



KOMERA

Self Confidence, One Girl at a Time.

2022 ANNUAL REPORT

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In Rwanda, “Komera” means
be strong, have courage

Mission: Komera develops self-confident young women through education, community development and health.

Vision: At Komera, we believe that young women have the right to lead change in their community, to experience the joy of self-discovery and to realize their potential.

Komera has been working in the **Kayonza district of Rwanda** for over a decade —implementing education, community development and sport for health programming to thousands of young women, youth and families since our start in 2009.

We currently serve **9 different sectors** in our District and had **270 girls** in educational programs in 2022



New Faces of Komera

This was a year for growth at Komera. Not only did we open the Komera Leadership Center, but our Komera Team grew too! **This year Komera welcomed four new full-time team members, a new chef at the Leadership Center, and a U.S. Board Member.**



Jackson Bizimungu
Business Development
Manager (RW)



Olivia Isimbi
Information, Computer,
and Technology Officer
(RW)



Solange Mushimiyimana
Tailor Training Program
Instructor (RW)



Mustafa Ndungutse
Komera Café Chef (RW)



Cristina Patel
Board Member, Komera
Board of Directors (US)



Jacquelyn Spade
Development and
Communications
Manager (US)

Komera Staff Statistics

15 Full-time Staff

3 Part-time Staff

20 Support Staff

100%
Female Leadership

At Komera, prioritizing women in leadership roles continues to be a top core value. We are proud to say that Komera continues to have **100% female leadership** in both the US and Rwanda, and Komera's executive leadership continues to be based in Rwanda.

Komera Three Pillars of Impact

Education

Community Development

Health



2022 TCS New York City Marathon
Team Komera runner, Lauren Moody



Girls from the District and Komera
gather to compete in the **post
Grand Opening Futbol match**



A **farewell celebration** for the Former
Executive Director of Komera Dativah
Bideri Mukamusonera who transitioned
to the Rwandan Board



**Center Grand Opening Ribbon
Cutting** with Komera Executive
Team, Local Leadership, and Segal
Family Foundation Representatives



Rwandan Team
members at an
**offsite Team
Retreat** at
Rubavu



The **official groundbreaking
ceremony** of the Komera
Leadership Center



Launch of the
new **Teen Mothers
tailoring program**
at the Leadership
Center with special
guest the Mayor
of Kayonza District
Nyemanzi Jean Bosco

Teen Mothers
visiting the **newly
opened Health
Post** at the Komera
Leadership Center



Top 10 Memories of 2022

**District students receiving
school uniforms** as part of
the school uniform initiative
supported by grant partner
Tailored for Education



Komera Scholars attending the
first **Leadership Camp** held at the
Komera Leadership Center



Komera provides scholarships to vulnerable adolescent girls who have passion and a desire to pursue their education but lack resources.

Based on the Rwanda Ministry of Education's Education Statistical Yearbook 2020/2021 report, the number of girls enrolled in secondary school has continued to increase since 2017. However, the percentage of girls enrolled in STEM, Technical and Vocational Education Training (TVET), and University programs is still far behind.

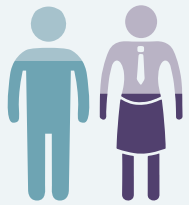


Education is one step in her journey to become a leader!

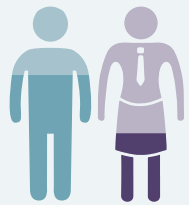


"Falling down doesn't mean you can't stand up again."

Assephash, Komera University Graduate



54%
Percent of Female Students transition from S6 to University compared to their male counterparts (71.5%)



35%
Percent of total students enrolled in STEM Programs (University level) that are female.

Our educational programming includes opportunities at formal boarding school, day school, vocational, and certificate programs, and higher education degrees. Komera also focuses heavily on ensuring that girls not only stay in school, but that they advance to the next academic level.



