



2 YEAR ANNIVERSARY REPORT

We can see the stars from here!!

2019 - 2020



impactafrica.network

Changing the African narrative

How it started...

January 2019

Cohort I
6 Fellows



The famous dining table

We all start from somewhere. For us, our 'garage' was Mark's dining table where 6 wide eyed interns gathered around a vision



INTRODUCTION

Letter from our CEO

This month marks our **two year anniversary** and even we have been surprised by what we have accomplished so far.

We launched IAN around my apartment dining table with six wide eyed interns who were the very first cohort of what evolved to become our Innovation Fellowship program through which we have provided a life changing opportunity to 40 college graduates.

The idea is to create an environment that can absorb Africa's most abundant resource, **her young talent**, immersing them in a crucible that shifts their mindsets while imparting world class execution skill sets necessary to be effective in the 21st century.

Our mission is to ensure young talented Africans have a chance at participating in the digital transformation of Africa as **creators** and **owners**.

Looking back at the last two years, each has had a specific theme:

2019 was the year of **hope & prayer** - we were simply hoping and praying it would work.

2020 was the year of **survival** - like everyone else we needed to ensure we survived that unprecedented season

Thanks to the support of some amazingly kind and generous people from around the world, not only did we survive 2020 but doubled in size from a team of 20 to 40+ and were able to launch **Jenga School**, our first startup despite the pandemic.

To me, this is proof of the indomitable nature of the human spirit. Our ability to see a distant light in the midst of dark- uncertain times is the real story of the 2020.



Mark Karake
Founder & CEO
Impact Africa Network

INTRODUCTION

Letter from our CEO

2021 looks like we are set to **Thrive!**

We are currently onboarding our 5th cohort of innovation fellows and expanding our leadership team in key areas such engineering and learning and development.

The real story here is the type of talent we are attracting, A players not short of opportunities are choosing to come to Impact Africa and taking pay cuts in the process because they believe in the mission.

This year we expect to launch 4 additional startups and create 100 full time jobs, 80% of whom are within 1-3 years of their professional careers.

We are definitely on a path towards our ***big hairy audacious vision*** of developing **10 scale ups** that provide **10K jobs** with a combined value of **\$10B**. We only have 9 years left to make it happen.

However, none of this would be possible without the support of the kind and generous people who have provided the financial backing and mentorship to our fellows that has enabled us to achieve so much so quickly.

Our support network spans the globe from **California** to **Australia** and back to mother **Africa**, we have been the beneficiaries of amazing individuals who make you proud to be human and hopeful for the future of our species.

Purpose

Our intent is not **just to launch and grow companies**. We are animated by a bigger and infinitely more compelling **Why**.

Our ultimate purpose is to use **venture scale entrepreneurship** and innovation as a platform for effecting structural and cultural change in our community and eventually across the continent.

The most encouraging take-away from our first two years and what gives me great confidence in our ability to achieve this audacious vision is two-fold; i) observing how fast young people step into leadership roles when provided the opportunity and ii) the unbounded generosity of the human spirit.

If you like me are energized by the animated pursuit of freedom and inspired by the noble work of unlocking human potential, I welcome you to join us on this vital mission of changing the Africa narrative.

Wishing you more life and success in 2021. When bad things happen, do more good things :)

Onwards and upwards!

INTRODUCTION

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2021 projections

Support the cause

Financials

Mission

To ensure young talented
Africans can participate in the
digital transformation of Africa
as **creators** and **owners**



impactafrica.network

Changing the African narrative

Traction



Startups Launched

1



Projects

8



Jobs Created

50

Ecosystem Impact



Podcast listeners

14,000



Event attendees

3,122



 Vision 2030

Awakening a sleeping

GIANT

10

Scale-ups

10K

Skill Jobs

\$10B

In Value

By 2030 our vision is to develop **10 scale-ups**, that provide
10K jobs, with a combined value of **\$10B**

People

Africa is booming with young talent but lacking in support structures for enabling innovators, entrepreneurs, with 21st century ready mindset and skills

We are fixing that!



