



**Education
Matters**

Where Talent Meets Opportunity

2021 ANNUAL REPORT

LETTER FROM OUR BOARD CHAIR

Dear Friends and Contributors,

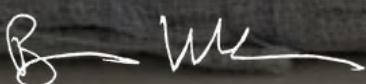
I write to you from a place of hope. Globally, we seem to be emerging from two-years of the COVID pandemic. Here in the U.S. spring is coming and nature is renewing itself. And, in Zimbabwe, the Education Matters program and the United Student Achievers Program (USAP) Community School are growing. Most exciting is that we are (finally!) moving forward with the purchase of our own land and the construction of our campus.

As the accompanying annual report shows, our commitment to strengthening communities starts in Zimbabwe and works outward through Africa and the world in concentric circles of excellence. In Zimbabwe, our work with EducationUSA is equipping school counselors with information on higher education opportunities for their students. USAP Community School Capstone projects are advancing education in low resource communities, promoting arts, and tackling teenage pregnancies at the Tongogara Refugee Camp. USAP alums are giving back to Zimbabwe by supporting the USAP Community School, establishing businesses in Zimbabwe, and supporting their families and communities. Farther afield, USAP alums continue to shine in various industries, research and academia in Kenya, Malawi, Tanzania, and in South Africa, the UK, the U.S., and many other countries.

Our values remain anchored in the principles of integrity, community, equality, stewardship, simplicity, and peace. We believe that, with your support, Education Matters Africa and our alums can move communities and the world toward justice and prosperity.

Thank you for your interest and contributions. Please let us know what we can do to continue to earn your support.

With best regards and deep gratitude,



Ambassador Bruce Wharton (Ret)
Chair, Board of Directors, Education Matters Africa Foundation

VALUES



EQUALITY

We respect each other's inherent and equal dignity, understanding that we are neither above nor below anyone else. We understand that each member of our community depends on one another, so that both successes and hardships are shared.

SERVICE

Our actions show that we are grateful for our opportunities. Knowing that we all depend on each other, we strengthen our community by lifting each other up, listening to the needs of others, and serving them with humility, compassion, and dedication.

CURIOSITY

We are a community of scholars, and we each do our part to build this intellectual community, understanding that we can learn from everyone and everything around us. We challenge the status quo, learn new perspectives, and pursue ideas with energy and spirit.

INTEGRITY

We keep our word, represent ourselves honestly, and are accountable for our actions. We have the courage to make mistakes and learn from them, and to do the right thing even when it is difficult.

MISSION IN ACTION

Education is the one asset in life that no one can take away. It is our strong belief that education can truly transform individuals not only to change one's life trajectory, but also to have a ripple effect - to lift up families, bring meaningful and lasting change to communities and even make global impact. That is why Education Matters decided to serve as a clearinghouse in Zimbabwe for opportunities that talented students, regardless of their economic background, can pursue to be exposed to learning and exploring new ways of critical thinking and innovation as well as further education through scholarships at some of the world's top universities. We envision a future where the very same students return to make a positive impact in their country.

Through our Partnerships with programs like RISE and YYAS as well as our program to train college counselors at a wide variety of high schools in Zimbabwe, we continue to bridge students for opportunities, including at Tongogara Refugee Camp where we work with talented and determined refugee youth through a student-run youth center, TWEENS.

Our anchor project is to work with exceptional students from economically disadvantaged homes through our USAP Community School. USAP has grown and developed toward its ultimate aim - a school of high academic standards, built on lived values that provides a new model of transformative education. Entering our third year, USAPCS works daily to develop our students into active problem solvers. Our inaugural 45 graduates are not only impressing us with their college admissions, but more so with their drive already to take the initiative to make positive changes in society wherever they are.

