AFRICAN LEADERSHIP ACADEMY SEeks to transform AFRICA by developing a powerful network of young leaders who will work together to address AFRICA’s GREATEST CHALLENGES, ACHIEVE EXTRaORDINaRY SOCIAL IMPACT, AND ACCELERATE THE CONTINENT’S GROWTH TRAJECTORY.

Tawonga Zakeyu ’15 (Malawi), investing in rural women

Tawonga was the first young woman in her community to graduate from high school and go to university. After graduating from ALA, she joined EARTH University, a leading university for sustainable agriculture based in Costa Rica. After graduating, Tawonga returned to Malawi and works as a Program Assistant at the Campaign for Female Education (CAMFED where she advocates for the involvement of women in implementing innovative agriculture practices. Tawonga is working with Malawian women to build climate-adaptive, resilient and profitable farms.

Eddy Oketch ’08 (Kenya) elected to Senate

A member of ALA’s inaugural class, Eddy Oketch has been a lifelong activist with a deep commitment to the people of Kenya. While at ALA, he built a peacebuilding movement that engaged over 10,000 Kenyan youth. After graduating, he obtained a bachelor’s degree from Trinity College and a master’s degree from Yale University. He is now the youngest member of Kenya’s Senate. Eddy is committed to peacebuilding, economic opportunity, and climate resilience.

OUR VALUES

INTEGRITY
We are a people of our word, with the courage to do what is right.

CURIOSITY
We challenge the status quo and take the initiative to pursue new Ideas.

HUMILITY
We are thankful for opportunities and are aware of our limitations.

DIVERSITY
We respect all people and believe that difference should be celebrated.

EXCELLENCE
We set high standards for our own achievement and celebrate the achievements of others.

COMPASSION
We empathize with and care for those around us.
Cynthia Okoye ‘12 (Nigeria) wins Bill Gates Sr Prize at the University of Cambridge

A Gates Cambridge Scholar and Williams College alumna, Cynthia Okoye ‘12 (Nigeria) won the Bill Gates Sr. Prize in recognition of her outstanding research and student leadership. Cynthia is currently studying for a PhD in Pharmacology at the University of Cambridge researching how disease-causing organisms attack the body. Cynthia has co-founded the Africa in STEM network, which highlights scientific contributions by Africans in STEM and provides avenues to connect, share ideas, and collaborate. She has worked as a research fellow at SUNY Upstate Medical University, the National Institutes of Health, and has also taught high school science in the United States and Nigeria. Cynthia Okoye hopes to be an advocate and mentor to other young African scientists pursuing careers in STEM.

Cynthia (@cyncoo) is an outstanding scientist, researcher, teacher, and leader. She supports hundreds of students through the African Society of Cambridge University and co-founded @africansinstem.

Executive Letter

Friends,

We have had the pleasure of working together since 2009. We have been privileged to meet and work with thousands of immensely ambitious young Africans, to count hundreds of deeply committed people as our colleagues, and to bring together a growing network of invested supporters from across the world. Over the past three years, we have worked with this community to weather a bevy of environmental challenges. Through the support of our community, we are emerging from this period with redoubled confidence in our organization, and in the urgency of our mission.

The trials of the pandemic are largely behind us. While these years have been trying, they have left us stronger than ever. Too many students across the continent and around the world have had their learning repeatedly disrupted, yet all of ALA’s cohorts have continued to graduate on time and on track. All our leading indicators of program success have continued to strengthen, and we’ve completed important projects to improve our campus.

In all these ways, our mission and vision continue to come to life through the work of energetic young leaders, committed professionals and dedicated supporters. Of course, there is still a great deal of work ahead. Now is the time to turn our full energies away from the short-term crisis reaction that has typified the past few years, and back to a far-reaching focus on our core competencies. We are a leadership development institution. If the current global climate teaches us anything, the problems we confront are only becoming more complicated, and the need for effective and ethical leadership has never been more pressing.

