

# GLOBAL YOUNG LEADERS ALLIANCE

## CONNECTING THE NEXT GENERATION









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# Message from the CEO

The “serenity prayer” was given to me by my grandmother and it has guided me through my private and professional life ever since, also in 2019 when we decided to part with our Kenyan Co-Founder of Aiducation, Jeremiah Kambi and the organization he has been leading in Kenya, “Aid Education International Kenya”. While this was one of the most important decisions I was involved in so far, it was a necessary decision and the result of deepening differences in our vision and strategy for Aiducation. We all remain very thankful for having walked together for such a long time with Jeremy and we thank him for his important contributions as we wish him good luck for his private and professional future.

In Kenya, a new team that is predominantly made up of AiduTalents was able to quickly and smoothly take over all operations that include all Academies, the Start-up Fund, our talent network and of course all scholarships. It is headed by George Jilani who has received a scholarship himself in 2012 and had already been working as part of the organization in Kenya for 2 years.

Apart from that, 2019 was the year in which our online community for AiduTalents “Global Young Leaders Alliance” (gyla.net or aiducaton.net) was fully launched. GYLA is a growth network for continuous learning and development, that helps high performers from low income families to become the best version of themselves by offering them access to:

**a powerful international network** of role models, mentors, like-minded talents from their society and beyond

**personalized guidance** in 1:1 mentoring and coachings

**opportunities:** trainings in applied business, online education, internships, jobs, awards, grants, conferences, webinars, workshops, and loans.

GYLA runs as an online platform on gyla.net or www.aiducation.net. All members get their personal account to access the platform find information about upcoming events, opportunities and can interact with each other. By early 2020, GYLA has been successfully implemented for Aiducation International Alumni in Kenya, Ghana, Tanzania, Uganda, and the Philippines.

And there were many more highlights, among them 16 Academies with exciting partners, our first Academies in Uganda and Tanzania, and with 274 new scholarships a new all time record for the number of scholarships we were able to award in a single year.

All this would have not been possible without amazing partners and supporters, without whom Aiducation would not be possible:

Of course, to our main long-term partners **Roche, Swiss Re Foundation, Symphasis Foundation**, and **Fondation Botnar**: we tremendously value your impact-orientation, reliability, and wonderful support and partnership throughout the years.

Our silver partners: atDta, BDO, DierkeHouben Leadership Partners, Reinhart Foundation, Schweizer Studienstiftung, Swissair Staff Foundation for Children in Need, Synpulse, Zühlke

And all other supporters, including all AiduMakers, AiduAmbassadors, and AiduFriends, Alithis, Fondation Bénina, Loylogic, pwc, and Quantis.

Now enjoy reading and please contact me anytime for impact ideas and feedback.

Yours,  
Florian



Dr. Florian Kapitza  
CEO Aiducation International

Give us the courage to change the things that should be changed, the grace to accept with serenity the things that cannot be changed, and the wisdom to distinguish the one from the other.

– Reinhold Niebuhr





# Our Highlights of 2019

Aiducation raised 274 scholarship in 2019, and a total of 1907 scholarships since the foundation of Aiducation in 2007.

## 274 SCHOLARSHIPS IN 2019



**22 Start-ups** had been funded by the end of 2019.

### Aiducation organized 16 Mentorship Academies

- 3 Realizing Your Potential and 1 What's Next Academy
- 5 Swiss Re Start-up Academies in Kenya (2), Ghana (2) and the Philippines (1)
- 1 Rotary Start-up Academy
- 1 Swiss Re Corporate Career Academy
- 1 Swiss Re Entrepreneurship Academy
- 1 Zühlke Innovation Academy
- 1 BDO Financial Literacy Academy
- 1 Synpulse Project Management Academy
- 1 Swiss Study Foundation Summer School



### Aiducation is expanding

In 2019 we had our first 2 Swiss Re Start-up Academies in Ghana and a Rotary Start-up Academy in Tanzania. We are piloting another Start-up Academy in Uganda 2020.



**The Career Fair at Strathmore University** was once again a great success with over 23 companies and 350 AiduTalents attending.



**Our annual Get Together** hosted more than 60 Friends of Aiducation.

### First Aiducation Impact Coffee

was successfully launched in 2019 with our AiduTalents Bryna and Obrein and more than 30 guests.



Around **170 Guests attended at least one of our two Impact Dinners**. Once again it was a successful event and made possible around 30'000.00 CHF, 30 scholarships and several memberships (AiduFriends).

### Thirty Kenyan AiduTalents scored an amazing "A" or "A minus" in their high school final exam.

This was achieved nation-wide by only 5,423 students.



After the launch of GYLA, our **Global Young Leaders Alliance**, in Kenya and the Philippines 2019, the network has now been launched in Ghana and Tanzania as well and had 734 members by end of 2019.



Written by Alexandra Spälti, Aiducator Switzerland

# 2019 – A GYLAtastic year!

**2019 has been a year of overwhelming success for GYLA, the online community initiated by Aiducation International for future leaders from disadvantaged financial backgrounds. The community size more than quadrupled in 2019, while the average monthly user activity rate remained at a very high 25%. By uniting future leaders from developing countries GYLA is an incubator for people that have the ability to change the world for the better.**

## **GYLA - the success of a grass-root online community**

Today, a majority of the activities of GYLA are done online, but the network is based on an off-line initiative that Aiducation International Alumni came up with in 2014. In that year, our Kenyan AiduAlumni founded their network AiduLink. Contrary to most other alumni networks, the aim of AiduLink was not to connect the Alumni closer to the mother institution or to raise funds for Aiducation (Cannon, 2015). The initial aim of AiduLink was to connect AiduAlumni for lifelong friendships, to share ideas and connect them to

opportunities for growth both locally and internationally. Eventually, AiduLink morphed into a country wide Alumni network where AiduAlumni could practice democratic leadership and share ideas for developing their communities. That AiduLink was independent from Aiducation International Kenya had the huge advantage, that all initiatives, workshops and events were developed from AiduAlumni for AiduAlumni and were therefore tailored to the needs of the target group. The model of AiduLink was so successful, that Aiducation International decided to launch it globally under the name Global Young Leaders Alliance (GYLA). Today, Aiducation International supports





GYLA financially and supports the GYLA leadership team with consulting on strategic decisions. But the organizational structure of GYLA remains the same as in AdiuLink and the AiduAlumni remain solely responsible for strategic decision.

### The role of technology

Aiducation International does not run own schools, we have always outsourced the education of our scholars to high quality education institutions. This is integral part of our model and enables us to support AiduTalents in all regions of Kenya from the coast in the east to the forests in the west of the country. A result from this model is also, that many of our scholars do not know each other, because our events are organized within the different regions. Furthermore, before GYLA our AiduAlumni from Kenya were not able to interact with AiduAlumni from the Philippines and vice versa. With technology enabling interactive online platforms evolving quickly over the last years and most young people having access to the internet, we saw the opportunity to

turn GYLA into an interactive online network which connects AiduTalents, AiduMentors and Aiducators in 30 countries with most members coming from our target markets Kenya, the Philippines, Ghana, Uganda and Tanzania. GYLA runs on a state-of-the-art software that is easy to access using both mobile devices and laptops.

### Help to self help

We see the online platform of GYLA as a tool to help our AiduAlumni to help each other. Through the online platform they can easily share opportunities, jobs and advertise their own businesses. Our AiduAlumni understand that they are allies who can help each other to make all their lives better. They posted more than 133 Jobs on the platform in 2019 alone, promoted their businesses and started to connect professionally. Even internationally GYLA enabled two female entrepreneurs who are both growing Mushrooms (one in Kenya and one in Ghana) to share experiences and benefit from each other's knowledge.



Map showing the locations of GYLA members in green.

GYLA Membership growth

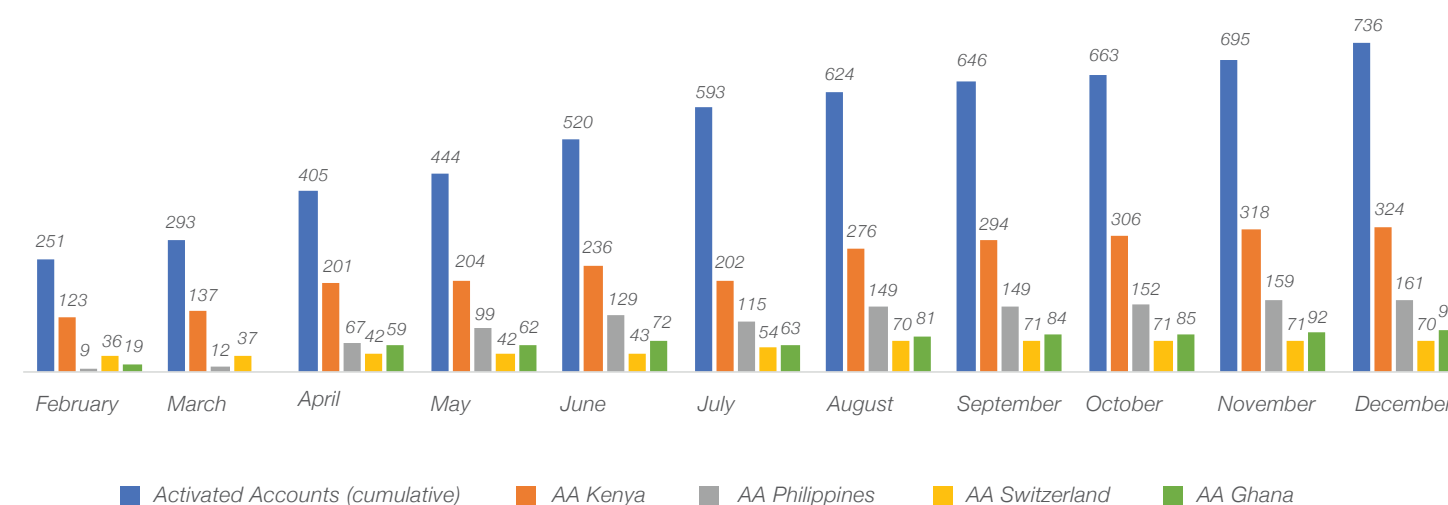


Illustration 1: Number of activated GYLA accounts 2019

### The success of GYLA in 2019

When we decided to launch GYLA as an online platform, we knew that the need for a stronger connection between our AiduAlumni was big, but we had no idea how big! Already a few months after launching the community almost 50% of all our AiduAlumni had activated their profiles. The Alumni used other media such as WhatsApp, Facebook, Instagram etc. to inform each other about the new online platform. This way we managed to reconnect with many AiduAlumni which we had not been able to contact for years. Thanks to GYLA we can now track the careers of our AiduAlumni in the long term and measure the impact of our high school scholarships and Academies better.

By the end of 2019, GYLA had 1753 members, of which 736 were active on the online platform. GYLA organized four networking events in Kenya and the Philippines. Additionally, the network expanded to Ghana, Uganda and Tanzania and is now active in all of our five talent markets. Our AiduAlumni have created 1764 posts on GYLA in 2019 and made over 3'000 comments on posts. These figures show

how well accepted GYLA is as a communication tool among our Alumni. It has long replaced Facebook, LinkedIn, WhatsApp and other social media platforms for our Alumni.

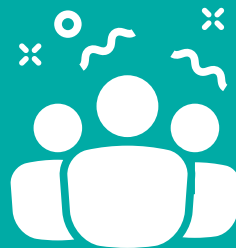
### What makes GYLA different

Why is GYLA so successful while many other Alumni networks of bigger organizations are failing (Sussin, 2011)? One of the reasons is that GYLA is much more than an Alumni network, it is a growth network for AiduAlumni where they help each other to create a positive impact on their lives and society as a whole. This distinguishes GYLA from most Alumni networks where either the main aim is to inform the Alumni about events, strengthen brand awareness or raise funds from Alumni. The goal of GYLA is to empower its members. GYLA offers career advice, connects the members with each other, posts regular jobs and opportunities, organizes networking events and holds webinars. Furthermore, GYLA members can participate in challenges, apply for funds and promote their businesses. For the coming years, the GYLA leadership council has decided to

# GYLA at a Glance 2019



**736** overall members  
~**230** active / month



**56** Events



**48** Blog entries



**11** Start-ups



**9** Mentorings



~**150** posts/month



**133** Jobs & Opportunities

strengthen the community feeling among AiduTalents through increased online and offline GYLA events in all countries and a global online leadership forum. Furthermore, GYLA plans to launch webinars and e-learning tools to further increase the positive impact of the platform on the personal and professional development of AiduAlumni.

If you would like to help GYLA achieve these goals, you can support the network with your financial contribution:



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Written by George Jilani, Lazarus Othieno, Michelle Masha, Sheila Jilani, Peter Safari  
Alexandra Spälti and Cynthia Brauchli

# Meet the new Kenyan team **Building People - Building Nations**

**When Aiducation International started with awarding the very first scholarships in 2007, we could not possibly have imagined the journey we would go together with our AiduTalents in the following years. In Kenya, where we started with our scholarship program, many of our former scholars have transformed to socially responsible and active members of their societies.**

The first recipients of our scholarship program have graduated university, are high achieving professionals or entrepreneurs. Some of our Alumni have decided against a career in the corporate world and chose to work for Aiducation International. It is thanks to their hard work and dedication, that the leadership transition in Kenya went as smooth as it did. They worked for long days, travelled all over Kenya to speak with

partner schools and made countless phone calls with parents to ensure that our scholars are not affected by the leadership change. We are incredibly thankful to George Jilani, who has received a scholarship himself in 2012 and works for Aiducation Kenya since 2017, and his whole team.



