

ANNUAL REPORT

2024



Transforming Nations
by Developing Leaders

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By 2050, one in four people on the planet will be African, a seismic change that's already starting to register.

—NY Times

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CEO's Message

KOBUS GROBLER

The Challenge of Poor Leadership and the Transformative Power of Servant Leadership in Africa

Leadership is pivotal in shaping communities' lives, yet many African communities suffer under the weight of poor leadership. When leaders prioritize personal ambition over public service, the effects ripple through society—basic needs go unmet, trust erodes, and progress stagnates.

Poor leadership often manifests as neglect, corruption, and a lack of vision. Communities are left without access to essentials like clean water, healthcare, or quality education. Ineffective leadership fosters disunity, exploiting ethnic, political, or cultural divides for personal gain. Economic opportunities diminish, leaving many trapped in cycles of poverty and dependence.

In stark contrast, Biblical servant leadership offers a powerful model for transforming these struggling communities. Rooted in Christ's example of humility and selflessness, this form of leadership places the needs of others above personal gain. It is about serving rather than being served, uplifting the vulnerable, and fostering lasting change.

Servant leaders engage their communities with compassion and purpose. They empower individuals to rise above challenges, equipping them to take ownership of their development. By acting with integrity, servant leaders restore trust, uniting people around a shared vision of hope and progress.

The impact of servant leadership is transformative. For example, a servant leader may prioritize equipping local farmers with sustainable practices, ensuring food security and economic stability for generations. Or they may focus on mentorship, inspiring the next generation to lead with humility and a heart for service.

Africa's challenges are significant, but the potential for change is even greater. By embracing servant leadership, communities can overcome adversity and thrive. This leadership model, anchored in God's Word, offers a path to healing, unity, and sustainable development, demonstrating the profound truth that through service, we build a better future.

EMIT leaders must prove community involvement before graduation. Africa needs these types of servant leaders to facilitate transformation and systemic change.

"Africa's challenges are significant, but the potential for change is even greater."

- Kobus Grobler

BORNIFACE SHONGA

In 2024, our Executive team launched a series of wellness initiatives designed to enhance productivity and promote overall well-being across the organization. One key feature was the introduction of “Wellness Tips” at the beginning of each meeting. Recognizing that mental and physical health is vital for optimal work performance, these tips offered practical strategies such as mindfulness exercises, stress management techniques like prioritizing tasks, and reminders to take regular breaks to stretch or recharge. These insights served as consistent reminders to prioritize self-care, manage stress effectively, and maintain a positive work-life balance. This has led to a healthier and more focused team atmosphere, where employees feel less overwhelmed and more engaged.

Beyond mental and physical health, we identified financial stress as a major barrier to our team's well-being, with nearly three-quarters of the team struggling to manage personal finances. To address this, we organized five expert-led financial literacy sessions. These workshops provided actionable advice on critical topics such as creating budgets, improving credit scores, and planning for retirement. The response was overwhelmingly positive—team members expressed newfound confidence in handling their finances, with one noting, “The budgeting tips completely transformed how I manage my money.” This initiative not only alleviated stress but also empowered employees with essential life skills.

The impact of these efforts has rippled through our organization. Employees have reported feeling more supported and connected, fostering improved communication and a stronger sense of community. This enhanced morale has laid a solid foundation for our future plans.



Thriving Together: Elevating Team Wellness in 2024 and Beyond

Looking ahead to 2025, we are committed to expanding our Team Wellness initiatives. We plan to refine our “Wellness Tips” based on team feedback and explore innovative engagement methods, such as hosting guest speakers on mental resilience, organizing health-focused team-building events, and launching a financial mentorship program. Our goal remains steadfast: to support our team's well-being and cultivate an empowering environment where everyone can thrive.

These initiatives have become integral to our team culture, boosting both individual happiness and collective performance. We are excited to build on this momentum in the year ahead, ensuring our employees feel valued and equipped to succeed.



CULTURE

OLD WORLD, YOUNG AFRICA

by Kobus Grobler

Africa is a land of contrasts, a continent where ancient traditions meet youthful ambition and where the wisdom of the old world merges with the energy of a young population. This blend of history and potential holds great promise for the continent and the world.

A Continent of Rich History

Africa's story is rooted in deep cultural heritage. As the cradle of humanity and ancient civilizations, its landscapes and traditions reflect resilience. From the pyramids of Egypt to the rock-hewn churches of Ethiopia, Africa's history is etched in its landscapes, artifacts, and the hearts of its people. These historical treasures serve as a reminder of the continent's potential to contribute to a global civilization.

