

Gladness
Unity is Strength Empowerment Group, Tanzania



Annual Review

a letter from

Gaston Warner

By God's grace, and with your support, the launch of the Imagine Campaign resulted in a record-breaking year for Zoe Empowers.

Accepting almost 30% more orphaned and vulnerable youth into the empowerment program was a major highlight of 2023. That's almost 15,000 additional young people who are now on their journey from life-threatening poverty to sustainable self-sufficiency.

Part of Zoe's remarkable growth last year included the exciting launch of a new program in South Sudan. Furthermore, we set the stage for another new program to begin in Uganda in early 2024. It is especially exciting that our recent expansions have been done in partnership with U.S. non-profits seeking more sustainable approaches to empower vulnerable youth and their families. The old adage of accomplishing more together than separately has never been more true.

In 2024, we'll begin the second year of our Imagine Campaign, with the goal of empowering 250,000 vulnerable youth and adding five new program countries by 2025. Our goal is audacious, but God seems to like audacious goals. The powerful ways many of you have stepped up to stand behind these young people will make this goal possible.

If you feel called to do more for the young people in Zoe's program this year, please consider getting involved in new ways. Become a Prayer Partner, engage with us on social media, or share Zoe with other churches and individuals who may find it a blessing to be a part of what God is doing to help orphaned children and their families. I am always available to talk through any ideas. Please contact me at gaston.warner@zoeempowers.org or 919-414-4167.

May God bless you to be a blessing to others,
Gaston Warner
CEO, Zoe Global North

a letter from

Reegan Kaberia

As I reflect on 2023, I'd like to take a moment to recognize your incredible support of orphaned and vulnerable children across our nine program countries. Your investment in these young people has transformed their lives and generated significant change throughout their entire communities.

Throughout 2023 our program staff continued to see the adverse effects of the pandemic and inflation. More than ever before, youth-led households are struggling to meet basic survival needs. Our team continues to find innovative ways to reach these families, including the addition of new program countries. Last year, we expanded into Southern Sudan and have laid the foundation to start in Uganda next year.

In South Sudan, we established a partnership with the Baptist Convention of Southern Sudan (BCSS) and launched groups in the communities around Juba. BCSS has a strong reputation in the region, and we're thrilled

to have them as part of Zoe's growing global network. In Uganda, we engaged with Concern Community of Uganda (CCUg), a grassroots women and youth empowerment organization that has worked in the Jinja community for more than a decade. Together, our program teams are collaborating for an early 2024 launch.

Ensuring the tenants of the empowerment model remain intact is critical as we grow and adapt to new countries and cultures. One way we've upheld our program's core values while discovering new methods to train and support program participants is through an biannual summit for program staff. Last spring, teams from across nine program countries gathered in Nairobi for two days of shared learning, training, and discussion. While the issues our participants face in extreme poverty are layered and individualized, many solutions are often universal. The ability and willingness to learn from one another is a significant asset to our organization and will remain a priority in the future.

I would like to thank each of you for helping us make such a tremendous impact in 2023. Your prayers, support, and partnership made Zoe Empowers a more cost effective, sustainable, resilient and impactful empowerment program. We could not do this work without you and your unwavering belief and trust in our organization. On behalf of our whole team, program participants, and communities, I wish you a healthy and prosperous year ahead.

With gratitude,
Reegan Kaberia
CEO, Zoe Global South
Kenya Country Manager

We equip orphaned children and youth-led families with solutions to overcome extreme poverty—for good.

Through a three-year, community-based program, participants become safe and healthy, skilled for long-term success, and able to lead meaningful lives while positively impacting their local economy, assured they are not beyond the love of God.



Instead of giving me a fish, Zoe has equipped me to fish for myself. I promise to continue the generosity I received from Zoe by empowering others within my community.

— Aminiël, Baraka Empowerment Group

Suffering in Plain Sight

153 million children worldwide are orphaned or acting as caregivers for compromised adults. As head of household, these young people are at severe risk of malnutrition, homelessness, limited or no access to healthcare, abuse/trafficking, and other life-threatening conditions. Prioritization of survival and caring for younger siblings overshadow education and/or vocational training, further hindering economic prospects.

Traditional aid programs often deploy relief-based strategies. This approach is appropriate and necessary for some scenarios. However, when aid continues beyond immediate crises, it fuels recipient

dependency, which robs dignity, saps initiative, limits impact, and ultimately frustrates donors.