## George Jilani

This is George Jilani. He is the team leader at Aiducation International Kenya and has the exciting role of running the day to day operations of the organization.

What drives him day by day are the prospects of a future Kenya with a crop of AiduTalents as key policy makers, industry shapers and leaders contributing to the social, political and economic development of the nation.

In the following interview he shares his experiences, challenges and visions as the CEO of Aiducation International Kenya:

### How does it feel to lead the organization in Kenya now, after you yourself received a scholarship 10 years ago?

It is a great honor for me to give back in such a direct way by leading the organization that sponsored my high school education in Kenya 10 years ago. I am deeply inspired by the motivation of the team of fellow AiduTalents who support me with the local operations through various roles and responsibilities.

### What were the biggest challenges at the beginning?

1. The shift in location of the Aiducation Kenya headquarter offices from Watamu to Nairobi came with the difficulty to find a suitable physical office space, affordable and easily accessible by AiduTalents and parents. My colleagues and I resorted to use the home office for a considerable part of the transition period.
2. We assumed office in Q4 while partner schools were piling pressure on the local chapter to clear payments for any pending 2019 school fees. We had to move quickly to get a clear picture of how much was unpaid so we could facilitate clearance of the same. This involved travelling and physical meetings in some cases which was time and energy consuming.

### What are the biggest challenges now?

We have been affected by the Covid19 pandemic in the following direct ways:

1. Secondary schools closed in Kenya and students sent home indefinitely – this has disrupted learning for our talents while we have already paid full school fees for the year 2020
2. Restrictions against international travel and public gatherings have affected our Academies programs and we have consequently postponed all Academies to end year 2020 and early 2021

### What has been your most memorable experience in your management responsibilities over the past few months?

I had a great learning experience in January 2020 where I visited Switzerland and represented Aiducation Kenya at meetings with Aiducation's partners. I enjoyed telling my story, making many new friends and talking about Aiducation and the operations in Kenya. We raised a total 50 scholarships and 1 Mentorship Academy out of one of the meetings!

Another memorable experience I experienced was travelling Kenya for recruiting new talents through our annual scholarship recruitment drives. Majority of these recruitment exercises take place in rural Kenya and give us a chance to meet the young talents and their families in their natural context. These trips always put matters into perspective especially as we come face to face with the need firsthand. Many of the conversations I have had with the parents and supporters of our scholarship program provide great feedback for



continuous internal improvements of our product process in Kenya.

#### What are your main goals for Aiducation in Kenya in 2020?

1. To register a new legal entity for Aiducation in Kenya
2. To grow friendships with 30 local companies and organizations in Nairobi
3. To clarify and document all relevant local internal processes for future operational support

#### How would you describe your strategy for Aiducation in Kenya?

My intention is to solidify structures and internal processes in preparation for rapid growth and a near future where Aiducation Kenya can fund raise locally for products and self-sustain administratively.

#### What is your vision for the team?

Let us continue to embrace a positive attitude and mindset for growth!

#### What has surprised you the most since you started as CEO?

Showing up and being present gets the job half done already.

George is supported by his fantastic team, but let them introduce themselves:



### Lazarus Othieno

"I am Lazarus Othieno, Aiducation Kenya's Talents Manager. I am tasked to steer the scholarship department in a more focused role as a Talents Manager; Scouting and identifying recruitment centers, planning and implementation of recruitment drives, collection of application forms, data entry and scoring of application forms, announcing scholarship status to parents, announcing scholarship status to partner schools, preparing to pay school fees, paying school fees and allocating balances with schools and organizing a scholarship award ceremony.

I draw strength and motivation to give it all on my job from each thank you call, text or email by AiduParents and AiduTalents on behalf of Aiducation. Those precious messages turn my routine job into joy.

Since joining Aiducation in late 2016, I was heartily welcomed by a unified team, the incredible work ethics and support I have received on and off my job, undoubtedly make me feel at home. Aiducation endured a difficult year in 2019, but the unique ability

to rise again and continue passionately executing what I enjoy doing most crowns my entire time at Aiducation. I see enormous potential in this talented team. I aim to undoubtedly give it all and support every team member achieve precisely their set goals and moral aspiration on their job. I reasonably foresee Aiducation Kenya progressively expanding its local coverage with more tailored solutions and innovative programs for this extraordinary country.

When it rains, look for rainbows and when it is dark, look for stars. As a team, you show your best in the most difficult time."



### Michelle Masha

"My name is Michelle Masha and I am the Profiles Manager in the Kenyan chapter. My duties involve the collection of term reports and progress reports, uploading application forms into the website, creating new profiles not excluding processing any document uploaded on the website by the Kenyan chapter. More of a behind the scenes kind of task that for the most part allow me to interact with student profiles and even get to know the talents before meeting them.

There are a couple of people and things that motivate me. David McKay states that you do not only empower one through education but also try to develop their talents and abilities. Aiducation's culture is one that got me to want to contribute more towards its course, aid education but also guide on talents and abilities. My mum is also a big inspiration for what I do. One of the traits she holds that drives me is to see that she will walk with a bright student from primary school to university despite not having the funds to do that. The extra mile she would go for something she believes in, that is to me admirable and would want to emulate.

I am guided by a couple of personal values being a self-discipline, self-drive, honesty, service to others whenever in position to, and most importantly curiosity and ability to learn at any time. I very much value both negative and positive feedback which is what has seen me grow as a person. I believe in the potential each individual carries and would always want to see the best in them. Experience has been my good teacher as cliché as it would sound and has shaped who I am today and influenced some decisions I make.

Having pursued Economics in school someone would probably ask what I am doing working with an NGO. Working with Aiducation has given me quite some experience and as well room to mature and develop in my early twenties unlike most people my age. I would say the organization becomes family and home as well for me. There are a couple of life-long relationships I have now by working with the organization. I was a beneficiary before, then run Academies for one and a half years and now in profiles management. I am hoping that I can go full circle and maybe become an AiduMaker sometime soon. I get so much satisfaction going to bed knowing that I have somehow contributed towards empowering just one life and the same is the reason I would look forward to waking up the following day. My highlight was hearing from an AiduTalent I mentored in 2016 at a Realizing Your Potential Academy that she sat her final secondary school exam in 2019 and performed quite well and is looking forward to joining the University. I never thought what I said to that talent would in any way be impacting her life. It is amazing to see that some genuine few words would make a difference even in a colleague's life, something most organizations don't have but I got that in Aiducation."





## Sheila Jilani

"My name is Sheila Jilani. I am an environmentalist by profession. I have known Aiducation for the past 11 years as a talent and now a staff. In Aiducation, I have found a family and a home. I started my role as Academy Manager Kenya 8 months ago. My roles include overall management of different Academies including planning, implementing marketing and evaluating different activities that these Academies encompass.

Aiducation has played a major role in turning around the lives of many young Kenyans. Being a beneficiary of this impact motivates me to give back and especially by working to develop the Academies program within the organization.

Working for Aiducation has given me a chance to interact with AiduFellows and AiduAlumni at a closer level than before. It gives me satisfaction to give back to my society by supporting different activities via Aiducation. I really enjoy working with Aiducation and I feel fortunate as well. We are all given same opportunity, and everyone has a voice. For me in the Kenyan team, I feel there is no greater person than the other or a boss and subordinate, I feel that we are all equal, open with one another and treat

each other with respect. This is so much fulfilling and has given me a sense of belonging. It feels so nice waking up every morning knowing that I have strong, loving and supportive workmates. Moreover, it has also exposed me to new and challenging tasks, and this has made me a better employee.

We have an 'illicit' education system in Kenya which trains people to be job seekers other than being self-reliant. My hope is that the Academies will continue to add informal value to our talents in order to produce all round and self-sufficient persons in the society. By doing so, we will be able to make a better Kenya and eventually a better world for all humanity."



## Peter Safari

"My name is Peter Safari and I am the Start-up Fund Manager at Aiducation International Kenya. I am also an entrepreneur and CEO of Sephrin Art. At Aiducation, my role is to manage the start-up application process for new funding and coordinating reporting by our Start-up fund entrepreneurs.

My motivation is the very act of creating. I am driven to see ideas come into existence. Therefore, I am

happy to see an idea grow into a viable business and receive funding to operate.

The main focus of Aiducation is the impact and in my role, that impact is achieved by our AiduTalents creating ideas that shape their communities. I feel at home at Aiducation knowing that I get to support others create their dreams and ideas. My highlight was presenting some of these ideas to the Start-up fund board for funding decisions.

The goal I have for the team is for us to maximize the impact Aiducation can make. This means we need to find efficient ways to reach the communities and training our talents to become impact drivers."

We cannot thank the whole Kenyan team enough for their fantastic work in the past months. We are excited to work with them and confident to be able to overcome any challenge that the new decade holds for us.



Written by Winifred Awinpoya

## AiduAlumni Profiles

# Winifred Awinpoya On the path to save the world

Winifred Awinpoya is an active 19 years old young woman from Ghana, whose life turned drastically after participating at the first Start-up Academy in Ghana in January 2019, organized by Junior Achievement Ghana in partnership with Aiducation International and Swiss Re. She is now a proud student of the African Leadership University in Rwanda, studying Global Challenges, with a focus in Environmental and Wildlife Conversation. She has a message for the supporters of Aiducation International:

**“Dear Supporters of Aiducation International,** my name is Winifred Awinpoya Atanga from the Asankabiisi community in the Bongo District in Ghana.

I am a 19 years old young lady who has always been fascinated by global challenges and is always willing to volunteer in such areas. After my basic school exam, I was awarded the best performing female in

my district Bongo in the upper east region. I later gained admission into Ghana Senior high school in tamale to study General Arts and was given a full sponsorship from Camfed /MCF Ghana which supports needy but brilliant girls through school. Since high school, I have always been passionate about looking for solutions to assist young girls who are being marginalized for not being given opportunity of accessing education with equity or



no education like in the case of most Girls in my community. This desire led me to founding a Girls club in my community. Currently, we are 143 girls in the club, which focuses on leadership, self-esteem, entrepreneurship and role modeling. Our impact on our members lives has been great and positive. I was privileged to be selected to participate in a week-long Start-up Academy in Accra in January 2019 where I teamed up with other like-minded young people to develop a business plan for a social enterprise to recycle plastic waste into valuable items, and also a medium to provide employment opportunities for the underprivileged in society. The Start-up Academy in Ghana is an entrepreneurship workshop co-organized by Junior Achievement Ghana and Aiducation International, targeting high achieving students from poor households who are passionate about becoming change agents in their communities. The Academy has exposed me to an external network of change makers on a shared platform called GYLA which I joined to stay in touch with my peers from the Academy and get to know other young people who are passionate to make our world better. The mentorship and support I received on GYLA, cushioned me to start 'Conversation Leaders', a community driven initiative propelled by young people who are pioneering environmental sustainability in the world. Our members organize clean-ups, training programs and outreaches to sensitize their local communities about environmental conversation and sustainability.

A few months after my participation in the Start-up Academy, I saw an announcement on GYLA about the Young Leaders Varsity Grant. Which is awarded to one student per year to help with the non-educational costs related to tertiary education such as housing or food. It immediately caught my attention, as I was awarded a scholarship from the African Leadership University (ALU) in Rwanda but was unable to pay for my transport to Rwanda and the required health insurance. I was awarded

the Young Leaders Varsity Grant by Aiducation which has allowed me to start with my studies in BA (Hons) Global Challenges at ALU in September 2019. It is hard for me to express the gratitude I feel towards Aiducation International and all their donors! Thanks to you, I was able to participate in an Academy, met like-minded people on GYLA and am now fulfilling my dream to study. Thank you for what you are doing, and please continue to impact the lives of young people in Ghana."

*See what Winifred is up during her studies at ALU*



"Since high school, I have always been passionate about looking for solutions to assist young girls who are being marginalized for not being given opportunity of accessing education with equity or no education like in the case of most Girls in my community. This desire led me to found a Girls clubs in my community."

**– Winifred Awinpoya Atanga**



Interview by Alexandra Spälti

## AiduAlumni Profiles

# Rae Kayla Marie Magcalas

GYLA runs four online challenges per year, which aim at helping AiduAlumni to develop their skills and apply the knowledge, they acquired during Aiducation Academies. Our first GYLA challenge was launched in June 2019. The task for our AiduAlumni was to develop a TED talk video and share it with the GYLA Community. Through this challenge we wanted to help our AiduAlumni to apply their technology skills and train their public speaking. We have received a total of 17 TED talks within 30 days, with topics covering everything from lifestyle, nutrition, start-up and many more. The TED Talk who received the most “likes” from the GYLA community and therefore won the challenge was created by AiduAlumni Rae Kayla Marie Magcalas. Rae currently studies Legal Management at the Ateneo de Manila University.



“I believe that a leader is always thirsty for new knowledge, and continuous learning is the only thing that could satisfy it. I joined GYLA with an intention to gain new perspectives from other leaders and to also share my experiences which can contribute to other people’s growth”

– Rae Kayla Marie Magcalas

#### Interview with Rae

##### What are you currently working/studying?

I am currently studying Bachelor of Science in Management, Major in Legal Management at the Ateneo de Manila University in the Philippines.