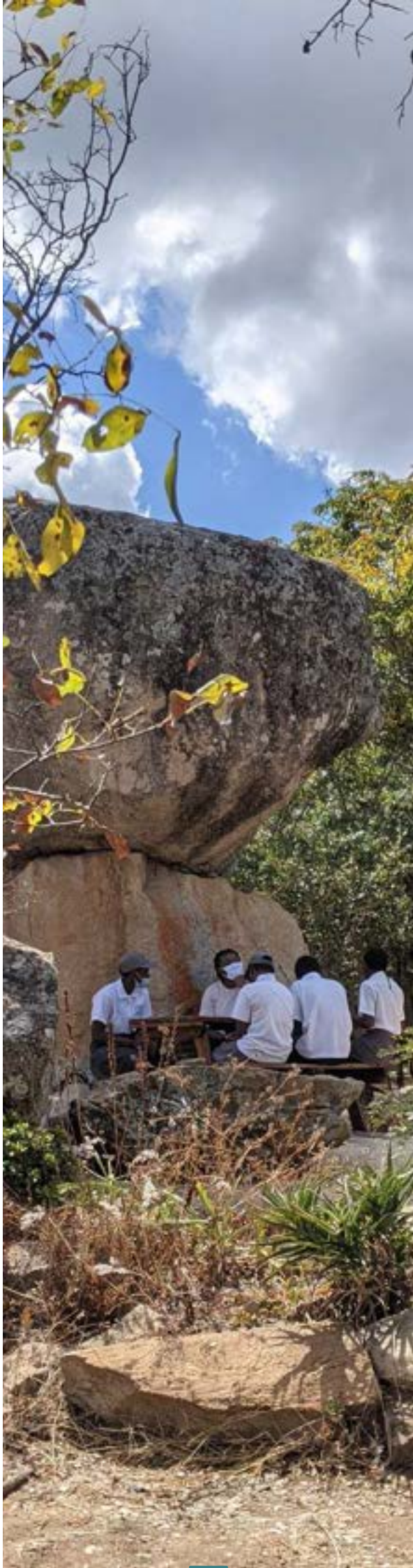
Through developing an intentional curriculum that links education to how to improve life in significant ways for communities and the nation, education at USAPCS becomes a means to close rather than accentuate resource gaps and differences. It is then that education teaches people how to think and not what to think. It is then that education becomes a true source of hope for a better future in our complicated world.



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.



2021 IN REVIEW

◆ JANUARY

- USAPCS welcomes the Second Cohort - Class of 2022 and begins remote learning sessions

FEBRUARY

- USAP Alum "Creating Generational Wealth" Webinar Series commences

MARCH

- USAPCS students arrive on campus to commence in-person learning for the year

JUNE

- Yale Young African Scholars Retreat to support YYAS Class of 2020 students with university preparation
- Refugee week fundraiser to support the TWEENS Center constructions at Tongogara Refugee Camp

JULY

- Mental Health Webinar Series for high school exam class youth, pre-departure orientation, and current undergraduate students.
- 17: USAP Run/Walk/Cycle Launch Event

AUGUST

- USAPCS first Cambridge AS results
- TWEENS Center construction at Tongogara Refugee Camp begins, supported by USAP Alum Agathe Mwehu's Davis Project for Peace Award
- Rebecca Zeigler Mano one of three Stanford University Graduate School of Education graduates honored with the Alumni Excellence in Education Award.

SEPTEMBER

- Second Annual Run/Walk/Cycle
- Launch of the Professional College and Career Guidance Counseling Program in partnership with Education USA

OCTOBER

- Rise Announces first Rise Winner Cohort, including 3 students from Zimbabwe

NOVEMBER

- Capstone Showcase

DECEMBER

- December 4: Graduation of first USAPCS Class

LETTER FROM THE HEAD

Despite starting the year with online learning because of another Covid lockdown, 2021 saw our school community transcend the difficulties of Covid to notch several major successes. Though the virus is still an important reality globally and in Zimbabwe, as time goes on it has less and less impact on our operations. The real story of 2021 for us was the celebration of several important milestones, including the graduation of our first class.

As the year began, we welcomed our second cohort of students to campus. Just like the first class, this group had been chosen from across Zimbabwe on the basis of academic excellence, community service, and financial need. Right away, the new students were introduced to our unique programs; after several weeks of online lessons, they dove into their time on campus with a month-long intensive humanities and arts course that culminated in a school-wide showcase of poetry recitals, traditional dances, and more. This started a year-long trend of success in the arts as our students would later take home top marks in several Zimbabwe-wide music and arts competitions.

Work then continued in the students' Cambridge classes, for both Upper and Lower 6, with Upper 6 taking their AS exams in May, and then both groups immersed in Cambridge exams throughout October and November. The graphic enclosed shows the results, and we could not be more proud of the students for their exceptional performance despite all of the challenges of online learning over the last two years.

