2018
Annual Report

WAAW foundation

Working To Advance STEM Education for African Girls

www.waawfoundation.org

CONTENTS

President Remark	1
Introduction, Mission & Vision	5
Programs Impact and Growth	8
2018 Activities	9
Testimonial	21
Resources & Fiscal Management	22
Looking Forward	25
Donate & Volunteer	27

WAAW foundation
Working To Advance STEM Education for African Girls

Message from President

Dear WAAW foundation friends,

As we bring 2018 to a close, I would like to take a moment to reflect on what we have achieved over the past 12 months as well as express our enthusiasm for what is to come in 2019 and beyond. 2018 was a year of tremendous growth and inspiration for us at WAAW foundation. Not only have we managed to increase our program reach to other regions, impacting more African girls but also the level of our donor and board commitment has multiplied by several factors enhancing our stability and community support.

For example, our partnership with the Aspire Coronation Trust (ACT) foundation and Mastercard foundation helped us expand the She Hacks Africa Coding Bootcamp Programs to 9 cohorts and implement outstanding Teacher Training programs both in Nigeria and Rwanda in partnership with African Institute of Mathematical science (AIMS), overall increasing our impact in these programs to over 250 Nigerian youth and over 800 teachers!

This year also saw us reveal a new pedagogy tools for our STEM educators; a free android based Mobile App for Nigeria secondary STEM Teachers that includes STEM SS1-3 curriculum. In addition, we organized our very first 3D printing after-school STEM workshop for 35 students, awarded 5 University scholarships to female undergraduates, launched 13 after-school STEM clubs working with our dear partners, Connecticut-based Level Up Village (www.levelupvillage.com) and impacted over 1,250 girls through the monthly College-to-secondary WAAW chapter outreach.

One of the highlights of this year is the interaction we continue to enjoy with our donors, grantors and partners. Thank you for believing in our cause and supporting us all through the year. We could not have achieved success without you. Your gift keeps on giving and empowering young African women.

As we continue to experience steady progress and see amazing results with our She hacks Africa program and the teachers training program, WAAW Foundation will continue to strive to unlock the vastly untapped potential in African girls to new global technology companies, and provide a scalable platform to bridge the high-tech skills gap while empowering the world's most marginalized group, African Girls! We will continue to remain resolute, focused and committed to our strategic goal of transforming STEM education and increasing the STEM career pipeline for women in Sub-saharan Africa.

A special appreciation to our Governing board members who have stood as the pillar of WAAW foundation! My special thanks goes to Mrs Ozzy Ajibade who stepped in to lead our board courageously in 2018 and whose impact and support has been far reaching. Also thanks to our Vice President Mrs Ebele Agu who continues to provide unwavering support

with her numerous volunteer hours and commitment to the growth of WAAW. Thank you, Thank you.

I truly appreciate all the commitment in time and resources from our board of advisers, which have been integral to WAAW's progress. Also, a big thank you to our staff and volunteers who commit to fostering the mission of WAAW, day by day. The passion that drives you to make a difference in the lives of many African girls is truly refreshing.

There is still plenty to be achieved and 2019 is set to be our most impactful and exciting year yet. We will be sharing our many successes and great achievements as they are revealed. To prospective partners and volunteers who want to join us on this journey, we invite you to participate in this great call. Please do not hesitate to reach out to us.

I wish you all love, grace, the strength of deep convictions and the exhilaration of walking your unique life's journey this year!

Onward Ever!

Sincerely,

Unoma Ndili Okorafor

WAAW foundation
Working To Advance STEM Education for African Girls

INTRODUCTION

On January 5th 2007, WAAW foundation was founded in response to a burning desire to see more women of African descent healthy, educated and inspired to participate in community building, by enabling mechanisms for sustainable self-help.

The Articles of Incorporation of WAAW foundation was incorporated under the laws of the state of Texas, U.S.A., on the 5th of January 2007. The Articles were filed in the office of the Secretary Of State as provided by the general Not for Profit Corporation Act of Texas. Less than eleven months later, on December 1st, the Internal Revenue Service (IRS) determined WAAW Foundation to be a non-profit organization exempt from federal income tax under section 501(c)(3) of the internal revenue code. WAAW foundation is classified as a public charity organization. The Articles of Incorporation, ByLaws and Conflict of Interest Policy can be accessed on our website at http://www.waawfoundation.org/publications.htm

Our Vision

100% of WAAW beneficiaries will become impactful leaders, change agents and technology innovators and an African girl will create or lead a global technology company.

Our Mission

Our mission is to increase the participation of African girls in Science, Technology, Engineering and Math (STEM) related disciplines, and to ensure that this talent is engaged in African innovation.

Our Core Values

- *The Power of Women*
- *Education and Leadership*
- *Technology Innovation and Entrepreneurship*
- *Impact and Giving Back*
- *Localization, gender and Cultural Sensitivity*

Our Core focus

Empowering African Women to become impactful leaders to benefit Africa through experiential STEM Education.

Our Strength & What Makes WAAW Unique

- *Core team of women founders with - expertise, experience and passion.*
- *Our cause, our vision & values.*
- *Trust based on financial transparency and prudence.*
- *Proven programs that work – prototype you can replicate.*
- *Sustainable model of local engagement with extensive network of African women engaged in on-going activities – (Not episodic events)*
- *Community Impact*

2025 Target

Increase the number of African women in STEM from by 10%, and build female technology innovators who create 10,000 jobs to impact their communities.

90% of participants enter and stay in STEM fields.

WAAW Programs

[Holiday Code School/STEM camp]

The holiday code school program is an annual one to three weeks initiative to promote students interest in STEM disciplines through hands-on, intensive training aimed at helping girls develop an early interest in STEM, leadership and innovation. Hosted in Lagos and Abuja, Nigeria. Participants are African girls and boys in public/government secondary schools, fed by low-income families, who otherwise would not have the opportunity to learn about or be exposed to possible STEM careers.