##### What is your passion?

I am passionate about doing volunteer works and developing my leadership skills while mentoring other people. My friends and classmates see me as a guide and so whenever they feel down or they need help in decision making, they always ask for my opinion. I love having a one-on-one conversation with other people and mentoring them is one act that I am very passionate in doing. It is fulfilling to see them overcome their fears and problems after trusting me with their worries. I usually just ask them questions that can be provoking for them to analyse and realize the gravity of their situation. It is not me who looks for the solution, rather, helping them understand what they need to do. As for volunteer works and developing my leadership skills, I grab every opportunity that I think will best help me craft and mould my aspired leadership identity, whether it's a camp, conference, etc. as long as I know it's going to be helpful.

##### What do you do during your free time?

I am a big fan of Korean dramas, so I usually give my leisure time watching and studying the Korean Language. People who really know me understand that my heart for karaoke is so big because I love singing and acting. Some of my mentors can also testify on this matter. I am also fond of doing new things so lately, I have been studying how to play guitar and improving my drawing skills. Spontaneous as they say, I never settle in one hobby so that I can learn more things and indulge myself in other exciting things like cooking, dancing and even composing songs.

##### Do you participate in any volunteering activities?

I am currently part of Tayo Kabataan, a local organization that helps and empowers children from marginalized sectors from our community through events such as camps, training, etc. We also conduct fundraising events to secure financial help to them whenever needed. I am also the current president of JJC Quezon City, which is a new local organization and aims to create positive change in our community through sustainable projects, workshops, and training. Since we are new, we are still at the drafting part of building our organizational brand. I am also volunteering as a Kalfi Leader (leaders under the non-government unit Kalfi) where we do tutorials in Mathematics, English, and Science for elementary and high school students from public schools. All other volunteering activities that I have are bound to my university organizations and/or clubs.

##### What do you want to say to Aiducation International and the donors?

I can't say anything less than "May God bless you always". Our gratitude as your scholars can not be contained by saying "Thank you", as those words cannot fully describe how thankful we are for your generosity, sacrifices, and blessings. We are, indeed, diamonds in the rough because of how you continue believing and seeing in us the real essence of a diamond, and thus, offering us the experiences that will eventually mould us into true leaders of our countries. You gave hope to opportunity-deprived students and gave us the motivation to create positive impacts. You could have done other things, but you chose to help us, students from grassroots and made us see our full potentials. More than anything, I can assure you that all your sacrifices for us will be paid off - may not be in form of cash but with all our strength to carry our values and help others in return. We are forever in debt by your generosity and we hope to always make you proud.



#### Which Academies have you participated so far?

I have attended three Academies which are Swiss Re Start-up Academy (introduces the entrepreneurial mindset and the fundamental elements in starting up your own business ventures), Synpulse Project Management Academy (introduces the different project management skills), and Zuhlke Innovation Academy (introduces design thinking as a problem-solving technique).

#### Which aspects of the Academy do you enjoy the most?

I personally enjoy mentoring sessions and leisure time because both made us get closer to our mentors. While it is also an objective for me to learn in every Academy, I always make sure that I seize the moment of having real conversations with my mentors because it gets me more motivated when I learn things outside the four corners of a classroom. Practical tips and life advice feed my vision towards life and success. I also value commitment to excellence which is why I always maximize resources and perspectives to further develop my knowledge and understand the world outside my country. I am also very extrovert that is why I enjoy playing and having karaoke with them. I could easily connect with them and I feel their sincerity whenever we have conversations and/or moments.

#### What made you join GYLA?

I believe that a leader is always thirsty for new knowledge, and continuous learning is the only thing that could satisfy it. I joined GYLA with an intention to gain new perspectives from other leaders and to also share my experiences which can contribute to other people's growth.

#### What is, in your opinion the best thing about GYLA?

GYLA connects leaders and provides unlimited opportunities to hone one's skills and develop leadership skills. No other space provides the family-vibe that GYLA offers where people can freely express themselves without feeling discriminated against nor judged. GYLA becomes a heaven for everyone believing that they are diamonds in the rough and through countless pressure and opportunities for polishing, they became unique in their own ways and eventually use this uniqueness to create positive impacts.

#### How do you want to contribute to improving your society?

As a Legal Management student, I aim to help my countrymen understand the power that our law holds. It is to make them realize that the law should stand beside those who are in need and oppressed. I live in a country where quality education is not equally accessible to everyone and thus, creating webbed complication on grasping the real significance of their rights, opinions, and stands, and promoting the idea of steadfast neutrality and a politics. Also, I aim to help people as much as I could through social development projects which include a collaborative effort with local and/or international organizations to promote our Sustainable Development Goals (SGD).

#### Anything else you would like to share?

To all people who are constantly believing in me, I may not get another opportunity like this. From my mentors to friends, to Pathways family and to the whole Aiducation International community, I will not let you all down. My biggest thank you for giving me the opportunity to grow and develop. There are times when I would doubt myself and my capabilities but you are always there to remind me that a leader is supposed to have both ups and downs in life and it is completely fine to fail sometimes, just know that there are and will always be people to cheer me up and to support me in whatever decision I make. So, this also goes to my co-GYLA members, I am very grateful to have co-members like you. When life feels a little unfair or rough, know that you will always have a family in us and a support system that will guide and help you through. For the past months, I saw everyone's dedication in creating connections between our country and what more could I ask from all of you, but thank you. I met and have been friends with several people from other countries and am continuously hoping to be friends with many more!



Watch Rae's TED talk video about GYLA (back then still called AiduLink)



Written by Michelle Masha

# Michelle's visit to Switzerland

**Michelle is a girl from the Kenyan Coast and the Profile Support Volunteer for Aiducation International Kenya. She works in the Talent Management department and is responsible for document collection and the management of individual scholarship profiles. In October 2019 Michelle spent two weeks in Switzerland and is sharing her experiences with the Aiducation community.**

"When the invitation was extended to me, I thought it was a joke at first because one of the Academy partners just asked me over some drinks; "Michelle, would you like to come to Switzerland?" And of course, my response was "Yes". The invitation was not formal but that is how it came to me and it happened right after a successful Mentorship Academy in April 2019 in Watamu. Five and a half months later we are at the airport at 3:30 am. ready to embark on this awaited trip. First time traveling abroad, a connecting flight plus the anticipation of what I am going to experience in this foreign country as well as the main purpose of the visit; continue creating impact under Aiducation.

Thank you Cynthia Brauchli my dada (my sister), who was already waiting for us at the arrival gates despite feeling unwell. The weekend was spent with her in Schaffhausen where we had some time to catch up on the first evening and as well had our first cheese experience. The following day was spent outdoors where we visited the biggest falls in Europe the Rhine-Falls and the old town of Schaffhausen. The weeks that were to come were booked for meetings, events and other Aiducation related activities alongside touristic visits which was a good blend of work and fun.



"First time travelling abroad, a connecting flight plus the anticipation of what I am going to experience in this foreign country as well as the main purpose of the visit; continue creating impact under Aiducation."

– Michelle





On Monday 21st October we had our first briefing with most of the Aiducators in Zurich Altstetten Matthias, Andrea, Maya and volunteer Yoko. My experience visiting the first Service Club was nerve racking. Being an introvert, I knew it was not going to be easy for me to have so many impressions within a day and not retreat to reflect until the day came to an end let alone sharing my personal story and journey under Aiducation. A special experience for me was a brunch organized by one of the ambassadors Ms. Sunnie Groeneveld where she invited over a few of her friends, colleges and mentors. This was the first time I let my walls down, became vulnerable and let strangers into my life through sharing my story. It was emotional but felt safe to share within a small group set up. An important thing I took from this experience was owning my background and that it does not define who I am going to be, I do not have to erase it or not talk about it but embrace it and be proud of what I have become this far. I felt some kind of empowerment through this and that I have a responsibility to be a role model to other young people who are going through the same experiences I have gone through and assure them

it is going to be fine so long as they are focused and aspire to be better.

The two Impact Dinners in Zurich and Basel were the highlight of the visit. Thanks to the organizing team who prepared us well before hand on what to expect in both events we had a good time. An interesting element I observed was that there were quite some young people involved in such courses as Aiducation's. It was nice to see that they were curious to know more and want to be involved with this program. It generally felt like some reunion of some kind meeting people I knew before the event and meeting new people as well. I remember sitting on a table where one of the guests asked me to share my story with everyone during dinner after which he asked if I knew any of the AiduSeekers (scholarship applicants) or if I had some kind of prior interaction with them during the application process and if I would recommend them. Meeting some of the AiduMakers (donors) as well made me feel some kind of responsibility towards watching over the students they support at a personal level.

Most important is what I learnt from the entire experience. That my background doesn't define me. As Mrs. Grueninger head of Philanthropy at Roche put it: "...people always ask me, what is your background and how did you get here?" her response would be: "...my background is behind me." Which is very true. I do not have to look at where I am coming from but rather think what I can do to make the world a better place.

A second lesson is that it is always important to take time to reflect from each day's impressions. Until recently I never realized how the scholarship had changed a lot in my life. For me it was 180 degrees turn around. Had it not come at the time it did I would be telling a different story or a quick guess would be becoming somebody's wife at a young age. I have challenged my elder sisters to want to be better than what they are. For my younger sisters I have set some bar for them to surpass. A role model I have been to them to emulate or assure them that despite the tough upbringing there are better things to come their way. It is about resilience and making it despite the challenging circumstances.

My third lesson is being exposed to powerful networks over the two weeks is something not to take for granted. A scholarship can come out of it in the spirit of giving back. I believe I speak for many of the Alumni that at some point in life they would want to do the same. I do not have to do it alone; I can rally my networks to make it possible raising a scholarship. I am hoping to do this for some scholar next year.

Fourth, to best enjoy any visit or adventure the secret is to approach it with an open mind. I had the best time thanks to being open minded when going on this trip. I got to try any food that was served and loved it. I went cycling from Basel to Germany and France and enjoyed it. I got to experience snow at Engelberg and loved it. The different cultures were just fine. Even language barriers never limited me. I got to play and baby sit kids speaking Swiss-German but had fun despite not using the same language.

The fifth learning would be where I want to be in the next five to ten years. I am hoping to influence policy change in the government through sectors that are crucial being education and health. If I can contribute just a little towards this, I would be proud to say I did it.



Thank you Aiducation in partnership with BDO for making this happen.

A special thanks to Ms. Elaine, Cynthia Brauchli, Florian Kapitza and Andrea Specht for hosting me, Esther Baur for the Titlis trip and Lindt experience, Florian for the three countries experience in a day, Amelia Meier for the art visit, Maya Hinterberger, Matthias Meier and to everyone that was involved. Nawapenda sana (I love you all very much)."





Written by Winnie Adhiamboich

# Winnie – Two weeks in Switzerland

**Winnie is a well-versed young girl from Kenya. She is an AiduAlumni and graduated High School 2013. She is working as an English literacy teacher in a high school and volunteers for Aiducation International Kenya. In her free time, she enjoys reading books and her dream is to open a bakery one day. In October Winnie spent two weeks in Switzerland. Read more about her experiences during this time.**

"If someone would have told me, that I would once fly abroad, it could be the worst joke. Luckily for me, I was offered a chance by BDO Switzerland as a reward for the great work, Michelle and I did in the Financial Literacy Academy, 2019. It was a dream come true. God! The best news ever. I was so overwhelmed. I could not wait for the day when Michelle and I would be flying to this beautiful country, home of the alps.

The day was finally here, 19th October 2019, when we landed in Switzerland. Immediately the plane landed, everyone applauded, and I instantly knew

that there is so much in store for us. From the onset, the appearance of everything was different from what we are used to. The landscape, clean streets, and beautiful colours from the trees were a sight to behold. The air as well smelt so fresh.

Cynthia picked us at the airport and took us to her place, Schaffhausen, for the weekend. On Sunday, we visited the Rhine Falls, the largest waterfall in Europe and it was just amazing.

The fast flowing, crystal clear water and thunderous noise was breath taking. We then walked around





the city and went up a castle so that we could get a glimpse of the whole town Schaffhausen. As we walked by the river, you could even see the pebbles at the riverbed. We also tasted the delicious roasted chestnut 'Maroni'.

On Monday, we took a train to Altstetten to the office of Aiducation International Switzerland. We were welcomed by Matthias, Andrea and Maya. We had a briefing and tasted Swiss pastry products, and their soft drink, Rivella.

In the afternoon, we went sightseeing around Zurich city. With the help of maps given to us by Andrea, we had a great adventure around the old city and the lake. Later on, I was taken to my host's place. Alice and Michael are just incredible, so sweet and very open from the start. I learnt how to play the piano from Michael.

The next day, I went to a Kiwanis Club in Nidwalden. The event was a great success, having lunch together and sharing my story and the impact of Aiducation in Kenya touched them and I raised one scholarship instantly. The Club also agreed to discuss further and see how they would offer some scholarships.

On Wednesday, we had lunch with the BDO company and it was a great reunion after the Academy we had organized together in April. Giving them feedback and catching up was incredible.

I then proceeded to meet my AiduMaker (donor), Dominik. It was an honour meeting the man behind my scholarship. The person who sacrificed to let a young Kenyan girl have a bright future. It was unbelievable. I could not stop marveling at what would have happened had he decided to withdraw.