OUR WORK

Developing Innovation Leaders

CHALLENGE & OPPORTUNITY

"Africa's biggest challenge and opportunity is effectively deploying her abundant young talent"

- Mark Karake

INNOVATION FELLOWSHIPS

We provide 12 month Innovation Fellowships to talented college graduates providing them the opportunity to work on well vetted ideas, with like minded peers under the guidance of an experienced leadership team and global mentor network



January 2019



March 2019



July 2019

Cohorts 2019

15 Fellows

In 2019, we provided Innovation Fellowships to 15 talented university graduates

The founding fellows were involved in laying the foundation for the fellowship program, establishing the IAN brand, launching our podcast, kick starting the startup studio, and building our community via ecosystem events.

Cohort I – January 2019



Pauline Nyathira
Strathmore University
Mathematical Finance, MSc.



Yeonhwa Mwalagho
Hannam University
International Business



James Mungai
Kenyatta University
Psychology



Andrew Ndung'u
Strathmore University
BSc. Informatics



Daisy Langat
Moi University
Communication and PR



Mark Orina
JKUAT
Math & Comp. Science



Brandon Ruoro
Kenyatta University
Environmental Science



Kefa Mutuma
University of Nairobi
Civil Engineering



Lucia Kamau
JKUAT
Biostatistics



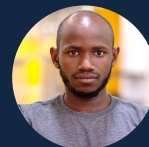
Evelyn Musembi
University of Nairobi
Urban and Regional Planning



Joash Mosi
USIU-Africa
Information Systems



Chizi Mutsumi
USIU-Africa
Marketing



Raphael Waithaka
Moi University
BSc. Statistics



Wycliffe Barasa
ALU
Co-Foundation Course



Hosea Ciuti
University of Nairobi
Computer Science

Cohorts 2020

21 Fellows

Cohort III – January 2020



Consolata Akoth
Akira Chix
Information Technology



Purity Mutethya
Moi University
Communication and
Journalism



Erick Liona
Moi University
Business Management



Ian Kinyua
Strathmore University
Computer Science



Mercy Nyaramba
Laikipia University
Bsc. ICT



Ian Kiragu
Africa Nazarene University
Bachelor of Laws



Maurine Kerich
Kenyatta University
Bachelor of Laws



George Kibuku
University of Nairobi
Env. & Bio-systems Eng.



Pauline Gathuru
Strathmore University
B. Com (Finance option)



Damaris Kongin
Moi University
Communication and PR

Cohort IV – July 2020



Christine Gatwiri
University of Nairobi
BSc. Computer Science



Zachary Gakuo
JKUAT
BSc. Computer Science



Grace Gitau
JKUAT
BSc. Operations Research



Ellen Harmon
Moi University
Communications &
Journalism



James Kabochi
University of Nairobi
B.Com (Information Systems)



Kerry Watiri
JKUAT
BSc. Mining and Mineral
Processing Engineering



Valentine Hokah
Strathmore University
B.Com. (Marketing)



Ezekiel Wasonga
Strathmore University
Actuarial Science



Warida Makena
University of Nairobi
Bachelor of Laws



Ivanarita Aburuli
Strathmore University
B. Com Finance



Michael Gitonga
Laikipia University
BSc. ICT

PEOPLE

Staff

Our team is comprised of **passionate**, **driven** and **ambitious** individuals who are devoted to the mission of changing the African narrative



Mark Karake
Founder & CEO

"It is truly inspiring to watch how quickly young people step into leadership roles when provided the opportunity."



Phyllis Mburu
Head, Partner & Donor Relations

"Being at IAN has given my career a deeper meaning. Witnessing young African talent create and push solutions out into the world has really proven to me that we are capable."



Kevin Owuor
Human Resources

"Working with like-minded individuals who are passionate about making a difference drives me to deliver my best"

PEOPLE

Staff

As we have grown we have found the need to expand our rank of experienced team members to support the development of fellows and programs



Robert Opiyo

Content Production Lead

"The vision at IAN had me sold. We are building a successful future led by Africans especially those returning home with great knowledge."



Zionah Ndirangu

Solution Development Lead

"Excited and Ignited to be part of a talented team of young individuals passionate and daring to push boundaries to create value by working on Innovative solutions."



Indimuli Macharia

Partnership Development Lead

"The opportunity to collaborate with a mission driven team, bearing a purpose that is bigger than us, is a privilege."



