Build People and Build Nations further. In that sense I landed in Zurich remembering the quote ‘don’t be sad that it is over, be happy that it happened’. It’s just the beginning of ‘something’...



“(...) Thank you for letting us share our experience and expertise with you. Thank you for letting us learn from you. Thank you for sharing our stories. Thank you for opening our minds and hearts. (...)”

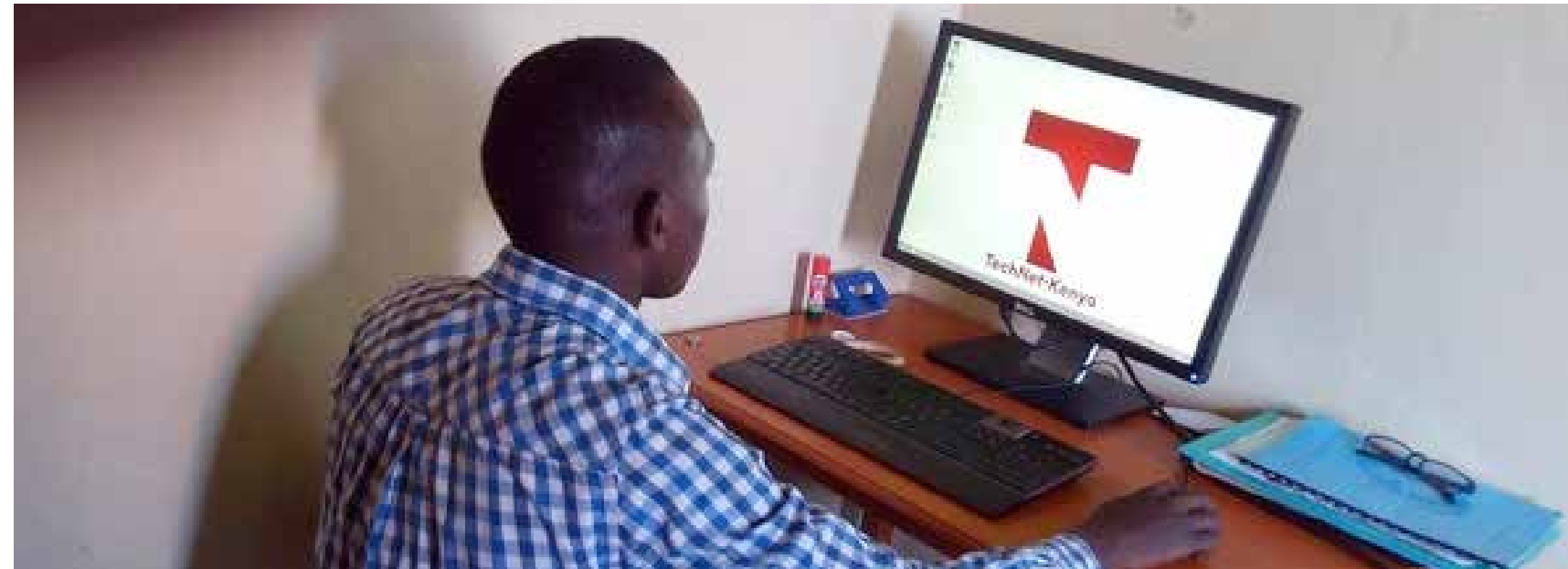
Monika Waber,
Head of HR Reinsurance & Finance,
Swiss Re, Swiss Re Facilitator at the 3rd
Swiss Re Start-up Academy in Aug 2015



AiduEntrepreneurs success story 01

Emmanuel: TechNet - websites made in Kenya

*Emmanuel is passionate about
developing his business.*



Emmanuel's journey started in 2008 with an Aiducation scholarship. Now, 8 years later he has successfully launched TechNet, a provider of dynamic and affordable websites and mobile applications for local small and medium Enterprises (SMEs) in Kenya. In an interview, he tells us how everything started and what role Aiducation played in the success of his business.

Emmanuel, how did you come up with your small business idea?

Upon joining university, I developed a passion for website designing and development. This was brought by the need to set up an online e-commerce shop for my mother, who was running a boutique at one of the tourist hotels on Kenya's coast. Through watching Youtube tutorials and other tutorials from free online courses provider like Cousera and others, I honed my web designing skills. One day, I successfully designed a fashion blog website for one of the students. Before I realized, the student had become my first client and I went on to acquire extra clients and set up a company.

Was this a project you have always dreamt of launching?

Never before had I dreamt that I would run a company that deals with web design and mobile

applications development. I think the fact that I realised that there was a market gap where web design and apps companies never targeted SMEs that is when I started pushing myself to the idea that I can one day bridge that gap. Well, I guess we are on motion to achieving that.

What role did Aiducation play in the success of your business?

Through Mentorship Academies organised by Aiducation International, I have gained vast knowledge of running a business. I was privileged to be given a role by Aiducation International as the head-coordinator of one of the Swiss Re Start-up Academies – something that gave me a lifetime experience of leading a team and being always 100% professional. These fruitful experiences have enabled me to launch and run TechNet-Kenya. It was also through Aiducation, that I got a chance to apply for the Swiss Re Start-up Fund.

Were there any challenges you were facing when you started your project?

When starting, the company faced major financial constraints. TechNet needed items like computers and internet connection in order to serve clients, but due to lack of funds, these items were always limited. I remember for the first few months my personal laptop had to perform double duties of

school work and also business work, even though it was not even suited to handle heavy duties like web development.

Are you now a full-time business man at TechNet Kenya?

Yes, I am. Apart from my studies at university which will be over in 3 months' time, nothing else catches my full attention more than TechNet-Kenya.

What does a normal working day for you look like?

I usually wake up at 5.00 am every weekday to prepare for the day. Each day I list at least 3 new things I need to achieve for the company. My classes usually start at 7.00 am and in some days might run to as late as 7.00pm. In the middle of the day, I usually take some hours to either finish on a website for a client or learn a new thing in web design. My day often ends as late as 11 pm when I have work for a client.

What is the most memorable feedback you have ever received on your project?

"I really appreciate the hard work, dedication, understanding and professionalism that you put in place to help me realize my dream." This was the statement by an owner of a fashion website.