We walk alongside each girl on her education journey, including the following paths:

- **Day school tuition scholarships** for Senior 1-3 at partner schools
- **Secondary school scholarships** for Senior 4-6 at exceptional boarding schools
- **Post-Secondary Transition Program** for academic and career readiness
- **Vocational education certificate programs** through accredited training programs including tailoring, culinary arts, hairdressing, and hospitality
- **Higher education degrees** in public and private universities across Rwanda

55
University Graduates

270
Female Scholars in Educational Programming in 2022

47
Post-Secondary Transition Program

79
Secondary School

30
Day School

54
Current University Students

60
Vocational Programs

Komera's Holistic Approach to Educational Success:

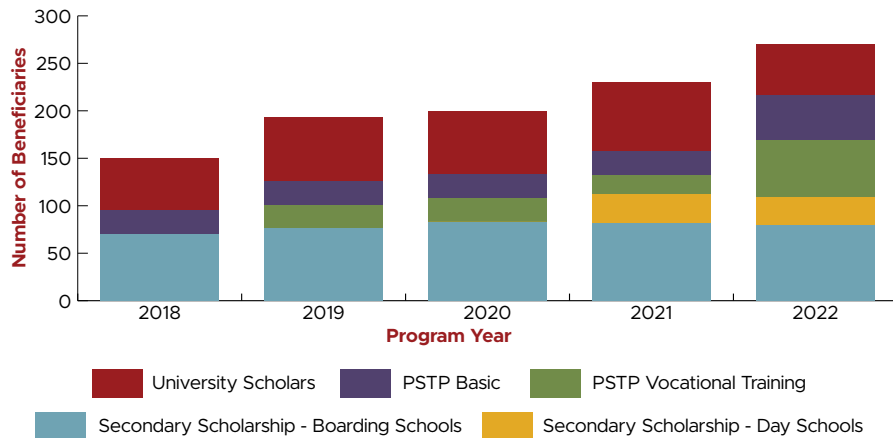
Scholars receive a full package which includes all the personal and academic materials needed to be successful at boarding school. **We pack her bag with everything she needs to thrive, from the required school uniform to the personal hygiene supplies.** We also cover her entire family with health insurance as well, and provide transportation to and from school each term.



Education gives girls hope!

Education increases her agency, characterized by the ability to effect change in her own life and the world. Education is a pathway out of poverty. Education empowers her with a degree to pursue a future of her choosing!

Education Program Beneficiaries By Program



Mentorship

School-based mentors create a healthy learning environment for students at boarding schools with weekly support sessions, ongoing learning opportunities, and individual counseling. Mentors are critical to long-term success; each girl feels inspired, motivated and future-focused!



"After joining the Komera family, I started seeing opportunities where others see challenges."

Angelique, Komera Scholar

Leadership Academies

Girls gather at Komera during school holiday breaks 3x per year to spend a week learning, growing, and getting inspired. These week-long programs focus on the whole girl, strengthening and empowering both mind and body. The scholars attend inspiring training on sexual reproductive health, goal setting, finance, and receive career guidance to support their future education and economic empowerment. Sports and games are used to engage and deliver lessons in an effective and fun manner.

Post-Secondary Transition Program (PSTP)

A bridge program that empowers female secondary education graduates with short courses to enrich their knowledge and prepare them for future employment and transformation. Students attend courses with Komera trainers to sharpen their skills in English language, ICT, entrepreneurship, finance, leadership, and goal setting.

Upskill Project

Our newest program, which was developed in 2022, is designed for highly motivated high school graduates at local day schools in Rwinkwavu. This new program gives access to ICT and entrepreneurship skills to adolescent boys and girls in our district who excelled in their Senior 6 exams. During this intensive 3-month short course, students are introduced to computers for the first time, create CVs for job applications, and are aided in applying to university. **We know these skills will unlock opportunities for both boys and girls to soar!**

Komera Connect

Intensive short courses on specific vocational skills including hospitality, hairdressing and tailoring. The training includes both soft and hard skills, and connects students to an adaptable skill that they can put to use right away.

Bridge-to-Career Alumni Network

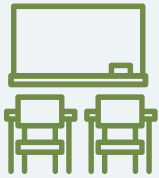
Supporting Komera university students and alumnae with ongoing mentorship on employment opportunities and work skill sets necessary for them to easily seek and access employment.

45% Employment rate upon completing the PSTP in 2022
*started their own business or employed at a company.