[STEM Teachers Training]

WAAW offers engaging, rigorous teacher professional development model which provides tools to empower teachers and their students and transform the classroom into a collaboration space where STEM content comes to life. Teachers are trained to develop cutting edge STEM curriculum for their classrooms using affordable locally available resources, train in digital literacy and employ technology and free online resources to enhance learning and engagement in their classrooms.

[College-to-Secondary STEM Outreach program]

The STEM outreach and mentoring program bridges the secondary to college continuum. (Age focus is secondary girls 12 - 18, and female college fellows 18 - 32 years) and establishes chapters within Universities across Africa consisting of about 10 – 15 African undergraduates who are trained and supported to perform weekly STEM outreaches to secondary schools in their communities.

[College Scholarship for African young women]

Need-based scholarships awarded to African female undergraduates college students studying STEM disciplines in Colleges in Africa (Age focus is 18 -32 years). We provide $500 to support underprivileged girls such as orphans, girls impacted by HIV or girls from low income families who demonstrates proven financial need while studying a STEM related degree course. Scholars

are mentored to become college-to-secondary STEM advocates, leaders and change agents, who give back to their communities and promote technology innovation for problem solving.

[Weekend and Afterschool STEM clubs]

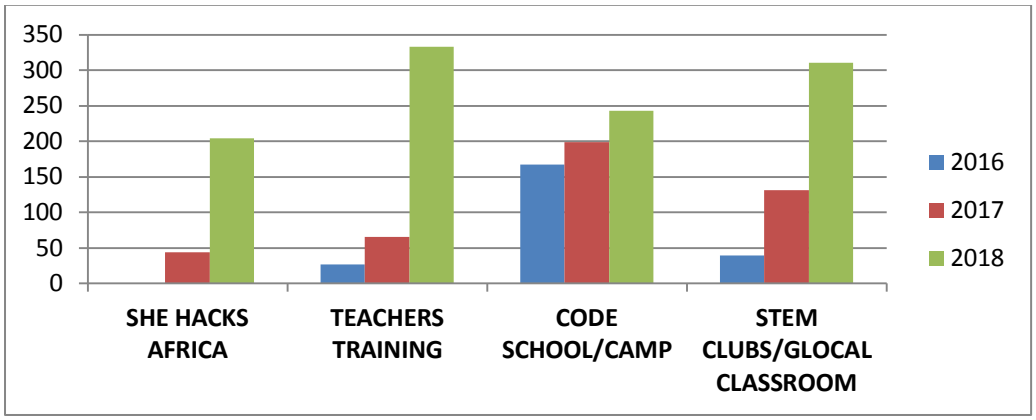
This program seeks to enhance and supplement secondary school science learning in the classroom through engaging activities that introduce important STEM concepts in a hands-on and informal environment.

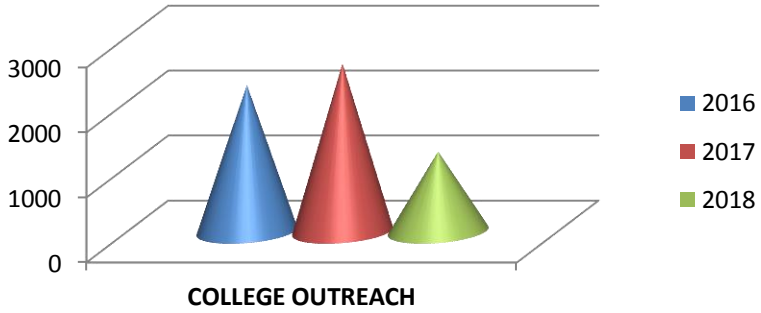
[She Hacks Africa coding bootcamp]

(S)he Hacks Africa is a 4-week intensive in-person coding, entrepreneurship and leadership development boot-camp for disadvantaged African youths to acquire skills in Web and Mobile App development, Entrepreneurship, Design-thinking, and Social awareness for business.

WAAW foundation
Working To Advance STEM Education for African Girls

PROGRAM GROWTH





In 2018, WAAW foundation organized 26 training workshops – almost 3 times as much as the year before. 3,209 girls, youths and Teachers attended our training programs. The programs were supported by 5 volunteers.

WAAW launched two new chapters in Nigeria at the University of Nigeria, Nsukka and Micheal Okpara University of Agriculture in 2018. There was a drop in the number of student reach from 2,589 to 1,236 students. Also, the number of active chapters reduced from 12 to 7.

WAAW received three (3) grant awards including the eskills4girls award, Act foundation and Mastercard foundation. 17 donors donated at least $50. We partnered with 10 organizations such as the AIMS, Rwanda Education Board, Worcester Polytechnic Institute, Oracle Academy, LEAP Africa, Andela, Federal and State ministry of Education (Nigeria and Rwanda)

Awarded 5 scholarships to five college female students in Nigeria, Kenya, and Rwanda.

Six Coding and entrepreneurship workshops of the She hacks Africa Initiative for youths produced 35 unique projects and 5 seed grant awardees.

In partnership with the Level up Village, our master Teachers launched 8 STEM clubs and implemented the Glocal classrooms program, impacting 330 students.

WAAW developed a new pedagogy tools for our STEM educators; a free android based Mobile App for Nigeria secondary STEM Teachers that includes STEM SS1-3 curriculum.