Joy Ndinda

Fundraising & Donor Relations

"I am enjoying the culture of continuous learning and inspired by how much the young fellows in the studio are able to accomplish with minimal work experience."

PEOPLE

Board

Our board consists of a stellar selection of entrepreneurs and professionals who bring a wealth of cross cutting experience. We couldn't be more blessed to have these amazing people guiding our efforts.



Agatha Gikunda
Developer Relations
EMEA, Intel



Dr. Bitange Ndemo
Professor of Entrepreneurship
Former PS



Ella Peinovich
Cofounder Power-by-people
Serial Entrepreneur



Ngigi Waithaka
CEO Kionjo
Serial Entrepreneur



Raphael Kilundu
Secretary Kenya USA
Diaspora Sacco



Louis Majanja
CPO & Co-founder
AJUA

Projects

Our fellows get the opportunity to work on well vetted ideas with like minded peers under the guidance of an experienced leadership team and mentor network.

The best way to learn is by doing



Ongoing Projects



Vision

Connect African diaspora to opportunities on the ground



Vision

Media platform focused on informing to shift mindsets



Vision

Simplify & streamline idea to traction for entrepreneurs

Frontier
Learning

Vision

Bridge the education to market gap



Vision

Cowork & innovation hub accessible to all

SIMPLE

Vision

Better financial services for small & medium businesses



Vision

Financial well being partner for gen Z

Seamless

Vision

HR platform with a fintech angle

Startups

The goal is to launch fundamentally sound early stage startups that have a meaningful chance of attracting growth capital for scaling.

Our sustainability plan



STARTUPS

Jenga School – Our First Startup



Our first
growth-ready startup

Jenga School is a professional skills training institution focused on bridging the global STEM talent gap

We launched in June of 2020 ushering in our first cohort of budding data scientists

As anticipated, the course has attracted strong interest from high quality STEM professionals seeking on ramps into highly demanded Data Science & AI careers.

STARTUPS

Jenga School

THE PROBLEM

The demand for STEM talent is skyrocketing globally and the developing world is aging

THE OPPORTUNITY

Africa's youth bulge can be the engine room of STEM talent to the world

MISSION

Unleash Africa's genius to help solve global problems

(According to the Future of Jobs Report 2020 by WEF), 85 million jobs may be displaced by a shift in the division of labour between humans and machines, while **97 million new roles** may emerge that are more adapted to the new division of labour between humans, machines and algorithms

(According to Indeed.com) With an additional 2.7 million Data Science jobs from a global perspective and research statistics that are revealing a 29% increase in demand for D.S. talent year on year (a 344% increase since 2013), there are no signs of a slowdown.

STARTUPS

Jenga School – Academic Team

Our instructors have PhDs in AI and Machine Learning with many years of instructional experience in the field. We also provide in class Teaching Assistants with advanced degrees (Msc) in relevant fields to support student learning journey.



Dr. Lawrence Nderu,
PhD. (AI & Fuzzy Logic)
Senior Instructor



Dr. Kennedy Senagi,
PhD. (AI & Parallel computing)
Instructor



Prof. Manderick,
PhD.(AI)
Part-time Instructor



Albert Kahira,
PhD Candidate(Machine Learning)
Instructor



Dorcas Mwirereri
PhD. Candidate (AI & Machine learning)
Teaching Assistant



Alfred Mwangangi,
MSc. Candidate(Computer Systems)
Teaching Assistant



Jedidah Mwaura,
MSc. (Computer Science)
Teaching Assistant



Jeff Dean
Head of AI, Google
Advisor

STARTUPS

Jenga School – Operations Team

The Jenga team is a manifestation of our commitment to providing women leadership opportunities early on in the startups we create and career paths for our fellows



Esther Mumbi

Head of Growth & Operations

“Working for JENGA has made me a more proactive and resourceful team player, it has allowed me to pick up problem-solving techniques and skills I wasn’t exposed to.”



Mumbi Karanja

Communications & Marketing

“Jenga School is like working on a plain canvas. You create as you go and that makes the challenge very exciting.”