What are the future plans for TechNet-Kenya?

We would like to expand our market share in Kenya. To reach that goal we have set different actions we need to perform which most are already in progress. We hope to see massive effect in less than three months' time.

*Interview: Kerstin Hockmann,
Aiducation Communications*

***"Never before had I dreamt
that I would run a company
that deals with web design
and mobile applications
development."***

Emmanuel M.
AiduAlumni and Entrepreneur

AiduEntrepreneurs success story 02

Lynda: Think Aiducation. Think entrepreneurial. Think pig.

*“I spotted a niche and
rose to the task.”*

Lynda Kalu
AiduAlumni and Entrepreneur



Lynda checking if her pigs
are all well.

Lynda Kalu is one of our first AiduAlumni. Scoring 51st out of 20'000 students who took the final examination in Kenya's coast region in 2011, she got a governmental scholarship to study law in Nairobi. Lynda, however, is a young lady with strong entrepreneurial spirit who aims higher. In an interview she shares how her business idea turned pink and what role Aiducation played in the success of her start-up.

Lynda, what is the idea behind „Think Pig” and when was it founded?

The idea is to rear and sell fully grown pigs in the coastal town of Mombasa. It was founded in January 2016 and I currently have 24 pigs on my farm that is run with the help of one employee.

How did you come up with your small business idea?

I wanted to venture into agribusiness, but I wasn't sure which path to take. I was inspired by a pig farmer in a nearby town. It was common to rear cows and goats there, but rearing pigs is something rare in my part of the country. I spotted a niche and rose to the task - the way for green entrepreneurship.



Was this a project you have always dreamt of launching?

Not at all. I had all manner of business ideas, but not pig farming! I thought about the fashion industry and was almost sure that was what I wanted to do. But here I am today!

What role did Aiducation play in the success of your business?

Due to the Mentorship Academies, I am fully equipped to run a start-up. In addition, I won the first round of the Wonderland Award, which was again being run by Aiducation. The award was a sum of USD 300, which I used to buy my first four pigs. Most importantly, I received the rest of the capital needed for my business from the Start-up Fund.

Were there any challenges you were facing when you started your project?

Yes. I did not eventually win the grand prize of the Wonderland Award and the running capital for my business was a bit too high. I was not sure whether I would be able to sustain it. I, however, got capital from the Start-up Fund and the business is up and running.

Are you now a full-time business woman at Think Pig? What does a normal working day for you look like?

I play a managerial and supervisory role in my business. When I am at the farm, that is once per month, I am mostly checking the health of the pigs, consulting with the veterinarian and generally checking the conditions of the pigs and the environment they are in. I am also constantly checking out on market opportunities.

What is the most memorable feedback you have ever received on your project?

“There is so much potential in this project. The sky is the limit.” This was a remark by one of my mentors.

And what was the most memorable experience you ever had at your start-up?

Hosting Aiducation and Swiss Re mentors at the farm was definitely my best memory of my start-up!

What are the future plans for Think Pig?

I want to have at least 100 pigs at any given time. My vision is to get to processing pig meat.

*Interview: Kerstin Hockmann,
Aiducation Communications.*

AiduEntrepreneurs success story 03

Jimmy: Entrepreneurial spirit on a bike

Eight years ago, Jimmy Tune was selected as a possible candidate for a scholarship from Aiducation. Inspired by a visit to Switzerland in 2014 and equipped with the necessary skills at one of Aiducation's Start-up Academies, he developed a brilliant idea to launch his own start-up: the Crosstown Courier. Jimmy is full of entrepreneurial spirit and happy to share his story with us.

Jimmy, what is the idea behind Crosstown Courier LTD?

Crosstown courier LTD was born to bridge the gap of doing city deliveries. There being no elaborate system to provide this service, the company came in handy to bridge the gap in doing deliveries of parcels, mails, lunch, shopping, small boxes, paying water and electricity bills and all petty errands from one office to another within the city. Doing all this by bicycle means our main aim is not only to make profits but also lead the way for green entrepreneurship.

How did you come up with your small business idea?

I was volunteering in an organisation that was organising a major event in the city. As part of the organising team we printed many letters that were to be delivered to the relevant stakeholders. The internal messenger department was to handle all deliveries but they instead used third party to do the deliveries. This resulted to a majority of the letters not being delivered. The event was thus not successful and

*These mentorship sessions
taught and equipped me with
vast knowledge on starting,
maintaining and running
the business.*

Jimmy Tune
AiduAlumni and Entrepreneur

the organisation incurred huge losses since the turn out was low. I went back and thought over the whole situation; what if I had a bicycle to guarantee door to door delivery of all letters? This would be a win-win situation for me and the organisation.

Was this a project you have always dreamt of launching?

After the incident at the organisation I wouldn't stop researching about bicycle courier businesses around the world and my passion grew stronger with each passing day. I came to learn that the bicycle courier is doing well in Europe countries like Switzerland with companies like Flash and Velo Couriers. I always dreamt to make it a reality one day and I started working towards it with the little I had.

What role did Aiducation play in the success of your business?

Aiducation came through with the Start-up Academies being offered with support from SwissRe insurance company. These mentorship sessions taught and equipped me with vast knowledge on starting, maintaining and running the business. It is through Aiducation international that I also received funding for my start-up company.

Were there any challenges you were facing when you started your project?

I had no capital so I borrowed a bicycle of one of my friends who was working night shift as I would use

the bicycle during the day to handle the few delivery orders I had back then.

I faced rejection from first potential clients I approached as they thought I didn't have what it takes to handle their deliveries. Some really said some discouraging and disturbing statements that I usually still remember but I took their critics positively to build my business.

Are you now a full-time business man at Crosstown Courier? What does a normal working day for you look like?

Yes, now I am happy to say that I am fully working at Crosstown Courier LTD as I take part time classes at the university during the evenings. I usually start my day the night before I go to bed. This is when I plan for the coming next day activities. Then in the morning together with the team we evaluate any pending ongoing delivery orders or work on placed orders for that day. This is when we plan on the riders dispatch categories.

I also take time to evaluate customer satisfaction by getting feedback i.e. confirm that our clients in the previous day received their deliveries and if they are satisfied and willing to work with us next time.

