

COACHES & LEADERS TOGETHER CREATING A WORLD FREE OF POVERTY & INEQUALITY

Bi-Annual Report August 1, 2018 to July 31, 2020

The achievements of EthicalCoach and the contributions made to communities in Ethiopia would not have been made possible without the incredible dedication and hardwork of all our volunteers, with a special shout out to members of the Leadership Team: Benjamin Croft, Kathryn Bean, Jane Cooke-Lauder, Sebastian Fox, Tasha Goldberg, Sara Groenendijk, Marie-Claude Lapalme, Annemarie Provisero, Dez Stephens, Larissa Thurlow, Rebekah Uccellini and Kerry Woodcock.

For more information about EthicalCoach and the volunteer team, please visit our website: <https://ethicalcoach.org/> or contact us at info@ethicalcoach.org

Executive Summary

Ben Croft, founder of the WBECS Group, formed EthicalCoach as the philanthropic arm of WBECS **to make world-class coaching accessible to non governmental organization (NGO) leaders around the globe**. Driven by a commitment to develop sustainable coaching capacity and recognizing the limited availability of coaching to the charitable sector, Ben saw the opportunity to unite world-class coaches with NGOs in order to strengthen their leadership capability to tackle some of the most pressing humanitarian, social and environmental challenges of our time.

The vision of EthicalCoach, coaches and leaders together creating a world free of poverty and inequality, is supported by a groundbreaking collaboration with some of the world's foremost coaching pioneers including: Dr. Marshall Goldsmith, Judith Glaser, Professor Carol Kauffman, Mark Thompson, Dr. David Peterson, Professor Peter Hawkins, Professor David Clutterbuck, Frances Hesselbein and Marita Fridjhon.



Over the last two years, this vision has grown into a movement attracting more than 100 dedicated volunteers from around the globe, focused initially on the Ethiopian pilot project. To date, this pilot has included the successful hosting of an NGO Leadership Coaching Summit, attended by some 400 leaders in Addis Ababa (October 2018), the delivery of a full year of coaching offered to ten carefully selected NGOs, and the initiation of a second year of coaching. For those attending the Summit, the regular release of white papers and webinars provided support to their ongoing leadership development. In addition, local coaching capacity expanded with the certification of 19 individuals by the European Mentoring & Coaching Council.

The pilot is the subject of an impact assessment study with final results due at the end of the second year. [Year One data](#) indicate significant participant benefits in such areas as: critical thinking and decision making, dealing with change, giving and receiving feedback, creating an innovative office culture, dealing with conflict, and clarifying roles and responsibilities. At the personal level, change is also being reported. Individuals identify that they are more reflective, more open to sharing, display more curiosity, experience more unity in their team, are more willing to challenge assumptions, are more committed to goals, and experience more motivation and connection.

There have also been a number of important learnings related to optimising the development and roll-out of an international, virtual, coaching program. These rich insights have been incorporated into planning the second year of the Ethiopian pilot and were evident in the successful selection and launch of the second cohort in April, 2020. They have also informed the development and roll-out of EthicalCoach's next set of initiatives which include partnering with the Women Innovators and Leadership Development (WILD) Network to match global development leaders with the best possible coaches; and initiating a partnership with The Hunger Project to provide coaching to selected in-country leaders.

About EthicalCoach

The term “EthicalCoach” signifies ongoing excellence of a select group of professional coaches, their attainment of the highest recognized professional standards, their commitment to personal and professional development, as well as their desire to create a more just, equitable and inclusive world. The term also conveys that these coaches are ready to deploy their expertise when and wherever it is needed most, with or without compensation.

The vision of EthicalCoach was inspired by the work of Buckminster Fuller and brought to fruition through the energy and motivation of Ben Croft, Founder and Chair of WBECS (World Business & Executive Coaching Summit) and a team of dedicated volunteers. Recognizing the power of coaching and the value that it creates in the private sector, Ben’s dream is to make executive coaching available to every NGO leader around the world. By matching world-class coaches with leaders of organizations tackling pressing humanitarian, social and environmental issues, Ben is convinced that enormous strides will be made to creating a more fair, just and sustainable world for everyone.

Ben is uniquely positioned to turn this vision into reality. Deeply connected into the coaching community through WBECS, he is aware of the desire of many coaches to have a structured way to bring their talents to bear for the greater good. He has been supported in this endeavour by a volunteer leadership team including Jane Cooke-Lauder who served as Vice Chair of EthicalCoach during this time, Kathryn Bean, Sebastian Fox, Sara Groenendijk, Marie-Claude LaPalme, Dez Stephens, Larissa Thurlow, and Kerry Woodcock. Initial project managers adding significant contributions to articulating and operationalizing the vision were project managers: Kathryn Bean, Tasha Goldberg, Annemarie Provisero and Rebekah Uccelini.

Our Mission

Through leadership coaching, accelerate nonprofit, charitable and philanthropic impact.