Evelyn Mbithe

Student Experience Lead

“I enjoy being part of a great and supportive team that is dedicated to achieving a common vision - Unleashing Africa's Genius to Solve Global Problems.”



Raphael Waithaka

Market Development Lead

“Seeing a project transition into a startup has been my biggest milestone. Working on Jenga School was challenging yet fulfilling. Excited to see it take off.”

Community

We create events and conversation platforms intended for imparting knowledge and shifting mindsets of young people in our community

Impact beyond our four walls



OUR WORK

Community

2019

Power Speaker Series I

In February 2019, we had the privilege of hosting Scott Chacon, Founding CTO - GitHub for ecosystem talks in an inaugural event that had over 300 students and young professionals in attendance.

Attendance: 150 guests



Power Speaker Series II

In August 2019, we hosted Dr. Sameer Maskey, Founder of Fusemachines, for a fireside chat and pre-launch of JENGA School; an institution offering a 12 month intensive program for Data Science and AI.

Attendance: 250 guests

COMMUNITY

Bridge To The Future

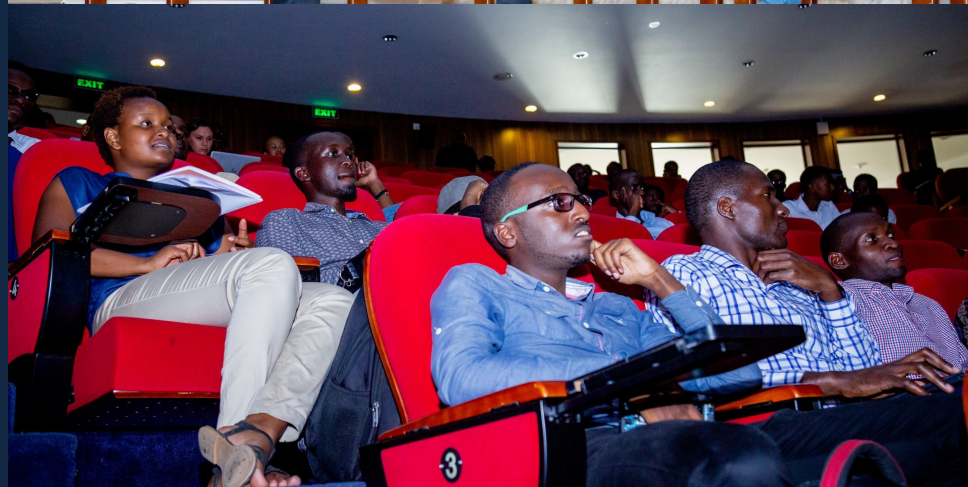
2020

In March 2020, we hosted our first edition of Bridge To The Future, an annual event that brings together ecosystem stakeholders to share experiences, network, and learn.

The event received attendance by innovation leaders, corporates, students, founders and policy makers.

Our panelists were well selected from different sectors; health, finance, manufacturing, IT and education. BTF also happened to be our last event to have physical attendance.

Attendance: 300 guests



COMMUNITY

Chini Ya Maji Podcast

The Chini ya Maji podcast is a media platform meant to demystify and localize startup building knowledge through hosting entrepreneurs and industry practitioners in Nairobi and beyond to share their knowledge and experience.

Podcast listens

14,000

Episodes

61





POWER TO OUR WOMEN

LIVECAST

Conversations

COMMUNITY

Impactful Conversations

October 2020 saw the dawn of a powerful livecast series dubbed “Power to our women”

The weekly series is run by the women of IAN who host **global female business leaders** and **changemakers** to hold conversations designed to inspire a new generation of female leaders in Africa.

Our first edition has had great reception as the brilliant women shared their experiences, challenges and uplifting messages for the next generation of leaders.

GUEST SPEAKERS



Nora Denzel
Director, AMD, Ericsson,
NortonLifeLock



Dr. Catriona Wallace
Founder & CEO,
Ethical AI



Kathryn Finney
Tech Entrepreneur,
Angel Investor, Writer



Lisa Skeete Tatum
Founder & CEO,
Landit



Cheryl Contee
CEO,
Do Big Things



Patricia Njenga
Cofounder,
Afya Baltimore Inc.