OVERVIEW OF 2018 ACTIVITIES

SHE HACKS AFRICA CODING BOOTCAMP

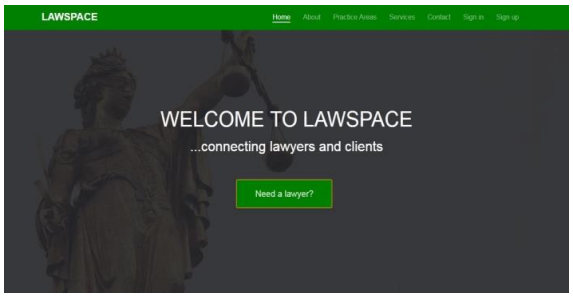
In 2018, WAAW foundation organized six (6) She Hacks Africa coding bootcamps (Cohort 4-9) in Lagos, Nigeria, impacting 204 Nigerian youth, with female making up 40% participation.

Number of the Participants from cohorts 4 - 9							
	Cohort 4	**Cohort 5**	**Cohort 6**	**Cohort 7**	**Cohort 8**	**Cohort 9**	**Total**
Females	16	14	14	10	14	14	**82**
Males	8	20	21	25	20	28	**122**
Total	**24**	**34**	**35**	**35**	**34**	**42**	**204**

For each cohort, participants were divided into 6 groups to select a major problem in their immediate society and proffer solutions using technology while harnessing the skills they have learned. 35 unique business ideas were developed by the students through the development of web and mobile applications.

The 5th to 9th edition were sponsored by Aspire coronation Trust (ACT) foundation and seed fund grant award was awarded to teams with the most promising idea for a start-up.

Below are some of the students' projects:

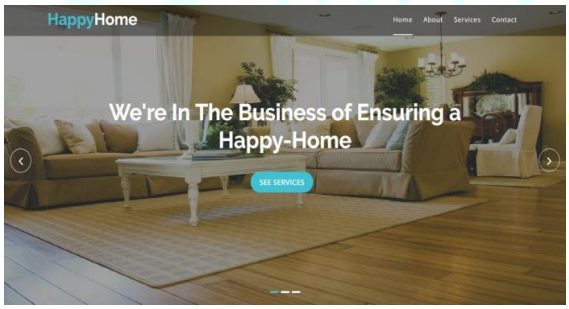


LawSpace

LawSpace is a website created to connect practicing lawyers to prospective clients. This project is aimed at helping people who seek legal representation find lawyers faster. It will also help Lawyers to market and expand their practices.See Link below to their web page on github
https://oyekunle-mark.github.io/lawspace/

Farm link

Farmlink is a Nigerian web based platform designed to bridge the gap between farmers and the market. Established to curb food wastages and improve food security in Nigeria. See Link below to their web page on github: https://divinetaiwo.github.io/famlink/



Happy Homes

Happy Homes offers different kind of Childcare services, from part-time nanny to live-in nanny to vacation nanny and also several home cleaning services, from daily to weekly to monthly and even special events. See Link below to their web page on github:

https://oluwasindara.github.io/happy-home/

View students' projects: https://shehacksafrica.org/index.php/bootcamp-students-project/

Survey Result - Summary

In order to measure the outcome of the boot camp, the participants filled a Pre survey form before the start of camp and a post survey form which was filled immediately after the boot camp. A follow-up survey was completed every quarter to measure program impact.

- ✓ **Increased knowledge and skills in front end and back-end web programming**

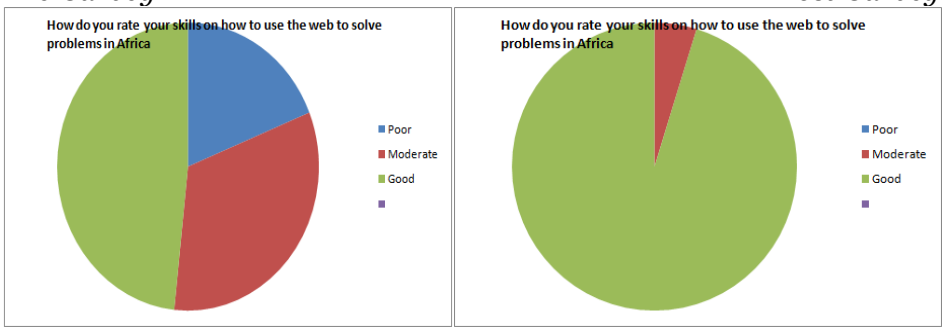
Before the boot camp, 86.50% of the participants said they had no and moderate confidence and skills in programming; while only 11.7% agreed they had good skills and confidence.
At the end of the boot-camp, 77.2 % of the participants agreed that their knowledge and skills on programming has increased.

- ✓ **Increased confidence to solve societal problems with technology**

Before the boot camp, 24.9% of the participants said they had no knowledge of how to use web applications to solve problems in Africa, 43.23% said they had some knowledge while 63.68% agreed to have knowledge. After the boot camp, 95.2% said they had good knowledge on how to

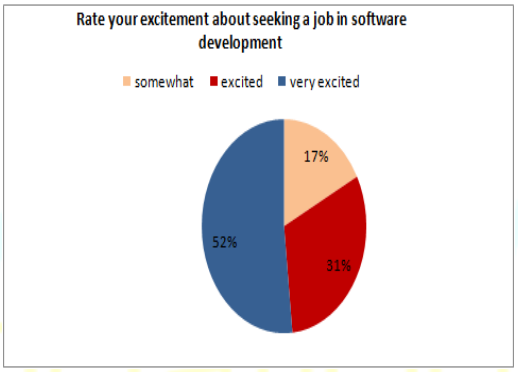
use web applications to solve problems in Africa. This shows that they could put the technologies they were taught into proper use.

Pre-Survey *Post-Survey*



- ✓ **Excitement about technology jobs or start-ups**

17% reported somewhat excited, 31% were excited while 52% where very excited about taking technology job or creating start-ups



- ✓ **Increased knowledge in Entrepreneurship and Leadership**

96% of the participant agreed they understand the concept of entrepreneurship and all participants find the training relevant to their business development. 87% agreed to know better how to develop their business idea and marketing strategies and 60% of the participants agreed to start their tech business after the bootcamp. This shows that they can put a proper use of the entrepreneurship session into their future projects.