I try to book appointments with various companies, organisations, and clubs to present our concept as part of our marketing strategy. Sometimes if we have many orders I get on the bicycle and do the deliveries too.

What is the most memorable feedback you have ever received on your project?

There was a day I pitched the idea in a Rotary meeting and immediately after my presentation one of the Rotarians asked to give us business with effect from the next day. True to their word, the next day they called and placed one of the biggest bulk delivery orders we handled in our one year of operation.

What are the future plans for Crosstown Courier?

We are now extending our market to having a segment of food deliveries as proved by the increasing demand towards this subject. Lunch delivery orders have increased significantly over the past two months and we intend to capitalize on this.

*Interview: Kerstin Hockmann,
Aiducation Communications*

Jimmy on the left with one of his riders.





Turning entrepreneurial ideas into businesses: the Aiducation Start-up Fund

Four academies and almost 40 pitched ideas later, 10 start-ups are now up and running with the help of seed funding that serves as a launching pad. We are impressed by the number of outstanding business opportunities that deserve funding.

To fill this void, we created the Start-up Fund which provides small amounts of “seed-funding” for the best business ideas pitched by our inspiring young entrepreneurs. We are seeking additional support for the Start-up Fund to let more of our entrepreneurs create businesses that will drive Kenya’s future development.

We created a system that pools donations into a single Start-up Fund and we selected a Board of Advisors (BOA) consisting of Swiss Re staff and Aiducators to allocate the funds to selected start-ups from the AiduAlumni community. The BOA is governed by a strict code of conduct and pre-agreed constitution. Successful Start-ups must pay back the funds received so that other business ventures can be financed, thereby making this fund revolving.

If you want to support the Aiducation Start-up Fund, you can make a donation by bank transfer

(see page 45 for details) or by paypal via our website. For any enquiries and feedback, contact our Aiducation team at info@aiducation.org.

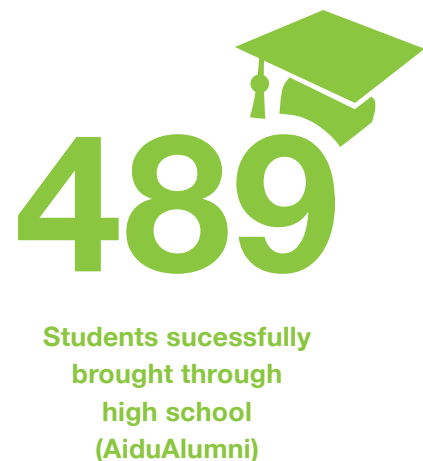
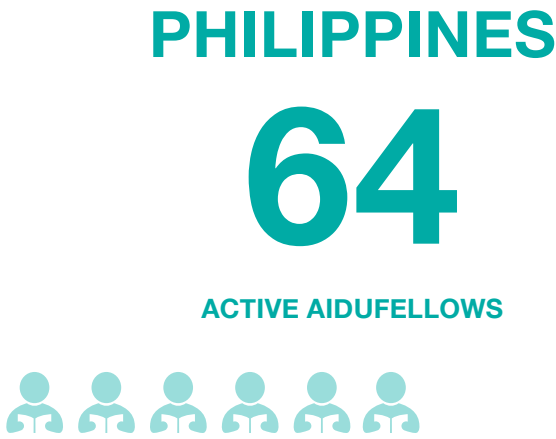
“It’s fantastic to see the impact of Aiducation growing along the needs of our AiduFellows and AiduAlumni together with partners like Swiss Re (...) – now, we are empowering our network of students with high potential to change their countries”

Matthias Meier
CEO Aiducation Switzerland



LASTING CONNECTIONS

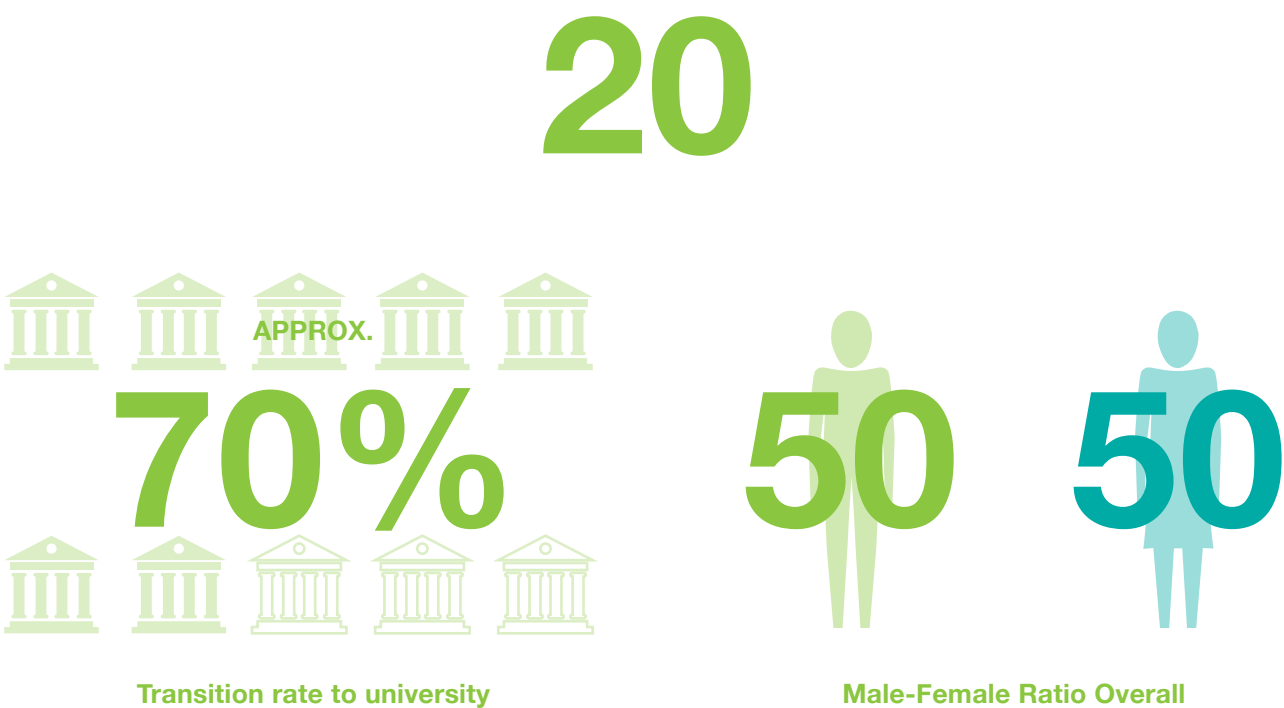
Our Impact 2015



“Its upon us to change this narrative and break this system of graduates tarmacking. We are the luckiest Kenyans to have a program like SwissRe Start-up Academy to mentor us at these early times of our lives. This age is the right time to risk, try and fail, learn and grow.”

