

ANNUAL



REPORT



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MISSION

Malaika's mission is to **empower girls to reach their full potential** in all aspects of life **through education** and **local community** transformation. We dream of a future where **all girls** are flourishing as individuals, leaders, and **change-makers** within their **communities**. We do this by **providing** clean water, vocational, agricultural, athletic, and health programs.

About us

At Malaika, we transform young women's lives through a **community-driven, scalable model** that has the power to transform education on the global stage.

Malaika began twelve years ago with **a one-room school and has developed into a primary and secondary school, community center and organic farm**, and has built and refurbished a total of 28 wells.

Our community-driven model has been integral to our success: through a comprehensive, local approach, **an entire village has undergone a transformative ripple effect**.

Our highlights 2021-22

15
YEARS

changing lives
in the DRC

400

the number of girls
enrolled in Malaika
School, an 8%
increase since 2021

35%

of students enrolled
in mechanical and
electrical courses are
local women

28
WELLS

Malaika has added
7 more wells since
2021, which serve
over 35,000 people

5

PROGRAMS

Since 2021, 3 more
TVET programs have
been added, including
sustainable farming

50
STAFF

help make Malaika a
success every day

5,000
PEOPLE

now have access
to free literacy and
vocational training,
and sports programs



Testimonies: Falonne & Fulgence

Fulgence, 24, thought his higher education ambitions ended once he finished secondary school. Born into a family of eight children, his parents lacked the means to send him to university.

Through Malaika's recently-launched Technical Program, Fulgence was able to study Mechanics free of charge. He was among 77 students who graduated from the first intake, and is now in employment.

"Malaika's Mechanics qualification has enabled me to become financially independent," says Fulgence. **"I thank Malaika for this opportunity that I couldn't find anywhere else."**



With four brothers and three sisters, Falonne knew too well the challenges facing girls and women in the DRC. When she secured a place to study on the Malaika Technical Program, Falonne initially doubted her capability to compete in a male-dominated workforce.

"I am grateful to the Malaika Foundation for teaching me to adapt to the work that men typically do," she says. **"I have now graduated in administrative sales and IT management, and I am a qualified electrician."**

"Now I have a good job and learned about the many career opportunities available to me – thank you!"



A message from Noëlla Coursaris Musunka



We saw that we had to build an **ecosystem** that would enable girls not just to learn, but to **stay in school** and empower themselves and their communities.

Noëlla Coursaris Musunka
CEO and Founder



Dear friends,

In 2022, Malaika reached a major milestone: we celebrated our 15th anniversary. Since 2007, we have grown from a three-room schoolhouse to an 18-classroom, 400 student, sustainable, state-of-the-art model of community and youth education and empowerment.



Each year, we added a new class. After launching, we quickly learned that for Kalebuka girls to thrive at school they needed more than just classes. They needed clean water and nutritious food. Their families needed economic opportunity and skill development. And they all needed access to strong health programs. In short, we saw that we had to build an ecosystem that would enable girls not just to learn, but to stay in school and empower themselves and their communities. We grew our programming and initiatives, and today, our work in Kalebuka operates across five key pillars:

- **School** – Providing free, holistic schooling for 400 girls from 5 to 18 years old
- **Water and health** – Building and refurbishing wells with 28 to date serving 35,000 people
- **Agriculture** – Sustaining a school farm to provide nutritious meals for students and staff, and teaching organic farming
- **Community Center** – Managing a facility that provides educational, occupational, and health programs to over 5,000 people
- **Technical education** – Establishing programs to train future electricians and mechanics (In 2022, 80 students aged 18 to 35 started classes)

This ecosystem model has enormous potential to catalyze change, both in the DRC and beyond. A 2022 highlight was launching the Malaika Model Toolkit at the Concordia Annual Summit in September, held alongside the UN General Assembly in New York. The Toolkit details our comprehensive approach to growing from an idea to a community-driven ecosystem. It positions others to replicate the Malaika model.

Back in 2007, I could never have imagined that Malaika would have grown in scale, impact, and reach as we have. Generous donors make all of our growth milestones possible. In 2023 we will achieve another milestone: our very first students' graduation. We can't wait to see what the future holds for our soon-to-be graduates, and we wouldn't be on the eve of celebrating these tenacious, talented young women without your assistance.

Thank you sincerely for being a part of our first fifteen years. We very much hope you will be a part of the next.