STEM OURTEACH PROGRAM

In 2018, WAAW Foundation launched 2 new chapters led by the 2018 scholarship recipients. In total there are 20 chapters in 12 countries, including Nigeria (7), Kenya (2), South Africa (1), Uganda (1), Cameroon (2), Ethiopia (1), Ghana (1), Zimbabwe (1), Rwanda(1), Tanzania(1), Togo(1) and Liberia(1) led by recipients of the WAAW Foundation Scholarship and university students. However, we currently have 12 active chapters in 7 Countries, including Nigeria (5), Kenya (2), Uganda (1), Cameroon (1), Ethiopia (1), Rwanda (1), and Tanzania (1).

Below is a summary of the activities of the STEM Chapter program from January – December 2018

Month 2018	Name of chapter leader	Name of Chapter	Date of Outing	No. of student impacted	No. of Girls impacted	No. of Teachers impacted
January	Gueleu Farida	University of Buea cameroon	01/17/2018	17	12	1
	Gueleu Farida	University of Buea cameroon	01/24/2018	29	18	1
February	Stella Murugi	University of Eldoret, Kenya	02/17/2018	600	600	3
	Victoria Ituma	UNIBEN, Nigeria	02/23/2018	25	25	0
	Mercy Aboh	FUT-ME, Nigeria	02/28/2018	24	24	1
	Victoria Ituma	UNIBEN, Nigeria	02/28/2018	28	28	0
March	Victoria Ituma	UNIBEN, Nigeria	03/02/2018	32	32	0
May	Winifred Odunoku	OOU Nigeria	05/10/2018	29	18	1
	Winifred Odunoku	OOU Nigeria	05/11/2018	48	48	2
June	Mufidat Ahmed	FUT- ME	06/22/2018	28	28	1
July	Winifred Odunoku	OOU, Nigeria	07/20/2018	52	52	1
	Winifred Odunoku	OOU Nigeria	07/19/2018	26	12	0
	Mufidat Ahmad	FUT- ME	07/20/2018	30	30	2

August	Pauline Atieno	University of Eldoret	08/01/2018	50	50	2
September						
October	Mercy Udensi	M.O Uni. of Agriculture, Nigeria	10/24/2018	62	62	2
	Grace Oteh	University Of Nigeria	10/09/2018	35	18	5
November	Grace Oteh	University of Nigeria	11/08/2018	35	18	3
	Mercy Udensi	M.O Uni. of Agriculture, Nigeria	11/12/2018	41	41	1
	Pauline Atieno	University of Eldoret	11/15/2018	45	25	1
TOTAL				**1236**		**27**

CONCLUSION
From the above table:

- WAAW STEM Chapter fellows conducted **21** outreach visits to schools,
- impacted **1,236** secondary school students
- impacted **27** secondary school teachers

HOLIDAY CODE SCHOOL

In 2018, WAAW foundation organized 3 code school workshops in Lagos and Abuja, Nigeria to teach primary and secondary school students (ages 7-17 years) concepts of computer programming, robotics, animation, renewable energy and other STEM fun hands-on activities that develops students' thinking abilities and creativity.

In addition, the program activities helped students to develop valuable 21st century skills such as critical thinking, collaboration, problem-solving and communication and increased their understanding of how to use technology to expand their own learning in a real-world application and create solutions to societal problems.

The students were first introduced to basic computer programming using CS unplugged for understanding computer programming without using the computer, blockly games (using Maze and turtle graphics), scratch programming for building games and stories, video scribes for animations, Web design (HTML & CSS) and Wixsite, Programming Microcontrollers Using Arduino and Robotics using scratch programming, MIT mobile application. They were also introduced to STEM Education using hands-on fun activities as well as Renewable Energy using Solar and Wind.

PROGRAM OUTCOME

1. Participants understood the general principle of 3D modeling using the tinkercad modeling software.
2. Participants designed different Text and Objects using the tinkercad software and printed using the 3D printer
3. Participants understood the importance of Renewable Energy and how the Sun and Wind is harnessed to generate Electricity.
4. Participants were excited to know more about technology and innovation.
5. The students developed new skills on coding and Computer programming.
6. Participant developed stories using Scratch and Java- Alice Programming.
7. They developed a basic webpage using Wix and the basic HTML and CSS tags.
8. They also learned to program microcontrollers using Arduino and were able to relate them to real-world scenarios.
9. Participants understood the importance of Renewable Energy and how the Sun and Wind is harnessed to generate Electricity.
10. Their critical thinking abilities were stimulated and this ignited their interest to learn programming more as well choosing STEM career.

STEM Teachers Training Program

WAAW organized two five-day STEM / ICT Teacher training workshops in Nigeria and trained 67 secondary school Teachers at The Hillside School, Gwarimpa, **Abuja** from 30th July to 3rd August 2018 and at 64, Kudirat Abiola Way, Oregun Ikeja, **Lagos** from 6th July to 10th August 2018. The Nigerian workshop was a unique blend of IT skills dispensed with a specialized WAAW STEM curriculum; quite practical and engaging with highly experienced facilitators, exceptional training method and well maintained interactive and fun workshop sessions. These intensive training workshops were open to STEM secondary school teachers from different public schools across the states of Nigeria. In addition to the workshop sessions, STEM materials and lesson plans were provided for self-help purpose and continual development.

Also, WAAW Foundation in partnership with African Institute for Mathematical Sciences (AIMS) trained 160

STEM teachers to execute the Maths and Sciences for Sub-Saharan Africa (MS4SSA) training programme for S1 teachers in Maths, Physics, Chemistry and Biology from March 23rd to 31st at the La Palisse Hotel, **Kigali, Rwanda**. The goal of the Rwanda workshop was to equip S1 Math, Physics, Chemistry and Biology teachers with sufficient pedagogical skills to introduce the MS4SSA approach to the pilot schools; deliberately influence a behavior change among teachers for them to accommodate innovative pedagogy approaches and; equip them with the skills to encourage equal participation of both boys and girls in learning Math and Sciences.

