



WWW.EMIT.GLOBAL

ANNUAL REPORT



2022



Who is Going to Change Africa?

Hear us roar!

*Nations will prosper when the
righteous lead. - Prov. 29:2*

EMIT believes that nations will prosper when we develop God-fearing leaders who follow Christ's example of servant leadership, govern by Divine principles and nurture transformative Kingdom culture.

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Letter from our CEO

Reinforcing anti-fragility in Africa

Pastor Kobus Grobler

The past year was a rollercoaster ride. From new beginnings to new projects, mishaps to detours, uncertainty to surprising new ideas and success. It certainly was not boring.

EMIT adapted to new challenges and collaborated to make the most of every opportunity. From our volunteers to the Board, everyone made EMIT better.

In his book Antifragile, Professor Nassim Taleb suggests "Anti-Fragility" as a replacement word for "strength".

"Some things benefit from shocks; they thrive and grow when exposed to volatility, randomness, disorder, and stressors and love adventure, risk and uncertainty. Anti-fragility is beyond resilience or robustness. The resilient resists shocks and stays the same; the anti-fragile gets better."

Anti-fragility goes beyond robustness; it means "something" may not just withstand shock but actually improve because of it.

Since 2020, EMIT has faced many challenges. With the help of the Lord, Board members, staff, and partners, EMIT has reinvented itself as a stronger, "anti-fragile" organization. The challenging, volatile circumstances did not break us. We learned lessons and developed systems that made us less vulnerable to randomness and chaos.

We opened an office in Texas that is dedicated to building partnerships and increase capacity. In just 12 months, we already saw a 60% rise in income! All glory to God!

We were excited to begin development of the "LINC" portal during 2022. When we launch LINC in 2023, we will be able to not only measure our outcomes but also our IMPACT.

(Read more on page 17.)

As part of our commitment to the leaders of Africa we want to finalize our Youth Curriculum in 2023.

This will be a huge undertaking. The biggest challenge will be to generate the financial capacity to print the material and launch pilot projects for testing. Nothing is impossible for our God!

We will continue to build our anti-fragility during 2023. We will remind ourselves that with God we can do anything. Please pray for EMIT, as we continue to obediently execute our calling.



Letter from our Global President

Transformational leadership builds strong communities

Bishop BB Shonga

For decades, Africa has been at the top of the list of territories receiving international aid to mitigate various man-made and natural disasters. Despite a sustained aid effort by the international community, Africa has yet to show that it can deal with its recurring calamities. This scenario exists because it lacks one primary ingredient, transformational leaders. There can be no sustainable developmental agenda without visionary leadership! It is here that the story of EMIT becomes relevant.

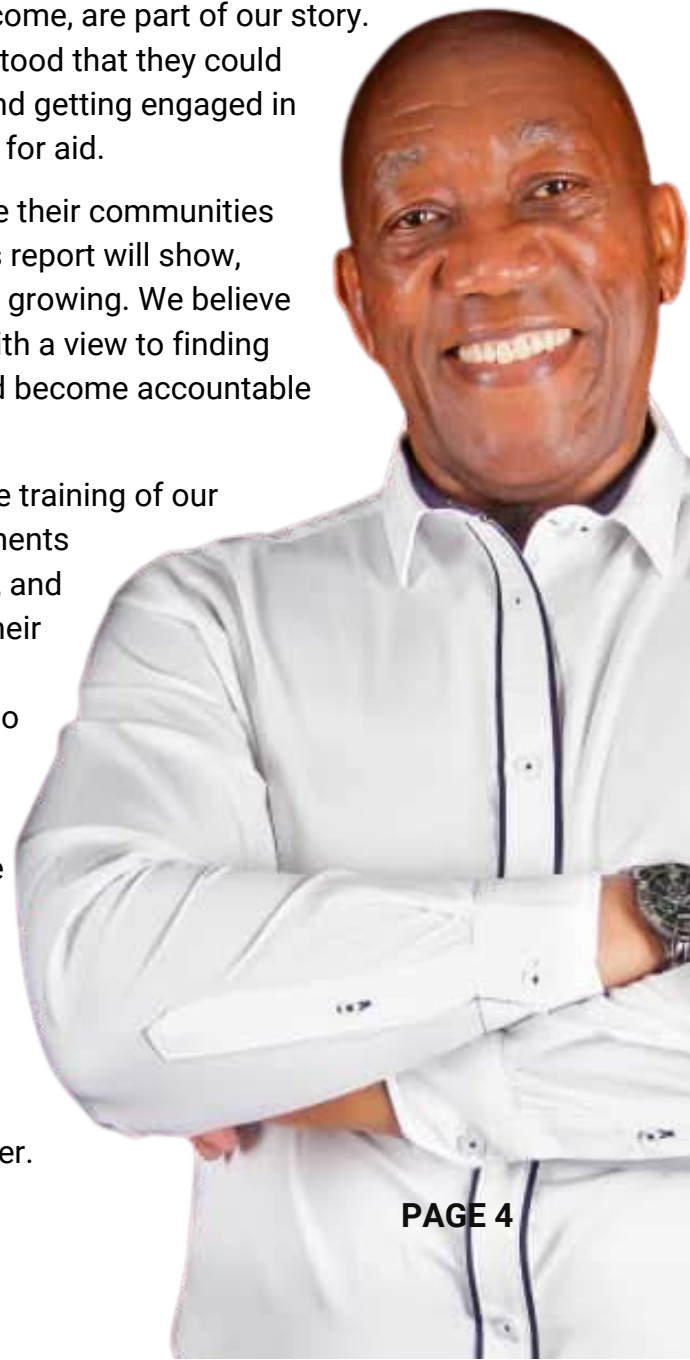
2022 has been a significant one for EMIT. We witnessed how visionary leadership positively impacted communities, bringing hope and dignity to people in our sphere of influence. Building shelters for vulnerable members of the community, empowering women with entrepreneurial and survival skills, training transformational leaders, and empowering refugees with tools to earn a decent income, are part of our story. All these projects took place because people understood that they could shape their future by rising above their challenges and getting engaged in finding solutions, instead of sitting back and waiting for aid.