We had the Impact Dinner in Zürich, with the keynote speaker Ms Dorothea Strauss. It was stupefying seeing how many people put their all in making Aiducation become a success. How they believe in it and struggle to ensure they acquire more donors.

Over the weekend, we went hiking in Beatenberg and Engelberg, seeing snow for the first time was an awesome experience. Thanks to a sweet, kind lady, Esther who made all this happen.

We proceeded to Basel, in preparation for the Impact Dinner. Thanks to Florian who took us cycling and we managed to enter France and Germany. It was drizzling but it did not deter us from achieving our goal. The experience was worth it!

"I came to realize nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is also a proverb. Education will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent."

– Winnie



Lastly, the Impact Dinner in Basel, was a tremendous success. The speech from Peggy Grueninger was a blast and it touched the guests on the need to support such projects.

Our stay was now at its climax and it was getting more and more cold as if chasing us away. The two weeks we stayed in Switzerland were an eye-opener, it dawned on us how Matthias, Florian and the team put their all in making Aiducation grow and spread to more countries. I came to realize nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is also a proverb. Education will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent.

A special Thank you to the team in Switzerland, friends of Aiducation, Alice and Esther for the love and hospitality you showed us. It felt at home being with all of you."



Written by Cynthia Brauchli

# Our Impact

**Aiducation focuses on giving talents from low-income families with outstanding academic records who want to contribute building their societies access to a powerful blend of formal and informal educational experiences. Our activities are segmented into four core programs:**

Scholarships

Mentorship Academies

GYLA – Global Young Leaders Alliance

Start-up Fund

## Formal Education



### 1. Scholarships

**Financial Aid to access formal education** (if needed) with the following key results so far:

- >1'900 High School Scholarships in Kenya and the Philippines.
- 86% of our Alumni in Kenya qualify for a tertiary loan scholarship from the government

## Informal Education



### 2. Academies

**Typically, one-week workshops** on topics under-taught in formal education with the following key results so far:

69 Mentorship Academies in our talent markets on the topics: Start-up, Leadership, Innovation, Project Management, Financial Literacy, Realize Your Potential, and Corporate Career among others

- >90% of our alumni have participated in at least one Academy
- Academies are typically conducted in partnership with like-minded companies and organizations



### 3. Ventures

**Funding and coaching of start-ups** from within the network with the following key results so far:

- Seed funding provided to 22 Start-ups in Kenya



### 4. GYLA

**Global Young Leaders Alliance:** Online network for continuous learning, mentorship, exchange, opportunities, and growth. Our key results so far:

- 816 Members joined our online network,
- ~ 250 Members log-in at least once a month
- ~ 160 posts are made by our users each month
- 153 Jobs and opportunities have been posted in our community since January 2019

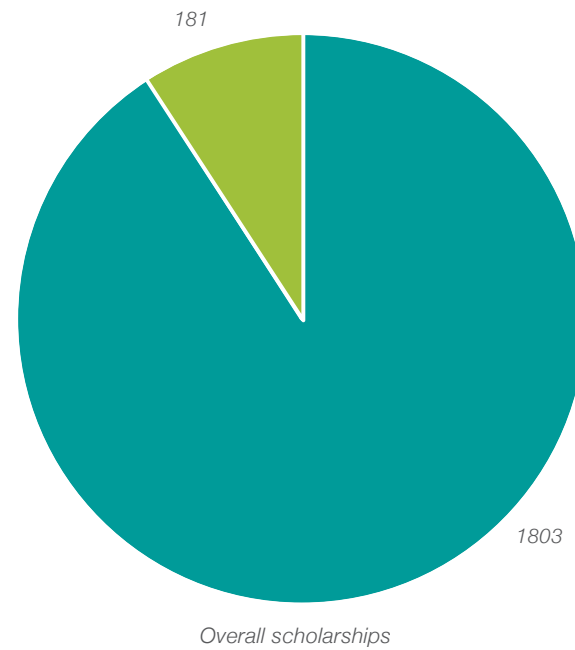


# Scholarships

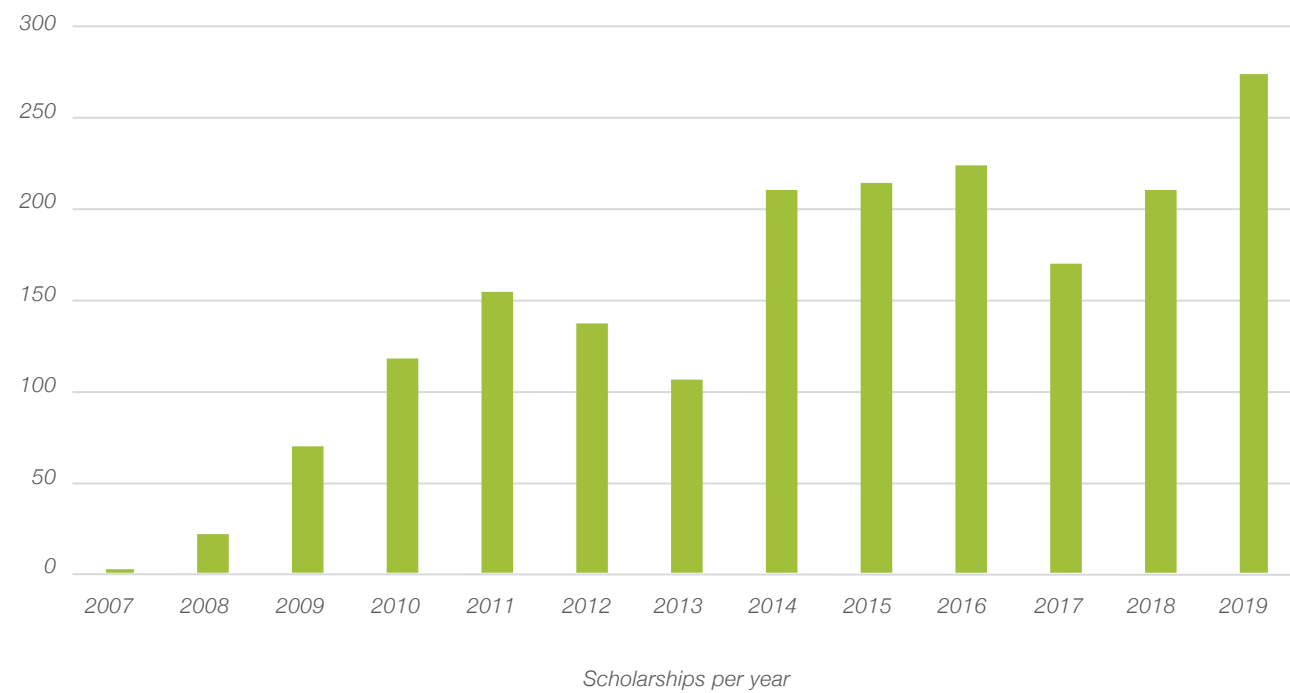
## Overall

By end of 2019 Aiducation has awarded >1'900 High School Scholarships to students in Kenya and the Philippines.

- Kenya
- Philippines

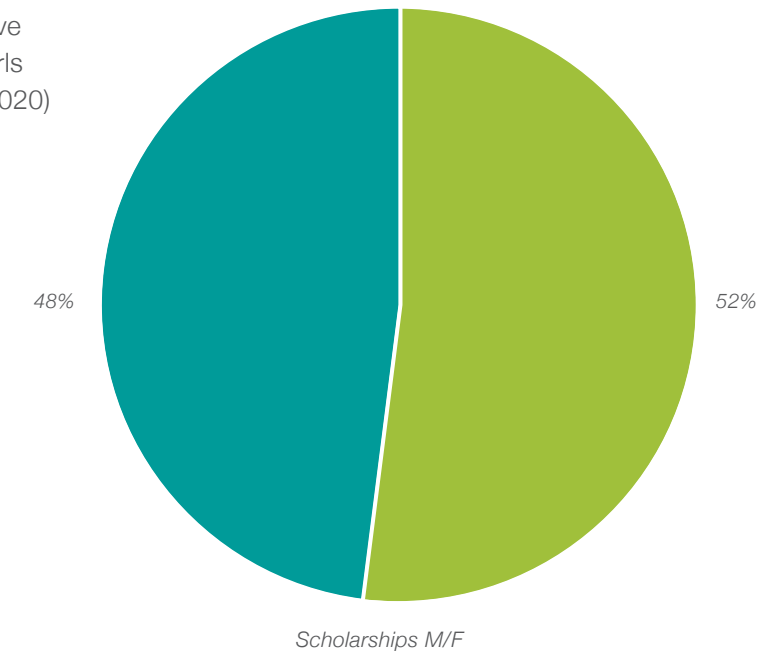


Aiducation has been able to increase the number of scholarships per year for the most part over the years.



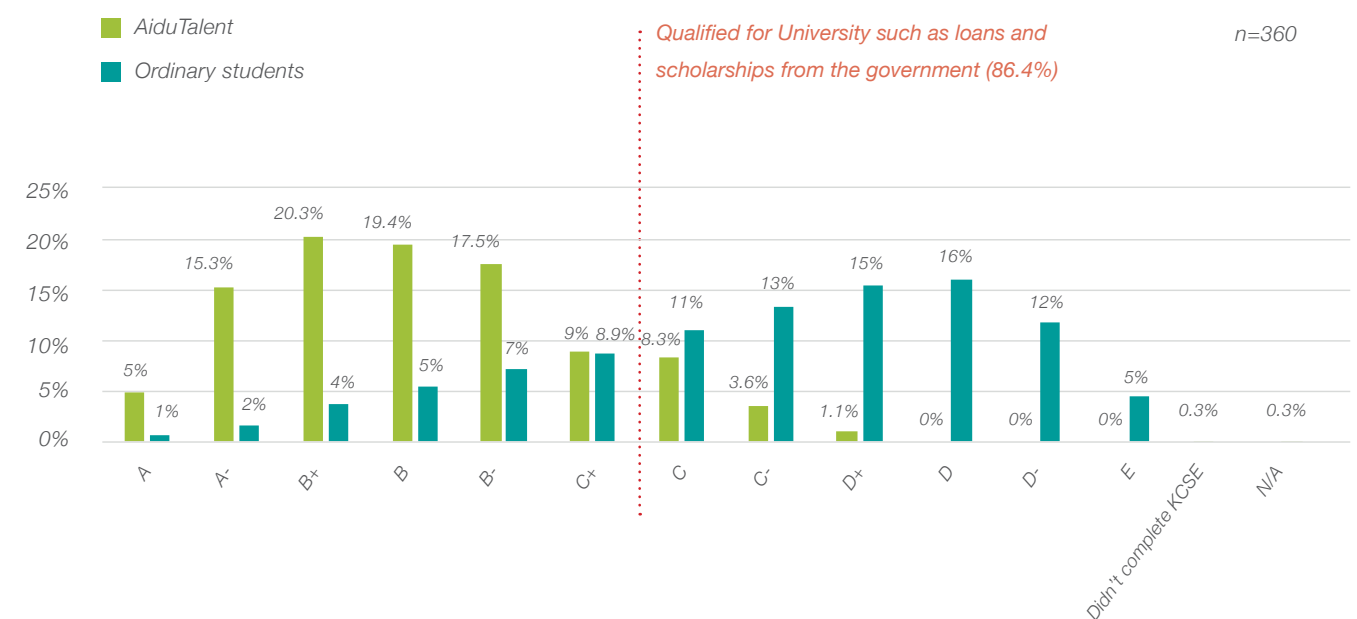
Together with our partners and donors we have changed the lives of many young boys and girls from Kenya and the Philippines (status April 2020)

- Male
- Female



A survey conducted in 2018 showed that 86.4% of the Aiducation students qualified for University admission (indicated by an average grade higher than C+). The Aiducation high school scholarship

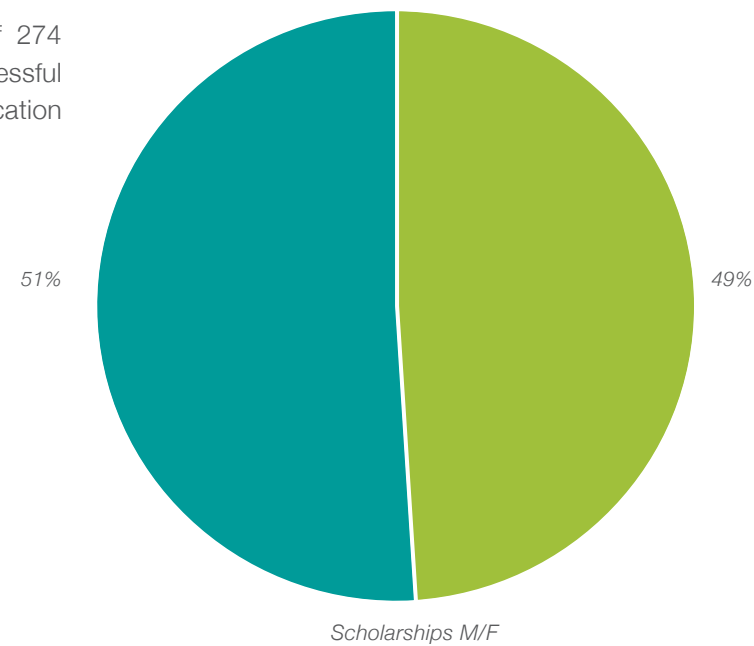
enabled them to graduate high school with great results and they had the chances to apply for government support, such as loans and scholarships



## 2019

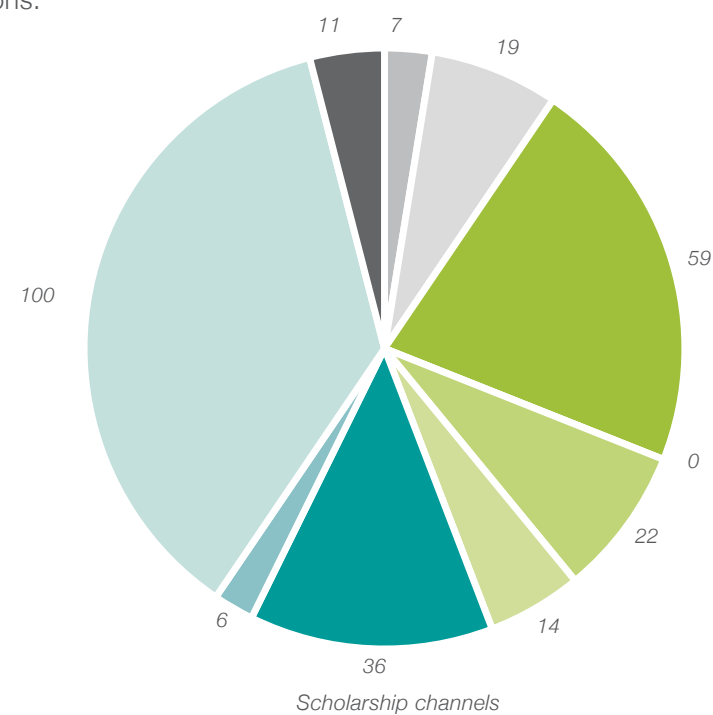
In 2019, we were able to award a total of 274 scholarships and thus had our most successful year in terms of scholarships since Aiducation International began.