JIMMY TUNE, AiduAlumnus and Founder and CEO of Crosstown Courier

Mentorship Academies held in Kenya and the Philippines since the beginning



“Witnessing the motivation and willingness to learn these young talents bring along made me sure that they are just about to unfold their full potential and change their society to the better.”

NICOLAS NAEGELI, Former Vice CEO Aiducation Switzerland



Financial Report 2015

UMBRELLA
SWITZERLAND
GERMANY
UK
KENYA

Aiducation International (Umbrella)

Profit & Loss Statement 1st Jan - 31st Dec 2015

	31.12 2015 (in CHF)	31.12 2014 (in CHF)
INCOME		
Scholarships	30,388.94	25,702.64
Aidupartner	116,787.74	117,881.97
Memberships Aiducation International	7,318.16	19,420.00
Other revenue	150,271.33	36,371.45
TOTAL REVENUES	304,766.17	199,376.06
EXPENSES		
Scholarships	-56,044.11	-18,991.74
Project costs Kenya	-23,393.19	-23,384.75
Mentorship Academies	-10,107.09	-30,254.89
Alumni relations	-70,735.59	-31,742.21
Project costs Philippines	-2,647.95	-
Start-up Fund	-26,995.90	-2,349.95
Student Loan	-3,772.82	-
DIRECT PROJECT COSTS	-193,696.65	-106,723.54
Communication and others	-21,599.59	-12,267.83
Salaries CEO Umbrella	-45,000.00	-30,000.00
Refund AI CH	-	-11,712.44
OPERATIONAL COSTS	-66,599.59	-53,980.27

Bank fees	-165,90	-628.28
Bank interest	-	7.20
FINANCIAL RESULT	- 165,90	- 621.08
RESTRICTED FUNDS		
Allocation funds new talent raising chapter	-20,000.00	-20,000.00
Usage funds new talent raising chapter	2,647.95	-
TOTAL FUNDS NEW TALENT RAISING CHAPTER	-17,352.05	-20,000.00
Allocation fund Mentorship Academies	-9,500.00	-32,990.37
Usage fund Mentorship Academies	9,207.09	30,254.89
TOTAL FUNDS MENTORSHIP ACADEMIES	-292.91	-2,735.48
Allocation fund Alumni relations	-75,589.38	-39,791.60
Usage fund Alumni relations	71'635.59	31,742.21
TOTAL FUNDS ALUMNI RELATIONS	-3,953.79	-8,049.39
Allocation scholarship funds (AI CH)	-57,442.71	-30,788.22
Usage scholarship funds (AI CH)	56'044.11	27,708.38
TOTAL SCHOLARSHIP FUNDS	-1,398.60	-3,079.84
Allocation Kenya funds	-10,275.57	-5,250.00
Usage Kenya funds	23,393.19	23,384.75
TOTAL KENYA FUNDS	13,117.62	18,134.75
Allocation Start-up Funds	-43,481.57	-2,250.00
Usage Start-up Funds	24,199.26	2,349.95
TOTAL START-UP FUNDS	-19,282.31	99.95
Allocation Student Loan	-10,620.63	-
Usage Student Loan	3,772.82	-
TOTAL START-UP FUNDS	-6,847.81	-
TOTAL RESTRICTED FUNDS	-36,009.85	-15,630.01
UNRESTRICTED FUNDS		
Allocation to unrestricted fund incl. salaries	-77'856.31	-64,514.34
Usage to unrestricted fund incl. salaries	53,169.58	36,711.99
TOTAL UNRESTRICTED FUNDS	-24,686.73	-27,802.35
Allocation to unrestricted fund excl. salaries	-	-3,448.73
Usage to unrestricted fund excl. salaries	16,392.55	8,829.92
TOTAL UNRESTRICTED FUNDS (EXCL. SALARIES)	16,392.55	5,381.19
TOTAL UNRESTRICTED FUNDS	-8,294.18	-22,421.16
TOTAL FUNDS	-44,304.03	-38,051.17
END OF THE YEAR RESULT	-	-

Aiducation International (Umbrella)

Balance 1st Jan - 31st Dec 2015

ASSETS

	31.12 2015 (in CHF)	31.12 2014 (in CHF)
Current assets		
Account UBS	267,606.97	153,491.36
Account paypal (CHF)	16,607.37	11'048.49
Account paypal (GBP)	1,023.80	-
Account paypal (USD)	30.21	-
Account UBS (EUR)	3,141.97	-
WU Transfer Account	8,758.39	-
Receivables towards members	1,000.00	1,750.00
Receivables towards Aiducation CH	71,274.42	19,379.41
Other receivables	32,013.47	7,224.85
Active deferred charges	3,000.00	-
TOTAL ASSETS	404,456.60	192,894.11
LIABILITIES		
Liabilities towards AI CH	-29,944.42	-11,712.44
Liabilities towards members	-97.90	-180.80
Other liabilities	-5,127.08	-
Passive deferred charges	-143,500.00	-
CURRENT LIABILITIES	-178,669.40	-11,893.24
Unrestricted fund (incl. salaries)	-86,522.50	-61,333.47
Unrestricted fund (excl. salaries)	-3,195.60	-19,608.15
Project fund Philippines, new talent raising chapter	-99,118.49	-81,766.44
Project fund Mentorship Academies	-3,269.57	-2,976.66
Project fund Alumni relations	-13,195.76	-9,241.97
Project fund foundation	-15,000.00	-15,000.00
Project fund scholarships	-707.48	691.12
Project fund Kenya	21,252.37	8,134.75
Project fund Start-up Fund	-19,182.36	99.95
Project fund Student Loans	-6,847.81	-
TOTAL FUNDS	-225,787.20	-181,001.00
TOTAL LIABILITIES & FUNDS	-404,456.60	-192,894.00



Bericht der Revisionsstelle
zur eingeschränkten Revision
an die Mitgliederversammlung der
Aiducation International
Zürich



Als Revisionsstelle haben wir die Jahresrechnung (Bilanz, Erfolgsrechnung und Anhang) der Aiducation International für das am 31. Dezember 2015 abgeschlossene Geschäftsjahr geprüft.

