Sheevolution Africa



ANNUAL REPORT 2023



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Executive Summary

Dear Friends and Partners,

It is with immense pride and gratitude that I present to you our 2023 impact report, highlighting the incredible achievements we have accomplished over the past year. It is through your unwavering support and dedication that we have been able to create lasting change in the lives of African girls.

At Sheevolution Africa, we firmly believe in the power of education, entrepreneurship, and reproductive health empowerment. We have witnessed firsthand the transformative impact these areas can have on individuals and communities. Through our comprehensive programs, we have been able to provide African girls with the tools, knowledge, and support they need to thrive and succeed in today's world.

In this report, you will discover the stories of resilience, determination, and success that have emerged from our initiatives. From empowering girls with digital literacy skills to fostering their entrepreneurial spirit, we have seen the remarkable potential within every one of them. We have witnessed their growth, their confidence, and their ability to create positive change not only in their own lives but also in the lives of those around them.

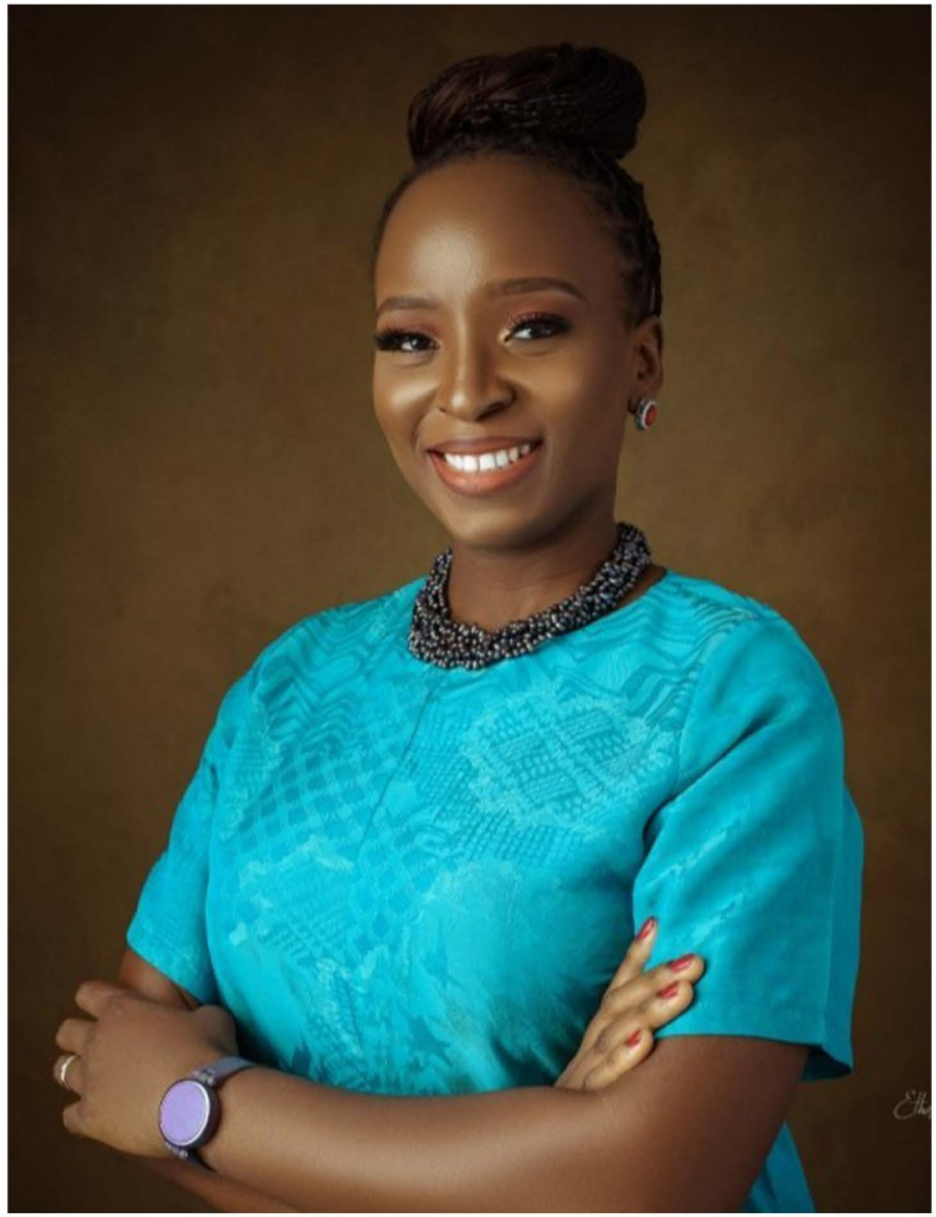
As we look towards the future, we remain committed to our mission of empowering African girls. We have set ambitious goals for the coming year, aiming to expand our reach, forge new partnerships, and secure sustainable funding to further enhance our impact. With your continued support, we are confident that we can make an even greater difference in the lives of these remarkable young women.