■ Male  
■ Female



Most scholarships were raised through business development, customer relations and foundations.

■ Family & Friends  
■ Events / Marketing  
■ Business Development  
■ Service clubs / Networks  
■ Corporates  
■ Other Chapters  
■ Customer Relations  
■ Foundations  
■ PR/ Communication  
■ Ambassadors



As always, 90% of the scholarship income was invested to give our AiduFellows direct access to quality education.

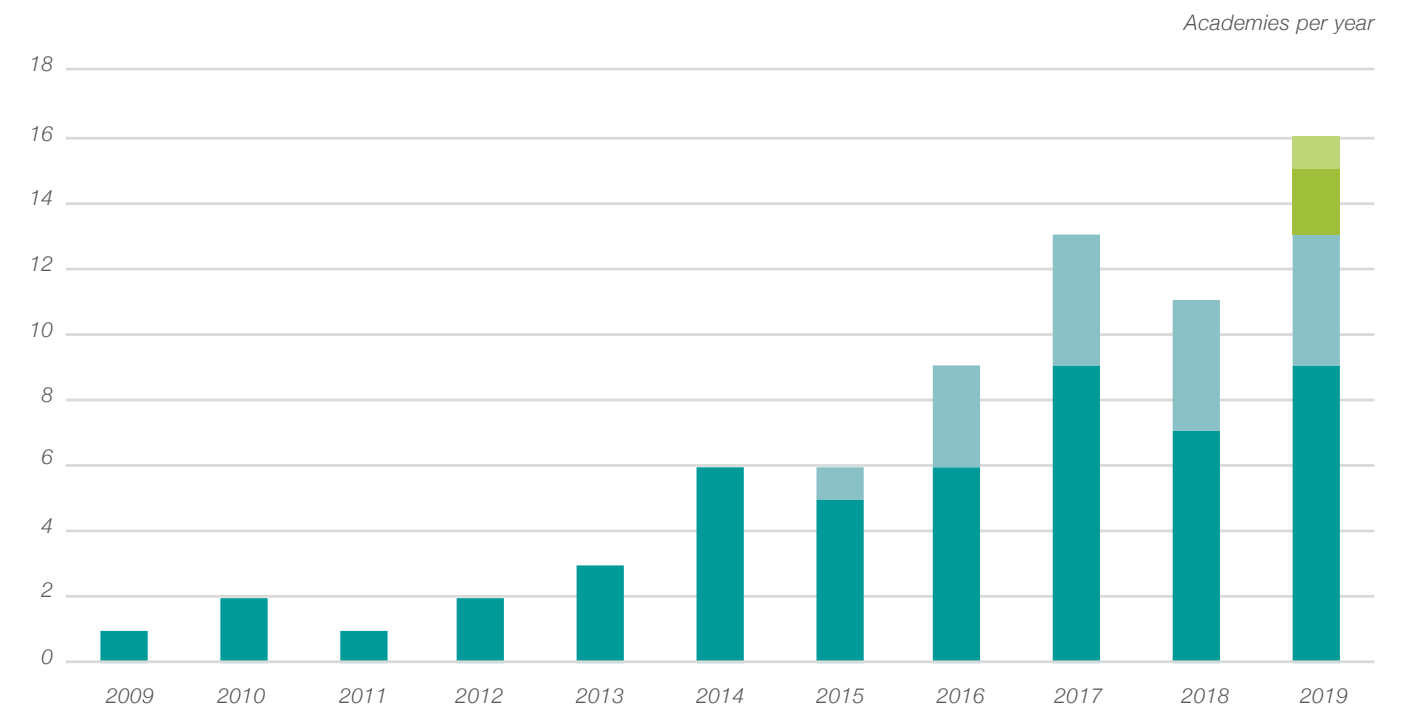
A very positive result of our AiduFellows that graduated and did their KCSE final exams in 2019: 30 out of

184 AiduFellows (16.3%) achieved A's (only 0.09% of all Kenyan students receive an A) or A-'s (only 0.93% of all Kenyan students receive an A-).

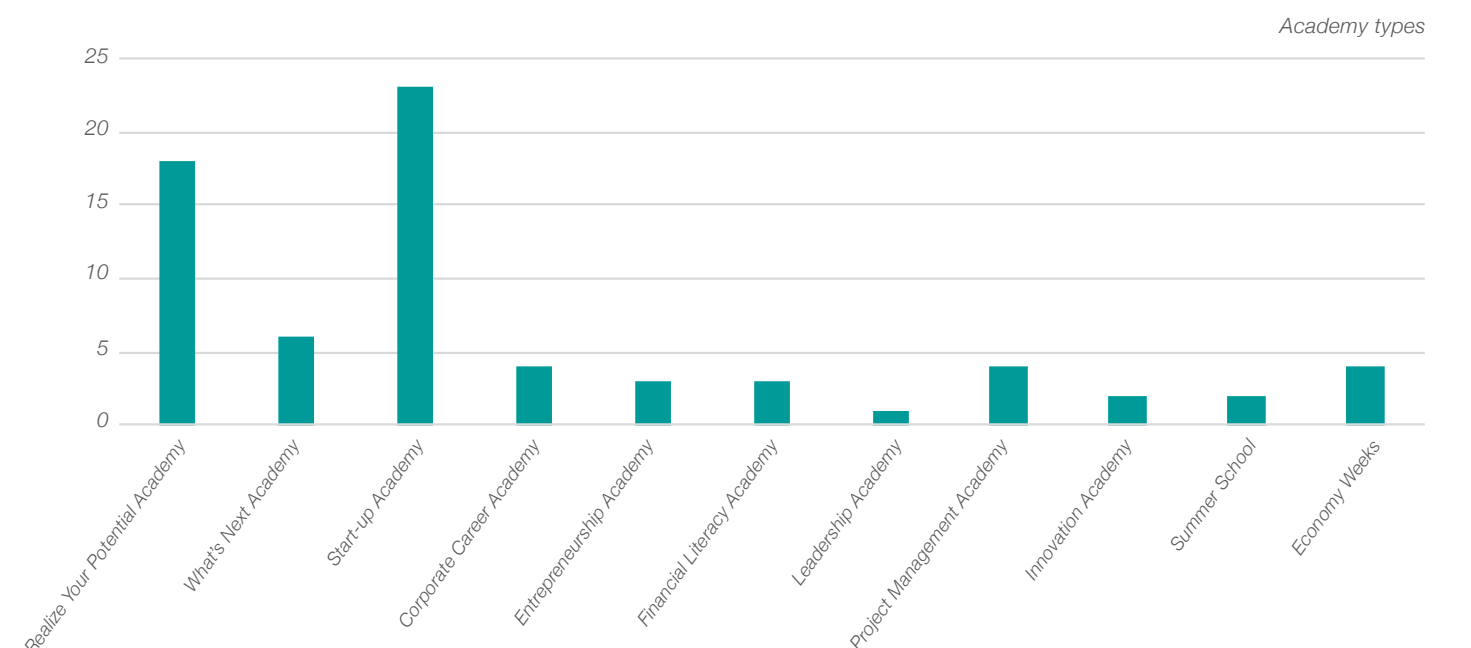
## Mentorship Academies

### Overall

By end of 2019 Aiducation has implemented 69 alumni in 4 countries; Kenya, Philippines, Ghana and Tanzania.



In total we had 1838 students that participated in at least one Academy. Together with our partners we conducted 11 different kinds of Academies focusing on one specific topic:

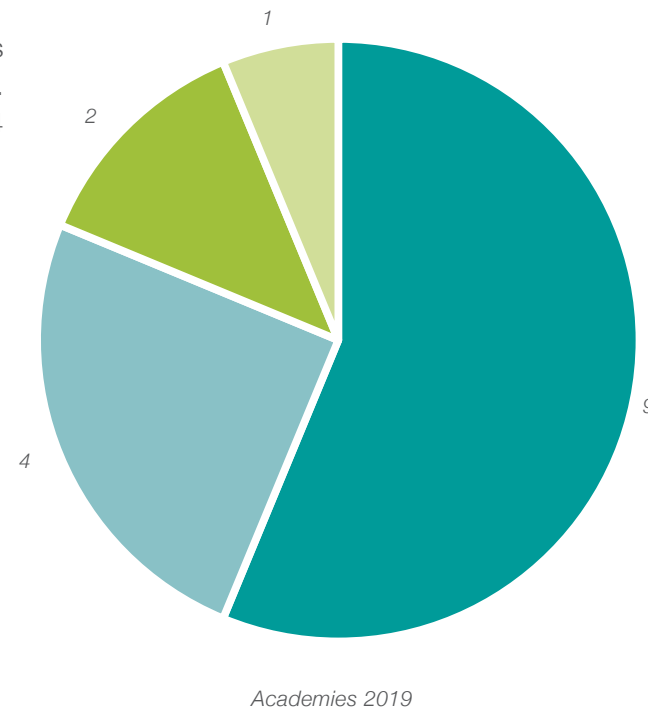




## 2019

In 2019 we were again able to conduct numerous Mentorship Academies together with our partners. A total of 16 successful Academies were held in 4 different countries:

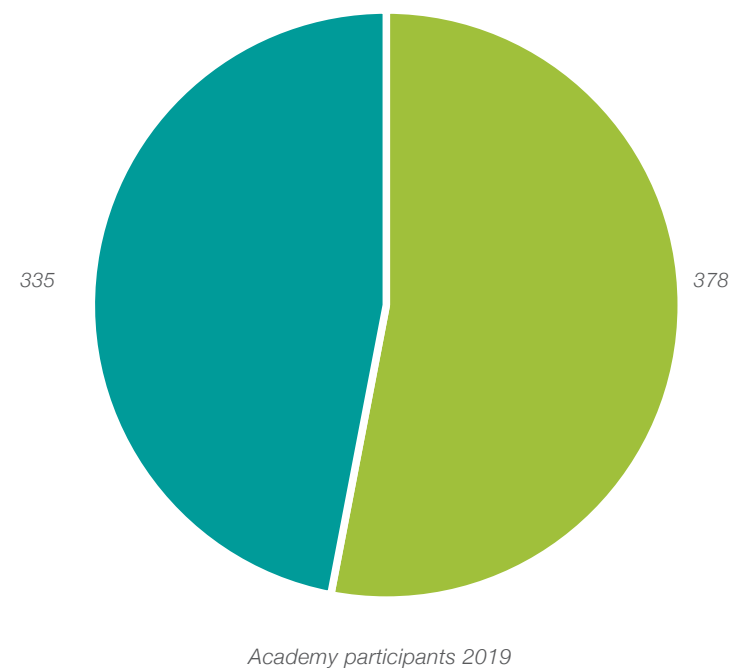
■ Kenya  
■ Philippines  
■ Ghana  
■ Tanzania



In total we had 713 participants of which 378 were female and 335 were male.