Our Vision

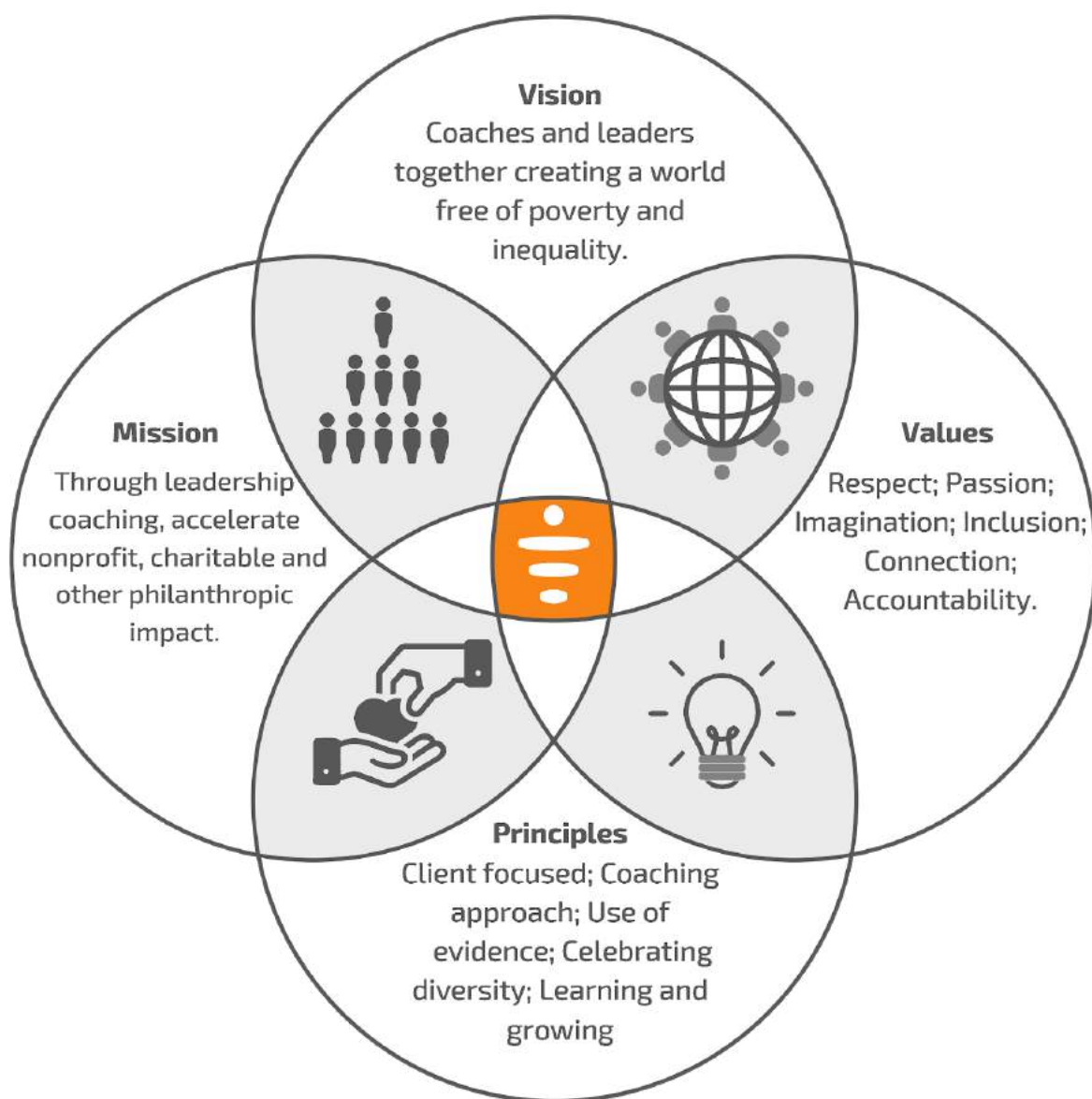
Coaches and leaders together creating a world free of poverty and inequality.

Our Values

Respect; Passion; Imagination; Inclusion; Connection; Accountability.

Five principles have shaped our work:

1. Client focused: meeting clients where they are at, being flexible and adaptive, seeking out local partners
2. A coaching approach: we offer coaching - and not training, consulting, mentorship or other forms of leadership development - while also committing to adding value and providing additional resources whenever possible
3. Use of evidence, including contribution to the body of knowledge: building programs and processes based on empirical data, evaluating performance and sharing results widely
4. Celebrating diversity: supporting collaboration and teamwork, recruiting and recognizing all NGOs and volunteers based on the UN equality and non-discrimination policy framework
5. Learning and growing: encouraging creativity, applying lessons learned and being committed to scaling.



The Benefits of Coaching

Executive coaching in business is recognized worldwide as a valuable approach to leadership development. But what exactly is coaching?

We define coaching as a collaborative, confidential partnership created between the coach and leader focused on unlocking the leader's potential and maximizing his or her performance. Skilled coaches foster a dynamic, thought-provoking, conversational, and trusting relationship with a leader. The purpose of coaching is to achieve the leader's self-identified goals and desired outcomes through clarifying beliefs and values, enhancing the ability to learn, and identifying new ways to leverage skills and strengths.

Based on numerous research studies, the types of benefits achieved through coaching include:

- ✓ Sustained behavioral change
- ✓ Increased self-awareness and understanding
- ✓ Values clarification and uncovering hidden beliefs
- ✓ New options for leveraging skills and strengths
- ✓ Higher levels of empathy
- ✓ Increased motivation at work
- ✓ Better social skills
- ✓ Improved personal balance
- ✓ increased leadership and management effectiveness
- ✓ Strengthened teambuilding and staff development skills

"Clients say coaching brings out their best by helping them focus, break down tasks and clarify their values."- Fortune Magazine

In addition, coaching can have a significant impact on an organization beyond the individual being coached. Coaching not only influences individual skills and behavior, coaching can improve team performance, productivity, employee job satisfaction, and potentially, business deliverables.



Funding & Financial Philosophy

To-date, Ben has been the major funder of this initiative, establishing EthicalCoach as the philanthropic arm of the WBECS Group and providing over US\$350K in funding. In addition to this financial funding, WBECS has also provided in-kind support at no cost to EthicalCoach. The expertise of WBECS team members in such areas as communication, website design and development, project management and finances has enabled the roll-out of the EthicalCoach initiatives. WBECS has also provided scholarships to various events as a recognition and thank you to EthicalCoach volunteers.

Additional support and in-kind donations has been provided by such leading organizations as The Institute of Coaching at McLean, Harvard Medical School Affiliate; Forbes Coaching Council; and the Central Florida Chapter of the International Coach Federation.

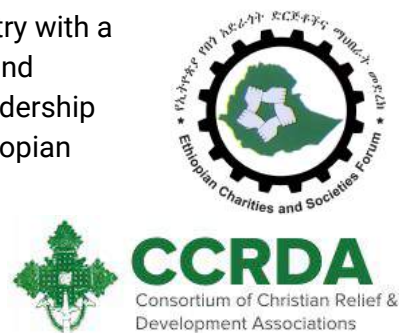
All coaching support to nonprofit organizations has been provided free of monetary charges with the coaches offering their services pro-bono. Moving forward, it is expected that successes in Ethiopia and other projects will attract diverse sources of funding to secure EthicalCoach's long-term growth.