With all of the exam success, however, we maintain our focus on how our students apply their knowledge outside of the classroom. To this end, the Upper 6 students spent the year researching and writing their Capstone theses. The projects spanned a host of different topics that touched the lives of our students and their communities - from how to promote arts in Zimbabwe, to designing simple science experiments and curricula for low-resource schools, to how teenage pregnancy affects education in refugee communities. The work culminated in a public Capstone showcase in Harare, and the selection of our first group of Capstone Fellows, who have been given funding to implement their project in their home communities during the gap year before university. Read more about the Capstone Fellow on page 12.

The year closed with the graduation of the Class of 2021, our pioneer group of students. On graduation day, students were given diplomas by their advisors, who read short tributes to each student, honoring their unique qualities and time at USAP Community School. The ceremony was punctuated by a beautiful spoken-word poem delivered by graduate Jacquelline Nyakunu, and a stand-up comedy interlude by Stanley Ndlovu, another member of the class.

Just days after graduation, members of the first class began receiving news of their university admissions. We are happy to report that so far, 14 students have been accepted and funded to attend some of the top universities in the world, including Dartmouth, Cal Tech, Pomona, Northwestern, Smith, Haverford, Barnard and more. The \$4.17 million dollars in scholarship money that they have earned so far represents a nearly 10x return on money spent in operational costs to support this class - and that is during the Early Decision round alone! Those not admitted early are awaiting decisions that will come between April and June.





EQUIPPING A NETWORK OF GUIDANCE COUNSELORS ACROSS THE COUNTRY



In partnership with EducationUSA, we launched the Professional College Counselor Program with the objective of increasing the capacity of at least 50 counselors at secondary schools in Zimbabwe, to provide accurate information and resources on higher education opportunities in the United States. One hundred applications to the program were submitted and fifty five enthusiastic college and career counselors were selected. Due to where the majority of the participants originated from, in person training took place in Harare, Gweru and Bulawayo regions.

The program launched on Friday September 24, 2021 with an in-person celebration and this was a particularly special event as it was the first event coinciding with the lift of lockdown, and for many counselors in attendance, the first event in almost two years.

The training was delivered using a hybrid method of regional in-person sessions and virtual sessions, and is being facilitated by Kim Rodriguez. Education Matters' facilitator provided materials and further information into the US college system so that counselors were better able to inform students more effectively about higher education opportunities in the United States and could guide students on their options specific to context and background;

As part of the program, Education Matters also designed and created the content for the very first issue of the monthly EducationUSA Zimbabwe's College Counselor's Newsletter which was circulated on Oct 15, 2021.

TWEENS

TWEENS(Together We Can Educationally Empower Non-privileged Students) is a refugee youth-led tutoring project in Tongogara Refugee Camp. TWEENS, on the 23rd of November 2021 launched an educational, information and recreational center that provides a safe study space and library for students in Tongogara Refugee Camp. We are confident that this center will be successful in motivating young people to stay in school and abstain from social ills such as drug abuse and early marriages.



The TWEENS Center construction was funded through a Davis Project for Peace prize awarded to Agathe Mwehu (USAP '18), a refugee student and USAP alum, currently enrolled at Wheaton College. The new center is a welcome resource to the TWEENS project providing a space for both tutors and tutees to conduct their tutoring sessions in-person. During 2021, the 18 TWEENS tutors provided a variety of academic services to 200 refugee youth at Tongogara Refugee Camp. The services include assistance with homework, test preparation in Ordinary Level subjects including Mathematics, Science, Geography, and English. In addition, TWEENS provide information to youths regarding various opportunities that would otherwise be inaccessible to them.

EDUCATION MATTERS PROGRAMMING

In 2021, we had the opportunity to support youth and alumni through various programming and initiatives. In February, USAP Alumni and friends of USAP led by *Farai Musariri (USAP '11)* and *Ru Nyambuya (USAP '01)* began the **"Creating Generational Wealth" Webinar Series** aimed at increasing financial literacy among the USAP community. The series featured alumni, field experts, and local business and land owners. In July we partnered with *Regina Chari (MSW)* to host a 3-part **Mental Health Webinar Series** for high school, gap-year, and undergraduate students to equip them with mental health knowledge and guidance at different academic stages. We also had the opportunity to host 33 students for the **Yale Young African Scholars Retreat** in June, to support the YYAS Class of 2020 students with university guidance and preparation through workshops and information sessions. To increase access to opportunities to Zimbabwean youth, we have also created **EdMatters Updates WhatsApp groups** with ~800 youth across the country where we share bi-weekly information on universities, scholarships, and other program opportunities.