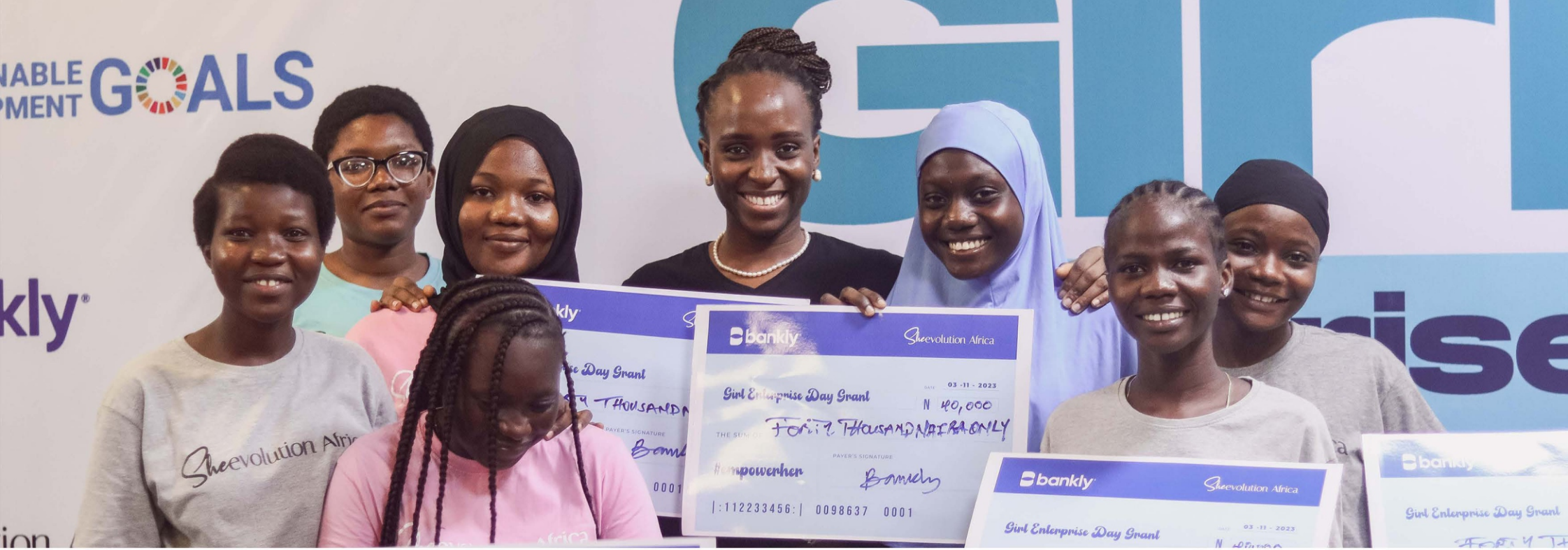
I would like to express my deepest appreciation to each one of you - our donors, partners, volunteers, and dedicated team members. Your passion, generosity, and unwavering belief in our cause have been the driving force behind our success. Together, we are creating a brighter and more equitable future for African girls.

Thank you for being a part of our journey and for standing with us in empowering the next generation of leaders.

With sincere gratitude,

Jadesola James-Omitiran
Executive Director,
Sheevolution Africa.





About Sheevolution Africa

Sheevolution Africa Initiative is a premier leadership finishing school for girls aged 11-19 years across Africa. We are a non-profit organization focused on equipping the next generation of African girls with knowledge, experiences, and opportunities to maximize their full potential. Our work equips African girls to self-actualize and live out their highest human potential through structured mentorship, tailored learning, enterprise development, digital literacy, craft skills acquisition, and comprehensive sexual and reproductive health education.