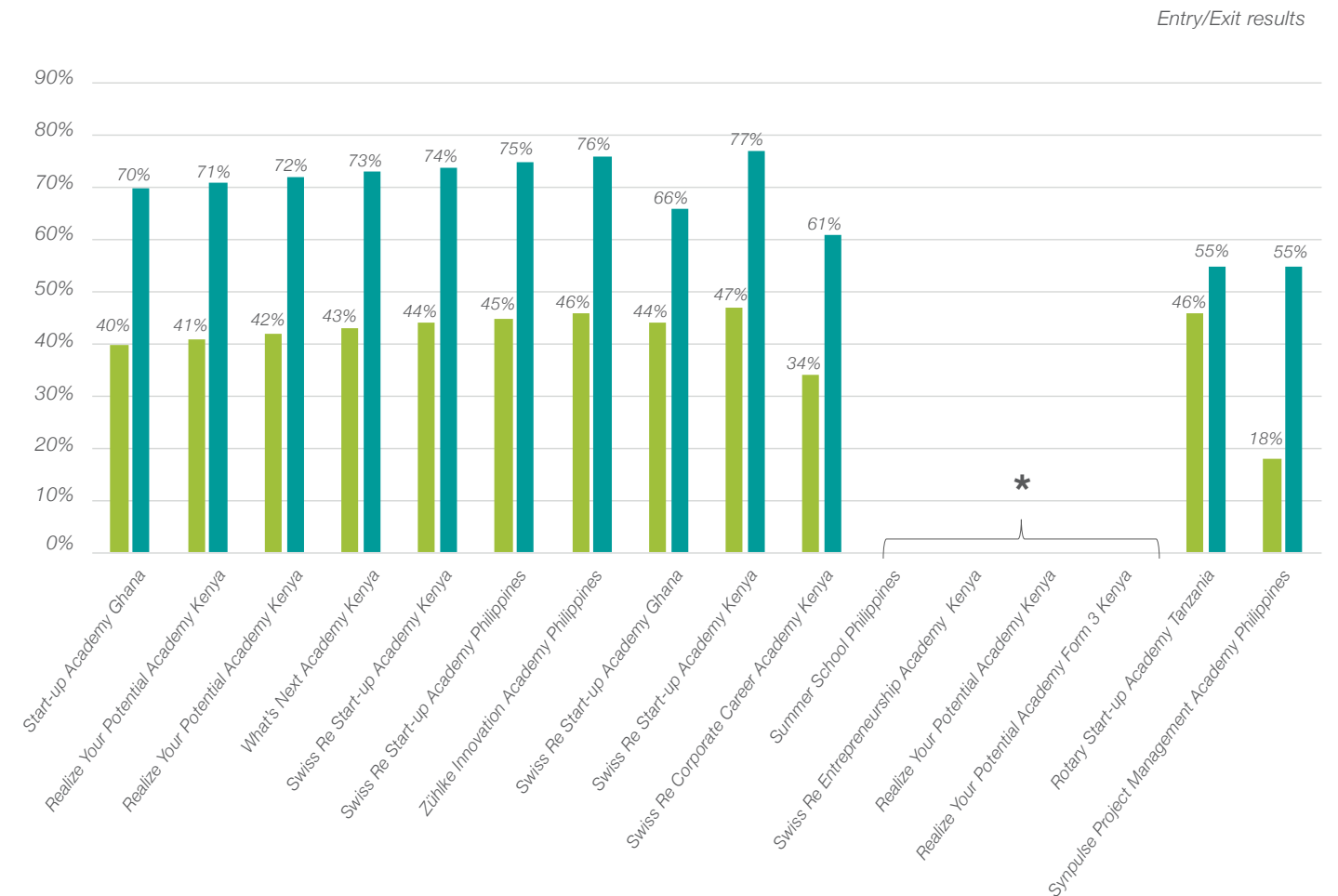
This is once again a new record for Aiducation International - the highlights were the very first Start-up Academy in Ghana in January and the first Start-up Academy in Tanzania in December.

■ Male  
■ Female



Academy participants from 2019 rated the Academies on average with 9.07 out of 10 and made a significant knowledge improvement from before to after the Academy: 37% to 65%

■ Entry Quiz  
■ Exist Quiz



\* No entry / exit quiz because of the Academy format

## GYLA – Global Young Leaders Alliance

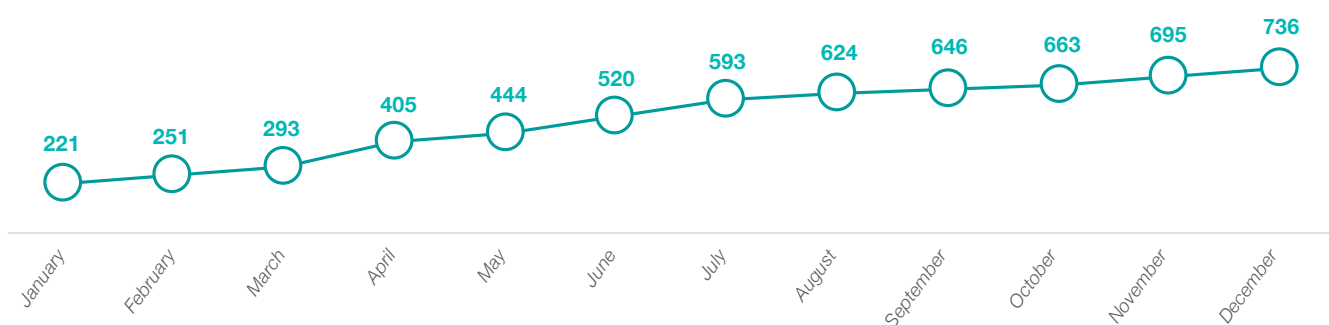
### Overall

With GYLA we created a growth network for continuous learning and development, that helps high performers from low income families to become the best version of themselves. GYLA has been successfully implemented for Aiducation International talents in Kenya, Ghana, Tanzania, Uganda and the Philippines.

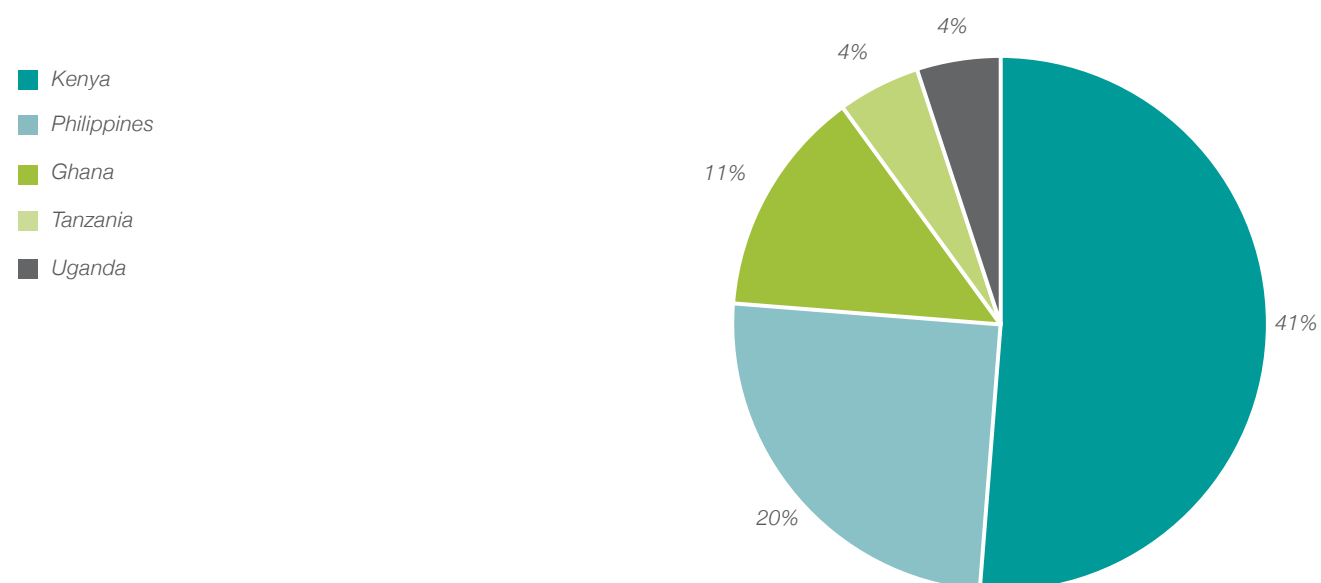
Since its launch beginning 2019 >800 members from 30 countries have joined our online network (status April 2020), >180 members log in at least once a month and 133 jobs and opportunities have been posted.

On average GYLA had a growth rate of 14.6%.

Activated Accounts (cumulative)



Most members come from our target markets Kenya, the Philippines, Ghana, Uganda and Tanzania.



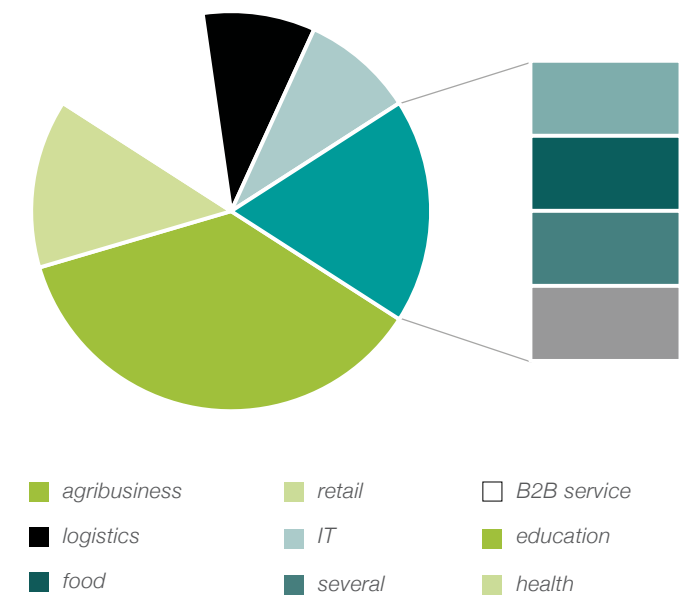
## Start-up Fund

### Overall

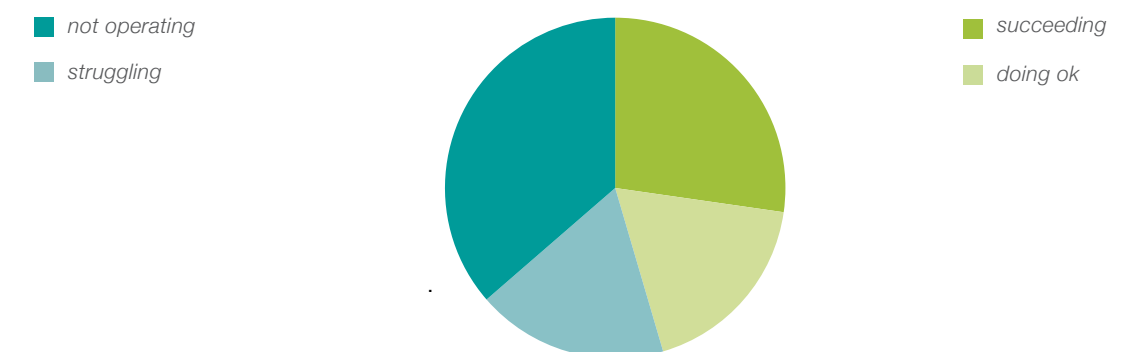
In 2014, following the first Swiss Re Start-up Academy, a charitable fund initiative was launched together with Swiss Re to promote new small businesses in developing countries. The goal is to give people and societies access to their potential by exposing them to early entrepreneurial experiences. Today, Aiducation performs an almost comprehensive Start-up Program, comprising the Swiss Re Start-up Academies, the Start-up Fund and the Start-up Support.

So far, the Start-up Fund raised approximately CHF 290'000 and invested approximately CHF 133'000 into 22 start-ups from various industries that are currently employing 41 people.

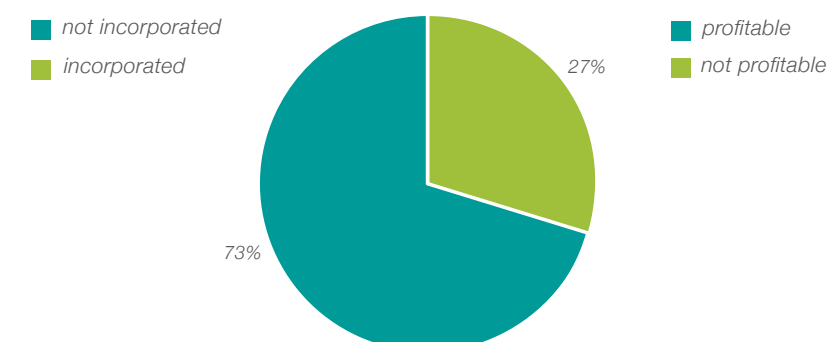
Our start-ups come from diverse mix of industries.



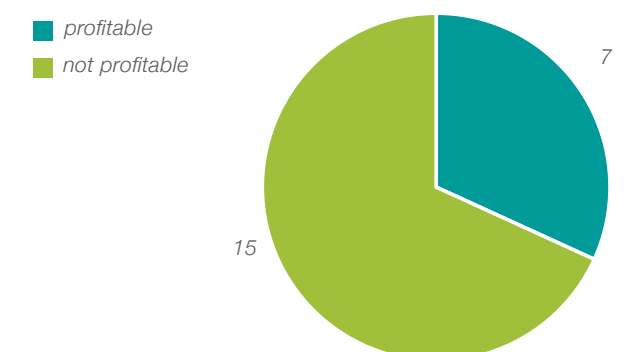
10 of 22 Start-up Fund supported start-ups are successful.



Almost 1/3 of all start-ups funded are incorporated.



And 7 start-ups are currently profitable (status April 2020).