Our partnership with Rise is an opportunity to increase Zimbabwean youth access to support, and the first year was very successful. 17 Zimbabweans were selected as part of the 500 Global Finalists, and from those, 3 Zimbabweans were selected to join the cohort of 100 Rise global winners who will receive a lifetime of benefits. These benefits include higher education scholarships, mentorship and career services, various programming, and

attendance in the Rise Residential Summit in 2022. Natalie Mbojani, Nyasha Makaya, and Tegra Ilunga are the 3 Winners from Zimbabwe and below you can learn more about each of them and the community projects they worked on as part of their Rise Application:



NATALIE MBONJANI

Natalie has just graduated from Monte Cassino Girls High School. Her project was centered around educating people on the different types of headache disorders (the most common type of neurological disorders) and their effects. In addition, Natalie spread awareness on ways to prevent headaches and improve the existing conditions of those who have developed headache disorders. Natalie chose this project because of how people underestimate headache disorders due to lack of knowledge around

the detrimental effects on the brain, health and performance, and an individuals lifestyle. Natalie is working with a local clinic and plans to become a peer educator at Edith Opperman Centre where she will be able to reach out to even more teenagers and adults. Natalie aspires to be a neurosurgeon to continue working with her passion for the brain and health.



NYASHA MAKAYA

Nyasha recently completed high school at the USAP Community School. He carried out a project to investigate the problem of deforestation in his hometown of Mapfungautsi, Gokwe. He looked into the main causes of deforestation and identified power shortages as a major factor. Nyasha then began a campaign to raise awareness of deforestation and its effects. His campaign involved sharing information in a WhatsApp group and a few one on one conversations to educate people on the effects and prevention of

deforestation. After taking the Rise DC's design thinking course, Nyasha created a program for talented, underprivileged youth to educate youth in his community on international university applications and full scholarship opportunities. He has partnered with a friend, Monrine, and they are currently working with 34 students, hosting mentorship sessions on WhatsApp using slides, voice notes, text and videos. Nyasha will be enrolling at California Institute of Technology in the Fall of 2022.



TEGRA ILUNGA

Tegra is currently an upper six/12th grade student at the USAP Community School. He has been voluntarily tutoring O level students in the TWEENS (Together We Educationally Empower Non-Privileged Students) program at the Tongogara Refugee Camp when he is not at school. Tegra has continued to tutor TWEENS youth and holding discussions with a few High school science students to help them push the syllabus as they have been lagging behind due to the covid-19 pandemic lockdowns. This is in line with

his aspirations to help in increasing both the pass rate and the rate of educated youths in my community of Tongogara Refugee Camp. Tegra will be completing his A' Level examinations in Chemistry, Math, and Physics in 2022.

USAP ALUMNI SPOTLIGHT

We held the 2nd Annual USAP Run/Walk/Cycle wellness event that brought together our USAP Community (alumni, students, supporters) across the world to participate in various activities and in the process raise awareness and funds for USAP Community School and the work of Education Matters Africa Foundation. Participants took part individually or met up with others in their area to run/walk/cycle for [20 minutes, 20 kilometers, or 20 miles] or participate in other ways. Thanks to our alumni, Kuzi and Tino for leading the USAP Run/Walk/Cycle organization committee made up of USAP alumni across the world.



TINO MAJONI

USAP CLASS OF 2008

"I chose to lead and organize the USAP/Run/Walk/Cycle as co-chair with Kuzi in order to show support for USAP School. USAP has an incredible track record of helping low-income talented students access quality education. I enjoyed working with USAP alumni and friends to help raise funds for USAP School and support its mission."



KUZI NYADZAYO

USAP CLASS OF 2004

"I decided to lead the organization of the USAP run walk cycle as that provided me with an opportunity to give back to a worthy cause, connect with other USAPers and help broaden the reach and scope of the event through fundraising and encouraging healthy activities. It proved to be an impactful and rewarding experience for me."

See more highlights of the 2nd Annual USAP Run/Walk/Cycle here <https://youtu.be/ZtSuFQuGp6Y>



CAPSTONE FELLOWSHIPS FOR USAP CLASS OF 2021



In December 2021, the inaugural class from the USAP Community School graduated following the completion of their studies. As part of the USAPCS curriculum, each student took part in the Research Capstone class, a project-based class that invites students to define and solve problems in their community. The purpose of Capstone is to expose students to a wide range of research methods that students can apply to the problems they observe in their communities.