Yvonne Okwara
Sr. News Anchor



Admas Kanyagia
Head of Social Impact,
GitHub



Liz Wamai
VP - Recruiting
Facebook

COMMUNITY

Audience takeaways

"Go on as many learning trips as you can. Pursue conversations with people in your organisation and always be looking and ready to learn."

~ Grace Gitau

"You are a leader before you get a title. So profound"

~ Esther Gatimu

"It's not what you know but how fast you can learn"

~ Mutethya Mutweko

"Women should tell the stories of their success more often. Don't just sit and wait to be recognized. Tell that story"

~ Harmon Ellen



Total Views

1,838

Episodes

10

COMMUNITY

Partners

Our community of partners continues to grow as we share our vision with the world.

We acknowledge the support of these generous organizations that have been instrumental in our success by partnering with us in making impact.

From collaborating in hosting events, raising awareness of our brand, to offering learning resources and mentorship, we couldn't be more grateful.



**Craig Newmark
Philanthropies**

Mentor Network

We have attracted a global community of amazing professionals who provide mentorship to our fellows in their projects, skills, and personal development

They accelerate everything we do



PEOPLE IMPACT

Mentor Spotlight



"I believe mentors empower people to see possible futures and then try to build them."

What I love about being a mentor is being able to guide talented individuals who are attempting to build things that will impact not just themselves, but also their communities, and IAN innovation fellows are doing just that."

Jerrell Taylor
Program Manager
Robinhood

Mentorship role: Product Development



"I've always been passionate about helping startups who are crossing hurdles I crossed years ago, and IAN presented an ideal opportunity for me to do so."

Through my interaction with the fellows, I have learnt a lot and gathered inspiration from seeing young people step up passionately to immerse themselves in solving some of the continent's biggest challenges."

Super proud of them for taking this journey and I'm honored to be associated with IAN"

Charles Kithika
Sr. Program Manager
Microsoft

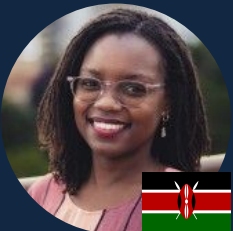
Mentorship role: Product Development

PEOPLE IMPACT

Mentor network

Our mentors participate through project advisory, learning sessions, lunch & learns and coaching.

OUR CHAMPIONS



Rehema Wachira
Software Developer
Andela



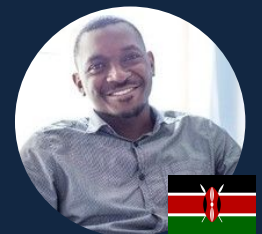
Alejandro Rivas
Founder & CEO
Userlytics



Brian Busolo
Program Manager
Microsoft



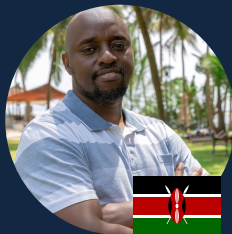
Bobbi Kahler
Lead Consultant
ASLAN Training & Development (USA)



John Ashaba
Sr. Developer
Vibes



Bea Gutierrez
Customer Success Strategy
& Operations
LinkedIn



Charles Kithika
Sr. Program Manager
Microsoft



Michael Rosenberg
Founder
Limitless



Thomas Nyambati
Systems Engineer
Delivery Hero SE



Ricardo Mozzini
Billing Support Manager
LinkedIn(USA)

PEOPLE IMPACT

Fireside Chats

We believe in the power of mentorship in shifting culture and mindsets.

Hence, we invite business leaders and changemakers for fireside chats and topical conversations around this need.

We were privileged to host these esteemed business leaders who were a great influence to our fellows.



www.impactafrica.network/firesidechats



Craig Newmark
Founder Craigslist



Vala Afshar
Chief Digital Evangelist
Salesforce



Jeff Weiner
Executive Chairman
LinkedIn

Fundraising

A community of kind and generous givers
from around the world who form the
backbone of the work we do.

Without them everything stops



FUNDRAISING

Donor Spotlight



Jeff Weiner
Executive Chairman,
LinkedIn

"Mark wrote what I'd like to call an absolutely brilliant piece on his experience in the valley as a black man, and I read it, and was so struck by it that I reached out to him and asked to meet him and get to know more about what he was upto."