Zoe Empowers offers a significant and sustainable solution to the global orphan crisis. Empowerment—a focus on self-sufficiency—is proven to be the most sustainable way to help orphaned youth escape extreme poverty and the most economical.

Since 2007, Zoe Empowers has led this growing family-based movement by actively sharing and equipping other NGOs, foundations, and governments to adopt our successful, participant-centric empowerment model.





Breaking the Cycle

Moving from survival to success with empowerment

Zoe Empowers allows orphaned youth and their families to develop self-sufficiency in the context of community, not solely relying upon third party resources or services.

Participants take responsibility for their own journey out of poverty, building on the familiar proverb, "If you give a man a fish, you feed him for a day. If you teach a man to fish, you'll feed him for a lifetime."

The goal of Zoe's empowerment program is not only to teach vulnerable youth how to fish but also to empower them to purchase the pond and help feed their families and communities for generations to come.

By creating opportunities for vulnerable youth to become skilled, healthy, and connected community members, we solve the core issue of extreme poverty and eliminate the need for endless aid.



Janviere, Delphine, Eiel, Anita, and Leonille

Three years is all it takes.

Our three-year, community-based program provides orphaned and vulnerable youth with tools and resources to become safe and healthy, skilled for long-term success, and supported socially and spiritually.

How It Works

YEAR 1: ENTRY INTO PROGRAM

It all starts with community.

We unite orphaned children into a peer group within their community. Group meetings and projects facilitate a sense of safety, connection and trust.

We train holistically.

We facilitate group trainings and vocational mentorships, chosen by the participants themselves, to meet each child's needs and goals.

Dignity is restored.

Young people find their voices and transform their lives while community members bear witness to their empowerment journey.

YEAR 3: GRADUATION

LIFE AFTER GRADUATION

Communities are transformed.

Group members continue to support one another after graduation. Lives continue to improve as generational change is realized. Entire communities are transformed.

Youth become safe and healthy.

Health and safety is a primary focus that includes food security, housing, health and hygiene, and child rights initiatives.



Secure Food & Housing

Youth are equipped to grow, buy, cook, and store food, and make necessary housing improvements.



Hygiene & Access to Healthcare

Youth learn basic hygiene, disease prevention, and how to access healthcare if needed.



Child Rights Initiatives

Youth are educated on rights, including gender equality, preventing future abuse or exploitation.

Youth are skilled for long-term success.

Sustainable, generational change is emphasized through education, vocational training, business development, and financial fluency.



Access to Education

Youth have resources to re-enroll/begin formal education, some attend college and beyond.



Business Development & Financial Fluency

Youth receive micro grants to fund business endeavors and are taught accounting and investing.



Vocational Training

Youth pursue greater income through individualized training funded by various resources such as grants or loans from their group.

Youth are wrapped in layers of community.

Social and spiritual concerns are addressed including community reintegration, family reunification, and spiritual strengthening.



Community Reintegration

Youth embody a sense of belonging and confidence that transcends into broader society.



Family Reunification With Agency

Youth rejoin siblings and adult relatives knowing how to enforce their human rights.



Spiritual Strength

Though religiously non-restrictive, Zoe staff share that no one is beyond the love of God in ways which are never coercive but always inviting.

Ettiene's basket-making business employs 50+ Rwandan families.

Ettiene's childhood in Rwanda was marked by grief: losing his mother at the age of three, his father at eight, and subsequently caring for his grandmother until her passing. Left homeless, Ettiene contemplated ending his life many times over the years, finally setting a specific day for the following week.

On Wednesday, two days before his plan would unfold, a community member invited Ettiene to an informational meeting about an organization helping orphaned youth. There, Ettiene asked a Zoe staff member about the meaning of the organization's name and learned that "Zoe" is the Greek word for "life."

The definition touched Ettiene to his core. "I knew this was a sign I needed to keep living. It was my moment of hope."

As a Zoe participant, Ettiene started a basket-weaving business. By the time he graduated in 2015, Ettiene was completely self-sufficient. But he didn't stop there. Ettiene began approaching exporting companies to buy his baskets. He bid on projects and was awarded large contracts, requiring him to train and hire more basket weavers to fulfill the orders.

Today, Ettiene employs 50 full-time basket weavers, whom he proudly pays a fair, living wage weekly. Zoe shifted Ettiene's trajectory with a single opportunity. And now, Ettiene is paying it forward by providing opportunities to others.