We raise and train local leaders with a view to inspire their communities towards sustainable developmental projects. As this report will show, there have been inspiring projects, and the list is still growing. We believe that when people begin to address their problems with a view to finding solutions, they own the transformational agenda and become accountable for its outcome.

EMIT has made accountability a crucial aspect of the training of our leaders. Our trained leaders serve in various departments in their countries; legal, academic, religious, political, and entrepreneurial. These people are professionals in their respective fields, but have also trained with us to enhance their leadership capacities. We're honored to inspire a transformational agenda in people from all backgrounds in our continent.

We are grateful to our Board and partners who made our transformational journey possible. We pledge to continue devoting ourselves to investing in people who bring positive change to their communities.

Special thanks to our EMIT staff for outstanding achievements in 2022. Even though we had to deal with challenging circumstances, we emerged stronger.



A smiling woman with dark skin and short hair, wearing a patterned shawl, holds a basket of fruit. Next to her is a large elephant. The background is a soft-focus natural setting.

The Greatest Strength of Leadership is Integrity

Kobus Grobler

When leaders fail, the impact reaches far beyond the leader and his immediate community.

Integrity is defined as the quality of being honest and having unshakable moral principles and strong values. Integrity suggests that you always do the right thing, even when no one is looking.

One would think that people who serve in leadership roles would automatically have high levels of integrity. Not true! The reality is that integrity is, in many cases, a lost characteristic. Many want to be known as leaders, but not all have this secret strength.

From major corporations to small businesses, first-world governments to third-world dictators, established political parties to ground-level political leaders, mega churches to small groups of believers under a tree, all have been hit with the disappointment of some leader's lack of integrity.

Why is it important?

The impact reaches far beyond the leader and his immediate community when leaders fail. The lack of leadership integrity has increased animosity towards those in leadership positions.

"Above all else, guard your heart, for everything you do flows from it."
- Proverbs 4:23 NIV

Scripture uses the heart as a metaphor for the inner man. We should guard our hearts because it's there that decisions are made that will impact our lives and those of others. Integrity flows from a pure heart.

Integrity builds trust and credibility

Leaders who demonstrate integrity accumulate trust among their colleagues and constituents. They stand up and defend what they believe in. They do not back down and change their narrative when confronted. Truth is their compass, and they will fight to protect it, even to their own detriment.

Integrity inspires others

Those that lead with integrity will inspire others to follow their example. Leaders need to model and actively reinforce integrity for everyone to create a culture that values integrity.

Integrity drives out fear and leads to success

Part of practicing integrity is being unafraid of inconvenient or uncomfortable truths. It gives you freedom to make decisions based on high ethical and moral beliefs, and not to compromise to suit the masses.

It is time to rise up and let integrity do the talking and the walking

To lead with integrity is an intentional choice. Choose to focus on character and the embracing of Biblical and Kingdom principles. Let your life be a testimony of integrity. Commit yourself to a lifestyle that demonstrates high levels of integrity, the hidden strength of leadership.

EMIT Leaders are Challenging the Status Quo



Bread to the community

@ Rabie Ridge, South Africa

A leader from our pastoral project in South Africa, Pastor Timothy Mcnellie, and his family identified a need in their community of Rabie Ridge during the pandemic lockdown. Opening your arms to strangers can be frightening in the crime-ridden streets of Rabie Ridge. As a leader in his community he realized he had to do something. Together with other EMIT leaders, they started the "Bread to the community project" and provided food for 200 households monthly. The project is continuing under Pastor Timothy's leadership.

200 Families Impacted





Reaching into small communities

@ Karasburg, Namibia

Karasburg is a small, unassuming desert town in Namibia with 4000 residents. Vicky Noble, an EMIT leader, started several projects to change the socio-economic circumstances of this small town. Together with a team of fellow EMIT leaders from her small group, they researched what they should address first. Among the projects they started were building projects, a day care centre for working mothers, a community vegetable garden, a manicure service, and a clothing-making program.