With gratitude,

Noëlla Coursaris Musunka
CEO and Founder



A message from our Country Manager Sarah Kalumba



I learned that Malaika is a **family** that helps you **grow** personally and professionally to attain your **goals**.

Sarah Kalumba
Country Manager

Dear friends,

When I joined Malaika in January 2014 as Community Center Manager, I had just completed my studies at the Faculty of Veterinary Medicine in Lubumbashi. My work at the Community Center was totally different from what I had studied. I had to think fast and learn on the job. One year later, I was promoted to Country Manager, tasked with overseeing all of Malaika's projects. This was also a challenging learning process for me. But I grew into the position. I learned that Malaika is a family that helps you grow personally and professionally to attain your goals and contribute to achieving Malaika's vision.

For me, Malaika's vision is personal. My mother did not receive the best education. My father separated from my mother when I was just over a year old, so my mother had to go to great lengths and make significant sacrifices to ensure that her children, myself included, had opportunities in life. She made it possible for me to study in Zambia and South Africa. In due course, I was the first child in my extended family to graduate from high school and then university.

Our work at Malaika today realizes the dreams of women like my mother who want more for their children. It has a significant ripple effect. Many of our staff members are principal breadwinners, so their work at Malaika impacts their families and their children. My hope for the future is that when our brilliant girls graduate from our classrooms, as our first cohort does this year, they will contribute to their communities, and have a further ripple effect, too.

Last month we were visited by a Gabonese founder of Sename Foundation, a businesswoman who is using the Malaika Toolkit to replicate our Malaika model. She plans to do so in Benin, in remembrance of her grandmother, who grew up there. This is a resonant reminder of Malaika's power to spark change around the world, all the while honoring and uplifting the women who came before us, and the girls who will follow.

Sincerely,

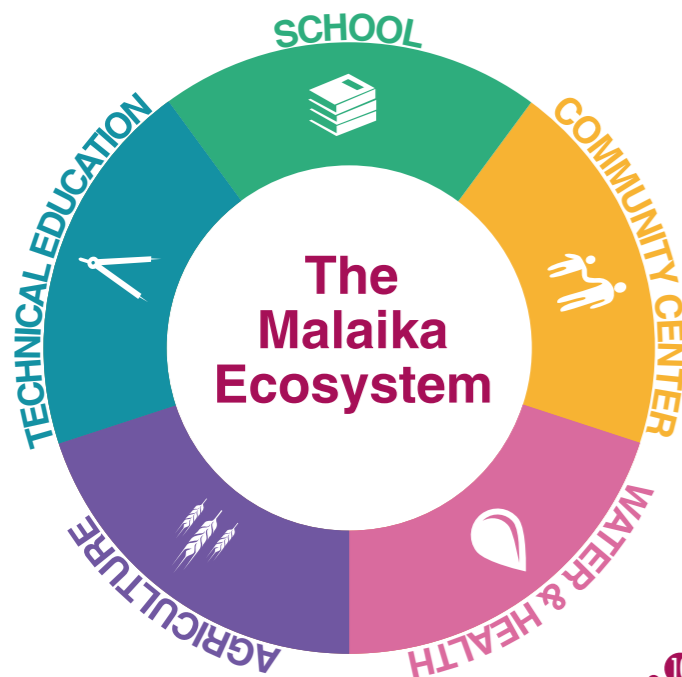
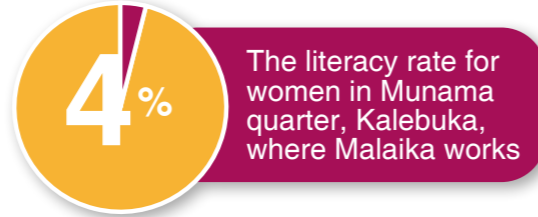
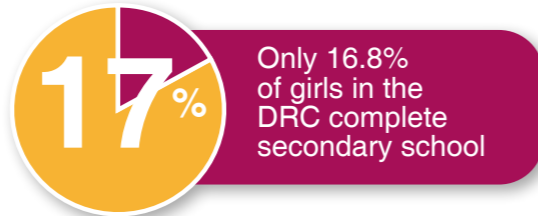
Sarah Kalumba
Country Manager



Our vision for change



The Democratic Republic of Congo (the DRC) has been ravaged by a regional conflict for the **past two decades**. Despite being rich in natural resources, most people in the DRC have **not seen the benefits of this wealth**. Malaika works in the Munama quarter of **Kalebuka**. It is one of eight districts surrounding Lubumbashi, the **second largest city** in the DRC.