Program Data Highlights

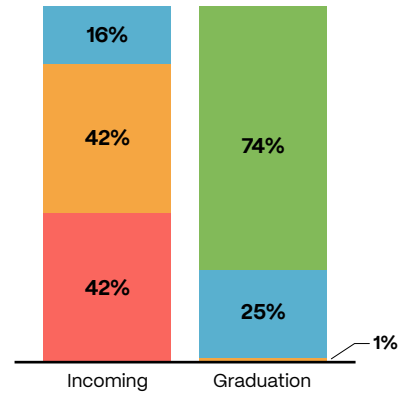
Between 2018 and early 2023, 1,937 households with 6,202 orphaned and vulnerable children and youth in Kenya, Malawi, Rwanda, and Zimbabwe were surveyed as they entered their Zoe group and when they graduated. These charts show their journey through eight areas of intervention.



Visit zoeempowers.org/outcomes to read our full methodology and country specific survey data.

FOOD SECURITY

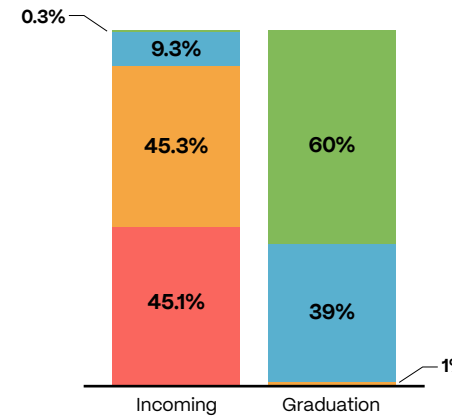
Number of Meals Eaten Per Day



- I can afford 3 meals if I want them
- 2 meals
- 1 meal
- I often don't eat every day

HOUSING

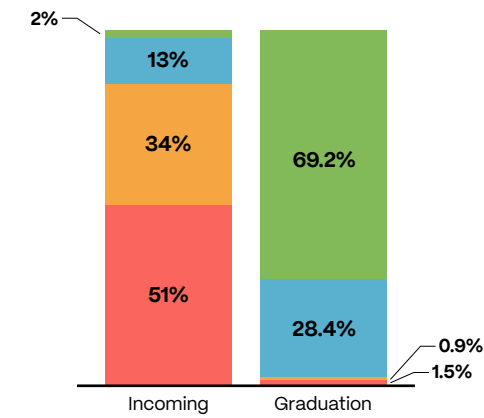
"I live in an adequate/safe home."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

HEALTH & HYGIENE

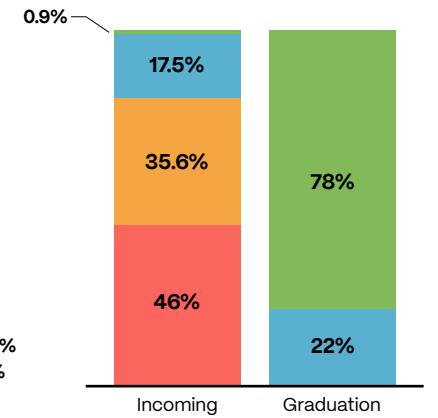
"I have access to medical care."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

CHILD RIGHTS

"I know my rights and can enforce them."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

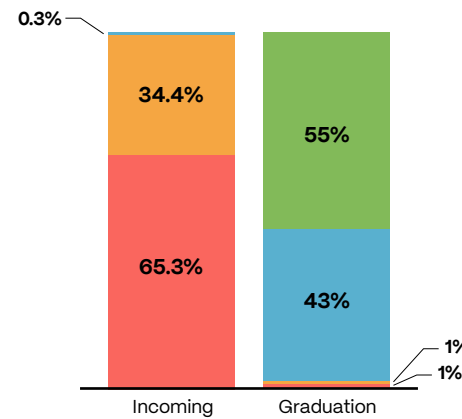


I have witnessed firsthand the transformative power of Zoe projects in our community. Beyond just providing opportunities for youth, they have sparked a ripple effect of empowerment and entrepreneurship. The Zoe kids inspire others to start small, showing that with determination and hard work, even the most modest beginnings can lead to success. Their achievements have motivated the entire community to strive for better."