Für die Jahresrechnung ist der Vorstand verantwortlich, während unsere Aufgabe darin besteht, die Jahresrechnung zu prüfen. Wir bestätigen, dass wir die gesetzlichen Anforderungen hinsichtlich Zulassung und Unabhängigkeit erfüllen.

Unsere Revision erfolgte nach dem Schweizer Standard zur eingeschränkten Revision. Danach ist diese Revision so zu planen und durchzuführen, dass wesentliche Fehlaussagen in der Jahresrechnung erkannt werden. Eine eingeschränkte Revision umfasst hauptsächlich Befragungen und analytische Prüfungshandlungen sowie den Umständen angemessene Detailprüfungen der beim geprüften Verein vorhandenen Unterlagen. Dagegen sind Prüfungen der betrieblichen Abläufe und des internen Kontrollsystems sowie Befragungen und weitere Prüfungshandlungen zur Aufdeckung deliktischer Handlungen oder anderer Gesetzesverstösse nicht Bestandteil dieser Revision.

Bei unserer Revision sind wir nicht auf Sachverhalte gestossen, aus denen wir schliessen müssten, dass die Jahresrechnung nicht Gesetz und Statuten entspricht.

PricewaterhouseCoopers AG

			
Christine Föllmi		Raphael Hostettler	
Revisionsexpertin			
Leitende Revisorin			

Zürich, 27. Mai 2016

Beilage:

- Jahresrechnung (Bilanz, Erfolgsrechnung und Anhang)

PricewaterhouseCoopers AG, Birchstrasse 160, Postfach, 8050 Zürich
Telefon: +41 58 792 44 00, Telefax: +41 58 792 44 10, www.pwc.ch

PricewaterhouseCoopers AG ist Mitglied eines globalen Netzwerks von rechtlich selbständigen und voneinander unabhängigen Gesellschaften.

Aiducation Switzerland

Profit & Loss Statement 1st Jan - 31st Dec 2015

	31.12 2015 (in CHF)	31.12 2014 (in CHF)
INCOME		
Income Scholarships	442,628.02	385,008.77
Income Infrastructure Sponsoring	51,447.94	25,627.70
Income Academies	76,354.26	-
Income Membership fees	14,744.63	11,209.93
Other income	702.15	-
TOTAL REVENUE	585,877.00	421,846.40
EXPENSES		
School fees	-403,734.32	-295,493.00
Mentorship Academies	-36,452.58	-
DIRECT PROJECT EXPENSES	-440,186.90	-295,493.00
Material	-422.55	-
Services	-61,801.00	-
Other expenses	-13,055.72	-
OPERATIONAL COST	-75,279.27	-54,521.69
Bank fees	-332.10	-190.96
Bank interest	9.60	52.95
FINANCIAL RESULT	-322.50	-138.01
Allocation restricted funds (scholarships)	-455,428.02	-384,308.78
Usage restricted funds (scholarships)	425,971.01	314,872.40
RESTRICTED FUND (SCHOLARSHIPS)	-29,457.01	-69,436.38
Allocation restricted funds (Academies)	-76,434.26	-
Usage restricted funds (Academies)	59,354.26	-
RESTRICTED FUND (ACADEMIES)	-17,080.00	-
Allocation unrestricted funds	-96,972.51	-56,969.99
Usage unrestricted funds	73,421.19	54,712.67
UNRESTRICTED FONDS	-23,551.32	-2,257.32
TOTAL EXPENSES	-585,877.00	-421,846.40
END OF THE YEAR RESULT	-	-

Aiducation Switzerland

Balance 1st Jan - 31st Dec 2015

	31.12 2015 (in CHF)	31.12 2014 (in CHF)
ASSETS		
Current assets	544,977.21	507,659.41
Receivables towards Umbrella	63,120.55	-
Receivables towards Members	29,944.41	11,712.42
Other receivables	3,493.00	-
Active deferred charges	1,320.00	-
TOTAL ASSETS	642,855.17	519,371.83
LIABILITIES		
Liabilities towards Umbrella	-71,274.42	-19,879.41
Accrued expenses (salary)	-17,000.00	-15,000.00
CURRENT LIABILITIES	-88,274.42	-34,879.41
Restricted funds	-454,673.94	-408,136.93
Unrestricted funds	-99,906.81	-76,355.49
TOTAL FUNDS	-554,580.75	-484,492.42
TOTAL LIABILITIES & FUNDS	-642,855.17	-519,371.83



Bericht der Revisionsstelle
zur eingeschränkten Revision
an die Mitgliederversammlung der
Aiducation International Schweiz
Zürich

Als Revisionsstelle haben wir die Jahresrechnung (Bilanz, Erfolgsrechnung und Anhang) der Aiducation International Schweiz für das am 31. Dezember 2015 abgeschlossene Geschäftsjahr geprüft.

Für die Jahresrechnung ist der Vorstand verantwortlich, während unsere Aufgabe darin besteht, die Jahresrechnung zu prüfen. Wir bestätigen, dass wir die gesetzlichen Anforderungen hinsichtlich Zulassung und Unabhängigkeit erfüllen.

Unsere Revision erfolgte nach dem Schweizer Standard zur eingeschränkten Revision. Danach ist diese Revision so zu planen und durchzuführen, dass wesentliche Fehlaussagen in der Jahresrechnung erkannt werden. Eine eingeschränkte Revision umfasst hauptsächlich Befragungen und analytische Prüfungshandlungen sowie den Umständen angemessene Detailprüfungen der beim geprüften Verein vorhandenen Unterlagen. Dagegen sind Prüfungen der betrieblichen Abläufe und des internen Kontrollsystems sowie Befragungen und weitere Prüfungshandlungen zur Aufdeckung deliktischer Handlungen oder anderer Gesetzesverstösse nicht Bestandteil dieser Revision.