The class culminated in a Capstone showcase where students presented their research findings to their peers and external guests, and included pitches by students applying for funding to implement the solutions students designed and prototyped as post-graduation Capstone Fellowships. The following fellows were selected and will be working on implementing their projects for the first 6 months of 2022.

FELLOW PROFILES



MONITAMIA SHONHIWA

Addressing the absence of Sign Language learning in the Zimbabwean Education System.

Monitamia is learning and teaching Sign Language and in local schools whilst also raising awareness in her community for the need to have sign language services available in various sectors to increase accessibility to services for deaf people.



OLIVE IRAGERA

Addressing the ways teenage pregnancy affects youth education in Tongogara Refugee Camp.

Olive is facilitating a sexual education program for youth in the Refugee Camp along with a girls empowerment program to support continuing education for teen mothers.



YAMANI MPOFU

Establishing an interactive youth organisation centered around dance.

Through dance and peer mentoring, Yamani aims to address drug and substance abuse among adolescents in Nkulumane, Bulawayo but creating a space for youth to engage with one another and community members positively.

A MILESTONE CROSSED

- LUCY Y. STEINITZ



It's not easy to describe USAP's first-ever Upper 6 /Grade 12 graduation. Even twice as many words could not sufficiently describe my awe of the scholars or admiration of the faculty who overcame great odds to reach this day – the fulfillment of a dream that started taking shape almost 20 years ago.

I pinched myself that morning: It was December 4, 2021 and Graduation Day had finally arrived at USAP's current rented campus in Ruwa, Zimbabwe.

Never mind that it was so hot that everyone practically melted outdoors, especially the students in their black gowns and caps. Never mind that many family members had traveled hours by bus to get to the campus and were visibly exhausted. Never mind that we had to observe COVID protocols that limited physical contact and penetrating hugs. Never mind that the electricity gave out, just as the ceremony began, so it couldn't be live-streamed.

The event was fabulous, nevertheless. A student committee had planned the program and entertained us with a Capella singing, traditional dances, and a gorgeous praise-poem worthy of Amanda Gorman. Three students gave short addresses, as did founder "Mai-Mano" (Rebecca Ziegler Mano), headmaster James Linville, and faculty member Alex Niswander. The speakers reminisced about the repeated lockdowns, the academic rigor and the personal challenges that this graduating class faced over the past two years. Equally, they recalled moments of triumph and joy, and each offered advice for the future. In the end, all 45 members of the Class of 2021 graduated, having bonded together to create a supportive community that truly lived by the school's four values of equality, service, curiosity, and integrity.

Before the graduates walked to the podium to receive their diploma, the student's faculty advisor offered a personal reflection – most often about each student's extra-curricular activities, special talents, or unique character. Everyone at USAP believes that these traits, equivalent to academics, will help the students achieve their long-term goals.

Although these students have now left USAP Community School, I'm convinced that USAP will always remain a central part of their lives. If I ever feel discouraged about the way things are going in the world, I will just think back to USAP, to these students, and to the historic moment of this graduation. The best is yet to come.