4000 People Impacted



Bringing hope to the hopeless

@ Maheba Refugee Camp, Zambia

Several female participants in the EMIT program in Zambia are actively involved with the Maheba Refugee Camp. TTN International generously donated sewing machines to the refugee camp. After training the local women on how to use the sewing machines, they started to manufacture clothing to sell. This project has had a direct impact on the community's socio-economic situation, with these women taking on an active role in the communities they represent.

800 People Impacted





Africa's Youth – Untapped Potential for Future Success!

Theo Faber

Africa has the largest youth population in the world. With 60% of its population under 25, the continent also boasts the fastest-growing youth worldwide. According to a recent study, sub-Saharan Africa's youth will rise by almost 50% by 2050, contrasting to other regions where youth populations are expected to decline.

Although Africa's young population offers hope for growth, current data on youth unemployment provide cause for concern. How well we prepare our youth will determine how bright the future is. Despite their talent and potential, students leave school ill-equipped to pursue their aspirations because established leaders haven't provided them with the tools to achieve their goals.

We have to develop nearly 200 million African youth aged 15 to 24. Ready or not, they will lead our world into the future. Young people are hungry to change the world; they are the future leaders of our communities, businesses, and government. They will make important decisions that will shape our world. Without strong leaders, our society will struggle to progress and achieve its goals. While they can be self-absorbed and impatient, they are optimistic, relational, and tech-savvy. It is our responsibility to prepare them to lead the way.

Leaders think critically and creatively and inspire others to work together towards a common goal. This resourcefulness is essential in today's complex and rapidly changing world.

Young leaders will be able to navigate the challenges of the 21st century, such as climate change, economic inequality, and political polarization, to find solutions that will benefit everyone.

Developing youth leadership skills promote civic engagement and social responsibility. Leaders understand the importance of serving others and positively impacting their communities. They are more likely to actively shape their communities and participate in volunteer work and community service. Leadership involvement helps to build stronger and more inclusive communities that augment civic pride and responsibility among youth.

Furthermore, developing youth leadership skills also benefit their personal and professional lives. Strong leaders communicate effectively, work well in teams, and make sound decisions. These skills are highly valued in the workplace and essential for career success. By developing these skills early on, youth will be better prepared for the challenges of the working world and will have a greater chance of achieving their career goals.

In conclusion, developing emerging leaders is essential for our society's future. We must invest in the leadership development of our young people so that they can become the strong and effective leaders our society needs. The future of Africa is bright, but it will require established leaders to prepare our youth for the path they should take. We must continue working hard and believe a better world is possible.



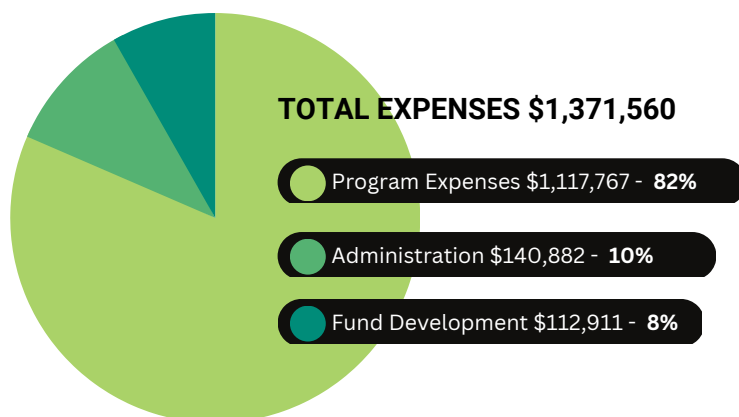
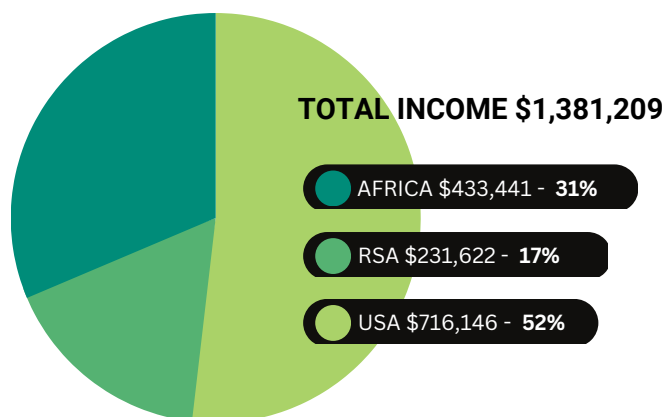
Financial Report 2022

“We can possess
nothing—no property
and no person...It is God
who owns everything,
and we are but stewards
of His property during
the brief time we are on
earth.”