Bei unserer Revision sind wir nicht auf Sachverhalte gestossen, aus denen wir schliessen müssten, dass die Jahresrechnung nicht Gesetz und Statuten entspricht.

PricewaterhouseCoopers AG


Christine Föllmi
Revisionsexpertin
Leitende Revisorin


Raphael Hostettler

Zürich, 27. Mai 2016

Beilage:

- Jahresrechnung (Bilanz, Erfolgsrechnung und Anhang)

PricewaterhouseCoopers AG, Birchstrasse 160, Postfach, 8050 Zürich
Telefon: +41 58 792 44 00, Telefax: +41 58 792 44 10, www.pwc.ch

PricewaterhouseCoopers AG ist Mitglied eines globalen Netzwerks von rechtlich selbständigen und voneinander unabhängigen Gesellschaften.

Aiducation International Germany

Profit & Loss Statement 1st Jan - 31st Dec 2015

31.12 2015 (in EUR) 31.12 2014 (in EUR)

INCOME

Income from scholarships	15,499.99	16,350.00
Income from AiduPartners	-	-
Income from membership fees	350.00	290.00
TOTAL INCOME	15,849.99	16,640.00

EXPENSES

Scholarships	-19,344.69	-15,400.00
PROJECT EXPENSES	-19,344.69	-15,400.00

Communication and others	-	-60.83
OPERATIONAL EXPENSES	-	-60.83

Bank fees	-102.40	-59.11
FINANCIAL COST	-102.40	-59.11

Allocation scholarship funds (AI CH)	-14,190.00	-15,180.00
Usage scholarship funds (AI CH)	19,334.69	15,400.00
SCHOLARSHIP FUNDS	5,144.69	220.00
TOTAL START-UP FUNDS	-2.55	-
TOTAL RESTRICTED FUNDS	5,142.14	220.00

Allocation unrestricted funds (incl salary)	-1,659.99	-1,460.00
Usage unrestricted funds (incl salary)	104.95	-
UNRESTRICTED FONDS	-1,555.04	-1,460.00
Usage unrestricted funds (excl. salary)	-	119.94
UNRESTRICTED FONDS (EXCL. SALARY)	-	119.94

TOTAL UNRESTRICTED FONDS	-1,555.04	-1,340.06
TOTAL FUNDS	3,587.10	-1,120.06
TOTAL EXPENSES	-15,849.99	-16,640.00
END OF THE YEAR RESULT	-	-

Aiducation International Germany

Balance 1st Jan - 31st Dec 2015

	31.12 2015 (in EUR)	31.12 2014 (in EUR)
ASSETS		
Current assets		
Account UBS	28,500.00	32,087.21
TOTAL ASSETS	28,500.00	32,087.21
LIABILITIES & FUNDS		
Unrestricted funds (incl. salary)	-6,111.75	-4,556.71
Unrestricted funds (excl. salary)	119.94	119.94
Scholarships funds	-22,505.75	-27,650.44
Start-up Funds	-2.55	-
FUNDS	-28,500.00	-32,087.21
TOTAL LIABILITIES & FUNDS	-28,500.00	-32,087.21

Aiducation International UK

Profit & Loss Statement 1st Apr 2015 - 30th March 2016

	2015-2016 (in GBP)	2014-2015 (in GBP)
INCOME		
Events	4,383.12	7,799.88
Other income	570.00	2,600.00
TOTAL INCOME	4,953.12	9,887.70
EXPENSES		
Scholarships	-	-5,872.87
Start-up Fund	-	-2,600.00
Other	-563.00	-
DIRECT PROJECT EXPENSES	-563.00	-8,472.87
Communications	-	-
Marketing	-	-616.61
Travels	-	-
Other	-	-
OPERATIVE EXPENSES	-	-616.61
Allocation to Scholarship Fund	-4,390.12	-6,671.09
Usage of Scholarship Fund	2,400.00	5,872.87
TOTAL SCHOLARSHIP FUND	-1,990.12	-798.22
Allocation to Start-up Fund	-	-2,600.00
Usage of Start-up Fund	-	2,600.00
Total Start-up Funds	-	0.00
Allocation to Free Fund	-	-616.61
Usage of Free Fund	-	616.61
Total Free Funds	-	0.00
TOTAL FUNDS	-1,990.12	-798.22
TOTAL EXPENSES	-2,553.12	-9,997.70
ANNUAL PROFIT	2,400.00	-

Aiducation International UK

Balance 1st Apr 2015 - 30th March 2016

2015-2016 (in GBP) 2014-2015 (in GBP)

ASSETS

Liquid Assets	-	-
Account	3,215.83	1,225.40
Cash in hand	-	35.00
Receivables	-	50.00
TOTAL ASSETS	3,215.83	1,310.40

LIABILITIES

Accounts payables	-	-
Other liabilities	-	-
CURRENT LIABILITIES	-	-

START-UP FUND	-	-
SCHOLARSHIP FUND	-3,215.83	-1,310.40
FREE FUND	-	-
TOTAL FUNDS	-3,215.83	-1,310.40

TOTAL LIABILITIES & FUNDS	-3,215.83	-1,310.40
--------------------------------------	------------------	------------------

Aiducation International Kenya

Income statement 1st Jan - 31st Dec 2015

31.12 2015 (in KES) 31.12 2014 (in KES)

INCOME

Income Aiducation International	47,496,631	38,039,319
Parents Contribution	2,912,069	1,599,358
TOTAL INCOME	50,408,700	39,638,677

EXPENSES

Direct Project Costs

Scholarships	37,274,168	31,586,830
Project Costs Kenya	1,000,000	-
Mentorship Academies	3,303,029	4,478,548
Alumni Relations	355,000	247,071
Student Loans	525,300	-
Start-up Fund	3,203,330	-
TOTAL DIRECT PROJECT COSTS	45,660,827	36,312,449