Jeff committed to matching every donation from LinkedIn for our \$20 a month campaign.



Louis Majanja
CPO & Co-founder,
AJUA

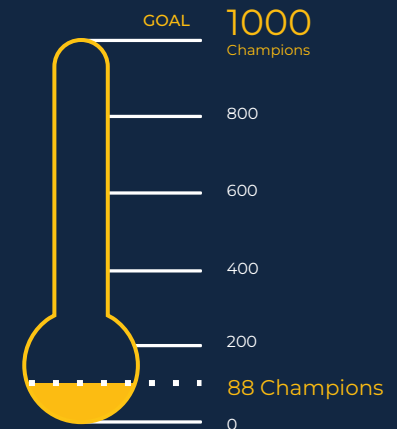
"The work Impact Africa Network is doing especially with the startup studio is really important and necessary in the African ecosystem as part of the support structures that allow people build ideas and learn how to work."

PEOPLE IMPACT

Micro-donor champions

The micro-donations program is an opportunity to join our recurring network of micro-donors, many of whom have committed to be mentors. The donation is as little as \$20 a month.

Our network has grown to 88 micro-donors as generous and passionate people across the world have stood by us



Bobby Kahler
Leading Consultant
ASLAN Training and Development



Larry Dignan
Editor-in-chief
ZDNet



Shekha Wilson
Brand Strategist



Vala Afshar
Chief Digital Evangelist
Salesforce



Kwaku Osei
Founder & CEO
Cooperative Capital



Susanna Raj
Cognitive Science
HCI Data Researcher



Ricardo Mozzini
Billing Support Manager
LinkedIn



Louis Majanja
Co-Founder & Chief Product
Officer, AJUA

FUNDRAISING

100 Founders Challenge

This is an opportunity for successful founders to pay it forward.

Thanks to the lasting support of these compassionate leaders, we have been able to plan, execute, stay focused on the mission, and thrive.

The caliber of our support system demonstrates the bottoms up work we are doing to change the African narrative

"When I started IAN, I had no doubt, that the tech leaders in Silicon Valley would not hesitate to support the work that we are doing"

~ Mark Karake

OUR CHAMPIONS



Craig McCluckie
Founder, Heptio



Scott Chacon
Co-founder, GitHub



Michael Seibel
CEO, Y Combinator



Kirk Simpson
CEO, Wave



Jeff Dean
Head of AI, Google



Heidi Hopper
Founder, Hopper-Dean Foundation



Scott Harrison
CEO, Charity: Water



Craig Newmark
Founder, Craigslist



Stewart Butterfield
CEO & Co-founder, Slack



Aaron Levie
CEO & Co-founder, Box



Jeff Weiner
Executive Chairman, LinkedIn



Anonymous
Donor

FUNDRAISING

Media



[World Economic Forum](#)



[KBC Channel 1](#)



[KTN News](#)



[ZDNet](#)



[Venture Burn](#)



[DisrupTV](#)



[Emerald Publishing](#)



[Gainsight](#)



[Africa.com](#)



[Business Today](#)



[Disrupt Africa](#)



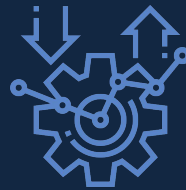
[Business Daily Africa](#)

2021 Projections



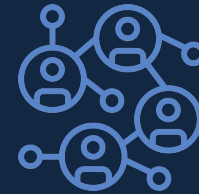
Total Jobs

110



Startups Launched

4



Event Attendees

10,000





JOIN US

Support the Cause

We invite you to join a community of passionate and generous people from across the world who form the backbone of the work we do

Methods of Participation

Micro donations

For as little as \$20 a month, *just like Netflix*, you enable us continue with this important work.

Founders Challenge

Join our 100 Founders Challenge:
A high impact opportunity for successful entrepreneurs to pay it forward.

CSR

An opportunity for corporates to make an impact as a family through internal matching programs.