— Billy Graham

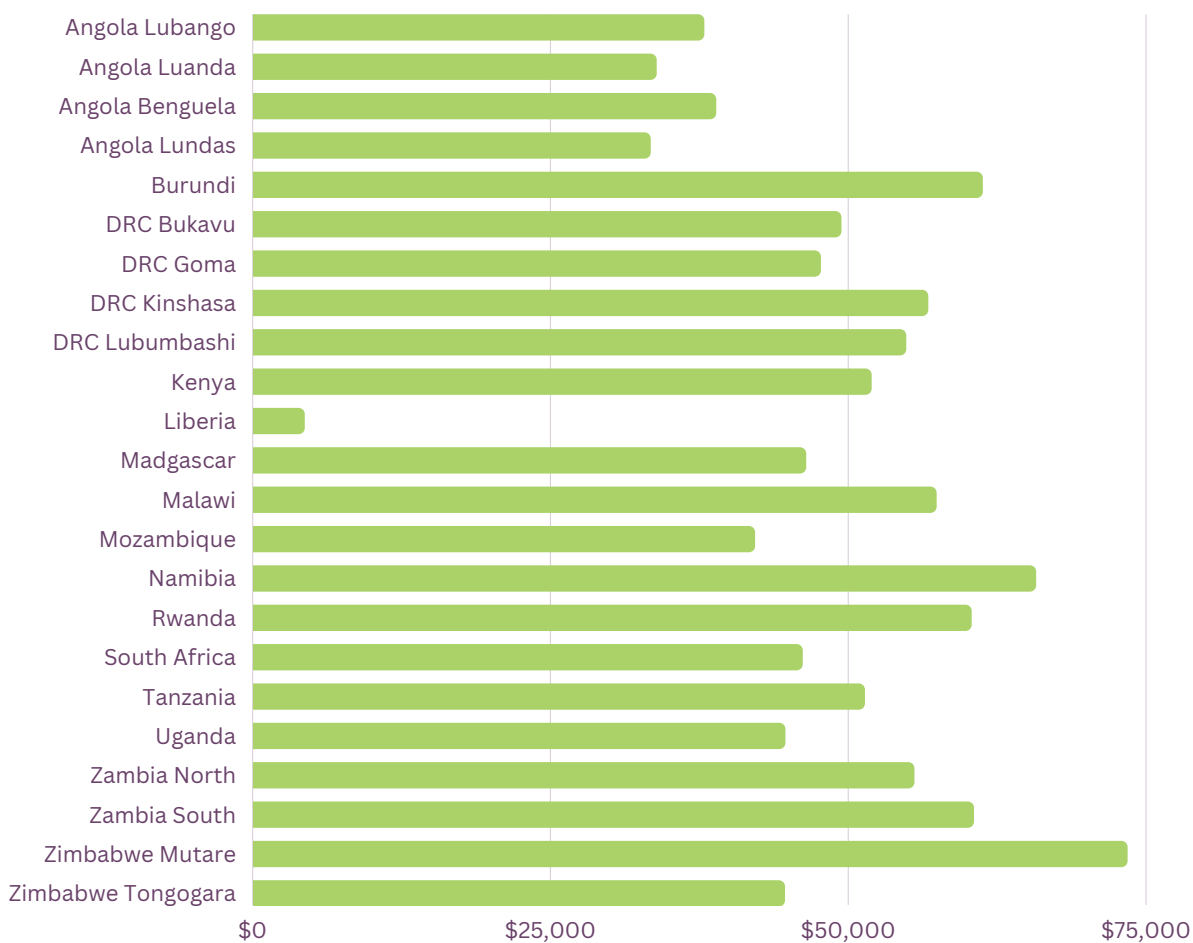
We have seen massive income improvements during the last 12 months. We are grateful to every donor, big or small, that partnered with EMIT during 2022.

Your contribution helped change thousands of communities on the continent of Africa. I want to thank our boards for their trust and support in this process.



Program Expenses

The statistics below reflects the total expense amount for both Pastoral and Women leadership programs in the countries.



Regional Report

The socio-political situation in Sub-Saharan Africa is marked by both progress and challenges. Despite some advancements in democratization, human rights, and economic growth, the region faces political instability, corruption, and conflict. High levels of poverty and inequality persist, with a small elite often controlling the majority of wealth and resources. Environmental challenges, such as deforestation and climate change, also threaten the region's development.

To address these issues, Sub-Saharan Africa needs to strengthen governance and institutions, promote economic growth and development, and protect human rights. Anti-corruption measures, investment in education and healthcare, and sustainable development are also crucial in creating a better future for the region. EMIT believes that this can only be achieved with effective leadership.



Anglophone Countries

The Anglophone countries that EMIT works in consist of Namibia, South Africa, Uganda, Zimbabwe, Tanzania, Zambia, Liberia, Swaziland, Malawi, Lesotho, and Kenya. We successfully executed twenty-six programs in these countries. Although English is our primary language of instruction, we also provide our curriculum in Swahili and Luganda to accommodate the needs of local communities.



Lusophone Countries

EMIT has projects in Angola and Mozambique. Our training is exclusively provided in Portuguese in these nations. One of the major challenges we face in Mozambique is the extreme poverty and lack of infrastructure. In 2022, we carried out ten programs in the Lusophone countries.