The Power of a Young Population

Africa is the youngest continent, with over 70% of its population under 30. This youth demographic drives innovation, entrepreneurship, and leadership. Young Africans are reshaping their futures with fresh ideas and solutions. With access to education and opportunities, they can become architects of a thriving Africa.

Bridging the Old and the New

Africa's strength lies in blending ancient traditions with youthful innovation. Traditional knowledge and practices offer sustainable solutions to modern challenges, from agriculture to conflict resolution. The digital age provides tools that amplify the impact of these traditions, creating hybrid models of progress that are uniquely African.

A Call to Invest in Africa's Future

Unlocking Africa's potential requires intentional investment in education, healthcare, and governance. Global partnerships must prioritize empowerment, ensuring Africa's growth benefits its people.

"Leadership development shapes Africa's future by empowering leaders who honor its history, embrace diversity, and build a prosperous, inclusive society."

- Kobus Grobler

Conclusion

For EMIT, the vision of "Transforming Communities by Developing Leaders" aligns perfectly with the needs of a young and rapidly evolving Africa. With a growing youth population, the continent stands at a crucial juncture where leadership development plays a vital role in shaping its future. Programs that empower young leaders to lead with integrity, purpose, and resilience are essential to unlocking the full potential of Africa's demographic dividend.

By providing young leaders with the necessary skills, ethical foundations, and strategic mindset, we can foster a new generation committed to driving meaningful progress. These leaders will not only address current challenges but also create sustainable solutions that benefit their communities and nations. Investing in leadership development ensures that Africa's future is guided by individuals who understand its history, embrace its diversity, and are dedicated to building a prosperous and inclusive society for all.



AGILITY

SPEED

GROWTH

AFRICA 2050 - THE 'YOUTHQUAKE' IS HERE!

by Johan Fourie

As the world ages, Africa is emerging as its youngest continent, igniting a transformative "youthquake" with far-reaching implications. By 2050, one in four people globally will be African, signaling a profound demographic and cultural shift. The continent's population is projected to surge from 1.4 billion today to 2.5 billion by mid-century, with over 70% under 30, according to United Nations data. The IMF forecasts that by 2035, Africa will supply more young workers to the global labor force than all other regions combined—a stark contrast to aging nations like Japan, where 30% of the population is over 60, or Europe, where shrinking workforces challenge economic stability.

This youth surge is already reshaping global culture. Afrobeats, amassing over 13 billion Spotify streams in 2023, exemplifies Africa's rising influence, with Nigerian artist Rema's collaboration with Selena Gomez, *Calm Down*, earning a historic 2023 MTV VMA win—the first for an African artist. Beyond music, Africa's creative renaissance shines in fashion, with designers like Ghana's Christie Brown redefining global trends, and in literature, where young voices like Namibia's Rémy Ngamije captivate readers. African cinema, led by Nollywood's prolific output, further amplifies this cultural wave.

Urbanization is accelerating at an unprecedented pace. The OECD predicts Africa will experience the world's fastest urban growth, adding 950 million city dwellers by 2050, primarily in small and medium-sized towns like Uganda's Mbale or Senegal's Thiès. This shift promises economic opportunities—like tech hubs in Rwanda—but strains infrastructure, demanding innovative solutions for housing, water, and energy.

Economically, Credit Suisse projects African millionaires will double to 768,000 by 2027, fueled by youthful entrepreneurship. Yet, with a median age of 19 (versus 38 in the U.S.), Africa's potential hinges on overcoming gaps in education and technology. Strategic investments could transform this demographic boom into a global development engine.

Organizations like EMIT play a pivotal role. Through our youth leadership program, EMIT equips emerging leaders with skills—coding, critical thinking, and ethical decision-making—to drive sustainable change. By fostering grassroots innovation, such as solar-powered microgrids in rural Kenya, we aim to ensure Africa's demographic dividend yields lasting progress.

Africa's future depends on empowering its youth. With bold investments in education, infrastructure, and innovation, the continent could redefine global economic and cultural landscapes, turning its youthquake into a legacy of resilience and growth.

"Africa's youth are not just the future—they are the present. Their energy, creativity, and resilience hold the key to unlocking the continent's boundless potential, if only we invest in their dreams."

- Akinwumi Adesina, President of the African Development Bank.