Become part of changing the African narrative

Impact Africa Network, Inc. is a non-profit public charity US 501 (c) (3), EIN 83-2020331

Financials

Transparency and accountability are
foundational values to everything we do



Profit and Loss Statement

Impact Africa Network

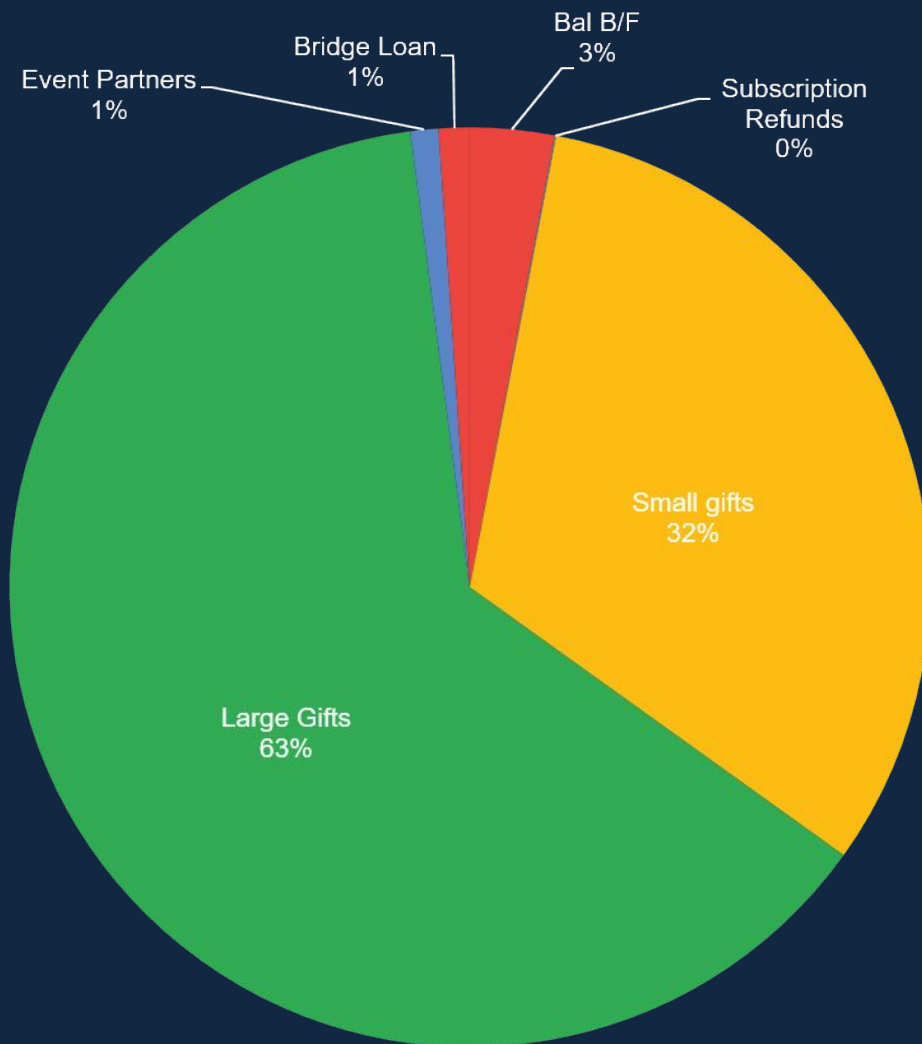
01/01/2020 to 31/12/2020

Income	
Bal B/F	\$11,978.03
Subscription Refunds	\$169.72
Small gifts	\$128,675.26
Large Gifts	\$254,353.91
Event Partners	\$3,966.31
Bridge Loan	\$4,350.00
Total Income	\$403,493.20

CF Balance: **\$199,981.99**

Operating Expenses	
Bank fees	\$84.87
Cloud & Comm Services	\$12,198.37
Events	\$1,072.50
Team Meetings	\$2,178.92
Operating Expenses	\$6,771.54
Fellowship Program	\$130,314.08
Admin Staff Salaries	\$25,681.76
Project Support	\$3,980.00
Rent	\$7,012.47
Org Level Team building	\$8,196.54
Equipment	\$4,466.55
Marketing	\$1,553.64
Total Operating Expenses	\$203,511.25