SDG FOCUS AREAS



2023 AT A GLANCE

JANUARY

First Team Strategy Session

FEBRUARY

Inducted new Growth Club leaders in Wesley College

MARCH & APRIL

Provided Fiscal Sponsorship for WAEC Tutorials

220k in Scholarships and fiscal sponsorships

MAY

Endometriosis Outreach in partnership with Jola & Endometriosis Foundation

463 girls reached in Sexual and Reproductive Health Outreach

JUNE

Adopted Aje Comprehensive College

JULY

First Volunteer Onboarding with 5 volunteers

AUGUST

2023 Summer Growth Camp with:

- Launch of our first published knowledge resource; Leadership Journal
- Record attendance of 120 girls with 6 schools represented

SEPTEMBER

Launch of Enterprise Development Program

OCTOBER

Girl Enterprise Day Event

17 girls received microgrants to start their business in our maiden Girl Enterprise Day program in partnership with Bankly

NOVEMBER

Sponsored Intercollegiate Athletics Competitions for 2 schools

DECEMBER

Website Launch

Our Vision

To groom the next generation of African girls for wholesome leadership in their spheres of influence.

Our Conviction

We believe that the African Emergence is significantly linked to the rise of young humane, competent, and visionary leaders, from diverse socio-economic backgrounds to be self-governed, technically and socially astute, impact-driven leaders, and culture shapers who will contribute to this emergence.

Our Mission

Democratize possibilities and close the socio-economic gap using technology, access to opportunities, and extended education" by:

- Reimagining leadership education for girls across Africa.
- Building an extensive mentor network for girls across Africa.
- Igniting and catalyzing girls for self-actualization and social contribution using concerted cultivation.



OUR 2023 KEY PROGRAMS



Girl
Enterprise Day



Weekly Leadership
Growth clubs



Sexual and Reproductive
Health Outreach in partnership
with EndoSurvivors Foundation



2023 Summer
Growth Camp



Enterprise
Development Program



Program Implementation Highlights

Weekly Leadership Growth Clubs

Background
Our weekly school adoption mentoring sessions

Duration
Weekly. Each cohort runs for a year

Target Beneficiaries & Geographic Scope
1000 girls aged 11-19 across 10 secondary schools in Yaba Education District 4

Objectives
to empower African girls with the knowledge, skills, and confidence to become effective leaders, successful entrepreneurs, and digitally literate individuals who drive positive change in their communities and contribute to sustainable development.

Program Structure & Methodology
Weekly 1-2 hour Classes run by an extensive mentor network of established individuals. Use of audiovisual aids, games, interactive workshops, & play-based learning.

Curriculum Design & Content
The Sheevolution Original 9I Leadership Framework.



Program Implementation Highlights

Sexual & Reproductive Health Outreaches

Background
Our mega outreaches on specific SHR issues affecting African girls.

Duration
Quarterly

Target Beneficiaries & Geographic Scope
5000 girls aged 11-19 across 10 secondary schools in Yaba Education District 4.

Curriculum Design & Content
We partner with SHR organizations to tackle issues such as period poverty, endometriosis, sex, abortion, etc.

Objectives
to provide comprehensive education, services, and support to empower them with knowledge and skills to make informed decisions about their sexual and reproductive health, promoting their well-being and overall empowerment.

Program Structure & Methodology
An extensive all-inclusive one-day event anchored by sexual & reproductive health practitioners.

Adoption of augmentation reality learning to facilitate understanding and memorable events.



Program Implementation Highlights

Sheevolution Growth Camp 2023

Background
Our annual semi-residential boot camp.

Duration
Annually. Each camp typically runs for 2 weeks.

Target Beneficiaries & Geographic Scope
250 girls aged 11-19 across 10 secondary schools in Yaba Education District 4.

Curriculum Design & Content
Multi-tiered learning experience.

Objectives
to empower African girls by providing them with comprehensive education and skills in digital literacy, tech skills, craft appreciation, enterprise building, financial literacy, and catalytic field trips.

