



2020 ANNUAL REPORT

VISION

To build society

MISSION

Education Matters matches talent with opportunity. We believe that there are many determined and talented students who lack only financial resources, exposure and information to better their educational futures. Our programs work with students in high school to access international higher education and then, while in university and afterwards, to gain valuable professional experience on the Continent, making their transition home more viable

VALUES

Integrity - Equality - Service - Curiosity



LETTER FROM OUR BOARD CHAIR

Dear friend,

Education? Youth? Zimbabwe? Justice? Opportunity? Refugees? Our future? Whichever of these resonates, you can support one or all of them by joining me in supporting the Education Matters Africa Foundation and USAP Community School (USAPCS). From its beginnings as a student information and scholarship program in the U.S. Embassy in Zimbabwe in 1999, to the independent school it now operates, United Students Achievement Program (USAP) offers hope and practical responses to each of the issues above.

Under the leadership of Rebecca Zeigler Mano in Zimbabwe, the USAP Community School opened its doors in January 2020 with our first class of 45 gifted students. Drawn from rural communities, church and government schools in modest urban neighborhoods, and a refugee camp, the first class gathered just in time for...the COVID-19 pandemic. Our work did not stop however. Our faculty worked to ensure learning continued during the Zimbabwean lockdown period through the use of e-Readers, WhatsApp, Google Classroom, solar panels and cell phones. We look forward to resuming in-person classes on our leased campus in 2021, and to commence on our own property in 2022. For more than 20 years, USAP students have excelled at the best universities in the U.S. and beyond. Their academic excellence and commitment to doing good in the world has won them full scholarships at a variety of top universities. The USAP program is absolute proof that modest economic backgrounds do not correlate to modest futures. After their education, USAP alumni have gone on to make significant contributions in education, business, finance, medicine, law, scientific research and many other fields. I simply don't know of any other cohort of people who have made such broad and deep contributions to their communities and our world at large than USAP alumni. These are extraordinary people.

No matter what cause is important to you, you can support it by supporting the Education Matters Africa Foundation to build and operate USAP Community School. Please consider a gift now and join me in building a better future for both young Zimbabweans and our world.

Thank you,



Ambassador Bruce Wharton (Ret)



EDUCATION MATTERS PROGRAMMING

Since registering as a trust in Zimbabwe in January 2016, Education Matters has served as a clearinghouse, offering programs for high-achieving Zimbabwean youth to connect their talents with opportunities to study internationally and to connect those opportunities to impact back home.

We registered Education Matters Africa Foundation in 2019 as a 501(c)3 non-profit organization in the United States, with the mission of fundraising to support and build our anchor project - USAP Community School. Through separate restricted grants, we also implement other educational programs that fall within our mission.

PROGRAM STRUCTURE 2020





In 2020, we implemented the following programs:

USAP COMMUNITY SCHOOL

We opened the doors of USAP Community School to our first cohort of 45 high achieving, low income Advanced Level students (11th graders).

COLLEGE PREPARATION

In conjunction with EducationUSA and the U.S. Embassy's Public Affairs Section, we assisted school counselors and students to prepare for international study via an online U.S. academic writing class, mental health workshops and series of pre-departure videos.

RISE

Education Matters is the local partner for Rise, a new collaboration from Schmidt Futures and the Rhodes Trust that connects talented young people aged 15-17 and supports them for life as they build a better world. Rise is currently in the process of selecting its first cohort of 100 global winners.

STUDENT ATHLETE COHORT (SAC)

SAC works with nationally-ranked student athletes to negotiate the sports scholarship process to be funded and admitted as student athletes to universities in the United States. In 2020, we assisted 8 more student athletes to gain sports scholarships.

YALE YOUNG AFRICAN SCHOLARS (YYAS)

Education Matters has been the local partner for YYAS for five years. YYAS is an intensive academic and enrichment program designed for African 11th grade (L6) students who wish to make meaningful impact as young leaders on the Continent. In 2020 we had 40 Zimbabwean YYAS students in the cohort.

ZIMBABWE CAREER CONNECT (ZCC)

ZCC provides Zimbabwean students at college abroad with professional internships at companies and organizations in Zimbabwe during their summer breaks. In 2020, we hosted a smaller, hybrid version of the program for 7 students.