Income Breakdown



Income

Bal B/F	\$11,978.03
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Subscription Refunds	\$169.72
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Small gifts	\$128,675.26
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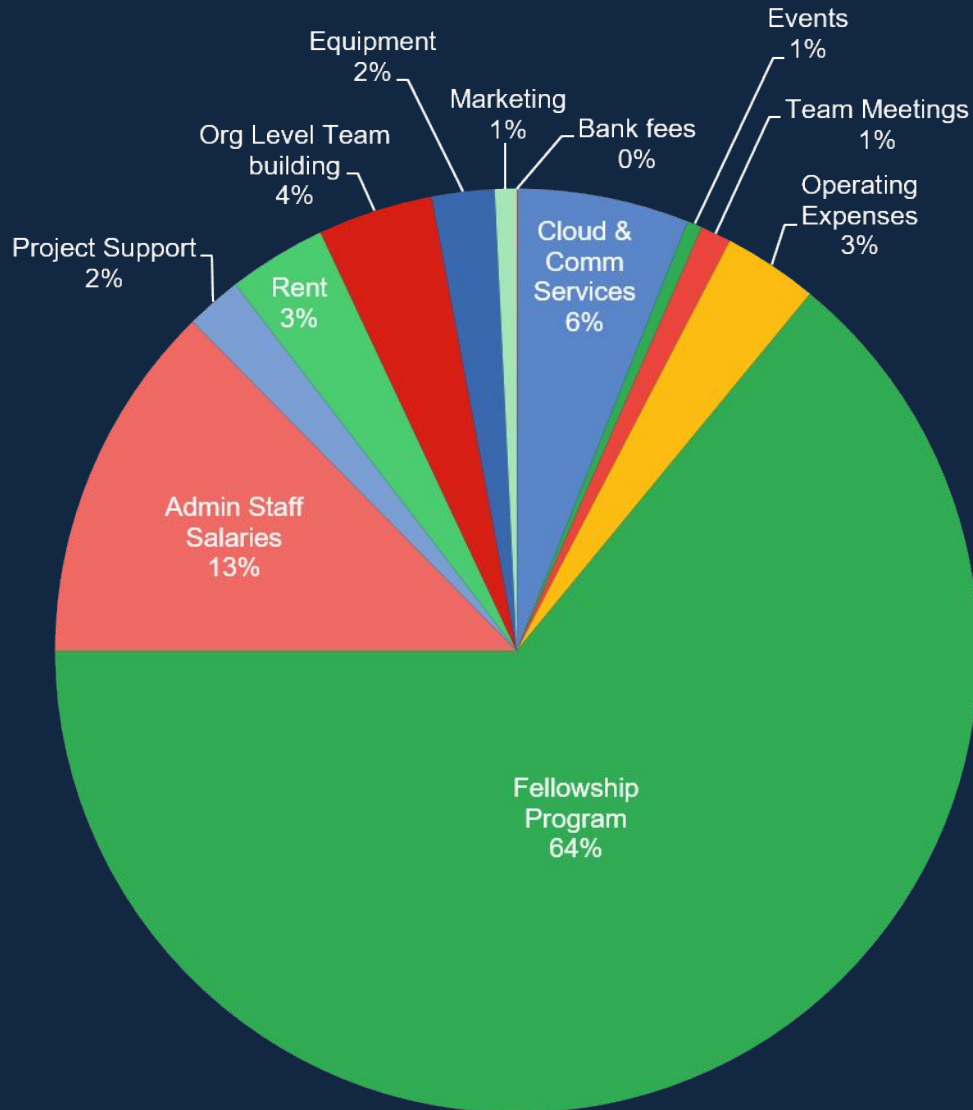
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Event Partners	\$3,966.31
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Bridge Loan	\$4,350.00
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Total Income	\$403,493.20
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Expenses Breakdown



Operating Expenses

Bank fees	\$84.87
Cloud & Comm Services	\$12,198.37
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Equipment	\$4,466.55
Marketing	\$1,553.64
Total Operating Expenses	\$203,511.25

How its going...

December 2020

Team IAN & Jenga



IAN team building retreat, December 2020 in
Mombasa, Kenya

*“Never doubt that a small group of thoughtful, committed citizens
can change the world; indeed, it's the only thing that ever has”*

~ Margaret Mead



“Onwards and upwards”

- Mark Karake