Program Structure & Methodology
A bi-weekly 360-degree leadership training experience that caters to the social, economic, and psychological realities for the girls. The training is facilitated by world-class industry leaders and experts.



Program Implementation Highlights

Girl Enterprise Day

Background
Our celebration of International Day of the Girl Child.

Duration
Annually.

Target Beneficiaries & Geographic Scope
Girls aged 15-25 who have completed their secondary education and graduated from our weekly leadership growth clubs.

Objectives
to inspire and empower African girls to explore entrepreneurship, develop their business skills, and foster a culture of innovation and economic empowerment.

Program Structure & Methodology
Business Pitch Sessions
Immersive Business Advisory and Business Investment Evaluation Readiness by an expert Jury.

Curriculum Design & Content
We developed a holistic and assimilative business plan that encompasses the branding, marketing and financing of the girls business ideas.



Program Implementation Highlights

Enterprise Development Program

Background
Our annual business incubator for African Girls.

Duration
Annually

Target Beneficiaries & Geographic Scope
Girls aged 15-25 who have completed their secondary education and graduated from our weekly leadership growth clubs.

Program Structure & Methodology
Rigorous Business Ideation & Planning Workshops in partnership with licensed BDSPs.
Girl Enterprise Day in partnership with a Financial Institution providing microgrants

Objectives
to equip African girls with the knowledge, skills, and resources necessary to start and grow their enterprises or businesses. The program aims to foster entrepreneurship, financial independence, and economic empowerment among the girls. By providing them with training, mentorship, access to networks, and potential funding opportunities, the program seeks to support the girls in building sustainable and successful enterprises that contribute to their personal growth and the economic development of their communities.

Curriculum Design & Content
Licensed Business Development Frameworks adapted for African girls.



Program Implementation Highlights

Mental Health Sessions

Background
Our Counselling & Wellness Support.

Duration
Monthly

Target Beneficiaries & Geographic Scope
5000 girls aged 11-19 across 10 secondary schools in Yaba Education District 4.

Objectives
to empower African girls by providing holistic support that addresses their mental, emotional, and physical needs, while considering their socio-economic realities.

Program Structure & Methodology
Closed group confidential therapy sessions facilitated by expert psychotherapists and mental health coaches.

Curriculum Design & Content
Original Sheevolution therapy framework.



Program Implementation Highlights

Christmas Pop-up

Background
A holiday-themed marketplace for enterprising African Girls.

Duration
Annually

Target Beneficiaries & Geographic Scope
Girls aged 15-25 who have completed their secondary education and graduated from our weekly leadership growth clubs.

Curriculum Design & Content
This experience tackles the practicality of the Sheevolution leadership framework. Providing hands-on experiences and platforms to demonstrate business acumen.

Objectives
to provide African girls with an opportunity to practice and enhance their entrepreneurial skills by selling items they create during craft-making sessions. The program aims to foster their business acumen, boost self-confidence, and encourage financial independence by allowing them to keep the proceeds from their sales.

Program Structure & Methodology
A sales program organized and managed by the girls. The program is fashioned to develop a sense of entrepreneurial responsibility and readiness.



Program Implementation Highlights

Sheevolution Grants

Background
Personal Grants & Academic Scholarships.

Duration
Quarterly (a rolling basis)

Target Beneficiaries & Geographic Scope
Girls aged 11-20 who have completed their secondary education and graduated from our weekly leadership growth clubs.

Objectives
to provide funding for girls who demonstrate extraordinary academic aptitude and personal acumen to pursue their dreams.

Program Structure & Methodology
The funding accessibility is marked for girls who exhibit great exploits in their senior school certification examinations. Also, for our girl leaders who take commendable community and business initiatives.

Curriculum Design & Content
The curriculum hinges on the girls' emulation of the leadership framework consequently producing excellent results in their endeavors.



Program Implementation Highlights

Sheevolution Mobile Career Fairs

Background
Our mega career education outreach.

Duration
Bi-annually

Target Beneficiaries & Geographic Scope
This is for girls and boys ages 14 to 19 in their senior secondary education across Africa.

Program Structure & Methodology
Partnership with Experts across different fields to educate and connect with young leaders on the right career path.

Provision of easy accessibility to Sheevolution resource hub for young leaders.