20 YEARS OF USAP

Over twenty years, USAP has become renowned as a model cohort college counselling program that assists high-achieving, low-income international students to access higher education opportunities. As the program evolved, we realized that students were receiving a narrowly-focused education that did not adequately preparing them to tackle the complex problems of our society. The USAP Community School builds on the USAP program and seeks to provide a transformative model of education to academically talented students from low-income backgrounds.



1999

United Student Achievers Program (USAP) formed by Rebecca Zeigler Mano as an EducationUSA college access program.

2016

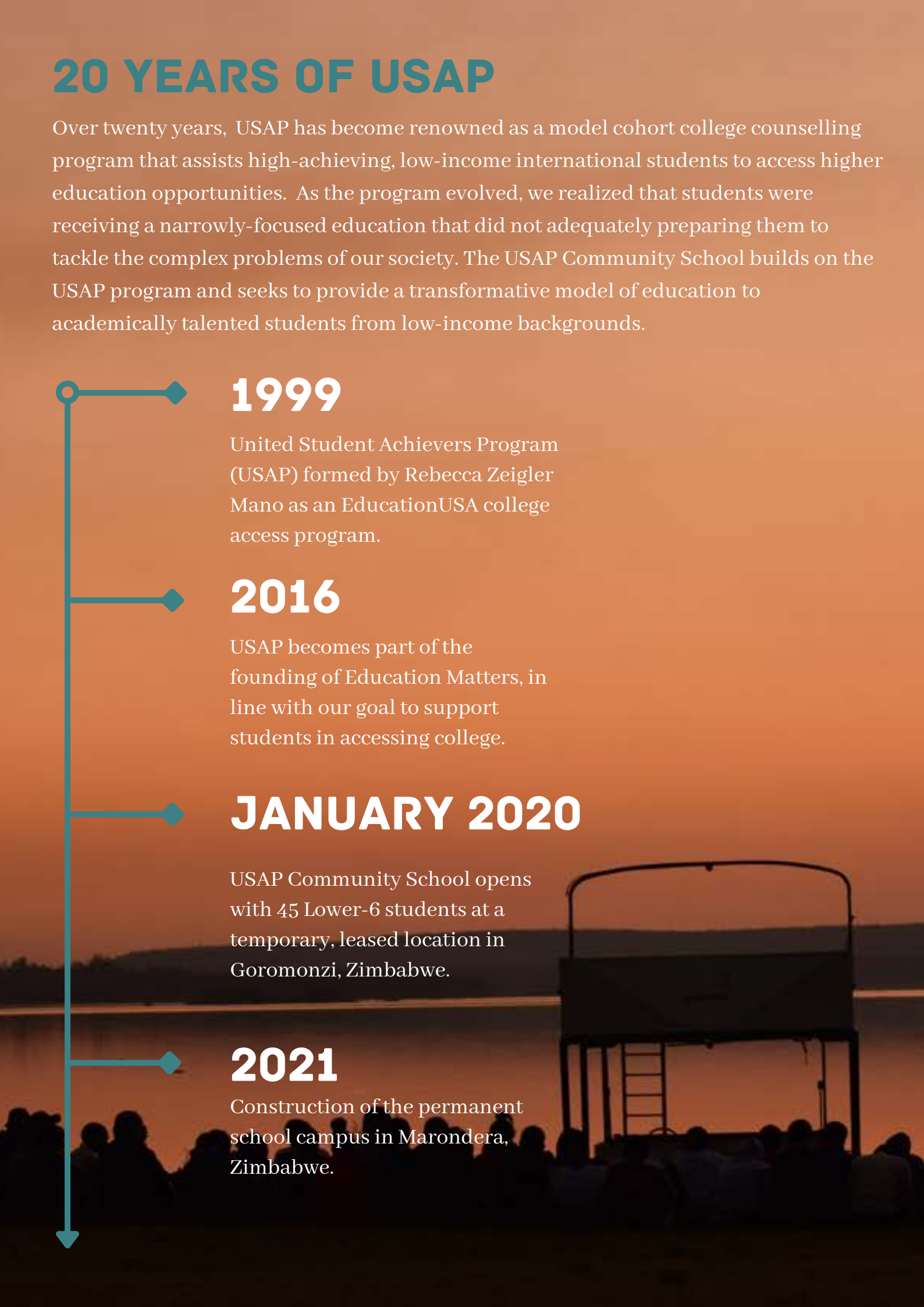
USAP becomes part of the founding of Education Matters, in line with our goal to support students in accessing college.