At the same time, the promise of our young leaders, many of whom you will read about in this report, continues to reveal itself in impact. Young entrepreneurs in our network have already created thousands of jobs, directly addressing the crisis of delivering dignified livelihoods. Earlier this year, Eddy Oketch (Kenya ’08) was elected to public office as a Senator in Kenya, becoming the most senior national legislative representative of his home county of Migori. As we write, Ammar Kandil (Egypt ’10), is leading a sold-out 10-city premiere of his directorial debut: Project Iceman, a feature-length documentary about an incredible feat of endurance. At the University of Cambridge, Cynthia Okoye (Nigeria ’12) is advancing vital research that will impact global health, receiving accolades from Bill Gates along the way.

ALA turns 15 this year, roughly the same age as the youngest students we enroll in our programs. Just as we hope that enrollment marks an inflection point in the leadership trajectories of young people we know that our institution is entering a phase of accelerated impact and maturity. Our greatest achievements are still ahead of us, and we are eternally grateful for the support that makes this work possible.

With gratitude,

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With gratitude,

Chris Bradford
Executive Chair

Hatim Eltayeb
Chief Executive Officer

Founding Beliefs

Address the Underlying Causes of Problems

Treat root causes, not symptoms, to create lasting positive change.

The Power of One

Individuals catalyze the actions of large groups and transform societies.

The Power of Youth

Young people can dream big, take action, and change the world.

The Need for Pan-African Cooperation

Collaboration will stimulate growth and development across the continent.

Entrepreneurship is Fundamental to Growth

Look beyond existing constraints and pursue opportunities to create value.
 OUR HISTORY: ALA TO DATE

2005
ALA launches as a summer program in Cape Town

2008
Doors open for African Leadership Academy’s inaugural class

2011
ALA, with the support of key donors, purchases our campus in Johannesburg

2014
The inaugural class graduates from leading global universities and begins to make an impact on the continent.

2017
Opening of the Pardew Learning Commons, ALA’s state-of-the-art facility for teaching and learning

2020
ALA opens a newly renovated auditorium, expanding seating to fit 400 people and incorporating state-of-the-art audio-visual equipment.

2022
ALA celebrates its 10-year anniversary and launches the ALA Decennial Strategic Plan, focused on winning in the marketplace, investing in learning and innovation, and unleashing the school’s network of alumni

In response to the COVID-19 pandemic and lockdowns, ALA launches the Global Summer Short Courses Program, in which our students remotely tutored their peers in other schools across the continent.

2006
Chris Bradford and Fred Swaniker win the Echoing Green Fellowship, and are named two of the most promising social entrepreneurs in the world

2008
Launch of the Anzisha Prize, a partnership with the Mastercard Foundation to catalyze and support youth entrepreneurship across Africa

2010
The Africa Careers Network to connect graduates to career opportunities on the African continent

2012
Opening of the Mandela Residence expands our student body by more than 45% and accommodates more teachers on campus

2015
ALA hosts the first Global Scholars Program, our three-week summer program for outstanding youth from around the world

2018
ALA celebrates its 10-year anniversary and launches the ALA Decennial Strategic Plan, focused on winning in the marketplace, investing in learning and innovation, and unleashing the school’s network of alumni

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Faridah Nalunkuuma ‘11 (Uganda) is a serial entrepreneur who just launched her latest venture, Kasana Foods, a Uganda-based agro-processing enterprise. Kasana Foods uses solar drying to process fruits and vegetables into dried snacks, which are sold at vendors across Kampala.

Hayat Mohammed Seid ‘11 (Ethiopia) graduated from NYU Abu Dhabi and joined Meto in Ethiopia as Director of African Operations. Hayat is focused on forging partnerships that will help connect high-achieving young people from around the continent with life-changing educational opportunities.

Joseph Opoku ‘11 (Ghana) is the Global Operations Manager at mPharma in Ghana, an organization that is improving medication supply chains for pharmacies helping patients access life-saving drugs across the continent.

Frederico Hama ‘14 (Angola) currently works as an Operations Support Field Engineer for Chevron in Angola; his responsibilities at Chevron include installing technologies to increase efficiency to ultimately reduce CO2 emissions.

Lillian Maboya ‘09 (South Africa) is a DPhil candidate at the University of Oxford in the UK studying Geography and the Environment, conducting research on the long-term trends of climate change in southern Africa. Lillian is passionate about the involvement of young people in combating climate change.