Francophone Countries

In 2022, we successfully carried out nineteen programs across the Francophone nations of Madagascar, the Democratic Republic of Congo, Rwanda, and Burundi. Our main mode of communication in these countries is French, yet we also provide our educational materials in the local languages of Malagasy, Kinyarwanda, and Kirundi.

Activity Overview

2022 Activity and Initiatives

Despite difficulties, 2022 was another year full of victories. Like many other organizations, EMIT and the leaders we serve are still affected by COVID. The majority of our planned projects were completed, and impact through community transformation is visible. Having the opportunity to serve African leaders is truly an honor and a blessing.



3217

3217 Leaders Trained

Our program places a strong emphasis on three key areas of growth: spiritual and character development, leadership development, and professional skills development. These focus areas are aimed towards facilitating change within communities.



13356

13,356 On-Ten

As part of EMIT's mission, students are required to enlist ten others and train them with the same material. In contrast to conventional training institutions, this multiplication-method impacts communities that ordinarily would not be reached.



55

55 Programs Conducted

EMIT provides leadership training in 17 nations in Africa. The majority of these countries have multiple initiatives underway, each comprising of two distinct programs which are executed during the first and second half of the year respectively.



184

184 Churches Planted

One of the focus areas of the EMIT curriculum is Church Planting as well as Church Growth. Our leaders are motivated and trained to plant Churches in unreached communities.



321

321 Small Group Meetings and Facilitators Trained

For optimal results, the EMIT model utilizes small groups of no more than 15 students as a means of fostering and enhancing their leadership skills. The facilitators undergo extensive training in both facilitation techniques and administrative procedures, ensuring the successful completion of the leadership development program.



Four Leadership Styles that can Facilitate Transformation!

Johan Fourie

“Leadership produces change.
That is its primary function.”

— John P. Kotter

Visionary Leadership

Visionary leaders are those who can see beyond the present and create a clear vision for the future. They are able to inspire and motivate others. In Africa, visionary leadership is crucial for overcoming the many challenges faced by communities, such as poverty, lack of education, and inadequate healthcare. Visionary leaders are able to develop strategies to address these issues and inspire others to join them in their efforts.

Empowering Leadership

Empowering leaders are those who provide opportunities for others to take ownership of their own development. They create an environment in which individuals and communities can take control of their own lives and shape their own futures. In Africa, empowering leadership is essential for building strong and resilient communities. By providing people with the tools and resources they need to succeed, empowering leaders are able to build communities that are self-sufficient and able to withstand the challenges they face.