JANUARY 2020

USAP Community School opens with 45 Lower-6 students at a temporary, leased location in Goromonzi, Zimbabwe.

2021

Construction of the permanent school campus in Marondera, Zimbabwe.



OPENING A SCHOOL DURING A PANDEMIC: OUR FIRST YEAR

When we opened USAP Community School in January 2020, we knew there would be challenges. But none of us could have imagined the turbulence of 2020, and the challenges that it would bring as we actualized our mission of delivering high-quality education to high-achieving but low-income students who need it most.



Outside of the unique curriculum, our goal was to build a school community that

is driven by our values, and is unlike any school that our students or Zimbabwe has seen before. Every student remembers fondly their third night on campus, when all signed the school Honor Code in a candlelight ceremony. Chat with a few students at lunch and you'll hear about the honor code in action. They'll reference the school value of equality as they tell you what a surprise it was to be doing dishes alongside their teachers; or integrity when they talk about how much they are entrusted to do on their own, without teachers always watching over their shoulders. Not everything we do is so serious, though - outside of the classroom, students participated in a range of activities, with archery, cross country, creatives and gardening quickly becoming favorites.

Just as we were wrapping up a successful first term at the end of March, COVID19 hit. Schools were ordered to close across Zimbabwe, and we went home uncertain about when we would resume in person. As it became clear that these disruptions were 'the new normal,' our faculty led an effort to deliver education to our students via WhatsApp lessons which continued all the way through October. We kept a regular daily class schedule remotely, with teachers delivering instructional videos and problem sets each day, holding class on WhatsApp and answering questions during digital office hours. We returned to classes for six weeks to finish the year, before Zimbabwe went into another COVID lockdown, forcing us to start 2021 online again.

Remarkably though, our students remain on track with their education. This progress is a testament to their incredible dedication, as well as the efforts that their teachers have taken to ensure that learning continues. And while COVID has delayed our ultimate plans to build and move campus to our permanent home in Marondera, the silver lining has been a chance to focus more on building our unique school culture; the experience of living together will inform construction of a campus purpose-built to suit our community. In 2021, we welcome our second cohort of 24 students, selected from across Zimbabwe while we look forward to our inaugural cohort taking their Cambridge AS exams in May and A2 exams in November, applying to start University in 2022.