Jeanne D'Arc
Executive Secretariat of the Byimana Sector, Rwandan Government

INCOME GENERATION

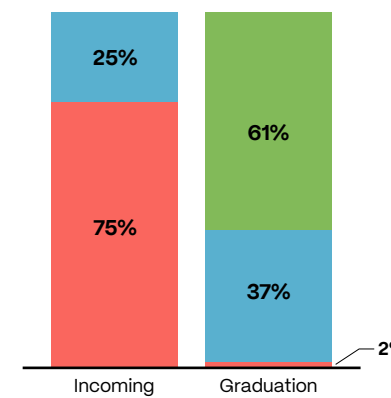
"Through my work, I can provide sufficient food, clothing, school expenses, and other necessities for my household."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

EDUCATION

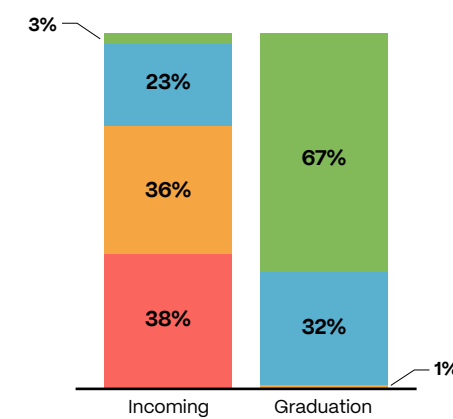
"I can pay for the school expenses for all of the school-aged children in my household."



- We can pay for all school expenses
- We can pay for some school expenses
- We can't pay for any school expenses

COMMUNITY

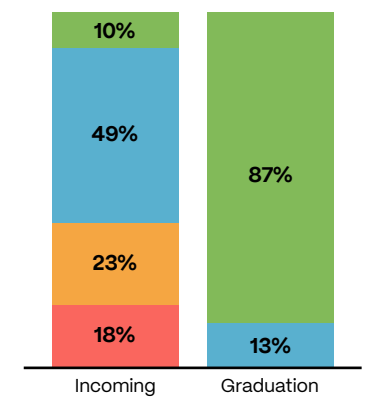
"I feel that I am a valuable member of the community."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

SPIRITUAL STRENGTH

"I feel that God loves me."



- Strongly agree
- Agree
- Disagree
- Strongly Disagree

Rwandan Alumni Excel Post-Graduation

The transformative impact for Zoe graduates continues well past their time in the program. An indicator of the program’s success lies within the sustained progress of Zoe households post-graduation. A survey of 243 households five years post-graduation revealed that **98%** report doing better or much better than at graduation. This survey compared Zoe alumni’s responses to national data sets, revealing their integration into communities, particularly in comparison to others residing in their districts.



“

Owning my own vehicle makes me feel proud and has helped me expand my business. I thank God for Zoe Empowers, and I teach my children to always help others in need.”

— Chantel, Zoe Empowers Rwanda Graduate

89.7%
own a home

“Before Zoe, I thought I would never have children because I never wanted to see a child suffer as I did. Now, I am married with two children who both attend school. They have a father they can be proud of.”

— Jean Marie, Zoe Empowers Rwanda Graduate

18%

more likely to have school-aged children in school

38%

more likely to raise livestock



3 times

more likely to own a motor vehicle

“The livestock I own are like an additional savings account. When the offspring mature, I can sell them and use the money to expand my business, purchase more land or build a home.”

— Jean Claude, Zoe Empowers Rwanda Graduate

18%

more likely to own a farm

60%

more likely to own a mattress



*in comparison to neighbors residing in their district.

Against all odds.

Zoe Empowers helped Pascaline find stability for her family of ten.

Extreme poverty befell Pascaline and her family four years ago.

It happened in a matter of days following the death of Pascaline's mother. The family returned to their matriarch's home village in rural Rwanda for the burial. There, Pascaline's father swiftly abandoned his six children, leaving them with their eighty-year-old maternal grandmother, who was already struggling to provide for three of Pascaline's cousins.

Pascaline's grandmother had suffered an arm injury several years earlier. Without access to proper healthcare, she'd lost the function of her right arm. Able-bodied Pascaline, then fourteen, was the eldest of her eight siblings, ages three months to ten years old. And so, almost overnight, Pascaline became responsible for a household of ten.

Pascaline spent days collecting leftover charcoal to sell and weeding the fields. But the meager earnings—scraps of sweet potatoes, cassava, and corn—from odd jobs weren't enough to feed the family. Hunger haunted their household. Nights were endless, filled with crying infants desperate for milk Pascaline couldn't afford. Occasionally mothers in the Village



Pascaline with her school-age siblings, 2024

would have pity on Pascaline's begging, sharing milk and porridge. But when that option failed, Pascaline was forced to feed the babies solid food.