Operations Costs

Travels, Conferences and Recruitment	301,205	890,500
Administration Cost	3,575,792	1,748,883

TOTAL EXPENDITURE	49,537,824	38,951,832
--------------------------	-------------------	-------------------

SURPLUS	870,876.00	686,845.00
----------------	-------------------	-------------------

Aiducation International Kenya

Balance 1st Jan - 31st Dec 2015

	31.12 2015 (in KES)	31.12 2014 (in KES)
ASSETS		
Non-Current Assets		
Property, Plat and Equipments	549,299	322,526
NON-CURRENT ASSETS	549,299	322,526
Current Assets		
Prepayments	128,000	223,000
Cash and Cash Equivalents	1,225,550	486,447
CURRENT ASSETS	1,353,550	709,447
LIABILITIES		
Current Liabilities		
Accruals	44,600	44,600
CURRENT LIABILITIES	44,600	44,600
Net Current Assets	1,308,950	664,847
NET ASSETS	1,858,249	987,373
ACCUMULATED FUNDS	1,858,249	987,373

Statement of changes in accumulated fund Balance

	Acc Fund (KES)	Reserve (KES)	Total (KES)
Year ended 31st Dec 2014			
Assets at 1 st Jan	495,175	180,000	315,175
Surplus for the year	686,845	-	686,845
Introduced	615,703	-	615,703
ASSETS AT 31ST OF DEC 2014	807,373	180,000	987,373
Year ended 31st Dec 2015			
Assets at 1 st Jan	987,373	-	223,000
Surplus for the year	870,876	-	486,447
ASSETS AT 31ST OF DEC 2015	1,858,249	-	709,447

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF AID EDUCATION INTERNATIONAL KENYA FOR THE YEAR ENDED 31ST DECEMBER 2015

Report on the financial statements

We have audited the accompanying financial statements of Aid Education International Kenya, set out on pages 5 to 14 which comprise the balance sheet as at 31st December 2015, and the Statement of Income and expenditure, statements of changes in fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Directors' responsibility for the financial statements

The Board of directors is responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards and for such internal control as the board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion the accompanying financial statements give a true and fair view of the state of financial affairs of the organisation as at 31st December 2015 and of its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards.

Report on other legal requirements

As required by the law we report to you, based on our audit, that:

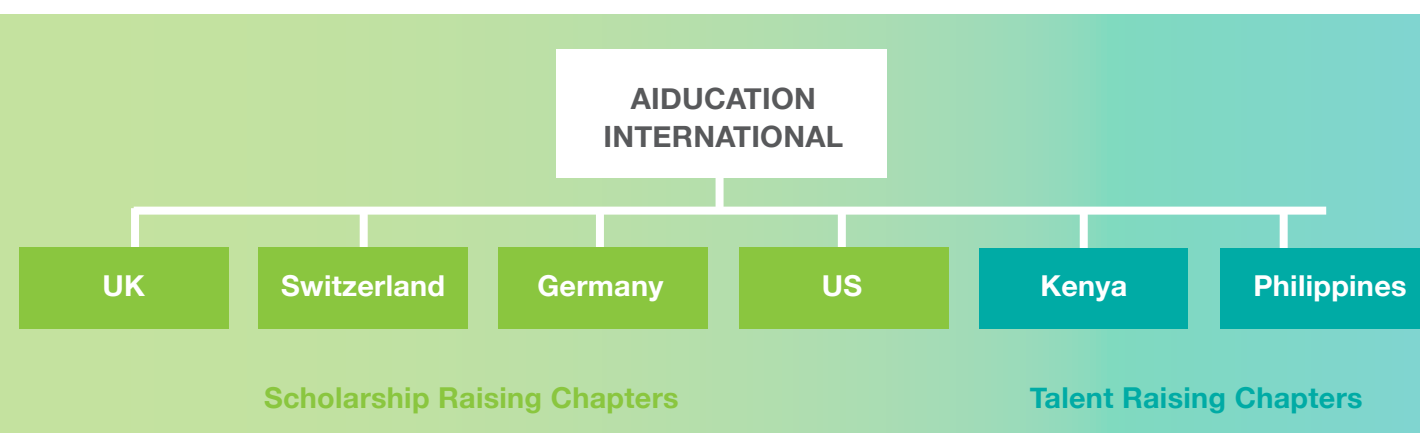
- we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- in our opinion proper books of accounts have been kept by the organisation, so far as appears from our examination of those books; and
- The organisation's balance sheet and Income and expenditure account are in agreement with the books of accounts.



G. G. SHEIKH
CERTIFIED PUBLIC ACCOUNTANT (KENYA)

DATE 21/05/2016

Legal Structure Aiducation International



Aiducation Umbrella	The alliance as a whole
National Chapters	Aiducation International, a Swiss association
City Teams	Scholarship Raising Chapters (SRC) and Talent Raising Chapters (TRC)
	Sections of National Chapters

No statutory link - National Chapters are not members of the Umbrella but independent Units. However, contractually, all chapters must commit to the principles and organizational structure laid down in the articles of the Umbrella.

SRCs / TRCs - become Units of Aiducation by virtue of a resolution by the Board of Directors of the Umbrella and the signing of the Aiducation Agreement

Rights and obligations between the Units are governed by the Aiducation Agreement and the AiduManual (processes and directives)

Board of Directors

The Board of Directors is the executive body of Aiducation International. The Board of Directors consists of one president (the “President”) and a minimum of two other members.

Advisory Board

The Advisory Board serves as counsel and sparring partner of the executive officers of the Umbrella, in particular of the CEO. It preferably consists of experienced professional in various relevant fields

General Assembly

The General Assembly is the supreme body of Aiducation International. The Annual General Assembly is held every year not later than six months after the closing of the business year.

Ambassadors

Ambassadors support Aiducation as highly esteemed individuals by promoting and sharing the core idea and vision of Aiducation within their network. They are committed to our cause and raise awareness of education and mentoring as the most important lever to develop individuals, societies and economies.

Statutory Auditor

The Auditors review the financial statements annually according to the applicable standards in Switzerland. The audited financial statements are included in the Business Report.