WORK FORCE

UNLOCKING AFRICA'S FUTURE: EMPOWERING YOUNG WOMEN AS CATALYSTS FOR CHANGE

by Dr. Mervis Malambo

Africa's future rests on its young women—a dynamic demographic brimming with untapped potential. A newborn girl's mind carries the seeds of innovation, leadership, and resilience, yet systemic neglect threatens to choke this promise before it can bloom. For Africa to thrive amid its youth-driven transformation, intentional investment in young women's development is not optional—it's essential.

Opportunity Amid Challenges

Africa's youth-led innovation surge increasingly features women at the forefront. The World Bank reports that 24% of entrepreneurs in Africa are women, outpacing the global average and signaling their rising influence. In Lagos, Nigeria, tech hubs pulse with initiatives like those of Funke Opeke, whose MainOne cable company boosts digital connectivity. In Nairobi, Kenya, women like Linda Bonyo are spearheading renewable energy startups, powering rural homes with solar solutions. These trailblazers are reshaping industries and defying odds.

Yet, significant barriers remain. UNESCO estimates that 52 million girls in sub-Saharan Africa lack access to schooling, trapped by poverty, conflict, and inadequate facilities. Women-led businesses face a \$42 billion financing gap, as noted by the African Development Bank, while cultural norms—like prioritizing marriage over careers—and limited mentorship stifle progress. These challenges are daunting but solvable. Organizations like EMIT are leading the way, offering tailored leadership programs that equip young women with skills to drive grassroots change, from sustainable farming to digital literacy initiatives.

Strategic Investment: A Path to Growth

Closing gender gaps in education and employment could add \$316 billion to Africa's GDP by 2025, according to the Brookings Institution. Targeted investments in STEM education, financial literacy, and mentorship are critical to unlocking this potential. Rwanda's success offers a blueprint: with 61% of parliamentary seats held by women—the world's highest rate—inclusive policies have spurred economic and social gains. Scaling such efforts continent-wide demands commitment from governments, private sectors, and civil society.

Securing a Legacy

With Africa's youth population set to double by 2050, empowering young women is essential for economic and social progress. The African Union's Agenda 2063 links women's empowerment to sustainable development and a prosperous future. By breaking barriers and nurturing leadership, Africa can turn its demographic boom into a force for innovation.

EMIT equips young women with the skills and opportunities needed to thrive in the digital age. Through initiatives and partnerships, EMIT fosters an inclusive ecosystem where they can lead and drive sustainable growth.

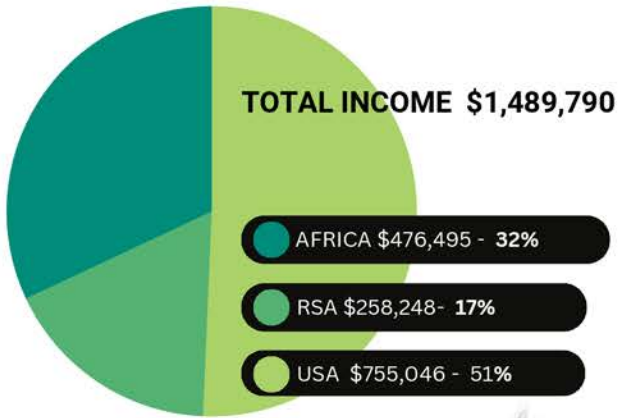
"To girls and women everywhere, I issue a simple invitation. My sisters, my daughters, my friends; find your voice."