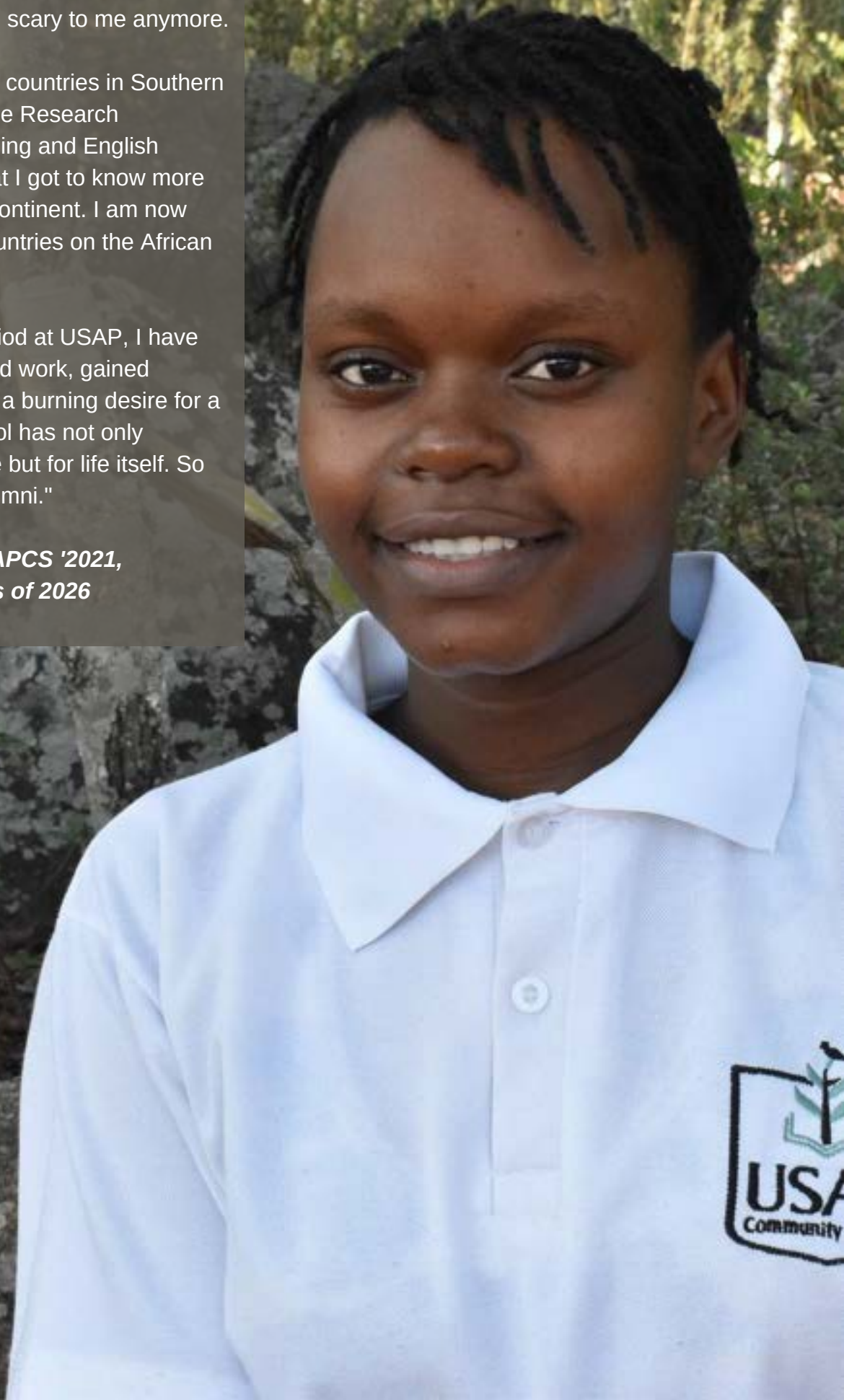
[Watch graduation highlights here.](#)

"Before I got to USAP, I dreaded interviews and approaching people of higher position. Nonetheless, USAP gave me confidence; I have matured into a good speaker, and interviews do not sound scary to me anymore.

I only knew about a few countries in Southern Africa. It was through the Research Methodologies, Reasoning and English lessons at USAPCS that I got to know more about my country and continent. I am now able to locate all the countries on the African continent!

During my two year period at USAP, I have realized the fruits of hard work, gained knowledge, growth and a burning desire for a better society. My school has not only prepared me for college but for life itself. So proud to be a USAP alumni."

***Patience Sithole - USAPCS '2021,
Barnard College Class of 2026***





FINANCIALS OVERVIEW

The following section presents our unaudited abridged financial statements for Education Matters Africa Foundation. Our audit is currently ongoing and audited statements will be available upon request when completed. Donations to Education Matters Africa Foundation support the USAP Community School through grants to Education Matters Zimbabwe earmarked for USAP Community School. Any other programs of Education Matters are self funded through specific program restricted grants.

12 MONTHS TO DECEMBER 31, 2021

Total Revenue	\$574,468
Total Expenses	\$376,079
Grants to Education Matters Zimbabwe/ USAP Community School	\$353,899
Education Contractors	\$20,135
Legal and Professional Fees	\$2,000
Net Operating Income	\$198,390
Other Income	\$168
Net Income	\$198,558

As at December 31, 2021, **Education Matters Africa Foundation** had raised a total of **\$2,548,879** towards the operations and construction of the USAP Community School. **\$718,229** had been spent through grants for initial capital outlays, the operations of the first two years of USAP Community School, and on Legal and Professional fees. **\$1,830,650** is available for ongoing operations and for the construction of the USAP Community School.