A complete cash statement for this period is available on Page 22.

2018-2020 Key Initiatives

The first major EthicalCoach initiative is situated in Ethiopia. Two additional projects - with the Women Innovators and Leadership Development (WILD) Network and The Hunger Project - have been started in the first six months of 2020. These projects are leveraging the extensive learnings from Ethiopia while testing different models for the delivery of scalable pro-bono coaching to NGO leaders globally.

The journey started in Ethiopia, a large and complex African country with a storied history and huge potential. Following extensive research and preparation, the first step in the roll-out was an invitation-only Leadership Coaching Summit. With the support of two local partners, the Ethiopian Charities and Societies Forum and the Consortium of Christian Relief and Development Association, some 400 leaders from Ethiopia's charitable/NGO/ civil society sector attended the Summit. The success of the Summit was then followed with the roll-out of coaching grants to 20 carefully selected NGOs.



The partnership with the WILD Network, initiated in early 2020, has resulted in the design and implementation of a six-month coaching program for an initial cohort of 30 women social entrepreneurs and intrapreneurs from 24 different companies located in 12 countries. With an overall mandate to advance women's leadership as well as equity, diversity and inclusion in the global development sector, Fiona Macauley, founder of the WILD Network, saw the value of coaching, particularly in the current climate, to support female social impact leaders in tackling such issues as burn out while fostering their resilience. Following the successful introduction of the program in May, further conversations are already underway for a second cohort to be offered to members towards the end of 2020.

EthicalCoach's third and most recent major coaching initiative is with a global development charity, The Hunger Project, to provide coaching to ten country leaders. With a decentralized business model based on developing in-country leaders, the global team has long understood the benefits of coaching. Following the selection of The Hunger Project's Ethiopian office as part of the Year Two pilot, an outreach from global head office resulted in the signing of an MOU in the late spring of 2020. A global search for the appropriate multi-lingual coach team is underway with a kick off date of August for the six months program.

The Ethiopia Project

Why Ethiopia?

A Country Poised for Growth

Home to rich cultures and resilient people, Ethiopia is the second-most populous nation in Africa after Nigeria, with about 109 million people (2018), and the fastest-growing economy in the region (World Bank, 2019). Its recent economic progress has led to it being referred to as “one of the great stories of the 21st Century” (Quartz Africa, 2020). While progress is notable, Ethiopia’s main challenge is to sustain its positive economic growth while accelerating poverty reduction, both of which require significant progress in job creation as well as improved governance (World Bank, 2019). Ethiopia also hosts one of the largest refugee populations on the continent of Africa. In 2016, there were 730,000 officially registered refugees from Eritrea, Kenya, Somalia, South Sudan and Sudan residing in 26 camps across Ethiopia. Despite all these challenges, Ethiopians have established a stable infrastructure. Ethiopia is home to a robust network of organizations devoted to addressing extreme poverty and hunger, many focusing on issues facing children.

Shifts in the NGO Sector

Over the last fifty years, drought and famine (1973-74, 1984-85) have catapulted the development of an expansive network of Non-Governmental Organizations (NGOs) in Ethiopia. With the dawn of the 21st Century, the focus of these NGOs has shifted from relief to development (World Bank, 2000). And the manner in which NGOs have traditionally operated in Ethiopia has also shifted. They are less frequently led by foreign interest groups and faith-based institutions. Instead, they are increasingly secular, locally and nationally led institutions working in partnership with government and donors to collaborate on a shared purpose for the future. These institutional shifts require new capabilities. Today’s complex challenges are calling on NGO leaders to be innovative, creative, entrepreneurial, and collaborative. As Ethiopia heads towards realizing its national vision of becoming a low middle-income country by 2025, and realizes the promise of its social reforms, there are significant opportunities to support the future growth and transformation of the country and amplify the impact of its NGO leaders (Growth and Transformation Plan II, n.d.).

The Ethiopian Leadership Coaching Summit

In October 2018, EthicalCoach held the largest coaching summit ever on the African continent at the United Nations Economic Conference Center (UNECA) in Addis Ababa. The primary purpose of the Summit was to increase the awareness of coaching as a process to develop leadership capability and ultimately build the capacity of NGOs to serve beneficiaries. The secondary aim was to launch the inaugural executive and team coaching program. Four hundred carefully selected NGO leaders had the opportunity to participate in this Summit, experiencing the profound benefits of working with some of the very best coaches in the world on issues of relevance to Ethiopia. Professor David Clutterbuck, author of more than 70 publications and one of the pioneers of coaching, called the summit initiative “the most ambitious project in the history of the coaching profession”.

“The most ambitious project in the history of the coaching profession.”
- David Clutterbuck

Facilitating the Summit were **10 top coaches drawn from five different countries**. The opportunity to be part of the pilot attracted more than 500 coach applications from every corner of the globe. An intensive screening process identified those best meeting such criteria as extensive multi-cultural experience and proven adaptability and flexibility. Successful applicants then went through three months of orientation which included interactions with top Ethiopian leaders.

A thoughtful program design saw delegates departing the event with a vision for change and a practical action plan. They took away tools and solutions to build on their organization’s strengths, attract additional funding and turn their plans into reality. Participants also had the opportunity to experience the power of coaching on a personal level, exploring new perspectives while building leadership capability.

“After the summit, my thoughts are provoked, I have increased curiosity and I am energised. Above all things, I have started to feel as if I already have the tools and frameworks that guide me to be a better leader and team builder.”

- Participant

The Coaching Program

The journey continued in Ethiopia after the Summit with the delivery of the first phase of a **substantial in-kind coaching grant to 20 NGOs**. Site visits were arranged to some 40 NGOs in and beyond Addis Ababa. A rigorous decision-making process resulted in the identification of ten organizations to receive coaching in the first year and ten in year two. The coaching grant provided individual coaching for each NGO leader for a year, together with 12 months of coaching for the senior leadership team. This coaching was provided by two co-coaches, one of whom was located in Addis Ababa. The scale and design of the program are unique. Coaching was delivered virtually using a videoconferencing capability whenever internet bandwidth allowed. Many sessions needed to be rescheduled given connectivity issues - but with an endless store of patience and many workarounds, the coaching sessions happened! Formal written agreements were entered into with the NGOs, all of whom committed to use best efforts to support the success of the coaching as well as to contribute to the research initiative.