- Ellen Johnson Sirleaf - *First woman president in Africa.*

FINANCIAL REPORT

Income - Expenditure

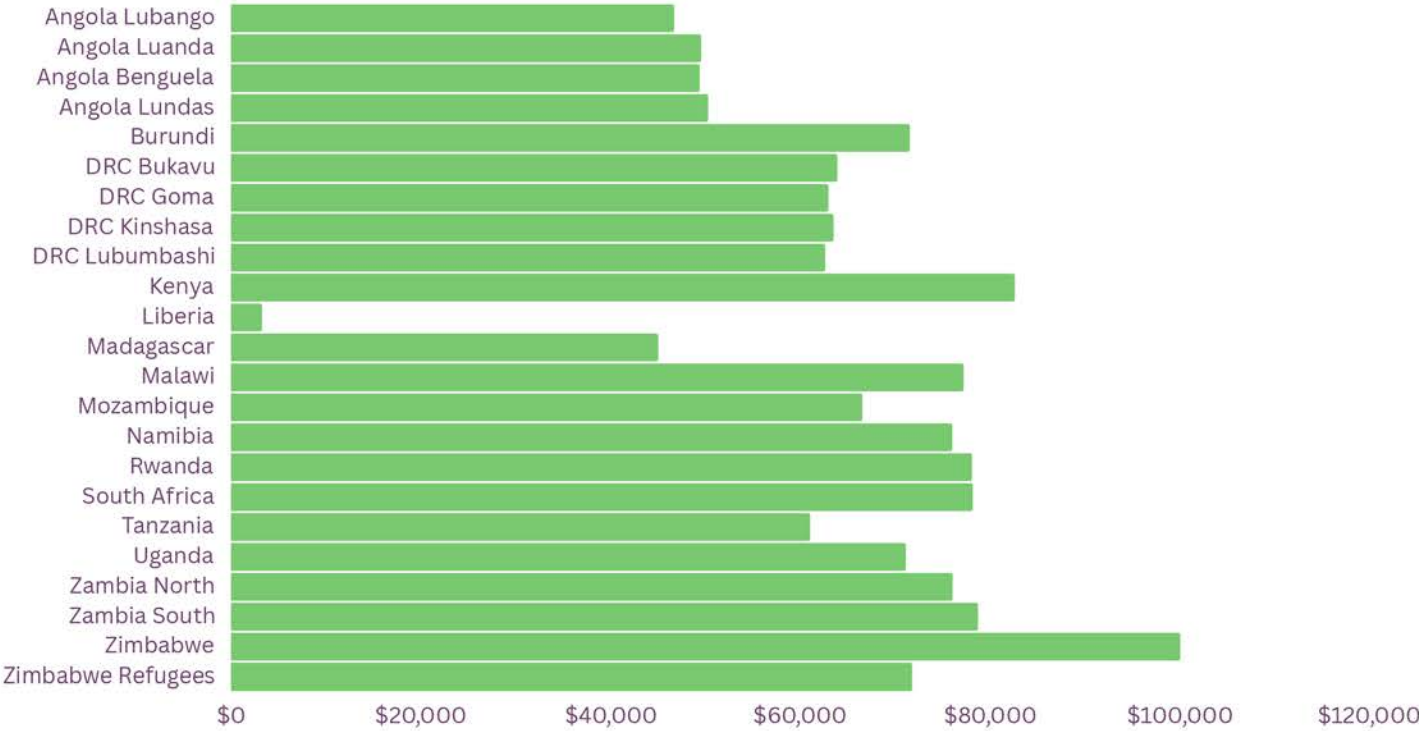
Despite a challenging worldwide financial environment, we are grateful to report a successful 2024. We not only met our financial targets but also successfully completed all planned projects, marking a year of significant achievement and impact. Wise financial management enabled us to allocate resources effectively, ensuring continued impact. Your support fuels our mission, and we remain committed to creating lasting change in Africa.



FINANCIAL REPORT

Program Expenses

In 2024, we successfully completed 80 projects across Africa, demonstrating our commitment to impact and sustainability. Through effective cost management, we controlled program expenses while increasing contributions from Africa to 49% of our total budget. The remaining 51% came from our faithful partners in the USA. This balanced support strengthens our mission, ensuring continued transformation in the communities we serve. Thank you for your partnership!





80

**Programs
Conducted**

Mi-10 Leaders

15479

223

**Churches
Planted**

2568

**Face to
Face
Leaders**

220

**Facilitation
Groups**

OPERATIONAL REPORT

2024 Operational Milestones: Transforming Leadership and Communities Across Africa

Key Achievements

EMIT proudly concludes 2024 with remarkable achievements across our 17-country operational footprint in Africa. Despite facing challenges, our commitment to empowering leaders and transforming communities remained steadfast. This report highlights our key accomplishments, challenges, and vision.

Small Group Engagement

We facilitated 220 small groups across various regions, fostering personal growth, leadership development, and community support and transformation among participants.

Face-to-Face Training

A total of 2,568 students engaged in intensive face-to-face training sessions, gaining critical skills to lead effectively in their contexts.

Mi-10 Program

Our Mi-10 program reached an impressive 15479 students, significantly expanding our impact and cultivating emerging leaders.

Church Planting

EMIT students planted 223 new churches, spreading hope and fostering spiritual growth in their communities.

Graduation Milestones

We celebrated the graduation of 461 students who are now equipped to lead and make a lasting impact in their spheres of influence and transform their communities.

Challenges Faced

While 2024 was a year of success, it was not without challenges. Two regions, in particular, presented significant hurdles:

Political Instability in the Democratic Republic of Congo (DRC)

Ongoing political turmoil in the DRC disrupted some training sessions and posed logistical challenges for our teams on the ground. Travel restrictions and safety concerns required frequent adjustments to our operational plans.