Mufalo Mufalo ‘20 (Zambia) is an accomplished visual artist and a first-year student at Oberlin College in the USA majoring in Neuroscience and Cinema Studies. Through his creativity, Mufalo hopes to redefine the African narrative through visual storytelling.

Divine Mutoni ‘12 (Rwanda) is pursuing a master’s degree in Urban Planning from UCLA in the USA, where she is studying how to build cities that can meet Africa’s rapidly urbanizing populations.

Lisheen ‘18 (Tanzania) is pursuing an undergraduate degree in Agricultural Engineering at EARTH University in Costa Rica. Lisheen is passionate about empowering women in agriculture and building sustainable agricultural systems to counteract food insecurity in Tanzania and other African countries.

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Joel Baraka ‘15 (Uganda) founded My HOME Stars in Uganda, a non-profit that makes education more accessible to students. Their first prototype, 5 STA-Z, is an educational board game that has reached over 5,000 refugee youth.

Emmanuel Mushy ‘11 (Tanzania) worked at Ogilvy before founding Visual Aided Stories in Tanzania, a youth-led network of creatives and entrepreneurs, who use art and storytelling as a powerful tool for social change.

Anthony ‘Kachi’ Asiegbunam ‘18 (Nigeria) is a student at Underwood International College at Yonsei University in Seoul, South Korea where he is pursuing a degree in Economics and Psychology. He hopes to return to Nigeria to break the stigma surrounding mental health.
KUDZAI MBINDA '16, RHODES SCHOLAR

Kudzai Mbinda ‘16 (Zimbabwe) enters the University of Oxford as ALA’s newest Rhodes Scholar in 2022. He will pursue a Master’s degree in Energy Systems. Kudzai’s goal is to effectively utilize the resources available in Zimbabwe to ensure self-sufficiency and create employment. He is the second alumnus to be awarded the Rhodes scholarship, following just 12 months after Beauclaire Mbanya ‘14.

“The ALA mission is something that I constantly have in mind and that has influenced some of the decisions that I have made. I always ask myself if and how I can fully realize my small part of the mission.”

GERALDINE MUKUMBI ’09, KNIGHT-HENNESSY SCHOLAR

A passionate educator, Geraldine Mukumbi ’09 (Zimbabwe) has been named a 2022 Knight-Hennessy Scholar and will be pursuing a PhD at Stanford University. Geraldine hopes to leverage her research to create a learning environment that has arts education at its core. Geraldine credits her time at ALA as a student and educator for the insights she has gained into the ways in which we can approach education differently.

“ALA’s most significant contribution has been people. Some of my dearest friends are individuals who I met at and through ALA. This community has been pivotal in terms of keeping me grounded and inviting me to live a life of purpose.”

TREVOR LWERE ‘16, SCHWARZMAN SCHOLAR

Trevor Lwere ‘16 (Uganda) has been named a Schwarzman Scholar, the fifth ALA alumnus to win this prestigious scholarship. He is currently pursuing his Master’s degree in Global Affairs at Tsinghua University in Beijing. While at ALA, Trevor represented ALA at Georgetown University Model United Nations in Qatar and conducted a research project on making Africa financially independent. He carried his love for politics and diplomacy to the University of Notre Dame where he studied Economics and Global Affairs.

“I have made ALA’s mission my personal mission that continues to guide my vocational aspirations. That is, through continuous cultivation of my understanding of Africa’s challenges, and the necessary competencies to tackle these, I am preparing myself to contribute earnestly to the transformation of Africa into a peaceful and prosperous continent.”

LISA SIMELANE, DEPUTY PRINCIPAL, ACADEMICS, WATERFORD KAMHLABA UNITED WORLD COLLEGE

Lisa Simelane (Staffulty, 2016-2021, Eswatini) served as ALA’s Director of Teaching and Learning from 2018-2021 before heading home to her native Eswatini to Waterford Kamhlaba United World College of Southern Africa, where she oversees teaching and learning. Lisa believes in a transformative African education that empowers young people to change their own circumstances and the circumstances of others.