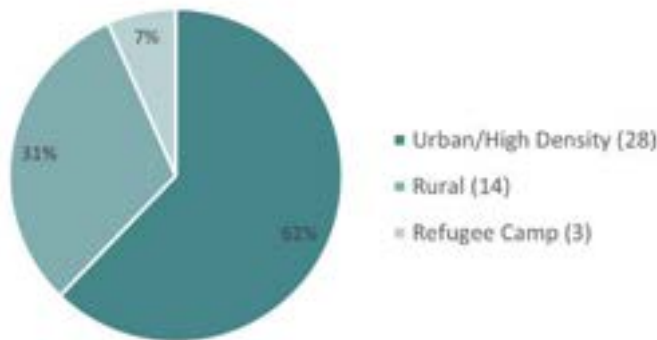
STUDENT DEMOGRAPHICS



CLASS OF 2021



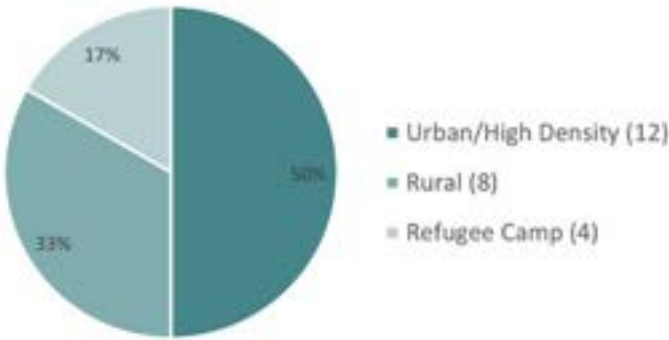
25 girls, 20 boys



CLASS OF 2022

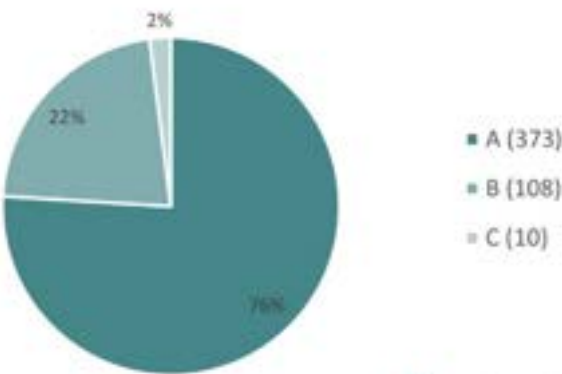


12 girls, 12 boys



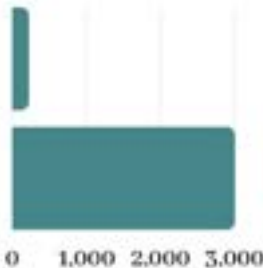
Class of 2021 service-learning hours (2020): 7939

O-LEVEL RESULTS

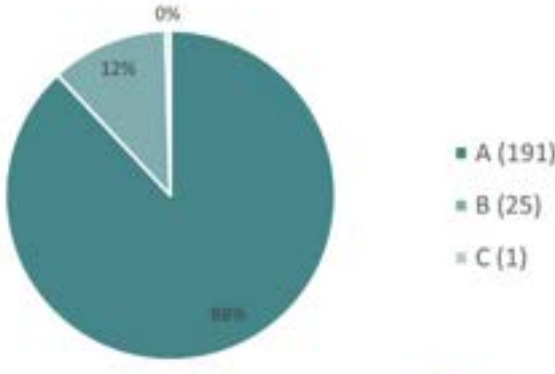


Average Annual Tuition Per Student (\$223)

Annual Cost Per Student (\$3000)

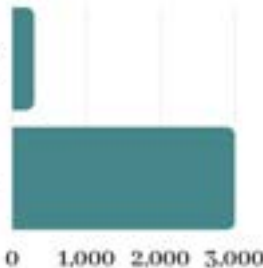


O-LEVEL RESULTS (SO FAR)



Average Annual Tuition Per Student (\$294)

Annual Cost Per Student (\$3000)

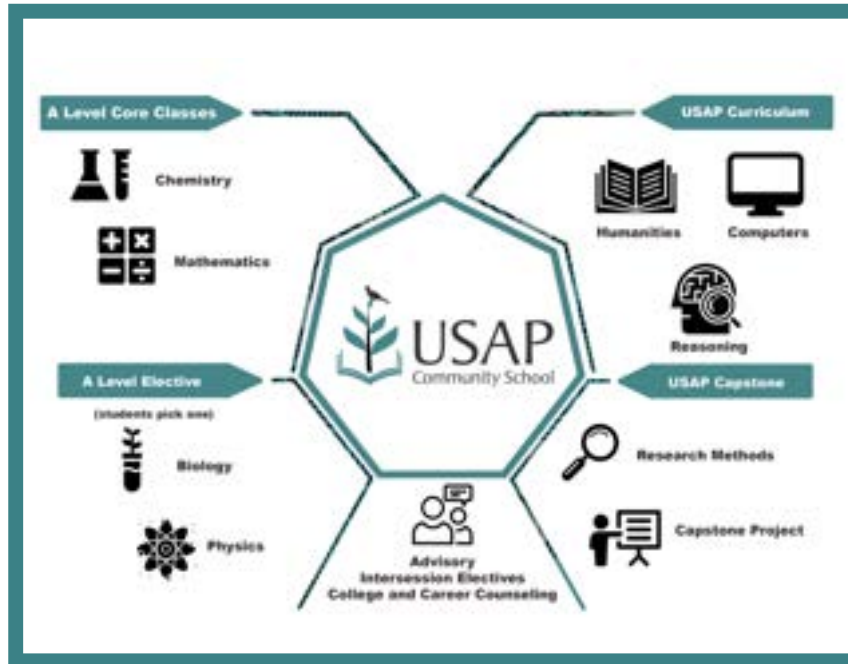


*all amounts quoted are in USD

TRANSFORMATIVE EDUCATION: USAP COMMUNITY SCHOOL

The USAP Community School seeks out brilliant students who lack quality education options. Selected through a rigorous application, testing, and interview process, USAP students continue to embody the four key criteria that have been the hallmark of USAP students for the past two decades:

- Academic Excellence
- Demonstrated Leadership Potential
- Ethos of Giving
- Economic Disadvantage



Our curriculum is grounded in the school values of Integrity, Service, Equality and Curiosity, and seeks to develop a holistic set of skills that will transform high-achieving, low-income students to not only thrive at top universities, but also to prepare for a lifetime of learning, impact and service. Over a two-year period, each student takes three Cambridge International Advanced Level subjects - those currently offered being Mathematics, Biology, Chemistry and Physics, mirroring a typical high school curriculum in Zimbabwe. But that is where the resemblance ends. USAPCS students also take the following uniquely developed courses:

HUMANITIES

Students hone their English communication skills through literature to tackle big questions and global challenges;

REASONING

Students develop their critical thinking, logic and rhetoric through coursework;

COMPUTERS

Students learn computer literacy skills;

RESEARCH METHODS

Students learn quantitative and qualitative research methods and complete a service learning project;

CAPSTONE

Students complete a yearlong research project on a challenge facing their community and prototyping a possible solution for it.

TRANSFORMATIVE EDUCATION: USAP COMMUNITY SCHOOL

Beyond their academic courses, USAPCS centers the learner with programs that blend classroom with outside learning and support. Our robust Advisory program matches each student with a faculty member who meets with them weekly to ensure academic and social success. Each week the entire school meets for Convocation where guest speakers, often USAP alumni, expose our students to new ideas, career paths and experiences. Finally, weekly Career and College Counseling sessions help our students to think more widely about their tertiary educational options and negotiate the admission and scholarship application process.

With curiosity as one of our values, we want our students to explore both big ideas and new areas of study. We intend to offer Intersession Electives after first and second term each year, where outside professionals will come to teach intensive one week electives in their passion areas. COVID has put off these plans which we hope to reinstate in 2022.



To balance the intense academic load of our school, students all enjoy participating in Extracurriculars, of at least one club and one sport. In our inaugural year, we offered Acapella, Archery, Chess, Creatives, Cross Country, Debate, First Aid, Media Club, and Social Soccer.

All students also participate in our Work Program, where small teams of students work alongside a faculty member in their assigned area whether it be sweeping classrooms, washing the many windows, recycling and composting the trash, or planting in the school garden.



"The term "learning" is worth more than just math, physics, biology or chemistry. Learning takes different forms; and one of the best forms I have experienced at USAPCS is service learning. Service learning is a form of experiential learning where students tackle real problems in their community in order to benefit society and acquire knowledge and understanding through a cycle of action and reflection. "How can I create change that benefits my community?" was the question I had at the beginning of this year. I'm proud to say I can answer it now. Change as we define it, is what matters." – Chrinovic, USAPCS '21

LIVING USAP VALUES: TEACHING AT THE USAP COMMUNITY SCHOOL



“In the year 2020, I had the privilege to be one of the pioneer faculty at a new and special school called USAP Community School. From the very first day, I knew I was at the right place and in good company. One of the things that makes USAPCS is such a unique place in that most of the faculty are USAP alumni. I loved the idea of working with colleagues that value service, intellectual curiosity, integrity, and equality—values that are fundamental to the USAP culture— and want to carry them forward to the next generation of USAP students. I came to the school with more than five years of experience as a lecturer, but

already from my one year at the school so far, I have been empowered with additional tools for my teaching strategies toolbox to be an even more effective educator.

Although the conditions in 2020 were less than ideal for teaching and learning, I felt privileged to have the opportunity to teach and interact with my students, in-person initially and virtually for the later part of the year. The year 2020 was just the beginning. More still needs to be done to build the school so we need to continue to work together to ensure the future stays bright and promising.”