"We never had vegetables or legumes," Pascaline recalled. "I was praying for God to send help. I felt abandoned and began to believe I was alone."

Unable to afford education, Pascaline and her siblings languished in perpetual need. If a family member fell ill, Pascaline could do nothing. No one had birth certificates, disqualifying them from need-based programs.

Four years passed in this state of hopelessness and despair, each day more bleak than the day before. Finally, in January 2023, Pascaline heard about Zoe Empowers and attended the information meeting.

She wept to Albertine, a Zoe program facilitator in Rwanda, as she recalled her strenuous battle to keep her family alive.

Pascaline was accepted into Zoe's empowerment program, and at the first group meeting, she created a Dream Chart outlining her vision and goals for her life. Placed prominently at the top, Pascaline drew a picture of her motivation: children crying out of hunger.

More than anything, Pascaline dreamed of becoming food secure. So, when she didn't attend the second meeting, her group was confused and concerned. They tracked Pascaline down and learned she hadn't found work that day and could not feed her family. She'd skipped the Zoe meeting to beg for food.



Pascaline's peers, who were also vulnerable and hungry, deemed Pascaline's situation an emergency. They banded together, promising to help Pascaline find food for a few days to allow her to keep coming to the meetings.

Their kindness and generosity moved Pascaline to tears. Never before had anyone come to her home and listened to her struggles.

Pascaline started a small business selling fruits and vegetables with her first Zoe grant. But this glimmer of stability was disrupted when a government mandate required all children under eighteen to be in school.

Once again, Pascaline thought she'd have to drop out of the Zoe program until Albertine, the program facilitator, proposed a solution with government officials and the school: Pascaline received a contract to supply sweet potatoes and cabbage to the school through her business, allowing her to get an education and remain in the Zoe program.

The partnership seemed promising, but Pascaline needed a loan to buy sweet potatoes from another supplier to meet the school's upfront demand. Luckily, after many conversations, Pascaline connected with a farmer who trusted the Zoe program and rented her a plot of sweet potatoes to harvest. Her group mates helped transport the crop,

agreeing that Pascaline would pay them once she received payment from the school.

After a few months, Pascaline's business grew and stabilized. The steady income allowed Pascaline to participate in her group's table banking fund, a banking method used across program countries requiring group members to input small sums weekly to receive loans as needed to grow and diversify their endeavors. With access to the merry-go-round, Pascaline acquired more livestock, including chickens, a goat, and a pig. She expanded her farming project, renting land and sharing crops.

Wanting her family to build self-sufficiency alongside her, Pascaline gifted each sibling one chicken. Her family members used the money from egg sales to pay for school supplies. Zoe had subsidized the cost of medical insurance so Pascaline could focus on her business. But by the six-month mark, Pascaline could afford 50% of the cost of medical insurance. By the end of year one, Pascaline covered the expense on her own and Zoe helped her to obtain IDs and birth certificates.

With an expanding business, Pascaline recently hired two employees, and during planting season,

she hired five more—all impoverished people in the community. Pascaline pays her employees fairly, in cash, unlike how former employers exploited her for labor. She even made arrangements for an employee to care for one of her pigs, and when the pig reproduced, they agreed to share the piglets, thereby spreading the wealth.

At school, Pascaline was chosen as the leader of her grade, representing her class in conversations with school officials. When asked about this responsibility, Pascaline beams with pride.

"Before Zoe, I thought I'd never smile again," Pascaline said. "I believed God had punished me for something. But, today, I can smile because I'm happy."

Pascaline's journey exemplifies the power of collective support and individual resilience. With two years remaining in the Zoe program and her primary goal of food security achieved, she is focused on bigger milestones: land ownership, a new home, and possibly reuniting with her father. Like many vulnerable youth, Pascaline never lacked drive and determination, only support and opportunities. With both, she's proven herself to be unstoppable.



Before Zoe, I thought I'd never smile again. I believed God had punished me for something. But, today, I can smile because I'm happy."