“Like ALA, Waterford Kamhlaba is also a school that is deeply grounded in the continent. This means I still get the opportunity to contribute to the development of young African leaders in an educational setting. With my new colleagues, I still try to harness the transformative potential of education and the impact it can have on young people and communities. I still seek ways to foster a love, connection, and commitment to our continent in students and a strong desire to return.”

FATOU BADIANE-TOURE, MANAGING DIRECTOR OF GLOBAL OUTREACH, MINERVA UNIVERSITY

Fatou Badiane-Toure (Staffulty, 2009-2012, Senegal) served as ALA’s Chief of Staff to ALA’s Co-Founder Chris Bradford, where he was inspired to take the knowledge he acquired to his home region of Latin America. Fatou left ALA in 2016 and while at Stanford Graduate School of Business he co-founded Latin American Leadership Academy (LALA). Like ALA, LALA believes in the power of youth to transform communities, countries, and continents for the better. Since 2018, Latin American Leadership Academy has identified and developed over 1,000 young people from 17 countries in Latin America.

“LALA took some essential seeds from ALA such as vision and mission and planted them in a foreign land. These seeds grew in a different environment and were tended by different hands, and therefore developed new traditions and habits. And still, I am confident that most staffulty, students, and alumni would feel at home in either organization.”

“Africa on the Rise: ALA impacts young people across the continent. This means ALA’s work is having a global impact on the world.”

“ALA showed me the value of creating equal access to practical ways youth can be nurtured to expand their potential for leadership and growth. I can continue that goal of identifying promising youth from all socio-economic backgrounds and presenting them with an educational opportunity that will equip them with the skills they’d need to thrive personally and professionally.”
GIFT POLA KITI

Before attending ALA, Gift Pola Kiti ’12 (Kenya) was a Sunday School teacher, Bible translator, and Red Cross activist. A gifted public speaker, she was also a national finalist in the Kiswahili Public Speaking contest and a delegate to the National Students Leaders Conference in Kenya.

At ALA, Gift practiced entrepreneurial leadership as a Bezos Scholar, was selected to participate in the Startup Weekend Challenge, and was a member of the Honor Council.

After graduating with a master’s degree in Public Health from the University of California, Berkeley, Gift founded Zawadi Healthcare, a hospital in Mombasa, Kenya that provides quality, compassionate patient-centered care to over 3,000 patients. She also works as an Evidence, Measurement, and Evaluation Analyst at the Children’s Investment Fund Foundation (CIFF) focused on ensuring that CIFF’s investments are informed by robust evidence and can achieve tangible impact.

HOSSEAMELDEEN HAMDY FATHY ABDELFATAH

Before attending ALA, Hossameledeen Hamdy Fathy Abdelfatah ’13 (Egypt) had raised over $15,000 for his pollution cleanup organization and was an organizer with Scouts 4 Peace.

At ALA, Hossam organized the very first TEDx held on the ALA campus and was Director of Communications and Media for the Model African Union.

After graduating from the African Leadership College with a Business Management degree, Hossam went on to co-found Bona Invest, a wealth management app. Bona Invest has raised more than $100,000 and has a full-time team of six employees. Hossam also founded EgyBuild, which teaches entrepreneurship skills to underprivileged youth in Egypt.
ALA has defined seven traits that we aspire to develop in each of our graduates: the characteristics that will underpin a lifetime of success and impact, regardless of subject choice or career aspiration. These seven traits form the bedrock of our learning philosophy at the Academy and students, staff, and faculty understand that they are challenged to become **Africanist, Autodidactic, Collaborative, Communicative, Critical Thinking, Entrepreneurial, and Ethical** leaders.

## AUTODIDACT

Students take research classes in their second year, diving deep into a topic of their choosing. Research projects are presented at our annual symposium known as Zaha. Zaha, a Malagasy word meaning ‘to explore’, an academic conference of independent student research. By allowing students the freedom to take their research in the direction of their choosing, the course inspires student passion for self-exploration, particularly within the African context. Michael-Sean Lotanna Ossai ’20 (Nigeria) presented his scientific research project on the application of indigenous African herbs in modern-day medicine.