- Sibon Malunga, USAP '07, Reed College '12

OUR LEADERSHIP

BOARD MEMBERS

Ambassador Bruce Wharton (Ret) -President

Ann Kuhlman - Secretary

Brian Bejile (USAP '00) - Treasurer

Lois Mufuka-Martin

Rebecca Zeigler Mano

Ronald Mutasa

Rungano Nyambuya (USAP '01) - Fundraising Chairperson

TRUSTEES

Cathrine Ziyomo, (USAP '01)

Clive Msipha, (USAP'01)

Mark Albertyn



USAP COMMUNITY SCHOOL FACULTY

The faculty of USAP Community School bring a variety of fresh perspectives and experiences to augment their teaching. Living on campus, they are a vital part of the residential learning community of the school. Outside of two international teachers, the faculty exemplify the USAP ethos, as accomplished Zimbabweans who attended university outside of the country and returned to apply their education locally. Five faculty members are USAP alumni themselves.

JUNIOR FACULTY PROGRAM

USAPCS faculty includes five junior faculty members, who are gap year students between their high school (A Level) and university studies. The junior faculty role combines the work of a Resident Assistant with the work of a Teaching Assistant, assigned to a subject teacher. All junior faculty members also complete a rigorous credit-bearing online university research course through our partnership with Pioneer Academics.



USAP @ 20

2020 marked the 20th anniversary of the United Students Achievers Program (USAP) which was formed by Rebecca Zeigler Mano during her time at the EducationUSA section of the U.S. Embassy in Harare. For two decades, the program has assisted over 450 academically gifted students from economically disadvantaged backgrounds access higher education internationally. USAP alumni continue to excel in impressive measure, in academia as Gates, Cambridge, Mastercard, and Rhodes Scholars, and in various industries and entrepreneurial endeavours.

We marked this 20th anniversary milestone via a virtual 20forUSAP@20 campaign. On September 20th, students, faculty, trustees, alumni, donors, supporters and friends – walked, ran, cycled, rowed 20 minutes, 20 kilometers or 20 miles in their locations around the world. We are grateful to our friends and supporters who helped us raise over \$210,000 towards supporting and building the USAP Community School during the campaign.



USAP ALUMNI SPOTLIGHTS

In the midst of the COVID19 pandemic, USAP alumni are putting their education, skills and experience to work to fight COVID-19 however and wherever they can. We highlight and celebrate some of the many USAP alumni who have worked on COVID19 related initiatives:

CLARETY KASEKE (USAP '14)

Clarety is working on the quest for a COVID-19 vaccine at the Ragon Institute of Massachusetts General Hospital;

WILL MOYO (USAP '11) & JULIA JENJEZWA (USAP '11)

Will and Julia are working in Malawi and Tanzania respectively for Rice University's Institute for Global Health. These engineers transformed their design centers to train students to produce critically needed PPE for local health care workers;

FORTUNATE CHIFAMBA (USAP '11) & SIMOSENKOSI NKOMBONI (USAP '12)

Fortunate and Simosenkosi are public health graduate students who facilitate twice daily postings of COVID19 information in Zimbabwe WhatsApp groups started by USAPCS student Tinashe Mutasa;

DR TATENDA SHOPERA (USAP '08)

Dr. Tatenda is a senior scientist at Pfizer who worked as part of the team that developed the COVID19 vaccine;

DR. BRIGHTON SAMATANGA (USAP '03)

Dr. Brighton founded the Biotech Institute whose laboratory is offering COVID-19 testing & issuing of travel certificates;

GAZAH GOVATI (USAP '01)

Gazah and his team at EPIONE.NET in South Africa have designed and developed ReOpen, an application which allows organizations to conduct digital screenings for their employees, guests and customers as countries gradually ease COVID-19 restrictions.



USAP COMMUNITY SCHOOL

FINANCIALS AND FUNDING SOURCES

The following financials are for the USAP Community School which is the beneficiary of funds raised from Education Matters Africa Foundation. All of our other programs are funded by specific restricted grants. As of December 2020, Education Matters Africa Foundation has raised \$1.97 million out of our initial target of \$2.5 million needed to commence operations and construction of the USAP Community School.