Moreen
Victorious Empowerment Group

Kenya



Reegan Kaberia
Chief Executive Officer of Zoe Global South
& Kenya Country Manager

15,715

children enrolled

170

empowerment groups

\$1,242,115

invested in programs, services and grants

54,149

children impacted since 2007

Implementing Partner: Zoe Empowers Kenya



Pacifique
Abavandimwe Empowerment Group

Rwanda



Epiphany Mujawimana

Empowerment Program Founder
& Rwanda Country Manager

13,862

children enrolled

162

empowerment groups

\$1,220,567

invested in programs, services and grants

50,718

children impacted since 2007

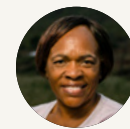
Implementing Partner: Zoe Rwanda Terimbere



Nolan

United States of Hardworkers Empowerment Group

Zimbabwe



Barbara Matsanga

Zimbabwe Country Manager

7,554

children enrolled

84

empowerment groups

\$638,426

invested in programs, services and grants

26,234

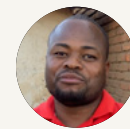
children impacted since 2009

Implementing Partner: Zoe Empowers Zimbabwe



Chisoni
Chiyembekezo Empowerment Group

Malawi



Maclein Harawa
Malawi Country Manager

6,967

children enrolled

82

empowerment groups

\$579,913

invested in programs, services and grants

20,399

children impacted since 2013

Implementing Partner: Zoe Ministry Malawi



Samuel
Agape Empowerment Group

Liberia



Isaac Dowah
Liberia Country Manager

5,562

children enrolled

66

empowerment groups

\$471,716

invested in programs, services and grants

12,939

children impacted since 2014

Implementing Partner: Zoe Empowers Libera



Vaishali and Malleswari
Progress Empowerment Group

Chennai, India



Jabez Williams
Chennai Program Manager

4,266

children enrolled

58

empowerment groups

\$389,301

invested in programs, services and grants

9,791


children impacted since 2014

Implementing Partner: Local Indian Organizations



Ramu
Working Stars Empowerment Group

Vizag, India



Nani Chintala
Vizag Program Manager

3,770 children enrolled **61** empowerment groups

\$413,294
invested in programs, services and grants

4,371
children impacted since 2019

Implementing Partner: Local Indian Organizations



Winnie
Imani Empowerment Group

Tanzania



Trice Shumbusho
Tanzania Country Manager

4,431

children enrolled

53

empowerment groups

\$357,502

invested in programs, services and grants

5,781

children impacted since 2019

Implementing Partner: Zoe Africa Tanzania



Sandramo
We Bury Poverty Empowerment Group

Mozambique



Alzira Isaac
Mozambique Country Manager

1,856

children enrolled

20

empowerment groups

\$216,856

invested in programs, services and grants*

1,856

children impacted since 2023

Implementing Partner: The United Methodist Church of Mozambique
Funding Partner: Foundation 4 Orphans



Julia
Destiny Empowerment Group

South Sudan



Lilija Noel
South Sudan Country Manager

590

children enrolled

8

empowerment groups

\$49,346

invested in programs, services and grants

590

children impacted since 2023

Implementing Partner: The Baptist Convention of Southern Sudan
Funding Partner: Harvesters Reaching the Nations

Donors Who Make Empowerment Possible

Dr. John Wesley and Lucy Jones

Dr. Wes Jones had all the marks of a successful life: a thriving career as a gastroenterologist, a happy marriage with children, and financial stability. But still, he felt adrift. Through his church, Wes learned about medical mission trips to Bolivia, the poorest country in South America. He knew God was calling him to engage. Now, after decades of volunteering in Bolivia, Wes has seen significant improvements and witnessed the overwhelming challenges of people living in extreme poverty.

This is why Wes' interest was piqued when he heard Rev. John Tyson, senior pastor of Haymount United Methodist Church at the time, speak about Zoe Empowers during a sermon. Wes went home and did some research about Zoe. He was impressed by what he found but wanted to see the program in person to see if it actually lived up to what people claimed the program could do.

After traveling to Kenya in 2022, Wes described finding "the perfect model" to address extreme poverty and immediately began partnering with multiple empowerment groups. During his second trip to Kenya, he told Gaston Warner that he had added Zoe Empowers as a beneficiary in his will. He believes that the money he has made should bless the Holy Spirit's work through Zoe far into the future.



The perfect model to address extreme poverty."



The Osler Family

Ten years ago Mike Osler felt a nudge to do something different in his life. He sought advice from several people and eventually found the mission pastor in his South Carolina Church, Rev. Jerry Hill. They met for lunch, and after listening to Mike, Jerry suggested he check out Zoe Empowers.

A year later, Mike and his wife, Kim, partnered with an empowerment group in Rwanda. For the Oslers, this wasn't an easy decision financially. As parents to four young boys they had plenty of financial obligations. So they reallocated their family finances, and through this they were able to support an empowerment group.