Instability in Mozambique

In Mozambique, similar political instability impacted our ability to reach certain areas. The unpredictable environment necessitated enhanced coordination and reliance on local leaders to ensure the continuation of programs.

Despite these obstacles, our teams demonstrated resilience and adaptability, ensuring that our mission continued to thrive even in the most difficult circumstances.

A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."—Rosalynn Carter

EMIT's accomplishments in 2024 are a testament to our staff's dedication, our students' commitment, and the grace of God guiding our mission. We are grateful for the opportunity to serve and look forward to continuing our work to develop leaders who transform Africa for the better.

IMPACT



A BEACON OF HOPE

Kenya, Homa Bay's Eminent Fish Farming Initiative

Bishop Paul Ombija



TRANSFORMING LIVES IN MALAWI

A Community Initiative for Feeding, Education, and Empowerment.

Paterson Nsiyaludzu Ntcheu



10,000 TREES AND COUNTING

A Village's Commitment to Sustainability

Gustino Kadzuwa

PACT IMPA

In the serene village of Kawiya, Homa Bay, Kenya, a story of determination and transformation is unfolding. EMIT leaders, led by **Bishop Paul Ombija**, are using fish farming to combat poverty and drive progress. They have established 14 ponds, with six already stocked with fingerlings. By next year, these ponds are expected to produce a harvest of 4,500 fish.

The group's vision goes beyond their current success. Plans are underway to add eight more ponds, scaling up their operations and deepening their community impact.

Recognizing their efforts, the county government has partnered with them, offering support and validating their initiative.

Despite challenges such as limited capital, security concerns, skill gaps, and market access, the group remains resolute. They are drafting a proposal to secure additional funding while continuing to rely on member contributions.

Their unwavering commitment reflects a community united in its pursuit of a sustainable and prosperous future.

After completing EMIT classes, **Paterson Nsiyaludzu Ntcheu** was inspired to initiate two community transformation projects: Feeding and Education for the Needy and a Leaders Empowerment Project. Starting with a small group of 25 children, the team provided food, spiritual guidance, and educational support twice a month.

Their efforts gained attention, leading to a three-day mass feeding event for children in the community, which included sports, Bible memorization, and lessons.

As the founder, Paterson handles training, fundraising, and strategic planning, with plans to meet weekly in the future.

In addition, Paterson's team conducts training sessions for church leaders, focusing on financial stability through farming. To address hunger in Malawi, they collaborated with organizations to donate 100 bags of maize flour to leaders in need.

Paterson is thrilled by the project's positive impact and looks forward to expanding its reach further.

Pastor **Gustino Kadzuwa** from Malawi, an EMIT student from Ntcheu Sharpe Vale Chingamba Village, is driving positive change in his community through an ambitious tree-planting initiative. As the leader of Gospel Harvest Church, Pastor Kadzuwa responded to the pressing issues of deforestation and soil erosion that have severely impacted the local environment.

In August, he and a dedicated team of 23 volunteers embarked on this transformative project, planting an impressive 10,000 tree seedlings within a few short months.

This project addresses critical environmental challenges by improving air quality, preventing soil erosion, and creating economic opportunities through sustainable timber and resource use.

Pastor Kadzuwa's dedication and vision are a testament to the power of grassroots leadership in tackling pressing issues. His work serves as an inspiring example of how individuals can make a lasting, positive impact, building a more sustainable and prosperous future for their communities.

LEARN SHARE GROW



PRODUCT DEVELOPMENT REPORT

From Engagement to Impact: Tailoring Education for Today's Challenges

In 2024, EMIT had the privilege of implementing pilot programs for our innovative Youth Leadership Development Program in multiple high schools across three countries. This program is designed to enhance crucial soft skills and leadership qualities often overlooked by today's youth, who are frequently consumed by social media and cell phone usage. By addressing these deficiencies, the program can significantly influence the personal and professional growth of young leaders.

"The best way to predict the future is to create it." – Peter Drucker

In a digital era filled with distractions, many young individuals struggle to cultivate essential interpersonal skills, emotional intelligence, and self-awareness. Social media tends to promote superficial connections, often hindering the development of meaningful interactions.

The Youth Leadership Development Program tackles these challenges by offering students hands-on experiences that build essential leadership skills. Through practical learning, participants strengthen their communication, teamwork, problem-solving, and decision-making abilities—key competencies for personal and professional success. These skills empower young people to lead with confidence, adapt to challenges, and collaborate effectively in diverse environments. By equipping students with the tools to navigate complex situations, the program fosters a generation of capable leaders who can drive meaningful change in their communities and beyond.