The Year 1 coaching program wrapped up with a celebratory event on February 21, 2020. International coach, Veronica Wantenaar, travelled to Addis to present certificates of completion to all participants. Attended by some 50 leaders, coaches and partners, there was much sharing of lessons learned, knowledge gained and achievements recorded.

Selection of NGOs and coaches for the Year Two Program got underway in January, 2020 and by March, eight additional international coaches, six additional local coaches and 13 NGOs had signed agreements. Matchings took place and a formal orientation series of events rolled out in March and April to introduce the players to each other, for everyone to learn more about the program, and for those coaches with limited exposure to Ethiopia, to learn more about the culture and way of doing business. While coaching has commenced, with the onset of the pandemic and the introduction of lockdown measures in Ethiopia, unsurprisingly, the rollout has been uneven. Many challenges, especially to the delivery of team coaching, are being experienced particularly given the limited internet capacity available in many Ethiopian homes. Where coaching is taking place, early feedback indicates very similar positive themes related to personal growth and insight, renewed enthusiasm and motivation and finding new ways to work together.



Local Coach Development

"EthicalCoach is important because it paves the way to live my dream, purpose and aspirations. EthicalCoach has helped me to get clarity and the necessary resources to grow as a coach, which otherwise, I would be unlikely to find in my context. EthicalCoach also offered me the chance to join a network of coaches and to work with the NGOs. I am grateful to be part of EthicalCoach."

- Yared Abera: local coach

Local support for the coaching program and - more specifically - for the delivery of the team coaching was needed. Hence, in the six months leading up to the Summit, **a cohort of 30 Ethiopia-based individuals received individual and team coach training** from Professor David Clutterbuck and Marita Fridjhon, with support from a team of local and international volunteers. The majority of local coaches have been successful in gaining accreditation from the European Mentoring and Coaching Council (EMCC). Ongoing support for their development and growth as coaches has continued to be provided by EthicalCoach volunteers to help extend the coaching footprint in Ethiopia. Local coaches report that they are integrating their coaching skills into their daily professional and personal lives and are also experiencing success in acquiring new coaching clients.



Ongoing Leadership Development Support

EthicalCoach is committed to supporting those NGO leaders attending the Summit in their ongoing development, strengthening their capability, networks, capacity and courage through the provision of learning materials and regular coach-led webinars that provide the opportunity to learn and grow individually and collectively. Content has covered such topics as: building a coaching culture, team building, fostering collaboration, growing outstanding leaders and developing a social enterprise.

[IDE](#), an organization dedicated to creating income and livelihood opportunities for those households in need in Ethiopia, is one of the recipients of a Year One coaching grant.

[Andrea Hernandez Tobar](#), Country Director, has been enthusiastic about the value that coaching has brought to her and her eight-member team.

"This has been beyond my wildest dreams. There is a lot of pressure on me as a leader. The pressure from beneficiaries, from donors, and the worst pressure comes from ourselves: that we need to have the answer for everything; that I am the one that needs to resolve all the issues. The greatest learning through this process has been that the team has come together and to feel the support from the rest of my leaders- we feel like we are all supporting each other now. It has brought us closer together."
- Andrea Hernandez Tobar

Research and Impact Evaluation

At the outset of the pilot, due diligence was undertaken to learn more about the social, political and economic status of Ethiopia as well as about the NGO sector, leadership development and the state of coaching. A literature review was followed by some 40 semi-structured interviews of NGO and business leaders, predominantly in Ethiopia but also Ethiopians or those with experience working in Ethiopia resident outside of Ethiopia. The findings from these early interviews informed the design of the Summit as well as the approach and design of the coaching program. Specific examples include: the recognition of the need to grow coaching capacity in Ethiopia which led to the delivery of a training program to 30 local professionals; the importance of having local coaches involved in the delivery of the coaching program; and the extension of the coaching program offer from one-to-one leader coaching to include coaching of the leadership team.

With the mentorship of [Alex Orsola](#), an international development and impact evaluation specialist, an impact evaluation model was designed, based on work that she had undertaken in previous projects with the World Bank. Twenty NGOs were identified as fitting the selection criteria. They were paired-up, with the pairs matched as far as possible on key dimensions such as sector, size of organization and maturity of the leader and leadership team. A random draw was then held, with one of each of the pairs being offered coaching in the first year and the other, in the second year. The approach called for baseline, midpoint and summary data to be collected from each set of NGOs, data which could then be compared and contrasted in an attempt to isolate the differences contributed by coaching. The results from Year One are available [here](#).

The Theory of Change developed for the Ethiopia pilot suggests that coaching will contribute¹ to the development of desired leadership behaviours in NGO leaders and their leadership teams, which will, in turn, contribute to increased leadership effectiveness and to an increase in NGO performance. The required tools and processes were then developed and applied with the support of Dr. [Julie Haddock-Miller](#), Associate Professor of Human Resource Management at Middlesex University Business School and the International Work Group Leader for the International Standards in Mentoring and Coaching Programmes (ISMCP) for the European Mentoring and Coaching Council (EMCC).

In addition to the impact evaluation - which is designed to measure the impact of the coaching - a developmental evaluation and storytelling approach has been adopted so that lessons learned through the implementation of the coaching program as a whole are being captured and shared. Stories from the Year One coaching journey are available [here](#).

¹ Given the small sample size, attribution cannot be claimed, only contribution

Our Results and Lessons Learned



Results to-date are impressive. Data points included in the infographic demonstrate that it is possible to provide effective virtual coaching to leaders in a country with limited previous exposure to coaching as a leadership development tool and with less-than-optimal digital infrastructure. Year One impact evaluation and narrative results confirm that the first level of the Theory of Change has been achieved: the NGO leaders report the development of such desired leadership team behaviours as alignment, commitment, shared vision, expanded accountability, more strategic conversation, strengthened team spirit, and the tackling of bigger challenges and opportunities.