Mike has since traveled six times with Zoe, leading four of those trips. When he returns home, he shares the stories with Kim and the boys. They have now partnered with multiple groups and look forward to receiving the name list and photo for each new group and praying for the children. Zoe is a regular topic in their house and an important part of family life. Recently, Mike joined the Zoe Empowers team part-time as Director of Partner Relations.

Amanda Davis

In 2015, Amanda Davis followed a calling to become a missionary. She put her belongings in storage and flew halfway around the world to teach in a remote village in Tanzania for ten months. It was one of the most challenging and rewarding experiences of her life.

When she returned home, Amanda became more intentional about her charitable giving, selecting effective, transparent organizations that used donor contributions wisely. Her time in Tanzania had taught her that a small amount of money, spent carefully, can go a long way. At her church, The Woodlands Methodist, Amanda heard about Zoe Empowers' and was impressed by the organization's focus on self-sufficiency.

In 2023, after learning Zoe was starting a new program in Tanzania, Amanda was inspired to get involved as a monthly donor. Later this year, Amanda will travel with Zoe to Tanzania, the first time she's been back since 2016. She's eager to meet the groups supported by The Woodlands and see the empowerment model in action.



“

Generosity
breeds
generosity.”

Trinity United Methodist Church

Trinity United Methodist Church in Gainesville, Florida, is deeply committed to missions. In fact, each week during worship services, they collect two offerings: one for general church expenses and one for missions. Co-Senior Pastor Steve Price doesn't worry whether the missions offering will detract from the church finances because he believes in a theology of abundance. Steve explains, "I've seen firsthand that generosity breeds generosity."

Trinity partnered with their first empowerment group in Rwanda in 2017. In 2019, Steve and a few church members traveled to Rwanda to meet their group and several others. After returning home, Steve spoke with his wife and Co-Senior Pastor, Catherine Fluke Price, and their adult children and decided to commit to their own group. Some of the individual travelers also partnered with empowerment groups on their own.

Seven years later Trinity's commitment to Zoe Empowers continues to increase and deepen. Many church members have followed the Price family's example, partnering with their own groups while still contributing to the church's collective mission. Their combined generosity has transformed the lives of over 1,200 orphaned and vulnerable children.



Zoe Empowers ranked #1 by Impactful Ninja for charities that help orphaned children.

Charities on the list were chosen based on their mission, impact, transparency ratings, and achievements. The aim of Impactful Ninja is to provide actionable insights to help make a positive impact on the world and society.