Outcomes of the Teachers Training-Workshop

The expected outcomes of the workshop include knowledge advancement, new STEM and ICT skill, teacher's collaboration & engagement towards effective teaching, creativity and self-development. Also, the participants agreed on the following outcomes:

1. The teachers learnt new skills in delivering STEM and Computer science courses
2. 30% were able to set up STEM clubs in their schools.
3. 10% became master Teachers and launched the GLOCAL CLASSROOM program
4. Consequently, the outcome of this training programme has changed the behavior of teachers on innovative teaching methodologies/pedagogy and gender sensitivity.

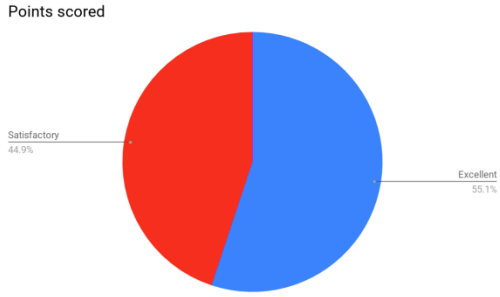
Attendance

Country	Kigali, Rwanda	Benin Republic	Lagos, Nigeria	Abuja, Nigeria	Ondo, Nigeria	Benue, Nigeria	Bauchi, Nigeria
Numbers trained	160	1	41	22	1	1	1

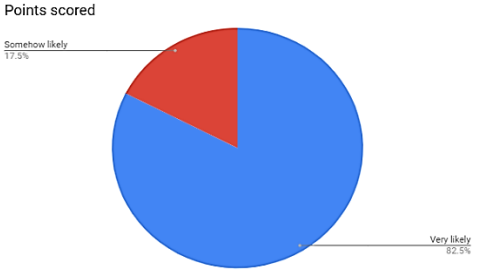
SUMMARY OF SURVEY REPORT

55.1% of teachers had excellent understanding about STEM, digital literacy, and programming while 44.9% had satisfactory understanding. 100% of teachers agreed to continue the STEM engagement in their school. 100% of teachers strongly agreed that their knowledge in STEM and pedagogy increased. 87.3% are very likely to attend WAAW advance training while 21.7% reported somehow likely. 82.5% of teachers are very likely to be master teachers and launch STEM clubs in their school while 17.5% recorded somehow likely. 70.4% of teachers recorded excellent for the overall training rating, 29.6% recorded satisfactory.

Increased knowledge of STEM and digital Literacy



Master trainer and Launch of STEM clubs in school



View the full 2018 STEM Teachers Training report

College Scholarship

WAAW foundation awarded $500 to 5 college students from Nigeria, Rwanda and Kenya in 2018. Till date, WAAW has awarded 32 scholarships to need-based female African students admitted to a university, college or higher institution in Africa studying Science, Tezchnology, Engineering and Math (STEM).

Mufidat Ibrahim
Nigeria
Chemistry student of Federal University of Minna

Aline Iribagiza
Rwanda
Civil Engineering Student of University of Rwanda

Grace Oteh
Nigeria
Agricultual Extension Student of University of Nigeria

Pauline Atieno
Kenya
Agricultual student of University of Eldoret

Mary Udensi
Nigeria
Physics student of University of Agriculture

Weekend and Afterschool Clubs (Level Up village)

In partnership with Level Up Village (LUV), we provided opportunity and motivation for our master teachers for post-training activities. The GLOCAL (global + local) classroom is a virtual learning classroom program where local students with supervision of WAAW trained teachers (working with our United States based partner, Level Up Village) meet with international students for STEM collaborative learning, building advanced STEM projects while teachers earn extra income. The GLOCAL classroom partners offer a wide network of qualified, well trained, STEM secondary teachers and their students who provide a rich, 1-on-1 culturally stimulating and engaging global learning experience, interaction and collaborative STEM project-building experience complete with video exchange.

In 2018, **330 students** completed LUV classes in **twenty (20) classes** supervised by **eight (8) WAAW master teachers**.

NAME OF TEACHER	NAME OF SCHOOL	LOCATION	NUMBER OF CLASSES	NUMBER OF LUV STUDENT	NAME OF COURSE

Lotanna Ucheagu	The Hillside School	Abuja	3	52	The Giver and Global Inventors
Enoch Jacob	The Hillside School	Abuja	2	38	The Giver and Global Inventors
Lucky Mamoud Ikhegbe	White pearl international school	Abuja	2	22	Global Inventors
Bright Kemasuode	Gavriela school and Our Lady of Apostle	Delta and Ogun	4	74	Scientists, Giver and Global Inventors
Prince A. Ossai	The Hillside School	Abuja	2	34	Global Inventors
Oguntade Adegboyega	Sunshine School	Lagos	2	37	The Giver
Fasegha Atinuke	Louisville girls secondary school	Abuja	3	53	Global Inventors
Stephanie Akinwoye	Iju High School	Lagos	2	20	Giver
			20	**330**	

OTHER ACTIVITIES

AFRICA CODE WEEK

The Africa Code Week 2018 kicked off at WAAW foundation Lagos office on the 8th of October, 2018. During the program, 30 Nigerian youths learnt website development using some basic programming languages such as Hypertext Markup Language (HTML), Cascading Style Sheets (CSS), JavaScript, jQuery, Bootstrap, Hypertext Preprocessor (PHP), MySQL, and WordPress.

The participants were very happy to learn new coding languages and use the skills to solve real life issues. Read more

INTERNATIONAL DAY OF THE GIRL CHILD

WAAW Foundation in collaboration with Strong Enough Girls Empowerment Initiative and Educating Nigerian Girls In New Enterprise (ENGINE 2), a National Youth Service Corp CDS program with Mercy corps celebrated the International day of the girl child with 89 public school Girls in Abuja.