## COLLABORATOR

We hope all students are able to work strategically with and through others for shared benefit and transformative outcomes. Lele Aliga ’21 (Uganda) sees her role as a leader in the residence halls as helping her to be a better collaborator in serving her peers. Lele wanted to ensure that new students in her hall felt the same warmth and kindness that she did when she started at ALA. Lele works to establish traditions and platforms to appreciate all of her hallmates and to embrace the diversity in thoughts, backgrounds, and experiences that the different residents of Les Femmes Gaga bring to the community.

## AFRICANIST

In their second year at ALA, students can choose from one of seven African Studies electives that help them deepen and broaden their knowledge of the African continent. One such course, designed and taught by Pelumi Botti, is Urban Africa, where students examine key issues facing Africa’s urban spaces. Students learn to assess trends and patterns of urbanization, analyze historical, political, social, and economic factors that determine urban life on the continent, and develop policy briefs on issues facing African cities.

## CRITICAL THINKER

In their first term of Year 1, all students take Omang, an interdisciplinary course that combines the major skills of two of ALA’s signature courses: African Studies and Writing & Rhetoric. Omang, which means identity in Setswana, prepares each student to think critically about the ways in which identity is constructed on the African continent. The course introduces students to the crucial skills of close reading, analytical writing, and constructive debate. Together, students examine prevailing constructions of African identity and question the identities they have inherited and the shared sense of ownership they hope to create.

## ETHICAL

Ethical leaders are steadfast in their values and beliefs, even in challenging situations. The Honor Council is a peer accountability body that ensures that students are living and breathing ALA’s value of integrity. Nyakwezi Rumanjika ’21 (Uganda) is the Chairperson of the 2022/2023 Honor Council. Nyakwezi joined the Honor Council because she believes in the importance of building a strong and peaceful community that is bound by accountability. Nyakwezi and her peers on the Honour Council promote the ALA values of Integrity, Excellence and Compassion.

## ENTREPRENEURIAL

All Year 2 students participate in the Student Enterprise Program, where they join or start campus business ventures that serve community needs. Tafara Godo, ’21 (Zimbabwe) is the Chief Executive Officer of the African Leadership Consulting Group. ALCG aims to accelerate the growth of small to medium-sized enterprises on campus and across the African continent by providing top-notch business consulting services. ALCG consults for all clubs and societies at ALA, helping them to achieve greater impact and work through complex business challenges.

## COMMUNICATOR

Three times a year, the Academy community participates in a school-wide reading, writing, and discussion exercise known as Seminal Readings. Over the course of one week, all regular classes pause, and groups focus entirely on reading and discussing seminal texts. This exercise provides an opportunity for the Academy to engage with issues of enduring complexity and importance. Faculty members facilitate the discussions, allowing students to debate, critically analyze, and reflect on central themes in our shared leadership mission. Each term, the Seminal Readings program deals with a specific theme, including Resistance and Oppression, The Good Society, and People & Decisions.
OUR ALUMNI NETWORK: BUILDING VIBRANT COMMUNITIES

At ALA, we believe that intentional, organized groups of people can harness the power of connections to achieve greater impact in their work. That is why we rose to the challenge of harnessing the power within the ALA community to accelerate impact and leadership journeys. Six sector communities drive this agenda. Each provides an ecosystem that enables network members (alumni, thought-leaders, and established changemakers) to connect to each other, share ideas, and collaborate on initiatives that drive meaningful impact.

3,200+
young leaders in the network, from 57 countries

500+
young leaders placed in jobs and internships in FY22

67% of alumni are engaged in our sector communities

ALA’S SIX SECTORS: CONNECTING OUR COMMUNITY FOR IMPACT

AGribusiness

The Arts

Education

Governance

Health

Infrastructure

HIGHLIGHTS FROM OUR SECTORS

AL FOR THE ARTS

In March 2022, the AL for the Arts network, in partnership with Google Arts and Culture, launched Redefining Womanhood, our inaugural online exhibition. Curated by Towela Tembo ’19, this exhibition featured an all-female roster of 27 alumnae and Mastercard Foundation Scholars, from 17 African countries who contributed over 280 digital art pieces.