Youth Empowerment Program

Using a sport-for-change approach, Komera engages young people at neighboring primary schools to learn through play, creating opportunities to share and express themselves in a safe space.



2022
Partner Schools

GS Rwinkwavu
GS Nkondo II

Mentors for YEP

Each school has two mentors to support both the Preventative and Outreach programs. Komera hosts YEP mentors and the head teachers of each school for an annual mentorship training.

Initiatives Under YEP

Primary Partnerships

Through a partnership with Tailored for Education, Komera works with primary and secondary schools to reach the most vulnerable boys and girls who want to go to school but cannot afford a required uniform. **In 2022, we reached 889 boys and girls with a life changing gift of a uniform!**

Outreach

Komera works with local students in Senior 1-3 using futbol and games as a tool for development. Games are used to educate students on their health, child rights, gender equity, career opportunities, and SRH. We invite students to the Komera Center twice a month over the weekends, **educating 400 boys and girls using a Sport for Change curriculum.**

Prevention Program

Launched in 2018 to provide critical support to vulnerable girls at local partner schools, this program was created to serve the unique needs of adolescent girls through a sports-based curriculum with a focus on sexual reproductive health education. **Using yoga, meditation and fun games, girls feel empowered to speak up, talk about their rights, and have confidence in their health and wellbeing.**



100 girls

were selected from two schools for the year-long program, reaching the most vulnerable girls who are orphaned or experiencing extreme family conflicts.

Kopibaba Parent and Guardian Cooperative

Parents and caretakers of Komera scholars are invited to join business ventures to earn income for themselves and their families. Parents participate in business and finance training at Komera to learn how to save and invest their income to grow their businesses.



Through our partnership with the Ministry of Agriculture and Rwanda Cooperative Agency, Komera was privileged to have a full-time Agriculturalist, under the government's partnership with RYAF and KIIWP, who followed the daily activities of the parent cooperatives for one year to support the growth of sustainable income-generating activities, boosting investment and income generation for its members.



Bee-keeping



Tailoring



Farming



Small shops

144 parents

12 active businesses



Nabacu

Parents of both the Teen Mothers and Youth Empowerment students are embraced with open arms as part of the Nabacu program, participating in trainings at Komera. Quarterly, Komera mobilizes these families along with the local community to participate in sport and advocacy efforts for the rights of girls, changing harmful gender norms in the community. It is important that the community understands issues that young women face and come up with solutions on how to solve them.



Nabacu: Kinyawanda for "They Are Ours"

We welcome those who have lost it all, who have experienced trauma, extreme poverty, overwhelming challenges; those that society outcast. We believe in them and help them see their potential. Once they have regained self-love and confidence, we help them see their future is bright. We believe in their potential!!



Advocacy

Komera is a vocal and active organization in the community to advocate for rights and access for women and girls. We do this through partnerships with stakeholders including local government, police, NGO partners and beneficiaries.



Sensitization Campaigns in 2022:

- V-Day Violence Against Women
- International Women's Day
- Day of the Girl Child
- Day of the Village Woman
- 16 Days of Activism to end Gender-Based Violence



Health and wellness is deeply ingrained in our work at Komera and cross-cutting throughout all of our programming.

Komera utilizes a variety of sports and games as a tool for creating **team-building skills, confidence, and leadership** in our beneficiaries. The methods used are rooted in a sport-for-change approach and include yoga, meditation, futbol, running, and games.

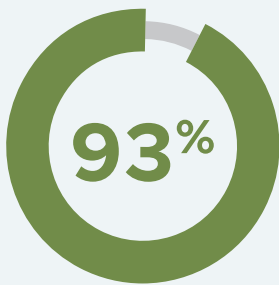
We have a number of programs that focus on **sexual and reproductive health, emotional support, and sport** in primary and secondary schools for both boys and girls. This allows them to come together on an equal playing field to learn about gender norms and dynamics of power.

Komera provides a pathway out of poverty for both teen mothers and vulnerable adolescent girls to transform their futures through education on SRH, access to family planning and resources, and advocacy work on women & girls rights. Komera works to change negative stereotypes that prevent women and girls from reaching their fullest potential!