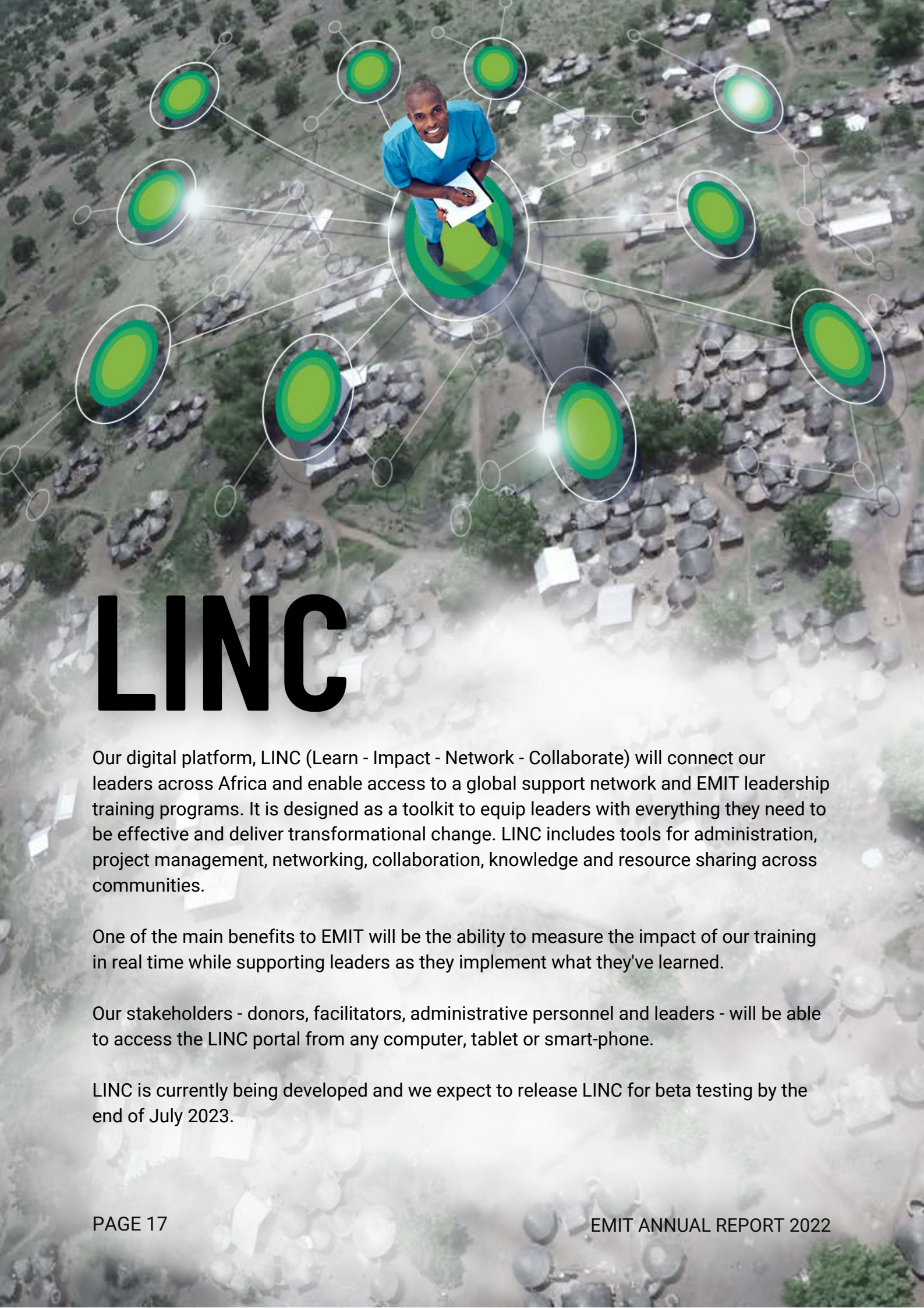
Transformational Leadership

Transformational leaders are those who inspire others to be their best selves and to achieve their full potential. They create a culture of excellence and are able to inspire others to work towards a common goal. In Africa, transformational leadership is imperative for building a future that is prosperous and sustainable. By inspiring others to be their best selves, transformational leaders are able to create a culture of excellence that is necessary for achieving success in all areas of life.

Servant Leadership

Servant leaders are those who put the needs of others before their own. They are selfless, and they are able to inspire others to do the same. In Africa, servant leadership is essential for creating communities that are inclusive and equitable. By putting the needs of others first, servant leaders are able to create a culture of compassion and empathy that is necessary for building strong and resilient communities.

In conclusion, leadership is a vital aspect of community development in Africa, and the continent needs leaders with a variety of skills to address its many challenges. Visionary, empowering, transformational, and servant leadership are among the most important skills that are needed to build strong and resilient communities. EMIT believes that by developing these skills, leaders in Africa can inspire and motivate others to work towards a common goal and create a future that is prosperous and sustainable for all.



LINC

Our digital platform, LINC (Learn - Impact - Network - Collaborate) will connect our leaders across Africa and enable access to a global support network and EMIT leadership training programs. It is designed as a toolkit to equip leaders with everything they need to be effective and deliver transformational change. LINC includes tools for administration, project management, networking, collaboration, knowledge and resource sharing across communities.

One of the main benefits to EMIT will be the ability to measure the impact of our training in real time while supporting leaders as they implement what they've learned.

Our stakeholders - donors, facilitators, administrative personnel and leaders - will be able to access the LINC portal from any computer, tablet or smart-phone.

LINC is currently being developed and we expect to release LINC for beta testing by the end of July 2023.

LEARN

The LEARN app will facilitate the delivery of our tailor-made curricula focusing on aspects of transformational leadership, enabling leaders to succeed as agents of change in their communities. LINC-up's are held regularly in communities across Africa. Leaders from various fields share their knowledge, answer questions and strategize.