Towela Tembo ’19 (Botswana)

Towela curated the virtual exhibition to redefine womanhood through art pieces that challenge gender stereotypes, overturn beauty standards, and amplify the role of women in activism. Towela taps into the power of the arts through Creative Connect, a Botswana-based initiative she co-founded with artistic researcher Maipelo Gabang. Creative Connect seeks to strengthen the relational ties between contributors to Botswana’s creative scene.

AL FOR EDUCATION

In August 2022, the AL for Education Network hosted its annual Gathering in Kigali, Rwanda. The gathering convened 120 education entrepreneurs, school leaders, and teachers from across the African continent. It also gathered our first two cohorts of AL for Education Apprentices: aspiring education leaders currently studying at universities across the world. Each of these apprentices had previously been matched to a high-impact leader from whom they could learn over the course of a summer internship.

Gorata Sepopa ’15 (Botswana)

Gorata is currently pursuing her undergraduate degree in Early Childhood Education and will soon embark on a career where she will work to design progressive learning environments for Botswana’s students in both public and private schools. At the 2022 Gathering in Kigali, Gorata connected with fellow budding education leaders in the Apprenticeship program and engaged with leading education experts and teachers from across Africa.

AL FOR GOVERNANCE

The Governance network hosted regional Working Group discussions with local partners in government, civil society, and business. The workshops focused on how civic education can enhance youth participation in electoral processes on the continent.

Leonor Fall ’11 (Senegal)

Leonor led a Working Group discussion in Senegal with fellow ALA alumni, Mastercard Foundation Scholars, and members of the community. The group explored how to strengthen youth participation in the electoral process. The objectives were to promote knowledge and understanding of electoral democracy and the elections process; encourage critical thinking in responsible citizenship, and promote an informed electorate.

Leonor currently serves as Head of the Innovation and Impact at Kossam Société de Developpement de l’Elevage, a subsidiary of la Laiterie Du Berger. In addition, Leonor is a Mandela Washington Fellow for 2022.
ANZISHA
CELEBRATING AFRICA’S MOST INNOVATIVE YOUNG ENTREPRENEURS

WHAT DOES AFRICA LOOK LIKE IF ENTREPRENEURSHIP IS SEEN AS A MORE VIALBE CAREER PATH?

HOW CAN TRANSITIONS TO ENTREPRENEURSHIP AT AN EARLY AGE BE BETTER SUPPORTED?

THese are the fundamental questions that drive our work with ANZISHA, which aims to significantly increase the number of job-generative entrepreneurs on the continent.

Now in its 12th year, the Anzisha Prize has found, supported, and championed the stories of over 200 very young entrepreneurs between the ages of 15 to 22 across 32 African countries. These stories have inspired countless others to follow in their footsteps, supported by a growing movement of parents and teachers who are actively improving the viability of early-age entrepreneurship.

202 Fellows Supported
8708 Jobs created
$140M PR awareness created

Young, innovative people need to not only be encouraged to pursue entrepreneurship but also celebrated when they do. Their triumphs remind us of the potential of entrepreneurship as a career path of choice for promising youth on the world’s youngest continent.

Visit www.anzishaprize.org/resources to download our case studies and dig deeper into each entrepreneur’s journey.

Masello Mokhoro: Long-term financial stability through agriculture in South Africa
From selling soap with her grandmother to sweets and snacks at primary school, Masello Mohoro had already adopted the mindset of an entrepreneur at a young age. Raised in the small town of Bultfontein, South Africa, the 22-year-old farmer tapped into the insight that her community members were moving away from pre-packaged, store-bought meat preserved in brine and were showing a preference for naturally produced alternatives. Propelled by her passion for financial independence, socioeconomic change, and the betterment of her community, Masello ventured into agribusiness.

Today, her entrepreneurial spirit has led to the establishment of Starlicious Enterprises, which rears broilers and pigs for sale to local individual buyers. She started out by leveraging the resources around her, securing broilers, piglets, and land to launch her venture. Since then, Starlicious has grown into a substantial operation. Masello’s six-weekly procurement of 50 chicks has since doubled in stock due to the rising demand of her customers. Masello is thrilled that her business is thriving, and that her community is accessing of high-quality, natural meat.