626
served by the
Women's Health Post
since it's opening

0%
second pregnancy
of teen mothers involved
in the program

5,115
menstrual hygiene
products given out



contraception use
within teen moms

627
youth (boys and girls)
trained on sexual
reproductive health



Teen Mother Advancement Program

Komera supports **over 300 teen mothers** in an economic empowerment and community-based mentorship program. Komera trains mentors to meet with teen mothers in their communities to support them in health, education, and economic empowerment. To support the multi-faceted needs of young mothers, Komera's program includes:



Parent & Family Counseling
to address conflicts
and reunite families



Vocational Training
through an in-house
tailoring program for
economic self-sufficiency



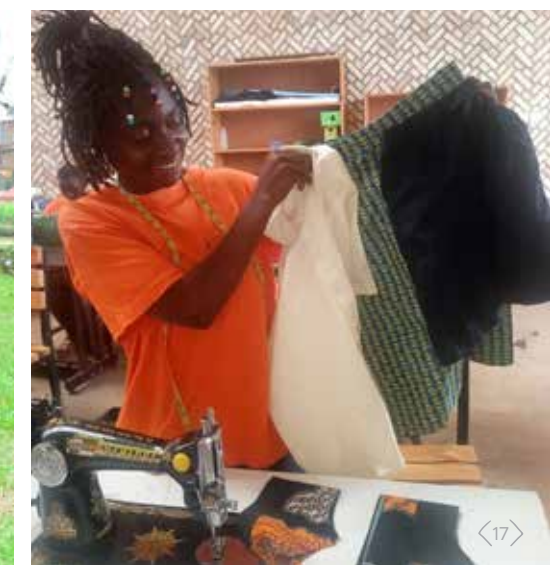
Yoga and Meditation
tools for self-love
and acceptance



Economic Empowerment
tools through finance
trainings on saving



Mental Health Counseling
for mothers to
heal past trauma



"The Komera Program opened up my eyes to more love and bonding with my family that I did not have before and I know I can change my life and that of my child."

Anonymous 17-year-old teen mother in the Komera Program.

Measuring Agency in Teen Mothers

Komera is proud to be a founding partner of **AMPLIFY Girls**, a collective of **40 organizations across East and Southern Africa**, founded to amplify the voices, work, and impact of community-driven organizations focused on the power and potential of adolescent girls.

In 2018, AMPLIFY Girls selected adolescent girls agency as a critical outcome to measure the impact of life-skills programming for adolescent girls. Over three years, we collectively completed research and built a validated tool to measure impact.

Agency is defined as: “both a girls’ personal belief in their ability, combined with the skills needed to effect change in their own lives and world.”

In 2021-2022, Komera used the AMPLIFY Girls agency tool to measure our Teen Mothers Program to understand if we were solely responsible for increasing agency for the young women we work with. This measure is especially critical for young mothers as they need agency in their lives to

rebuild, raise children, and advocate for themselves. The brilliance of this program is that it helps young mothers believe in themselves again, it engages their community to welcome them home and provides them with the skills to move forward with their lives.

Using the AMPLIFY Agency Tool, **we have evidence to track a statistically significant psychometric measure of increased agency** from baseline to end-line.

Young women in the Komera Teen Mothers program in 2022 scored higher in agency by **20.66%** which is an incredible achievement for this program. It demonstrates that the interventions we are providing are impacting these young women in transformational ways.

This study validated that the Komera program intervention was solely responsible for the increase in agency for young women!



Engaging our Global Community through Sport

Komera Global Run

The KGR is a movement of people around the world coming together to support girls’ education and empowerment! Komera hosts an annual run in Rwinkwavu, and in cities across the globe. The KGR is an opportunity to bring youth, parents, and community members together in celebration of sport and female strength.

This year’s theme was “Move How You Move” and included **the first ever virtual African Dance Class taught by Manzi Mbaya, a choreographer based in Kigali, Rwanda**. Board Member David Wright hosted an in-person mountain-bike ride in Utah, while team members in Rwanda and New York hosted community and family runs/walks. We were also excited to work with Rwandan Graphic Designer Patrick Isimwe, who designed this year’s KGR shirts!