Other board committees

Additional bodies may be introduced by the board of directors, e.g. Marketing and Sales committee, Audit Committee

Organizational bodies required by the articles

Members of the Advisory Board as well as Ambassadors act in their individual independent capacity, are not representatives, employees, agents, joint venturers, or partners of Aiducation for any purposes whatsoever and do not receive any remuneration or other benefits from Aiducation. Ambassadors currently only at AI Switzerland level existing.

 **pwc** is Aiducation Internationals statutory auditor.



TEAM WORK

Our Most Important Partners

Special thanks goes out to all our AiduPartners who have supported us financially and in-kind.

Premium Partner



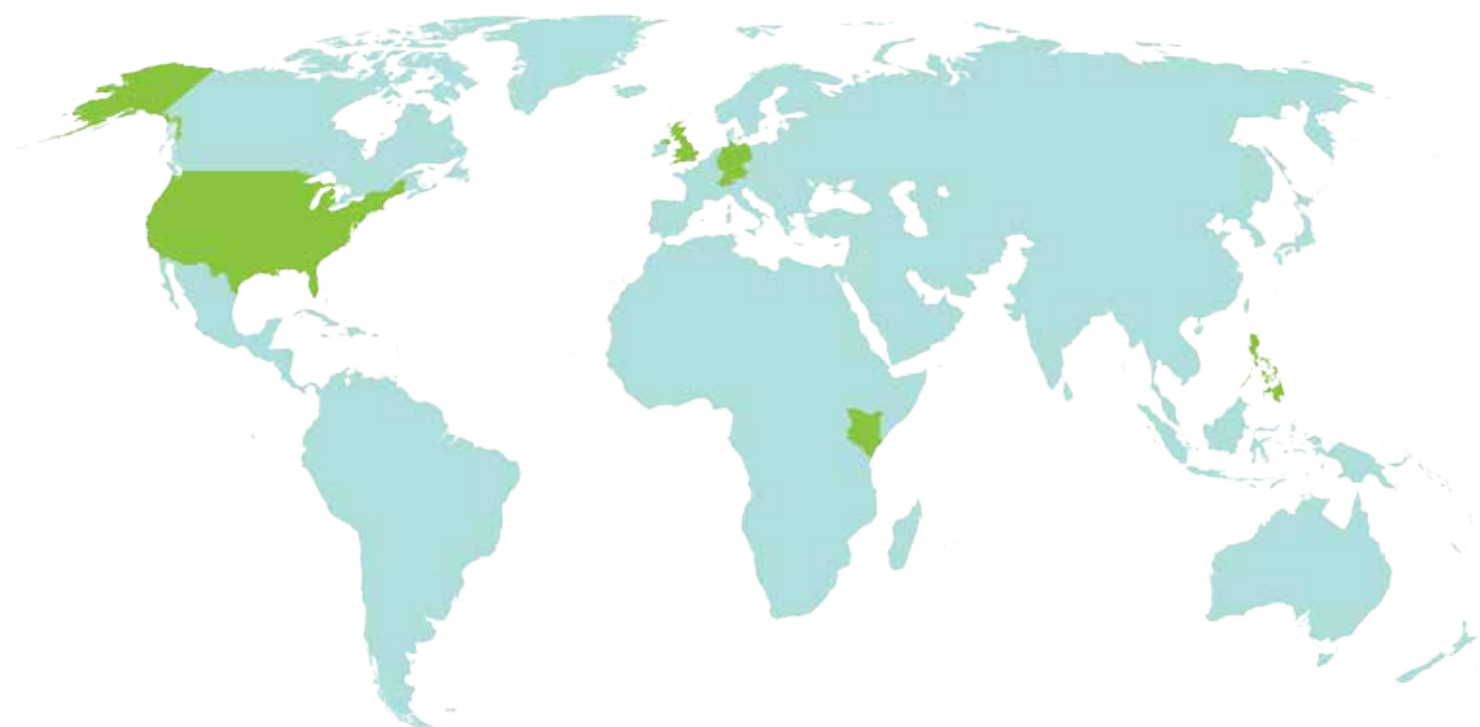
Silver Partner



Support Partner



We Are Active Globally



Contacts

Aiducation International

c/o RMPLAW
Dufourstrasse 90
8008 Zurich, Switzerland

UBS AG, CH-4002 Basel
Aiducation International
IBAN: CH24 0023 3233 120909.01A
Account-Nr.: 233-12090901A
BIC: UBSWCHZH80A
Post Account: 80-2-2

Aiducation International Kenya

P.O.Box 139
80202 Watamu, Kenya

Equity Bank Kenya Ltd
Aiducation International Kenya
Swift code: CITIUS33
Fed-Wire NO. 021000089
Beneficiary Bank Swift Code: EQBLKENA
Customers's acc. No.: 0450193329136
Name: Pwani Education Welfare association,
Branch : Malindi

Aiducation International Philippines

Pathways to Higher Education Alingal Hall,
Ateneo de Manila University Loyola Heights,
Quezon City, Metro Manila, Philippines

Aiducation International Schweiz

8000 Zurich, Switzerland

UBS Schweiz
Aiducation International Schweiz
IBAN: CH 1000275275813479M1M
BIC: UBSWCHZH80A
Clearing-Nr. 275
Post Account: 80-2-2

Aiducation International Germany

Aiducation International e.V.
P.O. Box 1180
79501 Lörrach, Germany

Aiducation International Deutschland e.V.
Kontonummer.: 05 77 15 500
Bankleitzahl: 550 700 24
Deutsche Bank PGK AG Mainz
IBAN: DE40 5507 0024 0057 7155 00

Aiducation International UK

PO Box 705
Cambridge CB1 0PB, United Kingdom

Aiducation International US, Inc.

Corporation Trust Center, 1209
Orange Street, Wilmington,
Delaware 19801,
Newcastle County, USA



Thank you for
your support!



Aiducation International is a for-impact organization that awards merit-based scholarships to bright and needy high school students in developing countries (focus Kenya and Philippines). The scholars participate in Aiducation's unique mentoring program and thus become part of a network of future decision makers who develop a culture of giving back to their communities. Thereby, donors directly impact individuals and their societies alike. | www.aiducation.org