IMPACT

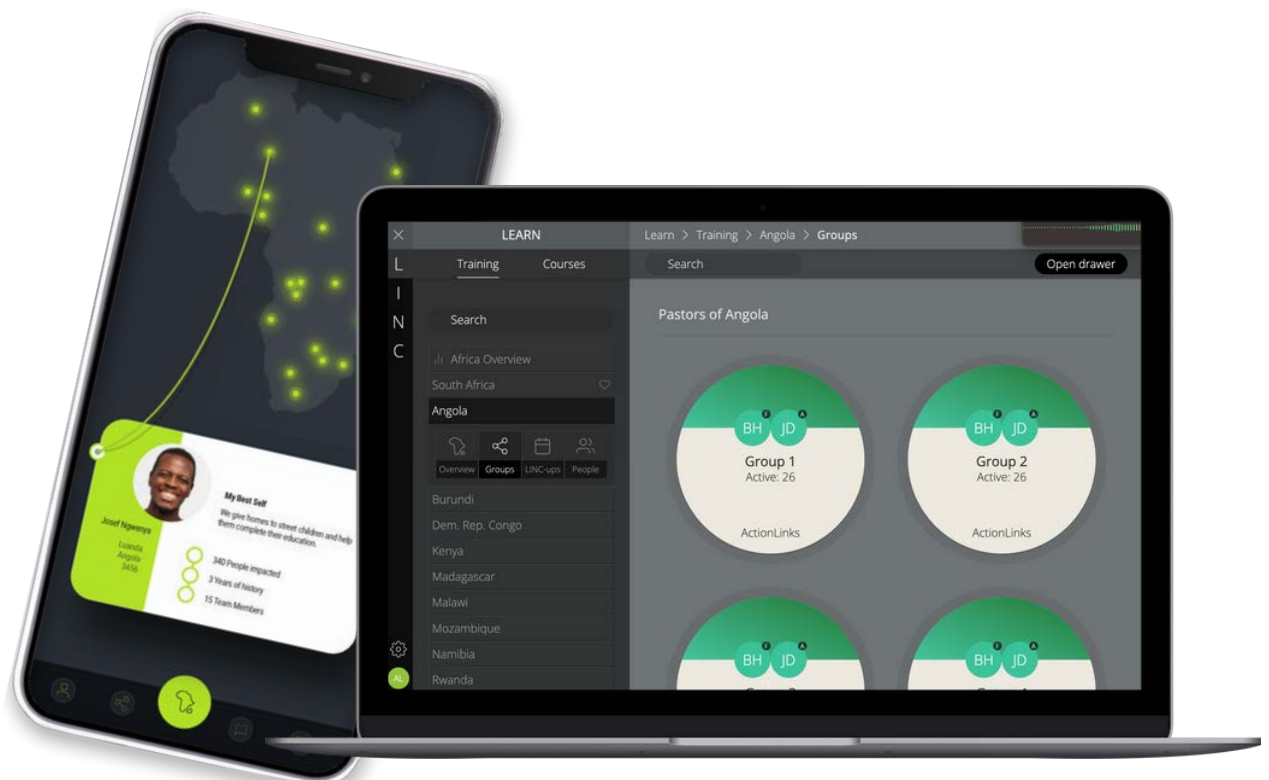
Using the IMPACT app, our leaders will be able to put their community projects on the map. They will tell their stories of transformation and be encouraged by testimonies from other EMIT leaders across Africa. We'll assist them to formulate their project's profile and give our international stake-holders direct access to offer support and advice.

NETWORK

The NETWORK app will facilitate communication for thousands of EMIT leaders and like-minded people. Post, like, follow, share - you are part of something great! Use the app to post stories, ask for assistance, share experiences - start a buzz!

COLLABORATE

COLLABORATE is a marketplace where leaders advertise opportunities, positions and products across Africa. We envision that our leaders may have community projects with crafted products to sell. Transformation projects may have a position, opportunity or service to advertise. International supporters may wish to become involved by supporting an economic endeavour.



Our Team

Kobus Grobler
Global CEO



Borniface Shonga
Global President



Theo Faber
Executive Director
of Product
Development



Christa Greyvenstein
PA & Office Manager



Aaron Maingi
Project Leader,
East Africa



Johan Fourie
Global COO



Chris de Wet
Co-founder



Johan Cronje
Project Leader,
Namibia



Elvis Joseph
Project Leader,
Zimbabwe & Malawi



Constantin Gasore
Project Leader,
Francophone
Countries



Jones Singini
Project Leader,
South Africa



Julio da Silva
Project Leader,
Lusophone Countries



Peter Mkandawire
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Steven Todd
Project Leader



Mervis Malambo
General Secretary,
Zambia



Jessica Longbine
Fund Development
Assistant,
USA



Lisa LaRochelle
Office Manager,
EMIT USA



Sonya de Jager
Project Manager
Design & Software



Innovating for impact | 30 years and beyond

Anniversaries are opportunities to recollect memories and cherish them again. It is also a great time to look into the future and set new goals.

Where we come from

We are celebrating our organization's 30th anniversary this year, and we value all who joined us on this journey. It is rightly said that it doesn't matter where you go in your life; what matters the most is whom you have beside you on the way.

We want to remember our founders, Dr. Chris de Wet and the late Dr. Karel Sanders. These two men started this organization with only three arrows in their quiver. They had a clear calling! They had passion! They had faith that the One who called them would also supply whatever was needed to make a difference on the continent of Africa.

AFMIN/EMIT started training Pastors when the Church in Africa had a massive shortage of trained leaders. It was a daunting task. No developed curriculum! No infrastructure! No money!

Where we are

The rest is history. EMIT is one of the leading trainers of leaders on the African continent. We trained more than 700 000 leaders during the last 30 years. EMIT currently trains leaders in 17 African nations. We started training women leaders in 2015. The Women Leadership program has become our fastest-growing program.

During COVID, we saw the value of EMIT training in local communities. Trained leaders rose to the challenge and became

the pillars of their communities as they served and led their people through the most challenging time in recent history.

EMIT realized that the time has come to build on these excellent results. We knew that we had to change our training model. Within months we adopted the small group model into our training. All training now takes place in small groups and is facilitated by a facilitator.

Where we are going

EMIT has changed from a typical training institution to a community transformation institution. We still use the training of leaders as our method, but a trained leader is no longer our final outcome. We want to see communities benefitting from the trained leader in their midst.

The challenge for the future will be to involve our leaders in community transformation projects and then measure the impact. We want to see communities that are healthy, thriving with hope, and that take ownership of their own well-being. The result should be improved quality of life for those negatively affected by previous leadership failures. Most importantly, these communities should be a reflection of the salvation, grace, and love of Christ Jesus.