What We've Done

Ethiopian NGO Leadership Coaching Program - Year 1

10 NGOs selected to join the Year 1 - 2019 program 



Individual coaching sessions

72

Team coaching sessions

64

Total number of coaching hours

200

JANUARY 2019

Launched
Year 1 of
Coaching Pilot
and Impact
Evaluation
Study



18

International coaching supervisors from **8** countries



20

International and local coaches



29

Local coaches trained



19

Accredited through the European Mentoring and Coaching Council



EthicalCoach *was powered by*



100 Volunteers

in **20** Countries



The developmental evaluation approach has provided many insights and opportunities to learn and improve. The following six lessons are among the more important that were used to shape preparations for Year Two in Ethiopia as well as the design of both projects initiated in the first half of 2020: the partnerships with WILD Network and The Hunger Project:

1. Contracting: clarifying the details of the program and developing a shared understanding of what coaching is all about
2. Readiness for coaching: including identifying a sponsor and making coaching a priority for the senior team
3. Data gathering: recognizing the reality of the quality and paucity of available data as well as the challenges of capturing it and designing appropriate evaluation models and tools
4. Volunteer support: learning the necessity of tough love, recruiting individuals with the skills and availability and holding them to account
5. Pro bono offerings: being both a joy and a curse in enabling widespread availability together with a lessened sense of value/commitment
6. Direction: holding the tension between planning and emergence; knowing when to be opportunistic and when to stay the course.

The WILD Network Project

WILD (Women Innovators and Leadership Development) Network supports women leaders to scale the social impact of their work, and to thrive personally. Through providing educational and networking events that connect the ecosystem of stakeholders, WILD creates a culture of inclusive leadership. Annually, members congregate at the [Women in Global Development Leadership Forum](#) to advance women's leadership as well as equity, diversity and inclusion in the global development sector.

Early in 2020, [Fiona Macauley](#), founder of WILD and Ben Croft, founder of EthicalCoach connected over a shared belief that leadership coaching is a key component to enabling social innovators to achieve and then to sustain maximum impact. The Global Development Leadership Forum, scheduled for May in Washington, DC, appeared to provide an ideal venue to introduce this coaching partnership to members. Unfortunately, the global pandemic shutdown required that the plan be adjusted and the opportunity to receive pro bono coaching was announced to members in April. The selection of 'burnout' and the development of resilience as the focus for coaching could not have been more prescient!

There was significant interest across the Network. A rigorous screening process resulted in the selection of thirty social entrepreneurs, female founders and leaders of social enterprises (for-profit, not-for-profit or hybrid, we're agnostic about their tax status) and social intrapreneurs, employees of global development organizations who are advancing equity, diversity and inclusion in the global development sector. These leaders were paired with coaches drawn from eight countries, by means of a two-phase matching process designed to provide both coach and leader with choices. A Welcome Webinar was followed by a more in-depth orientation for the coaches to get everyone on the same page with respect to expectations, reporting and connecting. By May, the pairings were announced and the six months of coaching commenced.

Given EthicalCoach's commitment to build an evidence-base as it tests different coaching program models, both leaders and coaches are participating in action research in parallel to the coaching. With the support of the selected coaches, a number of custom instruments have been developed, designed to support analysis of the business and leader's growth and development as well as the client's experience working with a coach.

The Hunger Project

Founded in 1977, [The Hunger Project](#) is a global, nonprofit organization committed to the sustainable end of world hunger. Operating in 20 countries, it is a global movement working with individuals and organizations, strategically reinventing itself in response to environmental challenges and opportunities. Its grass roots, women-centered sustainable programming is based on such core principles as human dignity, gender equality and empowerment.

With the selection of The Hunger Project's Ethiopian organization as a member of the Year Two Ethiopian cohort, global leaders expressed interest in expanding the coaching to other countries. They shared a belief in the value of coaching as a key leadership development tool and had identified coaching for the country and regional leadership group as a strategic priority. By July 2020, The Hunger Project and EthicalCoach had signed a memorandum of understanding and arrangements were underway to select a mix of ten experienced English, French, Spanish and Portuguese speaking coaches to work with country leaders from Benin, Burkina Faso, Ghana, Malawi, Mexico, Mozambique, Senegal and Uganda.



APPENDIX

Unaudited Cash Statement: August 1 2018-July 31 2020

What was given?

Financial Donations	\$372,178
WBECS Group	\$342,378
Institute of Coaching, Harvard Medical School, McClean Hospital Affi	\$25,000
Forbes partnership	\$4,200
Central Florida Chapter of the International Coach Federation	\$300
Other	\$300
Financial cost of WBECS employees time donated	\$63,702
Design & Technology	\$32,096
Program Leadership & Administration	\$28,436
Sales & Marketing	\$3,170
Scholarships to WBECS Programs	\$112,845
Local Coach - Ethiopia	\$53,784
Volunteers	\$59,061
Total donated by WBECS Group	\$518,925
Total donated by Others	\$29,800

What was spent?

Ethiopia Summit Expenses	\$68,213
Team Costs	\$477,749
Staff Wages*	\$364,904
WBECS Scholarships	\$112,845
Ethiopia - Year 1	\$2,763
Total	\$548,725

**including team costs incurred of \$172,433 in 2017-2018 for launching EthicalCoach and planning the Summit.*

What non-cash contributions were donated?