We trained the girls on STEM hands-on projects relating to their school science subjects using locally available materials such as water, salt, balloon, battery, papers, wires etc. to demonstrate practical learning and to create innovative skills among students. Read more

AFRICA SCIENCE WEEK 2018

WAAW Foundation facilitated STEM and computer programming sessions at the Next Einstein Forum's Africa Science Week 2018 in Abuja, Nigeria. In accordance with the goals of the 2018 African Science week, the program was designed to provide an opportunity for sub-Saharan Africans to engage in everyday science, instill a curiosity of learning and interest in Science, Technology, Engineering and Mathematics (STEM) pursuits among the public and allow young Africans, especially women and girls, to become excellent scientists and technologists.

During the STEM boot-camp workshop, WAAW Foundation was paired with 22 secondary school students from Abuja to explore and experience science and computer programming experiential learning. At WAAW Foundation, our focus was demonstrating STEM hands-on projects relating to their school science subjects using locally available materials such as water, salt, balloon, battery, papers, wires etc. to create and instill innovative skills among secondary school students and to create a truly meaningful and sustainable program that encourages entry and retention in STEM fields especially for girls. Read more

AFRICA UNION (AU) YOUTH CAPACITY BUILDING WORKSHOP

WAAW Foundation represented by our STEM Trainer, Lucy Ikpesu-Ewhubare who facilitated a coding and robotics session during the AU/CIEFFA workshop on Scratch and mBlock programming using mBot robot. Scratch is a programming software tool designed for learning important strategies for solving problems, designing projects, and communicating ideas using codes. With Scratch programming, student can program their own interactive stories, games, and animations as well as share creations with others in the online community. It uses the drag and down interface to build programs that is, instead of typing lines of text, as you do with traditional coding, you drag colour blocks and join them together to build programs. Read more

2018 STEM AGBAMI SYMPOSIUM

WAAW foundation was ably represented by our Software Developer, Olufunke Oyedun to showcase innovative services that support the teaching and learning of STEM subjects in schools. A Makeblock robot was part of the exhibited STEM kit showcased by WAAW foundation at the Agbami Symposium. An introduction to scratch programming language to control the movement of the robot was given to Students and teachers who were interested in how it works, we look forward to their enrolment for upcoming STEM boot camps. Read more

STAFF TRAINING AND PROFESSIONAL DEVELOPMENT

Lucy Ikpesu, WAAW STEM trainer participated in a 3-week STEM education training workshop organized by MASHAV, an Israeli Agency for International Development Cooperation at Aharon Ofri International Training Centre Jerusalem, Israel from January 14th to 2nd February, 2018, to learn and experience Israeli's educational system and how Israel uses the STEM approach which integrates four separate academic disciplines – Science, Technology, Engineering and Mathematics – into one cohesive and holistic educational framework, is based on an understanding of the interdisciplinary aspects of life and real-world application.

Tolulope Adeyemo, the Acting Executive Director of WAAW foundation participated in a one-week RISEUP Advocacy and leadership training program theme, "Gender Equity Initiative, GEI" in Lagos, Nigeria from November 12-19, 2018. The goal of the workshop is to build a movement of leaders advocating for gender equity, girls' education, women economic empowerment and social justice. WAAW foundation was nominated for the 2019 RISE UP grant award.

WAAW's Chief Operating Officer, Mrs. Loveth Imo was an exchange student at the Worcester Polytechnic institute (WPI), MA, United States from September to November 2018. She had the experience of working with the MS4SSA (Mathematics for sub-Saharan Africa) team to develop and align Nigeria STEM curriculum with the MS4SSA curriculum. *"My work experience at WPI was positive. I was very happy with the amount of things that I learned in the 9 weeks of being an exchange Student on curriculum development. I ended up learning a lot more than I thought I would be able to in the time span, and my hard work paid off as they offered WAAW foundation partnership in their MS4SSA projects. I can proudly call myself an MS4SSA curriculum developer Alumni."*

PROGRAM IMPACT AND TESTIMONIALS

IMPACT STORY

My coding journey has been amazing, so amazing. I have had the opportunity to participate in two mini hackathons where I won gifts and I have also been well positioned to get an internship with a software company where I am currently learning to be .NET developer. I had the confidence to return to WAAW She Hacks Africa coding bootcamp to mentor students. I had also coach girls in Dkango at the PyCon 2018 Django girls in Lagos. Mary

"Prior to WAAW Foundations teachers training, teaching was more like a means to an end, but after my training with WAAW Foundation, *August 2017, my ideologies and orientations about teaching changed as a result of the mind blowing skills and capacity building I learnt from the training. I was able to establish a STEM club at my school, Gavriela Secondary school, Igbokodo Itsekiri, Delta state, impacting over 30 students where my students exhibited their hidden creative abilities. I also started a STEM Club in Osubi, Delta state with a teenagers organization called We Care Teens Club, where I was able to impact over 700 teenagers on the importance of STEM in fast growing and technologically advanced world." – Kemasoud Bright, 2017 Teacher.*

With little foundation knowledge on coding, WAAW foundation team via she hacks Africa bootcamp groomed me intensively on coding and not only that, with leadership and entrepreneurship skills . I believe I now have what it takes to be a world class developer. Thank you so much - Yemisi Ajayi, She Hacks Africa Cohort 9 Alumni