## Financial Report 2019

UMBRELLA  
SWITZERLAND  
GERMANY  
US  
UK



# Aiducation International (Umbrella)

## Assets and Liabilities 31<sup>st</sup> Dec 2019

	31.12 2019 (in CHF)	31.12 2018 (in CHF)
<b>ASSETS</b>		
<b>Current Assets</b>		
Liquid Assets	398'688.38	497'496.56
Accounts receivables due from Affiliates	42'180.21	76'972.11
Accrued income)	5'596.30	5'376.36
<b>TOTAL CURRENT ASSET</b>	<b>446'464.89</b>	<b>579'845.03</b>
<b>TOTAL ASSET</b>	<b>446'464.89</b>	<b>579'845.03</b>
<b>LIABILITIES</b>		
<b>Short-term debt capital</b>		
Other short-term debt capital	6'771.30	4'705.60
Short-term debt capital towards Affiliates	26'713.14	68'117.67
Deferred income	794.30	10'579.18
<b>TOTAL SHORT-TERM DEBT CAPITAL</b>	<b>34'278.74</b>	<b>83'402.45</b>
<b>TOTAL DEBT CAPITAL</b>	<b>34'278.74</b>	<b>83'402.45</b>
<b>Restricted Funds</b>		
Project Fund Philippines	86'321.45	91'081.53
Project Fund Alumni Relations and Academies	52'272.08	65'993.21
Project Fund Incorporation of a Foundation	15'000.00	15'000.00
Project Fund Scholarships	2'930.50	4'328.38
Project Fund Start-up Fund	166'697.02	104'193.60
Project Fund Student Loans	5'721.21	5'721.21
<b>TOTAL RESTRICTED FUNDS</b>	<b>328'942.26</b>	<b>286'317.93</b>
Unrestricted Funds (01.01.)	210'124.65	104'148.41
Result Previous year	-126'880.76	105'976.24
Unrestricted Funds (31.12.)	83'243.89	210'124.65
<b>TOTAL ORGANISATIONAL CAPITAL</b>	<b>83'243.89</b>	<b>210'124.65</b>
<b>TOTAL LIABILITIES</b>	<b>446'464.89</b>	<b>579'845.03</b>

# Aiducation International (Umbrella)

## Profit and Loss Statement 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

	31.12 2019 (in CHF)	31.12 2018 (in CHF)
<b>INCOME</b>		
Income AiduPartner	316'942.99	519'979.99
Income Aiducation Units	49'739.98	71'162.10
Members Aiducation International	6'144.00	7'120.00
Other income	29'329.39	9'975.54
<b>TOTAL REVENUE</b>	<b>-402'155.45</b>	<b>608'237.63</b>
<b>PROJECT EXPENSES</b>		
Project Expenses	-210'028.99	-244'907.94
<b>DIRECT PROJECT EXPENSES</b>	<b>-210'028.99</b>	<b>-244'907.94</b>
Marketing and Communication	-2'930.33	-4'921.49
<b>MARKETING AND COMMUNICATION</b>	<b>-2'930.33</b>	<b>-4'921.49</b>
<b>ADMINISTRATION EXPENSES</b>		
Salary CEO Umbrella	-50'000.00	-50'000.00
Expenses for employees	-93'529.01	-58'477.29
Administrative Expenses Kenya	-88'961.99	-
Travelcost and presentation	-12'964.47	-24'543.01
Other expenses	-11'520.80	-5'205.29
<b>TOTAL ADMINISTRATIVE EXPENSES</b>	<b>-256'976.27</b>	<b>-138'225.59</b>
<b>TOTAL OPERATIONAL EXPENSES</b>	<b>-67'780.14</b>	<b>220'182.61</b>
<b>FINANCIAL RESULTS</b>		
Financial Result	-1'386.41	-253.61
Financial Income	-	-
<b>TOTAL FINANCIAL RESULTS</b>	<b>-1'386.41</b>	<b>-253.61</b>
Exceptional, one time Expense	-15'089.88	-
<b>OPERATING PROFIT/ CHANGES IN FUND ASSETS</b>	<b>-84'256.43</b>	<b>219'929.00</b>
Allocation restricted funds	-252'653.32	-358'860.70
Usage restricted funds	210'028.99	244'907.94
<b>RESULT BEFORE ALLOCATION TO ORG.CAPITAL</b>	<b>-126'880.76</b>	<b>105'976.24</b>
Increase/decrease in restricted funds and org. capital	126'880.76	-105'976.24
<b>RESULT BEFORE ALLOCATION TO ORG.CAPITAL</b>	<b>-</b>	<b>-</b>



# Bericht der Revisionsstelle

zur eingeschränkten Revision an die Mitgliederversammlung  
der Aiducation International  
Zürich

Als Revisionsstelle haben wir die Jahresrechnung (Bilanz, Betriebsrechnung und Anhang) der Aiducation International für das am 31. Dezember 2019 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

  
Aysegül Eyiz Zala

Revisionsexpertin  
Leitende Revisorin

Zürich, 5. Mai 2020

Beilage:

- Jahresrechnung (Bilanz, Betriebsrechnung und Anhang)

  
Raffael Brunner

PricewaterhouseCoopers AG, Birchstrasse 160, Postfach, 8050 Zürich  
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PricewaterhouseCoopers AG ist Mitglied eines globalen Netzwerks von rechtlich selbständigen und voneinander unabhängigen Gesellschaften.

# Aiducation International Schweiz

Assets and Liabilities 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

31.12 2019 (in CHF)

31.12 2018 (in CHF)

## ASSETS

Current assets	989'862	810'788
Open invoices (Academies)	17'100	21'832
Receivables towards Members	-	2'000
Receivables towards Sponsors	-	28'000
Receivables towards AI Germany	2'200	2'200
Receivables towards Umbrella	39'584	33'009
Other receivables	-	-
Active Deferred Charges	67'994	131'711
<b>TOTAL ASSETS</b>	<b>1'116'740</b>	<b>1'029'540</b>

## LIABILITIES

Liabilities towards Umbrella	-69'090	-77'647
Liabilities towards Members	-	-
Other liabilities	-	-
Advances	-70'000	-70'000
Passive Deferred Charges	-101'199	-61'657
Provisions	-16'235	-16'235
<b>CURRENT LIABILITIES</b>	<b>-256'523</b>	<b>-225'539</b>

Restricted funds (Scholarships)	-643'087	-583'408
Restricted funds (Academies)	-	-6'606
Restricted funds (misc)	-46'525	-32'000
	-28'000	-
<b>Restricted funds</b>	<b>-717'612</b>	<b>-622'014</b>
Unrestricted funds	-142'604	-181'987
<b>TOTAL FUNDS</b>	<b>-860'216</b>	<b>-804'001</b>

## TOTAL LIABILITIES AND FUNDS

**-1'116'740**      **-1'029'540**

# Aiducation International Schweiz

## Profit and Loss Statement 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

	31.12 2019 (in CHF)	31.12 2018 (in CHF)
<b>INCOME</b>		
Income scholarships	694,823	620,805
Income fundraising	100,974	74,494
Income Academies	129,906	60,631
Income membership fees	20,317	18,212
Other income (restricted)	14,525	32,000
<b>TOTAL REVENUE</b>	<b>960,545</b>	<b>806,142</b>
<b>EXPENSES</b>		
Expenses Scholarships (School Fees)	-598,118	-524,682
Academies general	-97,482	-43,909
License Fee	-69,480	-59,398
<b>DIRECT PROJECT EXPENSES</b>	<b>-765,080</b>	<b>-627,989</b>
Material	-173	-1,419
Services	-113,938	-109,414
Other expenses	-24,728	-21,780
<b>OPERATIONAL COST</b>	<b>-138,838</b>	<b>-132,613</b>
Bank fees	-411	-403
Exchange Rate loss	-	-
<b>FINANCIAL RESULT</b>	<b>-411</b>	<b>-403</b>
<b>RESULT BEFORE CHANGES TO FUNDS</b>	<b>56,215</b>	<b>45,137</b>

	31.12 2019 (in CHF)	31.12 2018 (in CHF)
<b>EXPENSES cont.</b>		
Allocation restricted funds (scholarships)	-727,377	-620,805
Usage restricted funds (scholarships)	667,698	584,160
<b>RESTRICTED FUND (SCHOLARSHIPS)</b>	<b>-59,679</b>	<b>-36,645</b>
Allocation restricted funds (Academies)	-133,806	-57,120
Usage restricted funds (Academies)	140,412	64,436
<b>RESTRICTED FUND (ACADEMIES)</b>	<b>6,606</b>	<b>7,316</b>
Allocation restricted funds (misc.)	-14,525	-32,000
Usage restricted funds (misc.)	-	-
<b>RESTRICTED FUND (MISC.)</b>	<b>-14,525</b>	<b>-32,000</b>
Allocation restricted funds (viral platform)	-28,000	-
Usage restricted funds (viral platform)	-	-
<b>RESTRICTED FUND (VIRAL PLATFORM)</b>	<b>-28,000</b>	<b>-</b>
Allocation unrestricted funds	-161,160	-117,338
Usage unrestricted funds	200,543	133,529
<b>UNRESTRICTED FUNDS</b>	<b>39,383</b>	<b>16,192</b>
<b>TOTAL EXPENSES</b>	<b>-56,215</b>	<b>-45,137</b>
<b>END OF THE YEAR RESULT</b>	<b>-</b>	<b>-</b>



# Bericht der Revisionsstelle

zur eingeschränkten Revision an die Mitgliederversammlung

der Aiducation International Schweiz

Zürich

Als Revisionsstelle haben wir die Jahresrechnung (Bilanz, Betriebsrechnung und Anhang) der Aiducation International Schweiz für das am 31. Dezember 2019 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

Aysegül Eyiz Zala  
Revisionsexpertin  
Leitende Revisorin

Raffael Brunner

Zürich, 5. Mai 2020

Beilage:

- Jahresrechnung (Bilanz, Betriebsrechnung und Anhang)

# Aiducation International Deutschland

Assets and Liabilities 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

31.12 2019 (in EUR)    31.12 2018 (in EUR)

## ASSETS

Account UBS	51,799.56	47,069.60
Receivables towards members	-	-
Other short-term receivables	-	-
Active deferred charges	-	-
<b>TOTAL ASSETS</b>	<b>51,799.56</b>	<b>47,069.60</b>

## LIABILITIES

Liabilities towards Aiducation CH	-2,040.00	-2,040.00
Liabilities towards Aiducation International	-10,126.06	-5,730.04
Liabilities towards members	-	-
Other liabilities	-	-
Passive deferred charges	-	-
<b>CURRENT LIABILITIES</b>	<b>-12,166.06</b>	<b>-7,770</b>

## LIABILITIES AND FUNDS

Unrestricted funds (incl. salary)	-13,127.04	-12,357.08
Scholarships funds	-26,490.69	-26,926.71
Fund Kenya	0.00	0.00
Start-up Funds	-15.77	-15.77
<b>FUNDS</b>	<b>-39,633.50</b>	<b>-39,299.56</b>

<b>TOTAL LIABILITIES AND FUNDS</b>	<b>-51,799.56</b>	<b>-47,070</b>
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## Aiducation International Deutschland

### Profit and Loss Statement 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

	31.12 2019 (in EUR)	31.12 2018 (in EUR)
<b>INCOME</b>		
Income from scholarships	-4.399.96	-18,216.63
Income from membership fees	-330.00	-415.00
Other income	-	-946.50
<b>TOTAL INCOME</b>	<b>-4,729.96</b>	<b>-19,578.13</b>
<b>EXPENSES</b>		
Scholarships	4,396.02	2,531.20
<b>PROJECT EXPENSES</b>	<b>4,396.02</b>	<b>2,531.20</b>
Bank fees	-	61.45
<b>FINANCIAL COST</b>	<b>-</b>	<b>61.45</b>
Allocation scholarship funds (AI CH)	3,960.00	16,395.00
Usage scholarship funds (AI CH)	-4,396.02	2,531.20
<b>SCHOLARSHIP FUNDS</b>	<b>-436.02</b>	<b>13,863.80</b>
<b>TOTAL RESTRICTED FUNDS</b>	<b>-436.02</b>	<b>13,863.80</b>
Allocation unrestricted funds (incl salary)	769.96	3,183.13
Usage unrestricted funds (incl salary)	-	-61.45
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>769.96</b>	<b>3,121.68</b>
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>769.96</b>	<b>3,121.68</b>
<b>TOTAL FUNDS</b>	<b>333.94</b>	<b>16,985.48</b>
<b>TOTAL EXPENSES</b>	<b>4,729.96</b>	<b>19,578.13</b>
<b>END OF THE YEAR RESULT</b>	<b>-</b>	<b>-</b>

## Aiducation International US

### Assets and Liabilities 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

	31.12 2019 (in USD)	31.12 2018 (in USD)
<b>ASSETS</b>		
Account	16,305	11,131
Receivables	9,635	4,320
Cash	-	-
<b>TOTAL ASSETS</b>	<b>25,940</b>	<b>15,450</b>
<b>LIABILITIES</b>		
Liabilities to Aiducation International	22,968	13,216
Other Liabilities	609	-
<b>TOTAL LIABILITIES</b>	<b>23,307</b>	<b>13,216</b>
Start-up Fund	-	-
Scholarship Fund	-	-
Unrestricted Fund	2,634	2,234
<b>TOTAL FUND</b>	<b>2,634</b>	<b>2,234</b>
<b>TOTAL LIABILITIES AND FUNDS</b>	<b>25,940</b>	<b>15,450</b>
<b>CHANGE IN NETS ASSETS</b>	<b>399</b>	<b>-63</b>