SUPPORT AND REVENUE

Education Matters Africa Foundation	\$182,021
Class of 2021 Fees	8,849

Total Support and Revenue	\$190,870
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EXPENSES

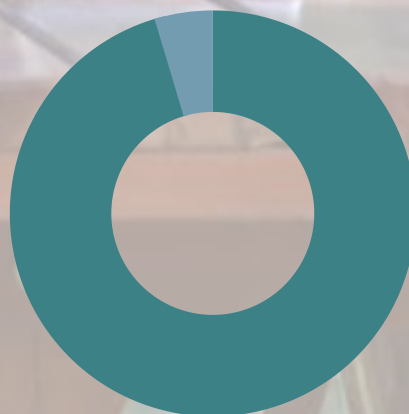
Education Matters Africa Foundation	\$59,263
Operating Expense	\$212,221

Total Expenses	\$271,484
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KEY INCOME STREAM

Class of 2021 Fees

4.6%



On average, our students receive 95% tuition scholarship.

Education Matters Africa Foundation
95.4%

*all amounts quoted are in USD

LOOKING TO THE FUTURE

Despite the challenges of 2020, we look towards the future with optimism, with goals to achieve our vision to build and develop the USAP Community School as a model of transformative education for high-achieving, economically-disadvantaged students. We view our students as future leaders who can bring change to their communities, country and to the continent of Africa. Our school is intentionally preparing them for this impactful role.

In 2021, we will be building Phase One of our school, the infrastructure needed for a functional school - dining hall, classrooms and student and faculty residences. Our architectural designs are intentionally and sustainably in tune with the environment. We plan to move into our permanent school in 2022, thereafter working on Phase 2 with a library, labs, sports facilities and an agricultural program intended to feed the school.

Our first class of 45 students will graduate at the end of 2021 and apply for university admission to begin studies in 2022. Our goal is to help each and every one of them to find a funded and exciting college option.

As we look to the future of USAP Community School, we aim to be a model school for how to work successfully and holistically with high-achieving, low-income students to access international university opportunities while preparing to use that education to build society at home. We also plan to become a teacher training hub for educators in the area, offering innovative methods and approaches to teaching high school students critical thinking, problem solving, research and writing and applying their education to solve real problems facing Zimbabwe.

Our students have already begun giving and applying their education to solve challenges they encounter. With their having dedicated 7939 hours of service in 2020, we have begun to see the impact our students are having on their families and communities. We see this mindset of using education to impact change only growing stronger as our school develops.

Looking to the future, we envision our own graduates supporting our school and funding its operations. We see them using their talents, skills and exposure to return home to build society in Zimbabwe and across the African continent.



WITH GRATITUDE THANKS TO OUR PARTNERS

We extend our heartfelt thanks to our partners who have provided financial and in-kind support to the projects of Education Matters.

2020 PROGRAM PARTNERS

Biomedical Research and Training Institute Zimbabwe
CIS (Council on International Schools)
Econet Wireless Zimbabwe
HALI Access Network
Hellenic Academy
I-ACAC (International Association for
College Admission Counseling)
Pioneer Academics
Schmidt Futures/Rise
US Embassy Public Affairs Section
Yale University - YYAS
ZINCAT



INVESTORS AND FUNDING PARTNERS

Amazon Smiles
Anonymous
Bank of America
Bright Funds Foundation
David E. Berges Family Fund
Dentler LeClaire Family Foundation
Drescher Family Charitable Fund
Glenn Warren Family Foundation
Hugh C. and Thomas Lord Fund
Hymer-Goldberg
JCT For Education
Jewish Teen Foundation of Greater Boston
John and Maureen LeClaire Foundation
Lal Family Fund
Lucy Steinitz Charitable Fund

Microsoft Rewards
Milano Furniture Zimbabwe
Naledi Foundation
Network for Good
Nota Consulting Group
Simbisa Brands
Steve & Megan Shebik
Stuart C Burden Fund
The Ayers Family Foundation
The Linville Family Foundation
The Millstein/Driscoll Family Fund
The Offensend Family Foundation
TisBest Philanthropy
USAP Alumni
Vmware Foundation
ZOL Zimbabwe

In addition to the partners above, we are grateful to numerous individuals whose names we have not listed for privacy reasons but who have supported us as one time donors or recurring donors in our various fundraising activities. 100% of all non grant-specific funds raised through Education Matters Africa Foundation will be used to support and build the USAP Community School.

*"Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still (we'll) rise."*

- Maya Angelou



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