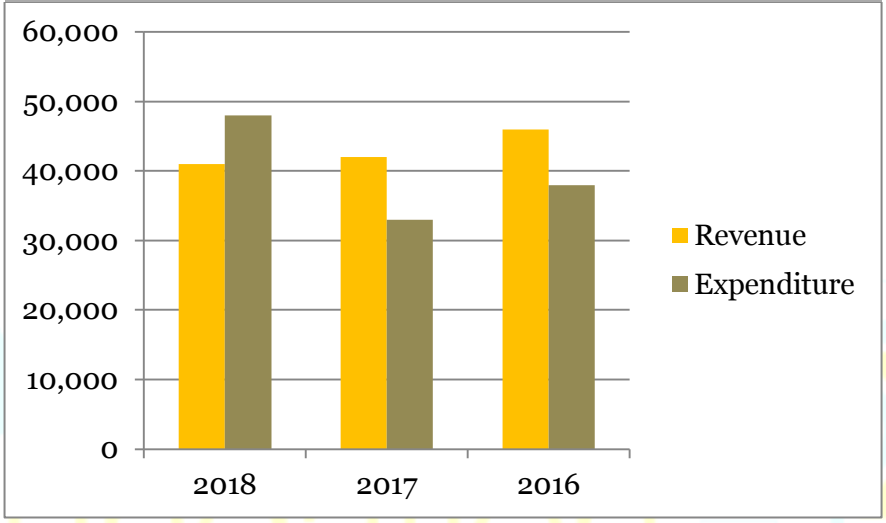
Well before SHA I had always had flare for programming and attended few programming schools also but I never practiced any professionally. But after SHA, I now do partime jobs for organizations on content development and also run my own blog. So, SHA gave me this confidence and assurance that I could go any length I want to as a developer without fear. - Amiokhaibhor Theola , She Hacks Africa cohort 5 Alumni

RESOURCES AND FINANCIAL MANAGEMENT

2018 FINANCIAL REPORT

WAAW Foundation Statement of Activity	
January 1 - December 8, 2018	
	Total
Revenue	
Client Services & Program Income	19,630.00
Corporate Contributions/Grant	11,450.00
Individual Contributions	12,266.00
Total Revenue	**$ 43,346.00**
Cost of Goods Sold	1,440.00
Gross Profit	**$ 41,906.00**
Expenditures	
Advertising, Promotional & Marketing	$2,006.00
Office/General Administrative Expenditures	$7,575.00

Payroll Expenses	$17,200.00
Professional Training & Staff Development	$3,460.00
Total Program Expenses	$11,700.00
Rent & Utilities, Equipment	$7,400.00
Total Expenditures	**$ 49,341.00**
Net Operating Revenue	**-$ 7,435.00**
Saturday, Dec 08, 2018 11:34:31 AM GMT-8 - Cash Basis	



2018 PARTNERS

One of WAAW foundation's strategies is to build strategic alliances with other organizations whose objectives are aligned closely with WAAW foundation's goals. By working in partnership, we improve our efficiency and effectiveness, increase our impact, and provide local and grassroots reach that enables WAAW foundation to hit the ground running.

Our major partnership in 2018 were formed with ACT Foundation, Leap Africa, Mastercard foundation, African Institute for mathematical Science, Rwanda Education board, AIESEC/Microlabs, Ashinaga USA, Haddash STEM initiative, HALI Access Network and Strong Enough Girls' Empowerment (SEGE) Initiative,

Thank you to our existing and new partners.

INDIVIDUAL DONORS

Thank you so much to our individual donors and partners who continue to support our efforts.

Ifeyinwa Okoye
Uduak and Eno Asanga
Jane Obodo
Ogonna Agu
Ebele Agu
Justin Grimes

Alex Onuegbu
Martin Pace
Unoma Okorafor

Chinenye Okonkwo

Ijeoma Esumudje

Bobbie Baird

Awele Ndili

Natasha Yates

Hank Sanders

Naoko Felder

Zara & Enya Edochie

Mihai Murarescu
Juliet Ume
Mary Olusoga

Dele Ojelabi

Laura Buelt

Frances Van Sloun

Michel Morales

Jodi Slick

Chiamaka Chiwendu

Juergen Schimmer

LOOKING FORWARD

2019 PROJECTS AND STRATEGY

2019 Project Calendar

1. She Hacks Africa Coding Bootcamp	March, May, June, July, September, October and November
2. STEM fellows training	August
3. She Hacks Africa Alumni Summit	September
4. Teachers training program	May, July and August
5. Code School	April and August

In 2019, WAAW Foundation will be moving forward to continue to pursue our mission and uphold our vision by implementing:

1. 6 SHA Cohorts (Lagos) & 2 SHA Cohorts (Abuja)
2. 3 Teacher Training Workshops, impacting at least 1000 Teachers Trained (Nigeria & Rwanda) and 1 Teacher Training in Owerri/Eastern Nigeria.
3. 30 Glocal Classrooms, impacting at least 450 Students trained.
4. 4 Code Schools, impacting at least 100 Students.
5. Support 10 College to Secondary Chapters = 2500 students reached.
6. Host College to Secondary Fellows 1 week residential Worship (Nigeria/Uganda).
7. Award 6 College Scholarships.
8. Providing professional Training & opportunity for all full time staff

Some key areas in which WAAW foundation will focus its collective efforts for 2019 include:

- Shore up our fundraising efforts through:

- Creating more sustainable income – in 2019, we hope to create more STEM training kits that will be a major income generating platform for WAAW Foundation.
- Increasing our application to various grants – while we hope to create a sustainable product, we cannot deny that grants will be needed to ensure that African girls get the support they need.
- Business Support – seek businesses that are willing to contribute a percentage of their profit towards WAAW Foundation goals.
- Individual and in Kind donors – we will continue to reach out to individuals who can donate their resources and time to the success of African women.

- Increase our impacts through these initiatives: (i) She Hacks Africa and (ii) Teachers Training programs

- Continue to build strategic partnerships with other non-profits - building partnerships with other non-profits to expand our reach as we provide support for those African girls/women who need us.
- Increase our scholarship reach – in 2019, we hope to increase our scholarship recipients to 37 including previous recipients.
- Human Resources – having the right people who are passionate and dedicated to our mission and vision is important to achieve our goals, we will continue to restructure our board and find willing volunteers to expand our reach and focus.