Race Around Rwanda

This year we had two great corporate partners, VidMob and Heidrick and Struggles, join us for our annual **Race Around Rwanda—a 610 mile virtual trek around the country of Rwanda**. VidMob had employees participate through running, hiking, cross country skiing, indoor-cycling and more! Heidrick and Struggles turned the RAR into a friendly competition with nine offices throughout the US competing to see who could log the most miles—the Chicago Office won with 843 miles!



TCS New York City Marathon

This year Team Komera had 22 dedicated runners and fundraisers join us for the 2022 TCS NYC Marathon. Team members came from across the US with one runner joining us from Europe. These runners dedicated their time to training and fundraising, with **each raising \$4,000+ for Komera!** Before the marathon, we connected the runners and Komera scholars through zoom calls and enjoyed a team dinner together.

Race day temperatures hit close to 75°F (about 21°C) making it **one of the hottest NYC Marathons in the history of the race!** We were incredibly inspired by the dedication, perseverance, and fortitude our team showed that day. Team member Beth Nicely, owner of The Limit studio, shared her story of how, **“though [she is] strong, [she] had to ask for help”**, reminding us that “it doesn’t matter what you do to get somewhere, it’s that you get somewhere!”

Team Komera raised nearly \$105,000 USD!



Home is not where
you are from, but
where you belong!



THE KOMERA LEADERSHIP CENTER GRAND OPENING

**"We celebrate the people who made this dream a reality - our supporters, scholars, their families, and the entire community."
Donatha Gihana, Chair of the Rwanda Board of Directors**

On August 12, 2022 the Komera Leadership Center officially opened its doors, marking a new era for Komera. Present were members of the local government, Komera partners and supporters, the Rwandan and US board chairs and members, founder Margaret Butler, and the Rwinkwavu community. As guests entered the Center, it was a literal and symbolic moment of our new programming that will pave the way to an expanded reach. The sentiment of achievement and great anticipation of what the new Komera home will create was palpable for everyone.

The ceremony was marked by speeches from various esteemed guests, including a member of the Rwandan Parliament, Honorable Anitha, The Mayor of Kayonza District, Nyemanzi Jean Bosco, and a representative of the Minister of Gender and Family Promotion, Aline Umutoni—Director General of Family Promotion and Child Protection; all applauded the work that Komera has done to invest in the education and bright futures of young women.



Komera Alumna Janvier, one of the very first 10 girls who received a Komera scholarship spoke during the grand opening ceremony. She shared her story and her experience of Komera's beginnings, how the community has grown since she graduated, and her excitement for what the future holds.

The celebration also included dance performances by the Garuka Urebe cultural troupe from Rwamagana and our scholars dance group. The District also hosted a championship futbol match, and a concert performed by Butera Knowless to end the day's festivities.



Education Wing

Large classroom spaces allow for interactive curriculum, in-house vocational training classes in tailoring and Informational, Computer and Technology, as well as a large space for meetings.



Community Hall

Intentionally designed as a flexible space, our meeting hall can expand to connect the three classroom spaces to create a covered area convening for up to 1,000 people. Outdoor courtyard and adjacent futbol pitch for sports, play, and advocacy events.



Women's Health Post

A safe, welcoming space available for all community members to visit, with an enclosed waiting area and small group meeting space, and two private health counseling rooms stocked with sexual reproductive health supplies and educational materials.



Dining and Café

Indoor seated dining area for the team and beneficiaries to enjoy healthy meals together crafted by our head chef and interning hospitality students. The Komera Café features locally grown coffee as well as snacks for passing visitors.



Administrative Headquarters

Office block with generous open workspace, a board meeting room and directors' office to cultivate a lively and productive working environment to meet the needs of the growing Komera team.

2022 Social Events

San Francisco

We were excited to get together again, in person, for our San Francisco Komera Cocktail in April! We had a great time with new and seasoned supporters of Komera. Komera Board members Larkin Callaghan and David Boehmer hosted the event with help from team member Jacquelyn Spade.