Time of Volunteers*	\$516,209
Aug-Dec 2018 - Summit	\$290,847
2019 - Year 1 Ethiopia	\$125,135
Jan-July 2020 - Year 2 Ethiopia + WILD Network + The Hunger Project	\$100,227
Total	\$516,209



**Time of volunteers 5,132 hours (2018), 2,836 hours (2019) and 1,557 hours (2020)*

Recipients of the Year One Coaching Grants in Ethiopia

1. [Amref Health Africa](#)
2. [Farm Africa](#)
3. [iDE](#)
4. [Imagine One Day](#)
5. [Jerusalem Children and Community Development Organization \(JeCCDO\)](#)
6. [Operation Rescue Ethiopia](#)
7. [Oromia Development Association](#)
8. [Progynist](#)
9. [SOS Children's Villages](#)
10. [Union of Ethiopian Women Charitable Associations \(UEWCA\)](#)
11. [WEEMA International](#)

Amref Health Africa

About	
	<p>Founded in 1957 initially with the mission to provide mobile health services and support, Amref Health Africa strengthens and empowers health human resources, innovating and improving health services and solutions, as well as investing in sustainable and scalable health initiatives.</p>
<p>Vision: Lasting health change in Africa</p> <p>Mission: To increase sustainable health access to communities in Africa through solutions in human resources for health, health services delivery and investments in health.</p> <p>Programmes specific to Ethiopia:</p> <ul style="list-style-type: none"> Pillar 1: Reproductive, Maternal, Neonatal and Child Health Pillar 2: Water, Sanitation and Hygiene Pillar 3: Communicable and Non-communicable Diseases. 	

International Coach	Local Coach
 <p>Chip McFarlane</p>	 <p>Anyialem Tilahun Getaneh</p>

Farm Africa

About



In 1985, Farm Africa was established with a vision of a prosperous rural Africa. Farm Africa partners with communities to identify economic incentives from natural resources and also ensures sustainable utilisation of these initiatives. The three pillars of Farm Africa's focus are agriculture, environment and business growth.

Farm Africa works to understand the challenges that women face in a local context and adapts programmes to fit these conditions. This means:

- Involving women in the sale of produce at market, giving them more financial independence and a better idea of market prices so they can adapt their farming businesses accordingly
- Setting up women's savings and loans groups, so that women can build up good financial records and apply for loans from banks to build up their businesses
- Running training sessions at times when women can attend them and providing crèche facilities
- Supporting women with agricultural projects that they can run from their homes, such as beekeeping and raffia weaving.

International Coaches



Marilyn O'Hearne




Nobantu Mpotulo



Local Coach




Yared Abera



iDE

About	
	<p>iDE operates under the ethos of actually talking to those they are striving to serve before proposing a solution. iDE's work is focused on building market systems that increase incomes through scaling transformative products, services and technologies in agriculture, WASH (water, sanitation, hygiene) and finance.</p>
<p>Mission: iDE creates income and livelihood opportunities for poor rural households.</p> <p>Examples of Accomplishments</p> <ul style="list-style-type: none"> • Farm Business Advisors bring knowledge and tools to every farmer's field. • Providing resource smart technology helps minimize pressure on labour, income, water and energy. • Farmers have more access to markets by pooling their crops together to share storage and transportation costs to get better prices for their crops. • Providing access to Finance by partnering with local banks and credit unions to develop products that enable both borrower and lender • Setting up Women Economic Groups that have increased confidence and economic success. 	


International Coach	Local Coach
 <p>Veronica Wantenaar</p>	 <p>Fouzia Muhsin</p>




Imagine One Day

About	
	<p>imagine1day is a Canadian charity whose mission is to ensure every child in Ethiopia receives an education. This is achieved through the construction of schools, water points and latrines, as well as building capacity in curriculum enhancement, leadership and teacher training, and parent and community mobilization initiatives.</p>
<p>Mission: Educating people to transform their communities and the world.</p> <p>Vision: Leverage the power of education to transform a nation.</p> <p>Goal: We impact 5 million people with equitable quality education, clean water and community well-being by 2030.</p> <p>Accomplishments: Over the past 10 years, imagine1day has built ~ 50 schools from the ground up, trained over 12,000 teachers and leaders, and enrolled over 80,000 previously out-of-school children. Through a holistic and sustainable approach, imagine1day has improved education in 487 schools, and directly impacted more than 250,000 people.</p>	


International Coach	Local Coach
 <p>Katherine Holt</p>	 <p>Matthew Broderick</p>



Jerusalem Children and Community Development Organization (JeCCDO)

About	
	<p>One of the oldest indigenous humanitarian organizations in the country, JeCCDO envisages an Ethiopian society where all citizens promote the wellbeing of children. JeCCDO facilitates a community development process where the wellbeing of children is effectively promoted in all its target areas, including education, health and sanitation, and agriculture.</p>
<p>History & Governance: Jerusalem Children and Community Development organization (JeCCDO) was constituted in 1985 to respond to the challenges of children caused by war and natural disasters.</p> <p>Goals</p> <ul style="list-style-type: none"> • Strengthening communities' institutional and operational capacities • Promoting communities' better access to basic services • Motivating communities' engagement in productive livelihood activities • Enhancing communities' adaptive capacity to climate change and disaster • Strengthening JeCCDO to become a learning and changing organization 	


International Coaches		Local Coach
 <p>Nobantu Mpotulo</p>	 <p>Dumi Magadlela</p>	 <p>Sara Groenendijk</p>

Operation Rescue Ethiopia

About	
	<p>Operation Rescue aims to create a loving, hopeful home where vulnerable children are nurtured to develop their talents and achieve their full potential. The organization provides children in vulnerable circumstances access to basic needs and rights in order to help them grow, thrive and flourish.</p>
<p>Vision: We partner with communities and CSOs across the country to ensure all children have access to their basic needs and rights to flourish, become self-reliant, and contribute to national development.</p> <p>Activities: Wherever possible, children remain with their families, parents or extended family members or community members. To do so, ORE has set up “Project Centres”, managed by local citizens, where children come before and after their morning school programs. In addition to the Project Centres, there are group homes for orphans.</p>	