WE NEED YOUR HELP

"These resources will empower women in Africa. We enable, not just help. We fund change, not just charity...."

WAAW foundation continues to ask for your donations to continue our mission and support our non-profit objectives. We seek cash donations as well as books, computers, software, projectors, office equipment, teaching aids, sky miles, from corporate and individual donors. A website where fast and secure credit and debit card donations as well as checking account or PayPal donations can be easily made, has been set up http://www.waawfoundation.com/donate. Checks can also be mailed to our office at P. O. Box 1691, Wylie, Texas 75098.

WAAW foundation encourages its friends, partners, volunteers and board members to consider making a tax deductible donation to support its initiatives. Additionally, we ask our friends to continue to spread the word about WAAW foundations work, while seeking contributions from other friends, co-workers and organizations. We encourage our board members, friends, and volunteers to consider hosting a home or church based fund raising event on behalf of WAAW Foundation. At this event, individuals can promote the mission of WAAW Foundation, as well as sell t-shirts and bracelets on our behalf. Please contact us at info@waawfoundation.org for further information.

VOLUNTEER OPPORTUNITIES

WAAW foundation also seeks individual volunteers to assist our non-profit operations with donations of their time and skills. Particular skills needed include editorial, administrative, email management, fund raising, legal services, financial services, grant-writing, graphics/website design and management skills.

1. *Tax deductible financial donations, with a target of raising $200,000 in 2019.*
2. *Donations of office space and equipment, including office paper, office desks, chairs.*
3. *Donations of computer equipment including desktop computers, monitors, laptops, printers, projectors, etc.*
4. *Donation of frequent flier air miles.*
5. *Volunteer of time in the following areas of service:*
    - i. *Serving on the WAAW Foundation educational committee – reviewing Scholarship applications and contributing towards the initiation of educational enrichment program for secondary school girls in Africa.*
    - ii. *Serving on the WAAW Foundation financial committee, receiving and managing donations.*
    - iii. *Serving on the WAAW Foundation Projects Initiation and Management committee supporting the management of existing and new projects.*
    - iv. *Serving on the WAAW Foundation Fund Raising committee*
    - v. *Serving on the WAAW Foundation correspondence committee.*

THANK YOU

Our tenth year as a not for profit cannot go by without me thanking each of you! In 2007, my friend and the Founder of WAAW, Dr. Unoma Okorafor, thought about this great opportunity that has grown beyond what she may have imagined then. I joined in 2011 and every year I am more awed and grateful for what we have accomplished.

Our vision has not changed, however we have continuously improved our processes, brainstormed on ways we can do better, give better and impact African girls better. This year we started the teacher training and She Hacks Africa training programs in full force. We envisioned that the teachers who have direct access to those we truly want to impact will do more than we can with some of our programs. We were right, the teachers we have trained have gone back to do more to expand the horizons of a lot of African girls in their schools and as always, we are overwhelmed with joy and gratitude.

As we continue to improve and tweak our programs to better expand our impact, we have a lot to look forward to and we know without a shadow of doubt that you - our team, partners, donors and the communities we serve will continue to support us. Our job is far from over, there are still many girls out there who need us. We are not done, we are just beginning.

I am as always honored to say thank you to the WAAW Foundation team, our institutional partners, board of advisers, members of our executive board, our individual volunteers, our friends and our donors. We acknowledge the contribution of everyone who has entrusted us with the resources needed to pursue our common vision. At every level of giving, you enable WAAW foundation to begin on a sure foot, in serving Africa and African girls striving to overcome poverty. Our girls who are impacted by all our efforts are our future and deserve to be enriched and empowered. We are deeply humbled by your partnership and your faith in our vision.

Thank you again,

Yours in service,

Ebele Agu

Executive Director

WAAW Foundation - Working to Advance STEM Education for African Women

WAAW BOARD OF DIRECTORS

http://waawfoundation.org/governing-advisory-board/

WAAW EXECUTIVE TEAM

Acting Executive Director

Chief Operating Officer

STEM Program Manager

Program Manager, She Hacks Africa

http://waawfoundation.org/about-us/executive-board/

CAC/IT/NO 51689

CORPORATE AFFAIRS COMMISSION
FEDERAL REPUBLIC OF NIGERIA

Certificate of Incorporation

of the Incorporated Trustees of

WORKING TO ADVANCE AFRICAN WOMEN IN SCIENCE & TECHNOLOGY FOUNDATION

I hereby certify that

DR. (MRS.) UNOMA OKORAFOR, MRS. OLUWATOYIN ALONGE, MISS. LOVETH OLANMA UBI,

the duly appointed Trustees of WORKING TO ADVANCE AFRICAN WOMEN IN SCIENCE & TECHNOLOGY FOUNDATION *have this day been registered as a corporate body, subject to the below mentioned conditions and directions.*
Given under my hand and the Common Seal of the Corporate Affairs Commission at Abuja this Eleventh day of April, 2012

CONDITIONS AND DIRECTIONS

This certificate is liable to cancellation should the objects or the rules of the body be changed without the previous consent in writing of the Registrar General or should the body at any time permit or condone any divergence from or breach of such objects and rules.

Note:
This certificate does not bestow upon the Organization the right to establish any institution, engage in any business and the like without permission from the appropriate authority.

BELLO MAHMUD
Registrar - General

511424

WAAW Foundation
P. O. Box 1691, Wylie, Texas 75098

Phone: 972.763.5924
Fax: 888.519.4269
Email: info@waawfoundation.org
Facebook: www.facebook.com/waawfoundation
Twitter: www.twitter.com/waaw_foundation
Web: www.waawfoundation.org