On the Horizon

Komera Junior Board of Directors

In December, we launched our Komera Junior Board of Directors! This group of highly motivated, globally-inspired young professionals will serve as ambassadors of Komera, and will use their passion and dedication to advance Komera initiatives, events, and spread awareness about Komera programming. Please join us in welcoming the Junior Board Members:

Ben Albritton
Carlyle Ascik
Victoria Gomez
Jullyssa Jones
Katharine Journeyay

Reese Kennedy
Alyssa Leahy
Kristina Mevs-Apgar
Armin Mortazav
Rebecca Philips

Katherine Pluck
Giana Ricci
Adrian Rogowski
Lakin Roland
Maddie Shapiro



Chicago

This year we brought Komera to the Midwest for our first ever Chicago Social! The Social was graciously hosted by two of Komera's supporters Janu Dalal and David Stewart. Nearly 100 people attended and enjoyed hearing the heartwarming stories of how our hosts got involved with Komera, the work Komera is doing, and a short video about the Komera Leadership Center. The night ended with a silent auction that had great items graciously gifted from local businesses and friends of Komera.

New York

This year's annual NYC Social at Little Sister, was an especially exciting night. It was at the last NYC Social in 2020 where we first announced the Komera Leadership Center, and at this year's social, we were able to celebrate the Center's grand opening! Board Co-Chair Ali Samadi spoke about his experience being in Rwanda during the opening celebrations and what this journey has been like and meant to him. Before we ended the night, we took some time to celebrate the birthdays of Komera's Board of Directors Co-Chairs - Kristen Gengaro and Ali Samadi who have played crucial roles in the growth of Komera. It was an emotional and exciting night for all!

Komera Social Host Committee

Ben Albritton	Cristina Patel
Kai Hansen	Victoria Reese
Dayna Hart	Giana Ricci
Elizabeth Langel	Ali Samadi
Kristina Mevs-Apgar	Amy Synnott
Consolee Nishimwe	

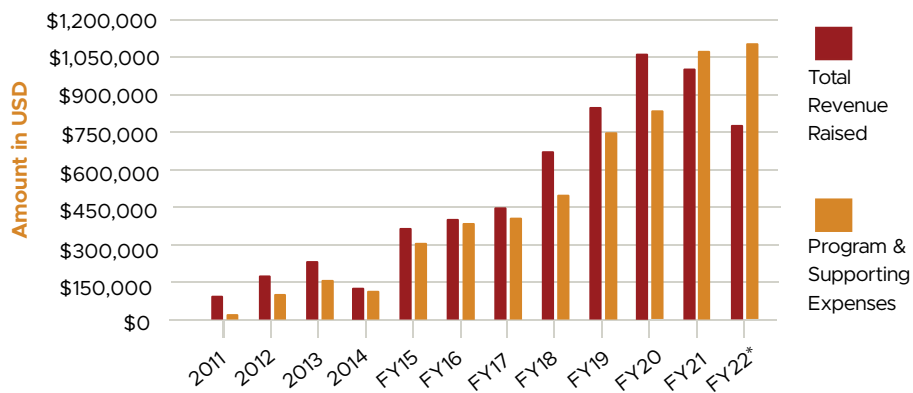


Komera Community Benefit Company (CBC)

With the opening of the Center, Komera registered the Komera Center Business Hub as a CBC; a sustainability effort to earn income to keep Komera programs running for years to come! The first stages of the business include a Komera Café and Restaurant, handcraft market with tailoring shop, and hall rental for private events. The restaurant provides all meals for program beneficiaries and staff, and also runs an internship program for students to learn practical skills in hospitality.