Objectives
to provide African girls with exposure to various career options and opportunities. The fairs aim to inspire and inform the girls about various professions, industries, and educational pathways, empowering them to make informed career choices. Additionally, the fairs may facilitate networking opportunities, mentorship connections, and access to resources that support their career development and success.

Curriculum Design & Content
Bridging the gap between the classrooms and boardrooms.



Program Implementation Highlights

Advocacy Outreaches

Background
Our community organizing efforts.

Duration
Monthly

Target Beneficiaries & Geographic Scope
10,000 girls and boys aged 11-20 across Africa.

Objectives
To sensitize, educate, and ramp up a critical mass of African girls and boys to become change catalysts.

Curriculum Design & Content
Prevailing Youth Development Issues such as Sustainability., Gender Equality, GBVH, SHR, etc.

Program Structure & Methodology
We partner with schools across Africa to provide advocacy on youth topical issues.

Our volunteer network speaks during slots at open school assemblies to inform, educate, and galvanize girls and boys into purposeful action.

Best Practices from Program Implementation in 2023

These lessons learned and best practices from our program implementation in 2023 have provided valuable insights for refining and strengthening our initiatives. By incorporating these learnings into our future endeavors, we are confident in our ability to make an even greater impact on the lives of African girls.

Tailoring programs to socio-economic realities

We learned that recognizing and addressing the socio-economic realities of the girls we serve is crucial for program effectiveness. By understanding their unique circumstances and adapting our approaches accordingly, we were able to provide more relevant and impactful support.

1

Holistic support for comprehensive impact

Our experience highlighted the importance of providing holistic support that encompasses mental, emotional, and physical well-being. Incorporating elements like mentorship, counseling, and health services alongside skill-building activities enhanced the overall impact of our programs.

2

Collaboration and partnerships

Building strong collaborations and partnerships with various stakeholders proved invaluable. Engaging with government agencies, principals, other organizations, and corporate donors helped us leverage resources, extend our reach, and ensure the sustainability of our programs.

3

Continuous monitoring and evaluation

Regular monitoring and evaluation allowed us to assess program effectiveness and make necessary adjustments in real time. Collecting feedback from participants, measuring outcomes, and analyzing data helped us improve program delivery and maximize impact.

4

Empowering Beneficiaries

We found that empowering beneficiaries to take ownership of the programs led to greater sustainability and long-term impact. By involving our girls in planning, implementation, and decision-making processes, we fostered a sense of ownership and commitment that ensured program continuity beyond our direct involvement.

5

Tailored approaches for different age groups

Recognizing the diverse needs and preferences of different age groups within our target population, we tailored our program delivery methods to ensure maximum engagement and relevance. This included age-appropriate content, interactive learning methods, and fostering peer-to-peer support networks.

6

Mentorship and role models

Providing mentorship opportunities and access to successful role models proved instrumental in inspiring and motivating the girls. Engaging mentors from various industries and professions helped the girls envision their own career paths and provided valuable guidance and support.

7

Continuous learning and improvement

Embracing a culture of continuous learning and improvement allowed us to adapt to the evolving needs and challenges faced by the girls. Regular feedback, reflection sessions, and knowledge sharing among our team members ensured that our programs remained dynamic, responsive, and effective.

8






Evaluation Framework and Analysis

Evaluation Framework and Analysis

To measure the success of our program, we will track the following metrics:



Participation Rates

- Number of girls enrolled across our programs.

550
girls reached across all programs in 2023.

- Percentage of eligible girls from underserved communities who participate in the program.

100%
of our girls are from underserved communities)

Attendance and Engagement

- Average attendance rate in mentoring and training sessions

70
girls show up consistently every week across our schools.

- Active participation levels and engagement during sessions

70%
participation rate

Skill Development

- Pre- and post-program assessments measuring participants' leadership, enterprise, and digital skills development.

- Improvement in participants' knowledge and proficiency in these areas.

Mentorship and Networking

- Number of mentoring sessions held

40+
mentoring sessions held

- Quality and depth of mentor-mentee relationships

addition of new mentors and high-impact mentor-mentee bond

- The number of networking opportunities provided to participants.

Entrepreneurial Projects and Business Development

- The number of entrepreneurial projects or business ideas developed by participants

120
unique business ideas generated by participants

- Number of projects implemented, or businesses started by participants.