We developed a web-based App called LINC, where students can register their impact stories.

We aim to celebrate our anniversary with various events in Africa and the US during 2023. Please join us as we bring God Glory for His Goodness.

Our Board

Transformation is our Culture!

EMIT is privileged to have Boards in the USA and South Africa that are very effective and engaged. We also have a Global Board that is represented by members of both boards. The Global Board oversees the standardization, policies, and procedures of EMIT.



Thank You!

We Impacted many more Communities because of You

Partnerships are an effective vehicle for donors seeking to have a long-term impact in developing countries. They enable donors to work with organizations that produce proven results. Your contributions enabled EMIT to achieve the incredible impact highlighted in this report.

The impact, progress, and transformation seen in countless communities across Africa, far outweighs the challenges we

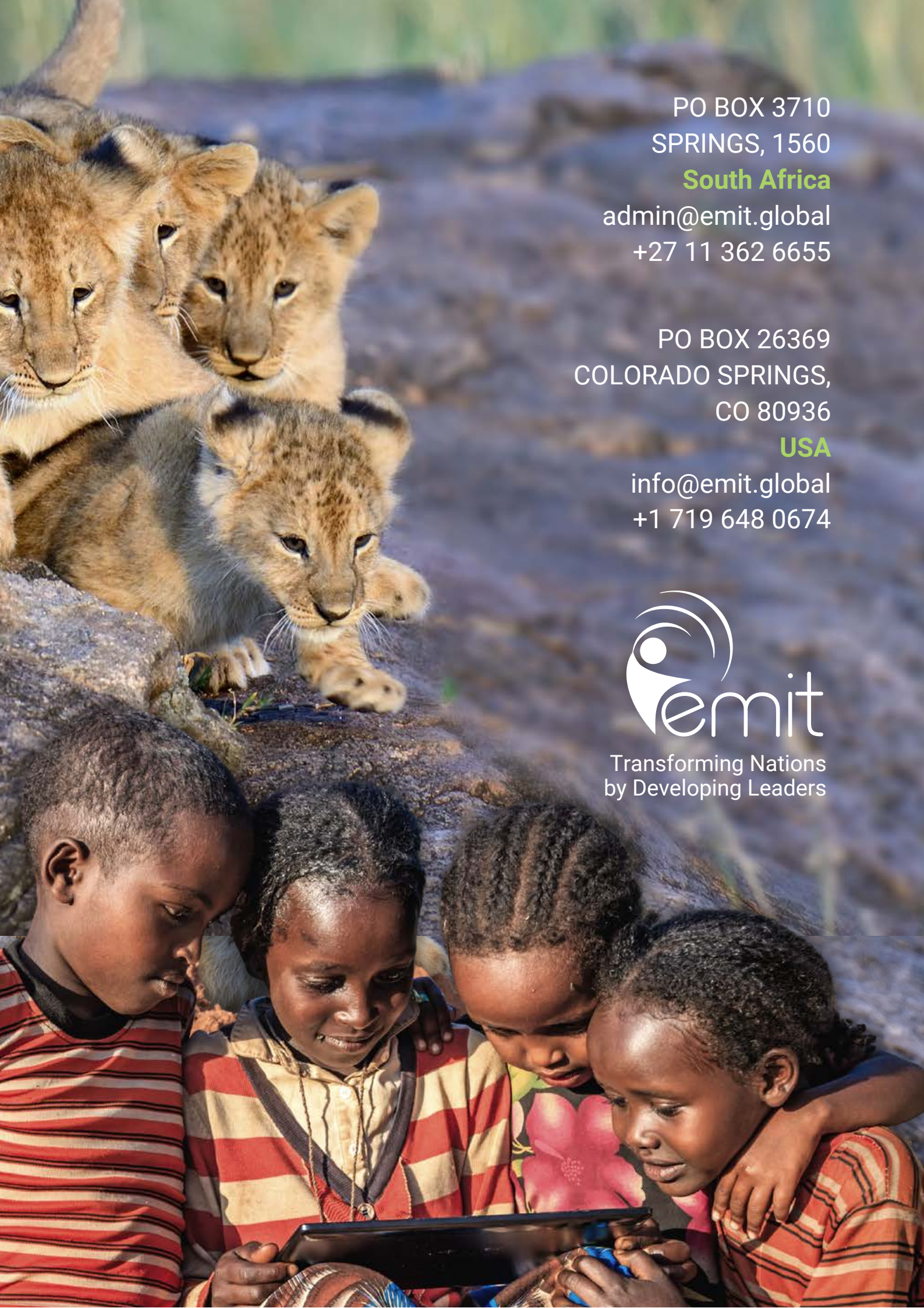
experienced during 2022. Your support through prayer, wise council, and finances made all the difference. We know none of this would have been possible without every one of our partners.

Thank you for your support. Together we will continue to serve the communities of Africa by developing leaders and impacting communities.

“If your actions inspire others
to dream more, learn more,
do more and become more,
you are a leader.”

— John Quincy Adams





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Transforming Nations
by Developing Leaders