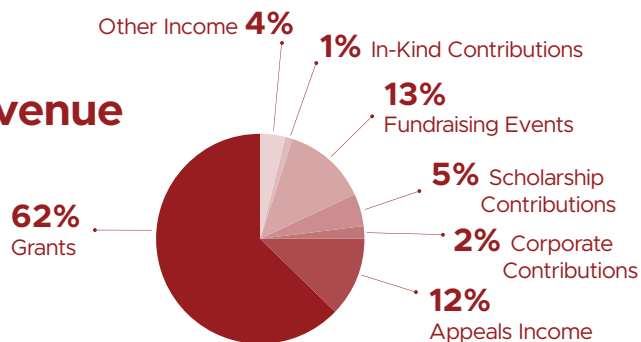
Financial Statement

Program & Fundraising Growth

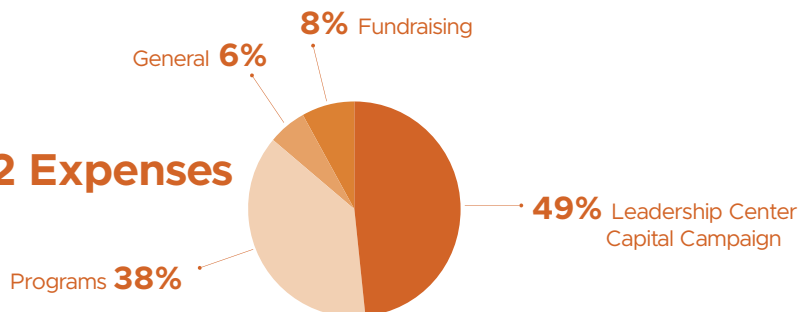


*In FY22, we used the excess funds raised from FY18-FY21 to build the Komera Leadership Center. Thus, our expenses were higher than our revenue in FY22 while building the Center. We planned for this project carefully, and Komera's overall financial health is strong

FY22 Revenue



FY22 Expenses



Komera Team

- Rosemary Musiimire - Executive Director
- Veneranda Barungi - Community Development Manager
- Jackson Bizimungu - Business Development Manager
- Ruth Kamatali - Social Worker Manager
- Scovia Kamatenesi - Administrative Assistant
- Olivia Isimbi - Information, Computer & Technology Officer
- Lauren Mason - Managing Director
- Justine Mbabazi - Assistant Accountant
- Sylvia Murekatete - HR & Finance Manager
- Josephine Mutamba - Teen Mother Program Coordinator
- Jacquelyn Spade - Development & Communications Manager
- Vestine Uwamahoro - Sports Activation Officer

Komera Board of Directors

U.S. Board

- Ali Samadi, Co-Chair
- Kristen Gengaro, Co-Chair
- David Boehmer
- Elizabeth Bohart
- Margaret Butler
- Larkin Callaghan
- Consolee Nishimwe
- John Hagarty
- Cristina Patel
- Victoria Reese
- Jessica Malaty Rivera
- David Wright

Rwanda Board

- Donatha Gihana, Chair
- Solange Ayanone
- Dativah Bideri Mukamusonera
- Francis Kamanzi
- Monica Keza
- Evelyn Mukakabano
- Jackline Mukayisiri
- Jackline Mukashyaka
- Pierrine Musabyemariya
- Honoline Niyigena
- Alice Nyirimana
- Edward Shyaka

Canada Board

- Hilary Butler, Chair
- Barry Adams
- Peter Baumgartner
- Margaret Butler
- Courtney Inman
- Rebecca Johnstone
- Susan Munro
- Sue Ritchie

Our Valued Partners

Our work would not be possible without the generosity of those who supported us this year with both financial and in-kind support.



TOGETHER, WE CAN INVEST IN HER FUTURE AND BUILD SELF-CONFIDENCE, ONE GIRL AT A TIME!



Every girl has a story to share.
Goals to strive for.
A future to look forward to.
The ability to change the world.

That's why Komera is here.

**For every girl.
For every family.
For the community.**

Working day in and day out to create generational change.
To unlock opportunities and champion possibilities.

But we can't do it alone.

- **Support her** story by sponsoring secondary scholarships.
- **Tell her**, her goals matter by supporting community outreach programs.
- **Show her** she has a bright future ahead by sponsoring university scholarships.
- **Encourage her** to become a leader by donating to the Komera Leadership Summits.



WAYS TO GIVE

There are many ways to continue your support for Komera. To learn more, make a donation, or partner with Komera, please contact us at info@komera.org or visit the following sites: komera.org/donate or komera.org/sponsor-a-scholar



ESTATE AND WORKPLACE GIFTS

Remember Komera in your will or living trust, or leave a portion of your life insurance or retirement plan assets to Komera. Komera accepts in-kind donations and corporate matching gifts. **Contact Komera to learn more.**

Donations accepted by cash, card, check, wire, and stock.

MURAKOZE CYANE! THANK YOU!



KOMERA

Self Confidence, One Girl at a Time.

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