International Coach	Local Coach
 <p>Katherine Holt</p>	 <p>Yonas Tegene</p>



Oromia Development Association

About	
 <p>Waldaa Misooma Oromiyaa Oromia Development Association የኦሮሚያ ልማት ማህበር</p>	<p>The Oromia Development Association (ODA) was established in Oromia Regional State in 1992 to support the development endeavors of the Oromo people. With a staff of 100+ and 6.5 million active members supporting 5,000 children, ODA has delivered projects in such areas as health, education, water and sanitation facilities, road construction, and environmental protection.</p>
<p>Vision: ODA is in charge of transforming the lives of the people of Oromia through sustainable integrated community-based programs primarily focused on livelihoods, empowerment, health, and education.</p> <p>Mission: ODA aspires to see a developed and transformed Oromia where the people are empowered, educated, healthy, and live in a convenient environment for life.</p> <p>Employees: 100+ staff</p>	


International Coach	Local Coach
 <p>Howard Morgan</p>	 <p>Wubet Girma Kebede</p>



Progynist

About	
	<p>The mission of Progynist is to make a positive difference in the lives of women and children by facilitating health, education, protection of the environment, feasible poverty alleviation strategies and the provision of a comprehensive support system to those vulnerable to famine, violence and HIV/AIDS.</p>
<p>History & Governance: Progynist is registered as an Ethiopian Resident Charity serving urban and rural communities with the focus on building the welfare and contribution of indigenous women to socio-economic and environmental development and management of Ethiopia. It was established in 1997 by the founder and current Executive Director, Netsanet Mengistu.</p> <p>Service Area: Addis Ababa City, Oromia Regional State and Southern Nations & Nationalities and Peoples' Region.</p>	


International Coach	Local Coach
 <p data-bbox="381 1703 597 1738">Dumi Magadlela</p>	 <p data-bbox="1029 1703 1185 1738">Karin Wilms</p>




SOS Children's Villages

About	
 SOS CHILDREN'S VILLAGES INTERNATIONAL	<p>SOS Children's Villages' mission is to build families for children in need, help them shape their own futures and share in the development of their communities. Its work in Ethiopia began in 1974 and it currently provides alternative child care, family and community development, education and training, as well as health program units.</p>
<p>Vision: "Every child belongs to a family and grows with love, respect and security."</p> <p>Mission: "We build families for children in need, we help them shape their own futures and we share in the development of their communities."</p> <p>Activities: We work for children who are orphaned, abandoned or whose families are unable to care for them. We give these children the opportunity to build lasting relationships within a family. Our aim always is to keep families together. And when children are unable to remain with their biological parents, we strive to ensure that brothers and sisters stay together. SOS is one of the only organizations to work with groups of siblings.</p>	


International Coach	Local Coach
 <p>Paul Lawrence</p>	 <p>Amakelech Lulu Tefera</p>



Union of Ethiopian Women Charitable Associations (UEWCA)

About	
 <p>የኢትዮጵያ ሴቶች በጎ አድራጊነት ማህበራት ኅብረት</p> <p>Union of Ethiopian Women Charitable Associations (UEWCA)</p>	<p>The objective of the UEWCA is to advance socio economic empowerment, as well as to reduce cultural and traditional barriers for improvement in the living situations of women, girls and vulnerable children. UEWCA seeks to address issues in health, provision of resources, leadership and entrepreneurship, environmental and water protection, and trafficking.</p>
<p>Vision: UEWCA envisions seeing well dignified, socio-economically empowered, healthy, visionary and vibrant women, girls and children in Ethiopia.</p> <p>Mission: UEWCA promotes the holistic well-being of women/girls and children by enabling them and eliminating barriers to realize their full potential.</p> <p>History & Governance: UEWCA was established in January 2010 as an Ethiopian Resident Charities Consortium. Currently, it is a network of 70 Member Organizations.</p>	

International Coaches		Local Coach
 <p>George Nuthu</p>	 <p>Marilyn O'Hearne</p>	 <p>Leah Dejenu</p>

WEEMA International

About	
	<p>WEEMA's vision is to live in a world where every person has access to the basic necessities for human survival and dignity. The organization is focused on empowering Ethiopian communities through clean water access, education, economic opportunity and health care – all driven by local leadership and community collaboration.</p>
<p>WEEMA International takes a holistic approach to community development. We believe in carefully listening and designing programs in collaboration with elders, local and regional government officials and community members.</p> <p>History & Governance: Founded in 2011, WEEMA International began as "Mudula Water" with the distinct mission to bring clean water to over 10,000 people living in Mudula, Ethiopia. Liz McGovern, WEEMA's founder, was inspired by meetings with individuals from Mudula living in the United States who identified four areas essential to the well-being of Mudula's inhabitants.</p>	

International Coach	Local Coach
 <p data-bbox="391 1696 586 1730">Paul Lawrence</p>	 <p data-bbox="954 1696 1256 1730">Amakelech Lulu Tefera</p>

Cohort 1 Coaching Recipient Organizations - WILD Network Initiative



Abt Associates

Abt Associates is an engine for social impact, fueled by caring, curiosity and cutting-edge research that moves people from vulnerability to security. Whether it's welfare or weather disasters, the environment or economics, agriculture or HIV and AIDS, we address the world's most pressing issues. Our work is diverse and so is our bold workforce. We never fail to ask "What if?" We identify patterns, we search for the best way.

ACDI/VOCA

ACDI/VOCA has proven expertise in agriculture, economic growth, resilience, finance, and equity and inclusion. Our reputation for impact is rooted in an award-winning system of monitoring,

impact evaluation, and learning. We deliver expert technical assistance and create locally driven market solutions through three lines of business and a diverse set of funding sources. Together, we bridge diverse stakeholders in shared development efforts, sharing technical resources and on-the-ground presence to achieve the objectives of our diverse partners.

[cLabs](#)

Our mission is to build a financial system that creates the conditions for prosperity—for everyone. Celo's aim is to create the conditions for prosperity, defined as: people fulfilling basic needs, growing along their own unique paths, and supporting each other. All of Celo's projects have a specific hypothesis that tie our activities to one or more of these indicators of prosperity.

[Edge Effect](#)

Edge Effect assists humanitarian and development organisations to work in genuine partnerships with sexual and gender minorities (aka people with diverse sexual orientation, gender identity/expression, and sexual characteristics (SOGIESC), or LGBTIQ+ people).