While these facts paint a disheartening picture, it demonstrates a **holistic approach** is needed to help **empower the people of Kalebuka**. This is where the Malaika Ecosystem comes in, fostering community empowerment through **access to education, healthcare, water and technology**.



School

In the 2022 school year, the Malaika School provided a free primary and secondary education to **400 girls** aged between 5 and 18 years old. The number of girls enrolled at Malaika also increased by over **8%**. Despite challenges faced during the Covid 19 pandemic, the overall pass rate remained high at almost **87%**.

Our **highlights of the past year** include the following:

- Winning a **World Literacy Award**, in recognition of “outstanding endeavors that promote literacy learning”
- A visit from **Vanessa Seroo Sakina, Backend Engineer at Spotify & Founder of Safari Mu Tech**, who taught **students how to build a simple website** using HTML and CSS and introduced them to **artificial intelligence**
- Older students starting English courses through **UK penpals**, in preparation for higher education
- Being chosen as a pilot school to **host and facilitate the 8th Science Week** in collaboration with the Minister of Education, biologist Dora Muanda, and Raissa Malu. Some **56 teachers** from Lubumbashi participated in the training, held at Malaika School. Malaika was selected to share our **experiences and achievement in science education**





Water & Health

Malaika supports the overall **health and wellbeing of community members** through education, access to water and outreach. This year we launched several new wells, including a new **solar well and agriculture well**. This brings our total number of wells built to **28**. These wells serve **35,000 people**.

Our goal is to ensure that no community members need to walk further than **one mile from their home to secure clean water**. By 2026, we plan to provide basic health and disease prevention to **700 community members a year**. Additionally, Malaika has set goals to address violence, early pregnancy, and child marriage. Malaika aims to ensure **all community members** receive gender-based violence and reproductive health education.



Agriculture

We sustain a **school farm** to provide nutritious meals for students and staff, and teach organic farming. Our agriculture and food program continues to **feed over 480 staff and students every day**.

Malaika's garden is a **training field for students and our community**. We use its yield to fight hunger, and to export food, which helps us **thrive economically**.

We aim to develop the farm to support Malaika's growth, while also implementing a formal training program. By 2026, **our goal is to grow 80% of the school's food** and train **30 to 50 farmers** in sustainable farming each year.



Community Center

Our Community Center provides educational and health programs to **over 5,000 people**. It is located a short walk from our school campus and features classrooms and a football field. Community members can **access free literacy, vocational, health, and sports programs** at the center. This year, the ladies behind the Mama Ya Mapendo line of bags also branched out into jewelry.

Over 500 men and women are enrolled in educational courses at our Community Center, where we equip them with the skills and knowledge to **command a higher salary**. Our goal is that women's wages will be **25% higher than the average in similar communities**. Each year, **Malaika sponsors 36 young people** who attended both sports and education programs at our Center so they can continue their education in primary and secondary school, as well as university.

We are thrilled to report that we continue to see an increase in the **number of girls** enrolling in our sports programs. Upon opening in 2014, only 20% of our sports participants were girls. But by 2022, the number of female participants reached **58%**.



Technical Education

Across the DRC, there is an **unmet need for high-quality vocational training** that provides out-of-school youth and adults with skilled opportunities to **build better pathways to sustainable incomes**. In partnership with the Caterpillar Foundation and Congo Equipment, Malaika is providing **free, extensive, locally-led vocational training**. The curriculum includes financial management, business, and reproductive health education. To ensure our curriculum will result in industry-recognized certification for graduates, we have partnered with the **Institut National de Preparation Professionnelle (the National Institute of Professional Practice)**.

Caterpillar Foundation's contributions have already **enabled the construction of the new Vocational Training Center**, courses in electrical wiring and mechanics, and newly certified electricians and mechanics. Through this work, we are **building** a skilled workforce pipeline, **reducing reliance** on non-nationals for technical jobs, and **increasing** the skills and income of Congolese people. This program supports the DRC's national sectoral strategies for increasing vocational training opportunities by 2025. **Of our 40 students, 35% were women.**



Targeting UN SDGs through our work

As part of Malaika's **commitment** to improve the lives of women and girls through a community-driven, scalable model, **we target** some of the **United Nations Sustainable Development Goals** (SDGs).