At the time of writing in February 2022, we have received the majority of the regulatory approvals required to commence construction of the USAP Community School at our permanent campus in Marondera. We continue to fundraise to meet the gap between our anticipated construction costs and cash at hand with the hope of building phase one of our permanent campus this year.

Donate [here](#) to support the construction of the USAP Community School.

WITH GRATITUDE

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

2021 PROGRAM PARTNERS

CIS (Council on International Schools)
HALI Access Network
Hellenic Academy
International Association for College Admission
Counseling
Schmidt Futures/Rise
Simbisa Brands
US Embassy Public Affairs Section
Watershed College
Yale University - YYAS

MATCHING FUNDS

Bank of America
Global Giving
Goldman Sachs
Google
Medtronic
Microsoft Rewards
UBS

INVESTORS AND FUNDING PARTNERS

Bruce Rowlands Architect
Dentler LeClaire Family Foundation
Glenn and Randee Warren Charitable Foundation
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Kevin Burns
Linda and Michael Atlas Charitable Fund
Liquid Intelligent Technologies
Lucy Steinitz Charitable Fund
Milano Furniture Zimbabwe
Naledi Foundation
Naledi Foundation
Nota Consulting Group
Rank Zimbabwe
Simbisa Brands
Stuart C. Burden Fund
The Ayers Foundation
The Hardis Family Fund
The Linville Family Foundation
TisBest Philanthropy
VMWare Foundation



In addition to the partners listed, 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.

GET INVOLVED

Mentor a Student Through their Capstone

A cornerstone of our USAP Community School curriculum is the capstone project in which students are invited to define and solve problems in their community. The purpose of Capstone is to expose students to a wide range of research methods that students can apply to the problems they observe in their communities. We sent out requests for mentors who are experts in students' chosen research so that they can offer advice.



Teach a Weeklong Intersession Course on your Passion Topic

At the end of the first and second terms (first weeks of April and August) we will offer students one week elective intersession courses taught by volunteers. Here's your chance to engage with a small group of highly motivated, bright USAP students. Get in touch when you are in Zimbabwe or if the topic is suitable for teaching virtually and we can organize that you share your wisdom with our students.

In Zimbabwe? Partner with our Zimbabwe Career Connect

Zimbabwe-based companies and organizations can partner with our internship program, Zimbabwe Career Connect to host a student intern for 8 weeks during the student's summer break. ZCC connects sophomore students studying in the US, UK, Canada and Ashesi University in Ghana to organizations in Zimbabwe to gain professional experience in order to make their transition home smoother.

Join us for the USAP Annual Run/Walk/Cycle

Each year, our alumni organize an annual wellness event that seeks to celebrate and connect the USAP community of alumni, current students, donors and friends and supporters. The event takes place every third weekend of September and coincides with the anniversary of the USAP program. In 2022, USAP will be celebrating 22 years of existence

Donate

We depend on donations to support our school and to build the USAP Community School campus. Consider donating through the following

- Education Matters Africa Foundation is a registered 501(c)3 organization (EIN #82-4727381) in the US and donations are tax-deductible. You may send us a check to:

Education Matters Africa Foundation
PO Box 966
North Haven, CT 06473

- Set up a recurring monthly donation through Global Giving <http://goto.gg/44174>
- For those in Zimbabwe, donations can also be made to Education Matters via EcoCash using the merchant code 20316 or you can contact us for information on how to make a bank transfer in ZWL local currency or to our Nostro account
- To give of your time or donate a service or a product, please contact us on info@edmattersafrica.org

Who We Are as Class of 2021

We are a community of intellectuals with big dreams

We are a family

We are a family of peacemakers who are ready to unify our nation

We are neither Shonas nor Ndebele amongst each other

We know no division

We have a dream

A dream to recreate a new Zimbabwe

A dream rebuild Dzimbadzemabwe

A dream to redraw our own image as a nation

A dream to proudly conserve our heritage,
and retell our own stories

We have a dream

A dream to use our knowledge to acknowledge problems in our communities and solve them

A dream to prove to the world being landlocked ain't being brain locked.

We have a dream

A dream to make you and me

A dream to make them and they

A dream to make all of us game changers

Jacqueline Nyakunu

Poet Laureate - USAPCS '21

Davidson College Class of 2026

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