Martin Sure Ondiwa: Parental support helps entrepreneurial effort take root in Kenya
Martin Sure Ondiwa is a budding agriculturalist whose love for farming was nurtured at a young age. The 21-year-old university student is pursuing an undergraduate degree in land surveying at the Technical University of Kenya in Nairobi. To test his skills, Martin’s mother gave him a small piece of land. Martin quickly turned a profit with the maize he planted. This was the start of many green-thumb ventures, culminating in the purchase of a cow. Achieving all these milestones at such a young age taught Martin that young people need the courage to execute anything in life and that it is never too early to start. He merged his love for entrepreneurship and agriculture and 15 years later, he is the founder of Greenfarms.

Today, Greenfarms produces and sells fresh fruits to both vendors and consumers. His most popular products are kale, cassava, maize, and onions, which are sold in Migori county where his farm is located. He believes that farming, especially at scale and in partnership with smallholder farmers has the potential to uplift communities. He hopes to scale the business in the coming years by installing better irrigation that will improve the performance of all the crops during all seasons.
FINANCIAL OVERVIEW
ALA reported a net deficit of R9.3 million in the financial year ending 30 June 2022. The deficit is attributed to lower-than-expected revenue as a result of timing differences for the company’s philanthropic income. The company’s revenue recognition policy requires the company to recognize philanthropic income upon receipt. Some of the revenue budgeted in the 2022 financial year was received in the first quarter of the 2023 financial year.

STATEMENT OF COMPREHENSIVE INCOME
for the year ending 30 June 2022 (Amounts in ZAR millions)

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue</td>
<td>163.6</td>
<td>176.3</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>(165.5)</td>
<td>(149.6)</td>
</tr>
<tr>
<td>Operating surplus</td>
<td>(2.2)</td>
<td>26.7</td>
</tr>
<tr>
<td>Investment income</td>
<td>12.4</td>
<td>10.9</td>
</tr>
<tr>
<td>Fair value adjustments</td>
<td>(18.8)</td>
<td>4.1</td>
</tr>
<tr>
<td>Foreign exchange movements</td>
<td>2.2</td>
<td>1.9</td>
</tr>
<tr>
<td>Finance costs</td>
<td>(3.1)</td>
<td>(5.0)</td>
</tr>
<tr>
<td>Net surplus</td>
<td>(9.3)</td>
<td>38.6</td>
</tr>
</tbody>
</table>

ENDOWMENT FUND
ALA’s Endowment fund is permanently restricted and is designed to provide financial sustainability into perpetuity. In the future, investment income from the fund will be availed for the Academy’s operational use as per the direction of our Investment Committee.

We continue to urge other partners to join us as we build a lasting institution and legacy on the African continent through both philanthropic giving and endowment funds.

The complete audited financial statements are available from the Chief Financial Officer on request.

FINANCIAL RESULTS

FINANCIAL RESULTS

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue</td>
<td>163.6</td>
<td>176.3</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>(165.5)</td>
<td>(149.6)</td>
</tr>
<tr>
<td>Operating surplus</td>
<td>(2.2)</td>
<td>26.7</td>
</tr>
<tr>
<td>Investment income</td>
<td>12.4</td>
<td>10.9</td>
</tr>
<tr>
<td>Fair value adjustments</td>
<td>(18.8)</td>
<td>4.1</td>
</tr>
<tr>
<td>Foreign exchange movements</td>
<td>2.2</td>
<td>1.9</td>
</tr>
<tr>
<td>Finance costs</td>
<td>(3.1)</td>
<td>(5.0)</td>
</tr>
<tr>
<td>Net surplus</td>
<td>(9.3)</td>
<td>38.6</td>
</tr>
</tbody>
</table>

STATEMENT OF COMPREHENSIVE INCOME
for the year ending 30 June 2022 (Amounts in ZAR millions)

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY21</th>
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<td>38.6</td>
</tr>
</tbody>
</table>

BALANCE SHEET AS AT 30 JUNE 2022
Abridged Balance sheet is presented below.