## Aiducation International US

### Profit and Loss Statement 1<sup>st</sup> Jan - 31<sup>st</sup> Dec 2019

	31.12 2019 (in USD)	31.12 2018 (in USD)
<b>INCOME</b>		
Scholarships	9,481	7,365
Start-up Funds	-	-
Chapter Support/Unrestricted	-	-
Membership/Unrestricted	1,053	624
<b>TOTAL REVENUES</b>	<b>10,535</b>	<b>7,989</b>
<b>EXPENSES</b>		
Scholarship Funding	9,481	7,365
Start-up Fund Funding	-	-
<b>DIRECT EXPENSES</b>	<b>9,481</b>	<b>7,365</b>
<b>OPERATING COSTS</b>		
Legal Fees	639	561
Other Expenses	15	126
<b>TOTAL OPERATING EXPENSES</b>	<b>654</b>	<b>687</b>
<b>RESTRICTED FUNDS</b>		
Scholarship Fund		
Allocation to Fund	9,481	7,365
Use of Fund	-9,481	-7,365
<b>TOTAL SCHOLARSHIP FUND</b>	<b>-</b>	<b>-</b>
<b>UNRESTRICTED FUNDS</b>		
Allocation to Fund	1,053	624
Use of Fund	-654	-687
<b>TOTAL UNRESTRICTED FUND</b>	<b>399</b>	<b>-63</b>
<b>TOTAL FUNDS</b>	<b>399</b>	<b>-63</b>
<b>END OF YEAR RESULT</b>	<b>-</b>	<b>-</b>

## Aiducation International UK

### Assets and Liabilities for the past business year

	2019-2020 (in GBP)	2018-2019 (in GBP)
<b>ASSETS</b>		
Liquid Assets	-	-
Account	4,332.30	3,484.91
Cash in hand	-	-
Receivables	-	-
<b>TOTAL ASSETS</b>	<b>4,332.30</b>	<b>3,484.91</b>
<b>LIABILITIES</b>		
Accounts payables	-	-
Other liabilities	-	-
<b>CURRENT LIABILITIES</b>	<b>-</b>	<b>-</b>
<b>START-UP FUND</b>	<b>-</b>	<b>-</b>
<b>SCHOLARSHIP FUND</b>	<b>-4,077.67</b>	<b>-3,078.79</b>
<b>UNRESTRICTED FUND</b>	<b>-254.63</b>	<b>-406.12</b>
<b>TOTAL FUNDS</b>	<b>-4,332.30</b>	<b>-3,484.91</b>
<b>TOTAL LIABILITIES AND FUNDS</b>	<b>-4,332.30</b>	<b>-3,484.91</b>

# Aiducation International UK

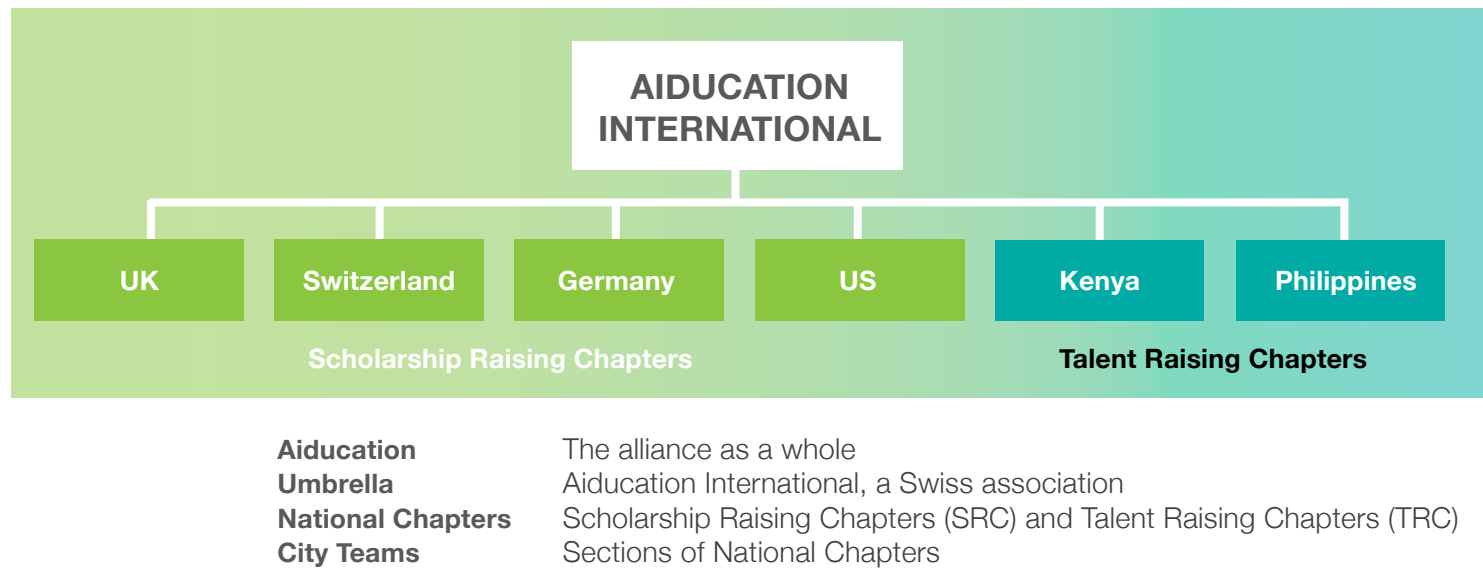
## Profit and Loss Statement for the past business year

	2018-2019 (in GBP)	2018-2019 (in GBP)
<b>INCOME</b>		
Events	74.72	669.11
Donations	1,035.15	6,127.09
<b>TOTAL INCOME</b>	<b>1,109.87</b>	<b>6,796.20</b>
<b>EXPENSES</b>		
Scholarships	-	4800.00
Start-up Fund	-	-
Other	-	-
<b>DIRECT PROJECT EXPENSES</b>	<b>-</b>	<b>4800.00</b>
Communications	35.98	-
Marketing	-	32
Travels	-	-
Other	226.50	241.50
<b>OPERATIVE EXPENSES</b>	<b>262.48</b>	<b>273.50</b>
<b>SCHOLARSHIP FUND</b>		
Allocation to Scholarship Fund	998.88	6,116.58
Usage of Scholarship Fund	-	4,800.00
<b>TOTAL SCHOLARSHIP FUND</b>	<b>998.88</b>	<b>1,316.58</b>
<b>START-UP FUND</b>		
Allocation to Start-up Fund	-	-
Usage of Start-up Fund	-	-
<b>TOTAL START-UP FUNDS</b>	<b>-</b>	<b>-</b>
<b>UNRESTRICTED FUND</b>		
Allocation to Unrestricted Fund	110.99	679.62
Usage of Unrestricted Fund	262.48	-273.50
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>151.49</b>	<b>406.12</b>
<b>TOTAL FUNDS</b>	<b>847.39</b>	<b>1,722.70</b>
<b>TOTAL EXPENSES</b>	<b>1,110.00</b>	<b>6,796.20</b>
<b>ANNUAL PROFIT</b>	<b>-</b>	<b>-</b>



# Legal Structure Aiducation International

as of 31 December 2018



**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.

**Scholarship-raising Chapters (SRC) / Talent-raising Chapters (TRC)** - 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).

## Aiducation International

c/o RMPLAW  
Dufourstrasse 90  
8008 Zürich, Switzerland

Swiss Tax-Exempt Charity (§ 61 lit. g StG and Art. 56 lit. g DBG) A Swiss association registered in the commercial register of the Canton of Zürich, No.CH-020.6.001.568-2.

## Aiducation International Switzerland

c/o Matthias Meier, Hädrichstrasse 7,  
8047 Zürich, Switzerland

Swiss Tax-Exempt Charity (§ 61 lit. g StG and Art. 56 lit. g DBG). A Swiss association registered in the commercial register of the Canton of Zürich, No.CH-020.6.001.554-7

## Aiducation International UK

PO Box 705, Cambridge CB1 0PB, UK

A charitable association of England and Wales in accordance with the regulations of the Charity Commission, Reg. No. 1136064

## Aiducation International Germany

Aiducation International Deutschland e.V  
Postfach 1180, 79501 Lörrach, Germany

German Tax-Exempt Charity (§ 52 Abs. 2 Nr. 7 AO)  
A German association registered in the registry of association with the district court of Mainz (Vereinsregister am Amtsgericht Mainz), Reg. No. VR 40841.

## Aiducation International USA, Inc.

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

US Tax-Exempt Public Charity (Section 501(c)(3) IRC)  
not-for-profit corporation without authority to issue capital stock subject to the laws of Delaware

## Aiducation International Kenya

Aid Education International Kenya  
P.O.Box 139  
80202 Watamu, Kenya

## Aiducation International Philippines

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

An Initiative of Ateneo de Manila University, Manila  
A Philippine Donee Institution  
(Revenue Regulations No. 13-98)

## Board of Directors

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

## General Assembly

The General Assembly of Aiducation International 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 the organization within their network. They are committed to our cause and willing to raise awareness of education and mentoring as the most important lever for the development of individuals, societies and economies.

## Statutory Auditor

The Auditors of Aiducation International 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 of Aiducation International may be introduced by the board of directors, e.g. Marketing and Sales committee, Audit Committee.

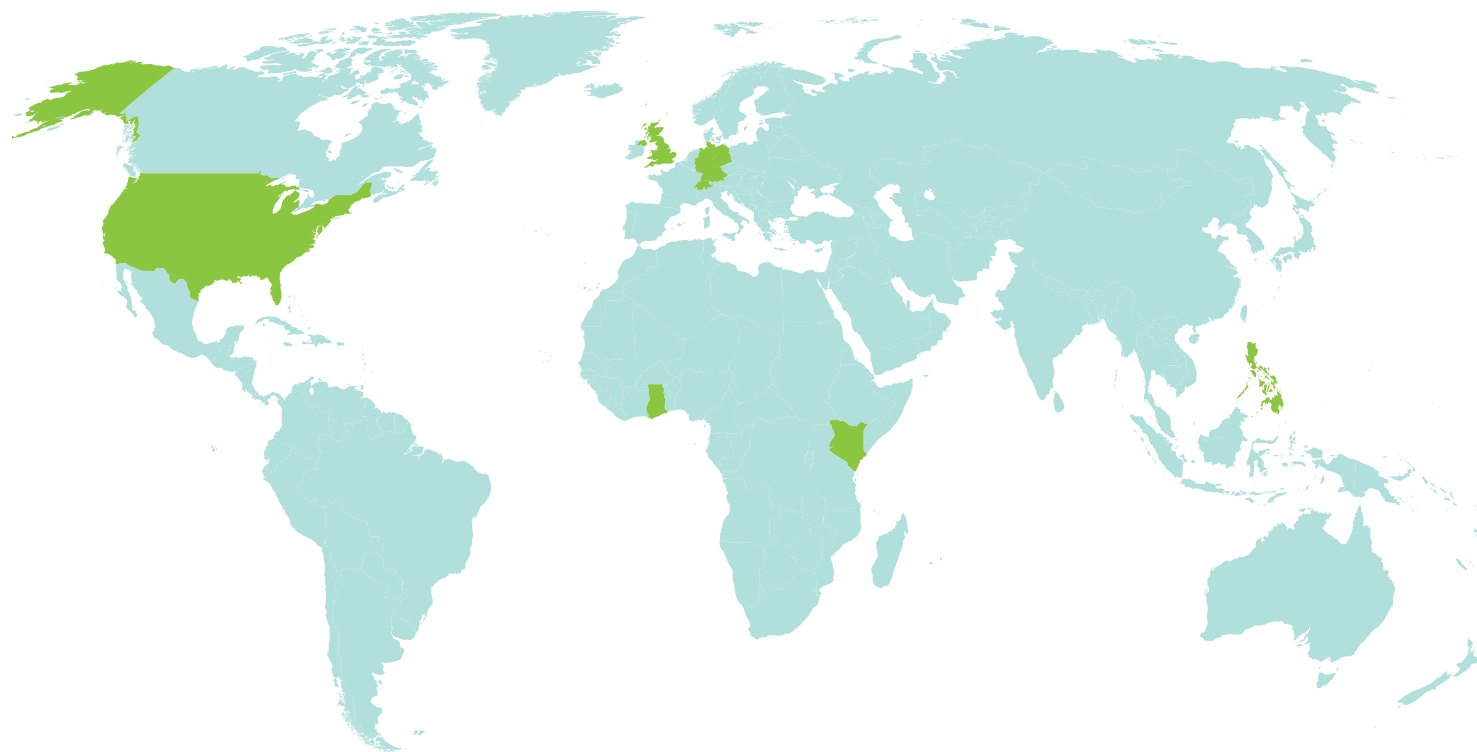
## Organizational bodies required by the articles of Aiducation International

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



is Aiducation International's statutory auditor.

## We are globally active



## Contacts

### Aiducation International

Dufourstr 105  
CH-8008 Zürich  
Schweiz  
info@aiducation.org

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

BDO Kenya  
C1, Sameer Business Park,  
Mombasa Road,  
Nairobi, Kenya

### 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  
info.ch@aiducation.org

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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  
info.de@aiducation.org

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  
info.us@aiducation.org







Support us to achieve our vision and goals.  
Contact us at [info@aiducation.org](mailto:info@aiducation.org) or visit [www.aiducation.org](http://www.aiducation.org).



**Aiducation International** is a for-impact organization that awards merit-based scholarships to 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](http://www.aiducation.org)