SDGs were adopted by the UN in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

2 ZERO HUNGER



Malaika's organic garden helps provide nutritious meals for over 480 staff and pupils every day. Many of our students lack food security, and these are the only two meals they receive each day.

5 GENDER EQUALITY



We empower school-age girls through education, and women through skills and other educational opportunities at our Community Center.

3 GOOD HEALTH AND WELL-BEING



Through our Community Center and school we are able to educate people about sexual health and reproductive rights. Our mosquito net distribution program has also helped to get Malaria under control in the area.

6 CLEAN WATER AND SANITATION



In 2021-2022 Malaika opened another 7 wells, taking the total built and refurbished to 28, serving over 35,000 people. Our recently-built toilets and basins further improve hygiene and sanitation.

4 QUALITY EDUCATION



We provide primary and secondary school for over 400 girls. We also offer free literacy and vocational training for over 5,000 people locally.

7 AFFORDABLE AND CLEAN ENERGY



We drilled our first solar well in 2019, making water retrieval so much easier, and we have plans to expand our sustainable energy solutions in the coming years.

8 DECENT WORK AND ECONOMIC GROWTH



In partnership with the Caterpillar Foundation we opened a training center to educate and certify future electricians and mechanics, focusing on closing community skills gaps and providing job opportunities.



Malaika on the global stage

In 2022, our founder Noëlla presented at conferences and forums including the following:

February	Malaika for Black Month History Event	
March	Manchester TLK/ Matillion Bouclème x Malaika Grazia Dinner True Africa University / MIT	No. 10 Downing Street WoW Festival Vanleles Diamonds x Malaika
April	The Fold x Malaika Collaboration	
May	Paul Smith x Malaika Collaboration Salesforce World Bank Group Youth Summit	Elite Summit Talks at Google
June	Monaco with EY KBF Africa Prize	Cheltenham Ladies College
September	Hotel Talk Podcast Launch of Malaika Toolkit at Concordia Summit	
October	Female Quotient Annual Dinner for Girl Guiding	Limassol Institute
November	BBC Radio Interview African Global Award	
December	Birmingham University podcast SakinaSpeaks podcast	

Her recent accolades include being presented with a **Global African Award from Rootencial**, and the **Muhammad Ali Center** naming her a **Daughter of Greatness**.

The Malaika Toolkit

For years, Malaika was asked many different questions, including: “How can we build a school in Liberia?” “Can we build a community center in Ghana?” “How do we structure technical classes in South Africa?” The Malaika Model Toolkit is our response. The Toolkit is an **interactive guide** that shares our ecosystem-led approach to education and community development.

Comprising **a how-to guide, a detailed manual, and insights from the Malaika team**, the Toolkit provides the technical components of our model, allowing organizations to adapt it to their unique local contexts. We have also turned the Toolkit into a **revenue stream**, offering **Malaika Masterclasses** and consulting services. Several parties have purchased the Toolkit and are in the mid-implementation phase.

We launched the Toolkit in September at the 2022 **Concordia Annual Summit in New York**, alongside the UN General Assembly. Based on attendee **feedback**, we anticipate further interest from funders and private sector stakeholders working to develop sustainable skilled labor pipelines.



Our strategic plan (2023-2026)

Create a sustainable revenue stream that funds infrastructure and growth into the future