[EngenderHealth](#)

EngenderHealth seeks a gender-equal world where all people have full access to their sexual and reproductive health and rights. To that end, Engenderhealth implements high-quality, gender-equitable programs that advance sexual and reproductive health and rights, including education, counselling, maternal care, emergency obstetric care, and HIV/AIDS prevention and treatment.

[Global Communities](#) (Vitas Micro-Finance Project)

Global Communities is a global development organization committed to working in partnership with communities worldwide to bring about sustainable, impactful changes that improve the lives and livelihoods of the vulnerable. They believe that the people who understand their needs best are the people of the community itself. They make a difference by engaging with communities, governments, the private sector and civil society as partners for good—bringing together complementary strengths and shared responsibilities to work toward common goals. Global Communities has ongoing projects in 28 countries and has worked in more than 80 countries since its inception in 1952.

[Global Integrated Innovations](#)

Global Integrated Innovations is a registered organization that partners with local and international organizations to promote social and economic change in developing countries. Our name reflects our approach to complex human development challenges. We are Smart-Targeted-Integrated-Solutions driven with several successful projects in our portfolio. Our diverse team, combined with our proven pillars in finance, management and human resource systems offers us a powerful foundation.

[HealthCare Mobile](#)

The Freedom Africa Project (TFAP) creates innovative avenues for providing socio-economic growth to communities. With entrepreneurship and active involvement at the helm, community members will have the opportunity to invent original solutions to address immediate community needs (i.e.: healthcare, education, infrastructure). These solutions will be crafted to facilitate vocational training and job creation aimed at our end goal of sustainable development within the community. Healthcare Mobile is a service that deploys health care services to the door steps of community members via Community Health Workers (CHWs) at an affordable cost.

[IDinsight](#)

IDinsight is a global advisory, data analytics, and research organization that helps development leaders maximize their social impact. We tailor a wide range of data and evidence tools, including randomized evaluations and machine learning, to help decision-makers design effective programs and rigorously test what works to support communities. We work with governments, multilaterals, foundations, and innovative non-profit organizations in Asia and Africa. We work across a wide range of sectors, including agriculture, education, health, governance, sanitation, and financial inclusion.

[IGNITE Worldwide](#)

IGNITE Worldwide is the answer to achieving gender equity in STEM. We work directly with teachers during the school day to provide programming that promotes STEM education and career advancement for girls and non-binary youth from historically marginalized communities. Through hands-on events that connect students with role models who live and work in their communities, students recognize new possibilities for their futures.

[Lensational](#)

We empower underrepresented women to share their unheard stories through media training. we elevate their voices and promote their work on a global stage to disrupt the current media landscape. Lensational has a three-layered impact model: emotional empowerment, economic empowerment and advocacy.

[M2M \(Mothers to Mothers\)](#)

In Taiwan, moms struggle to balance family and career. The upward trend of women participation in the workforce and the rising childcare responsibilities place financial and familial burdens on moms. Through education and social-emotional support, M2M empowers mothers to design their lives. With mothers as the center of their solution and through the “by mothers, for mothers” approach, they examine postpartum problems with mothers and co-create solutions with mothers.

[Management Systems International \(MSI\)](#)

MSI, a Tetra Tech Company is driven to solve some of the world’s most pressing challenges affecting those less fortunate across the developing world. Services include strategy, evaluation and analysis; democracy and governance; peace and stability; transparency and accountability; education and training.

[Plan International USA](#)

The Plan International network consists of collaborative partnerships between 21 national offices and more than 70 program offices. The national offices, of which Plan International USA is one, are responsible for governance, fundraising, and program and grants management. National offices work with program offices to fund and deliver programs in Plan’s program countries.

[polly & other stories](#)

polly & other stories brings human ideals back into retail by integrating original, innovative designs and products with flawless quality with the inspiring stories and creative talent of the people that make them. We work with a diverse community of innovative artisans, designers, artists and entrepreneurs across Pakistan that have a unified vision of growth and dynamic product development.

[Search for Common Ground](#)

Conflict and differences are inevitable. Violence is not. We partner with people around the world to ignite shared solutions to destructive conflicts. We work at all levels of society to build sustainable peace through three main avenues: Dialogue+, Media+, and Community+.

[Swisscontact](#)

We promote inclusive economic, social and ecological development to make an effective contribution towards sustainable and widespread prosperity in developing and emerging economies. With this objective in mind, we offer the chance to economically and socially disadvantaged people to improve their lives on their own initiative.

[United States Energy Association](#)

The United States Energy Association (USEA) is an association of public and private energy-related organizations, corporations, and government agencies. USEA represents the broad interests of the U.S. energy sector by increasing the understanding of energy issues, both domestically and internationally. USEA's mission is "to promote the sustainable supply and use of energy for the greatest benefit of all."

[UNICEF](#)

UNICEF believes all children have a right to survive, thrive and fulfill their potential – to the benefit of a better world. UNICEF works in over 190 countries and territories to protect the rights of every child. UNICEF has spent 70 years working to improve the lives of children and their families.

[USAID](#)

In support of America's foreign policy, the U.S. Agency for International Development leads the U.S. Government's international development and disaster assistance through partnerships and investments that save lives, reduce poverty, strengthen democratic governance, and help people emerge from humanitarian crises and progress beyond assistance.

[Vim Collaborative](#)

We help our partners see the future faster, and in a new and different way. Our areas of expertise - ideation & strategy; fundraising & events; and communications & storytelling.

[Women in Global Health](#)

Women in Global Health (WGH) is an organization, built on a global movement that brings together all genders and backgrounds to achieve gender equality in global health leadership. We believe that everyone has the right to attain equal levels of participation in leadership and decision-making regardless of gender. WGH creates a platform for discussions and collaborative space for leadership, facilitates specific education and training, garners support and commitment from the global community, and demands change for Gender Transformative Leadership.

[WOVEN Link](#)

Woven Link believes in the looking after young people's talents and nurturing youth programs that connect Education, Entrepreneurship and Employability. Our goal is to improve the quality of vocational education programs, entrepreneurship practice and employability competencies.





Brought to you with ❤️ by Alfreda McCray, Jane
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