Conducting pilot programs allowed us to refine the program's effectiveness and scope. Educators and facilitators observed firsthand how students engaged with various activities and identified areas for enhancement. As a result, we tailored the curriculum to optimize engagement and impact. This iterative process ensures that the final program is comprehensive and capable of addressing the challenges faced by today's youth.

Furthermore, implementing the program in high schools enables early intervention during a critical stage of development. Adolescents are at a pivotal juncture where they are shaping their identities and establishing the values they will carry into adulthood. The program nurtures a generation of empowered, thoughtful leaders by equipping them with the tools to navigate relationships and responsibilities.

Being part of this initiative is more than just a professional opportunity—it is a responsibility to nurture and develop future leaders who will drive meaningful change. It is both a privilege and an honor to play a role in guiding young people as they transition from passive consumers of digital content to active contributors, critical thinkers, and changemakers within their communities. By equipping them with essential skills and leadership qualities, we empower them to take charge of their futures. EMIT is dedicated to implementing this transformative program in at least forty high schools across four English-speaking countries in 2025.

Executive
Director
Product
Development

**THEO
FABER**

PA and
Office Manager

**CHRISTA
GREYVENSTEIN**

OUR TEAM

Project
Leader
Namibia

**JOHAN
CRONJE**

Project
Leader
Francophone
Countries

**CONSTANTIN
GASORE**

Director
Special
Projects

**IAN
BROODRYK**

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**AARON
MAINGI**

Project
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South Africa

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Projects

**STEVEN
TODD**

Project
Leader,
Zimbabwe &
Malawi

**ELVIS
JOSEPH**

Project
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Lusophone
Countries

**JULIO
DA SILVA**

Director
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Projects

**MERVIS
MALAMBO**

Fund
Development &
Communications
Director

**THEUNS
LOUW**

Production
Assistant

**PETER
MKANDAWIRE**

Office
Manager,
EMIT USA

**LISA
LAROCHELLE**

"Corporate governance is not a matter of right and wrong, but rather of transparency, accountability, and fairness."

— Narayan Murthy



Global
CEO

**KOBUS
GROBLER**

OUR BOARD

Global
President

**BORNIFACE
SHONGA**



Chairlady
USA Board &
Global Board
Member

**JENNIFER
JONAS**



Global
COO

**JOHAN
FOURIE**



USA
Board
Member

**KEITH
TOOGOOD**



USA
Board
Member

**BARRACK
OKAL**



SA &
Global
Board
Member

**SAREL
RUDOLPH**



USA
Board
Member

**WALT
LANDERS**



Chairman
SA Board &
Global Board
Member

**DANIEL
NELL**



SA
Board
Member

**RUDI
COERTZEN**



THANKK
YOU



THANK YOU!

Empowering Change: Celebrating Our Donors and Partners

As we reflect on 2024, we give thanks to God for His faithfulness and for your unwavering support and generosity. Your partnership in EMIT's mission, "Transforming Communities by Developing Leaders," has been a blessing and a testament to God's provision for this ministry.

This year, through God's grace and your support, we trained and equipped over 16,000 leaders in 17 African countries. These leaders, serving in pastoral ministry, education, business, and politics, are answering God's call to bring transformative change to their communities. Your contributions have directly enabled their growth and empowered them to shine Christ's light where it is needed most.

"Gratitude turns what we have into enough." – Anonymous

A key milestone of 2024 was the launch of our Youth Leadership Program for Secondary Schools. This initiative is equipping young leaders with Christ-centered values, leadership skills, and a heart for service. Your generosity has been instrumental in making this program a reality, and the early successes reflect God's hand at work through your faithful partnership.

Your investment in EMIT is more than financial; it is a declaration of faith in God's plan for Africa's leaders to bring hope and transformation. The ripple effect of your support reaches families, communities, and nations, building a legacy of servant leadership that glorifies God and endures for generations.

As we enter 2025, with the theme "Strengthening Foundations, Elevating Excellence," we are committed to stewarding this ministry with excellence and deepening our impact for God's glory. We invite you to continue this journey with us, knowing that your prayers and support are advancing God's Kingdom.

Thank you for your generosity, prayers, and belief in this mission. May God richly bless you for your faithfulness.

In Christ's service,
Kobus Grobler
CEO, EMIT





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