GOAL
1

Fulfill the 15-year promise to girls and their families of financial success

GOAL
2

Continue a strong pipeline of organizational leadership

GOAL
3

Maintain, construct, and repair major infrastructure

GOAL
4

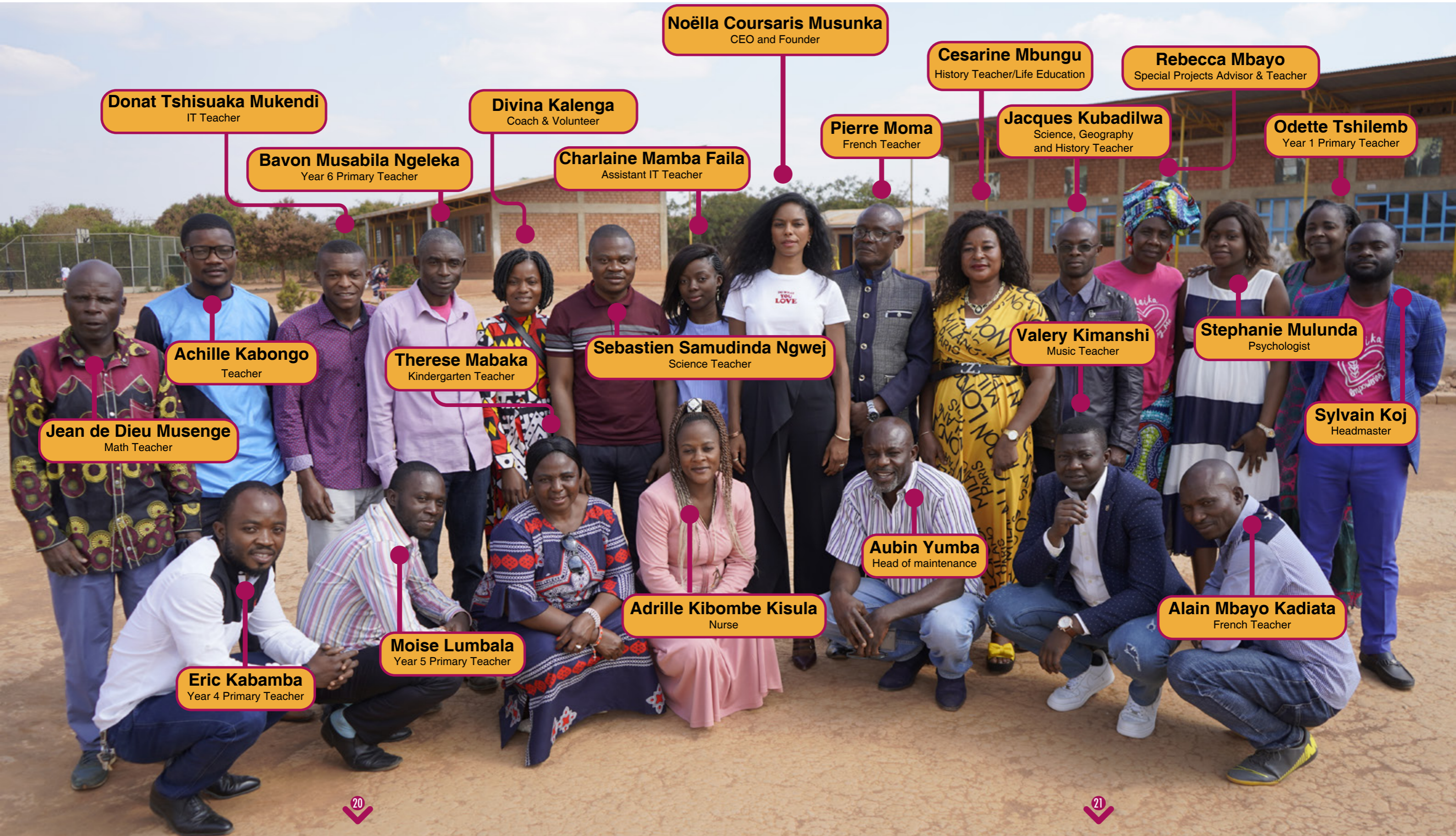
Remain a global leader in community-driven programming

GOAL
5

Continue to impact the community through investment in Malaika programs

GOAL
6

Our incredible team



Noëlla Coursaris Musunka
CEO and Founder

Cesarine Mbungu
History Teacher/Life Education

Rebecca Mbayo
Special Projects Advisor & Teacher

Donat Tshisuaka Mukendi
IT Teacher

Divina Kalenga
Coach & Volunteer

Pierre Moma
French Teacher

Jacques Kubadilwa
Science, Geography
and History Teacher

Odette Tshilemb
Year 1 Primary Teacher

Bavon Musabila Ngeleka
Year 6 Primary Teacher

Charlaine Mamba Faila
Assistant IT Teacher

Achille Kabongo
Teacher

Therese Mabaka
Kindergarten Teacher

Sebastien Samudinda Ngwej
Science Teacher

Valery Kimanshi
Music Teacher

Stephanie Mulunda
Psychologist

Jean de Dieu Musenge
Math Teacher

Sylvain Koj
Headmaster

Eric Kabamba
Year 4 Primary Teacher

Moise Lumbala
Year 5 Primary Teacher

Adrille Kibombe Kisula
Nurse

Aubin Yumba
Head of maintenance

Alain Mbayo Kadiata
French Teacher



To learn more about any of the above, including how to make an in-kind donation, please contact info@malaika.org.

Our team would be delighted to be in touch with you!

Thank you so much for your generous support!