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-current assets</td>
<td>198.4</td>
<td>185.5</td>
</tr>
<tr>
<td>Current assets</td>
<td>343.9</td>
<td>368.0</td>
</tr>
<tr>
<td>Total assets</td>
<td>542.3</td>
<td>553.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment</td>
<td>134.5</td>
<td>120.2</td>
</tr>
<tr>
<td>Retained income</td>
<td>232.4</td>
<td>256.1</td>
</tr>
<tr>
<td>Total Equity</td>
<td>366.7</td>
<td>376.3</td>
</tr>
</tbody>
</table>

ORGANIZATIONAL INFORMATION
African Leadership Academy NPC is a Section 21 and Section 18A not-for-profit, public benefit organization in the Republic of South Africa with Registration Number 2005/005377/08 and PBO Number 930020187. African Leadership Academy is registered with the Gauteng Province Department of Education (No 400286), is a member of the Independent Schools Association of Southern Africa, and is accredited by the New England Association of Schools and Colleges (United States).

Ammar Kandil, the Co-Founder of Yes Theory, is the first ALA alumnus to sponsor a scholarship for a fellow ALA student. The sponsorship recipient, Rawan El Shobaky ‘19 (Egypt), received The W. Paattii Ofosu-Amaah Award for Applied Science and Technology while at ALA, and is currently studying Molecular & Cellular Biology at Johns Hopkins University.

Ammar co-founded Yes Theory, a digital media brand built around a YouTube channel with 7+ million subscribers. In a recent interview, Ammar recounts how his passion for people and the intersection between social media and storytelling evolved at ALA. For Ammar, ALA encompasses the very idea of Seeking Discomfort – having left his home in Egypt for a new and academically rigorous environment and having to forge new friendships with people from different backgrounds. This unique environment pushed Ammar to develop deep and long-lasting friendships and played a key role in his success.
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Bezos Family Foundation
Ed & Amy Brakeman
Fred Swaniker & Amanda Tapia

$1,000,000+
Anonymous (C2)
Chevron Corporation
ELMA Philanthropies
Fredrick S. Pardee
Irv & Sukey Grousbeck
Ivory Coast

Jim & Sheila Fleming
Janet & Todd Chestnut
Jennifer Repetto

$500,000+
Allan & Gill Gray
Actis

$100,000+
ALBA

ALF

Google

In May, members of theALA community gathered at the US Chamber of Commerce in Washington, DC to recognize Chris Bradford for his tenure as ALA’s CEO. After a 2-year break from meeting in person, it was invigorating to see so many people who support ALA’s mission in one room. ALA is grateful to the members of the ALA and ALF Boards who helped make the event a success.

WITH GRATITUDE

Our deepest appreciation goes out to our extraordinary donors who have helped make the ALA vision a reality since our founding.

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Bezos Family Foundation
Ed & Amy Brakeman
Fredrick S. Pardee
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Google
African Leadership Foundation is an independent USA 501(c)(3) non-profit Foundation that supports African Leadership Academy and the next generation of African leaders.

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Venture Partner, Draper Richards Kaplan Foundation

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Co-Founder, African Leadership Academy and President
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**Scott Eisner**
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**Queen Chinyere Quinn**
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**Sneha Shah**
Managing Director, Business Accelerator at London Stock Exchange Group

**Angela Zaeh**
Co-Founder, Prokit

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- Jide Zeitlin
- Mary Zients

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  Mark Yusko

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  Jide Zeitlin

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  Chief Program Officer

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  Dean of the Academy

- **Peter Kimingi**
  Chief Financial Officer

- **Kate Morris**
  Director of Institutional Learning

- **Karin Norris**
  Chief People Officer

- **Wade Zamechek**
  VP, Development

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Many of our young leaders have discovered ALA because of individuals who have taken the initiative to share our work with others. Please share our social media posts, forward our newsletters, and engage your friends and family around our mission and our impact.

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www.africanleadershipacademy.org/careers
ALA attracts a diverse “staffulty” (staff and faculty) of global change makers: world-class professionals who share our values and a passion for Africa and African youth. We regularly post opportunities on our website. Join us!
Selma Terras ’20 (Tunisia) performs her original song, “Sunset on Printech Avenue” in front of her peers and guests at the graduation of the class of 2020—the first graduation to be held in our newly renovated auditorium.

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” - Margaret Mead