See the Impactful Ninja Top 10 List
zmpw.rs/ninja



Listen to the podcast featuring Zoe's CEO,
Gaston Warner at: zmpw.rs/podcast



2023 Financials & Program Impact

\$8.80

Monthly cost per child*

\$106

Annual cost per child*

\$317

3-year cost per child*

64,573

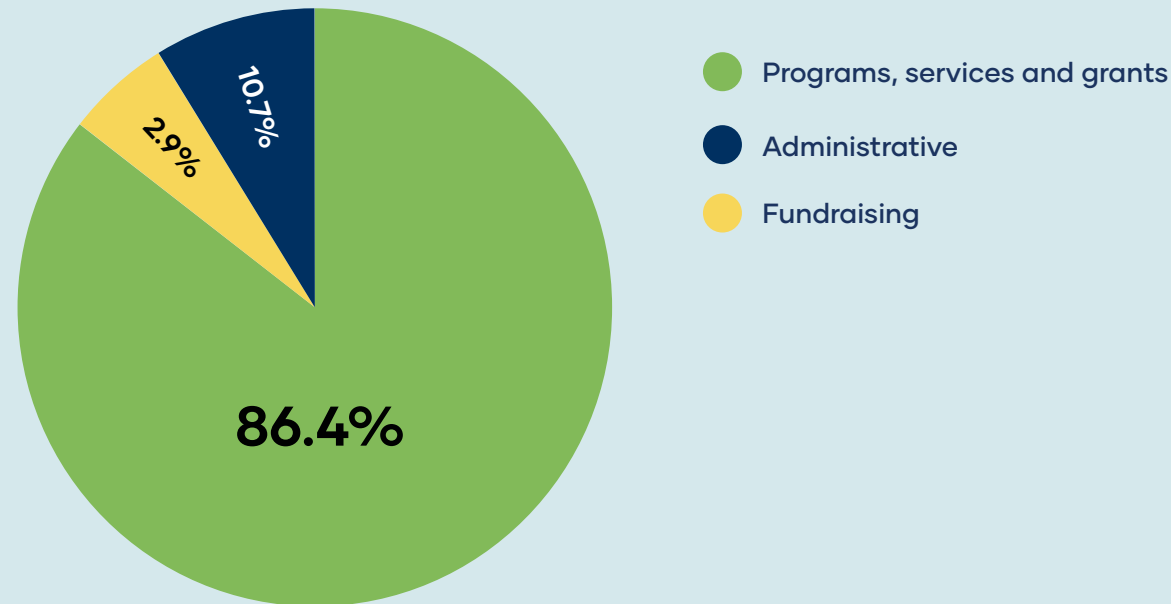
Children served in 2023

764

Empowerment groups served in 2023

\$7,369,272

Total revenue in 2023†



*Total cost, inclusive of overhead

†Cash-basis

2023 US BOARD MEMBERS

Lynn A. Dugle *Chairperson*

Former CEO Engility Inc.
Member of State Street Corporation

Mike Mandl

Executive Vice President
Piedmont Healthcare

Mark Konen *Vice-Chairperson*

Retired, President
Lincoln Financial Group

Erin Geter

Employee Resources Partner
Google Headquarters

Randy Wiersma *Secretary*

Retired, COO
College Bookstores of America

Robert Ondrasek

Retired, Teacher and Coach
Founder of Top Tier Training Camps

Ken Muriithi *Treasurer*

Vice President of Enterprise Data Remediation
Wells Fargo Bank

Tim Thoman

President & CEO
Performance Services, Inc.

US STAFF

Gaston Warner

CEO, Zoe Global North

Laura Nemecek

Director of Program Communications

Jacob Tippet

Marketing & Communications Manager

John Boswell

Chief Operating Officer

Tina Schmidt

Director of Marketing

Nancy Short

Administrative Assistant

Wendy Lee

Chief Development Director

Kristin Magee

Program Data Manager

Jordyn Bloemeke

Donor Communications Associate

Beth Hull

Chief Financial Officer

Elena Ballam

Travel Manager

Toni Cole

Director of Administration

Mike Osler

Partner Relations Manager



Printing proudly sponsored by:



Featured photography courtesy of: Luke Schmidt, Kara Tremain, Denis Kumbo, Samuel Majope



We have a bold vision to expand our impact.

250,000 children + 5 new countries by 2025.

By the end of 2025, our goal is to impact **250,000 orphaned children and vulnerable youth**, while expanding our reach to **five new countries**.

Imagine the impact we can make together. Learn more at: zoeempowers.org/imagine.



*total number of children with empowerment support through March 18, 2024



Help empower orphaned youth.

By investing in the empowerment of orphaned children and vulnerable youth, we can ignite a generation skilled to leave extreme poverty behind forever.

Empower a Full Group

Pledge to give \$9,000/year for 3 years to empower 60+ vulnerable youth out of extreme poverty.



Scan to partner or visit:
zoeempowers.org/partner

Empower a Half Group

Pledge to give \$4,500/year for 3 years to empower 30+ vulnerable youth out of extreme poverty.



Scan to partner or visit:
zoeempowers.org/partner

Give Monthly

Become a new monthly Collective partner and your gift of \$39 or more will be doubled for an entire year!*



Scan to give monthly or visit:
zoeempowers.org/monthly

Planned Giving

Download your free Planned Giving Guide to learn how you can include Zoe Empowers in your estate plans.



Scan to learn more or visit:
zoeempowers.org/legacy

For more information about how to partner with Zoe Empowers, please contact Gaston Warner at (919) 414-4167 or gaston.warner@zoeempowers.org.

*The Monthly Giving Match is limited up to \$100,000 and available on a first come, first serve basis.



PO Box 28839
Raleigh, NC 27611



Zoe Empowers helped Pascaline find stability for her family of ten.

One year ago, having enough food to eat was just a dream for Pascaline and her siblings. Now, it is a daily reality. Read how she did it on pages 20–23.

919.779.7272
info@zoeempowers.org
zoeempowers.org

“I know the plans I have for you,” declares the Lord. “They are plans for peace and not disaster, plans to give you a future filled with hope.”
— *Jeremiah 29:11*

Zoe Empowers is a 501(c)(3) organization.
All donations are tax-deductible.