17
new businesses started

- Revenue or profit generated by participants' entrepreneurial endeavors.

Digital Skills Proficiency

- Assessment of participants' digital skills, including proficiency in using software, online platforms, and digital tools.

</>

- Level of confidence in utilizing digital technologies for various purposes.

30%
increase in confidence

Leadership Skills, Confidence, and Self-Efficacy

- Self-assessment of participants' confidence levels in leadership, enterprise, and digital skills.

- Participants' perception of their own ability to succeed in these areas.

Educational Advancement

- Number of program participants pursuing further education.

- Scholarship or educational opportunities secured by participants.

Evaluation Framework and Analysis

To measure the success of our program, we will track the following metrics:



Evaluation Framework and Analysis

To measure the success of our program, we will track the following metrics:



Employment and Entrepreneurship

- Number of participants who secure internships, employment, or start their own businesses.

1
internship placement

- Level of success and sustainability of participants' entrepreneurial ventures.

Community Impact

- Number of community initiatives or projects initiated by program participants.

- Demonstrated the positive impact of these initiatives on the community.

Feedback and Satisfaction

- Feedback surveys from participants, mentors, and other stakeholders regarding their satisfaction with the program.

- Testimonials and qualitative feedback on the program's impact and effectiveness.

Long-Term Outcomes

- Tracking participants' long-term educational and career outcomes.

- Continued engagement in leadership roles, entrepreneurship, or community development activities.

Partnerships

Corporate Donors

fsdh HOLDING COMPANY LTD
bankly
CFG AFRICA
Modupe Sasore foundation

Technical Partners

Google for Nonprofits
IDEATION HUB

Resource Partners

GREENWICH HEALTHCARE
BOLD
The La Casera Company Plc

Implementation Partners

SIP AND PAINT.NG
MIRACOOL VISUALS
HARPYLANE AESTHETICS

Knowledge Partners

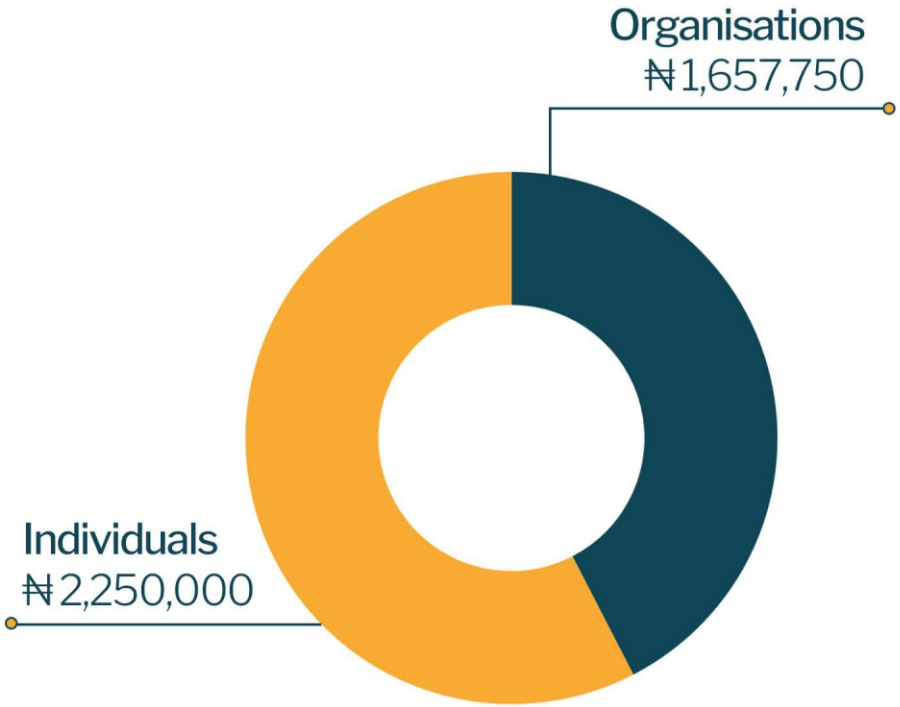
reflect robotics
ACE DICTION BRAINERY
mit meth
motley inspires
KUCHEZA

Individual donor list

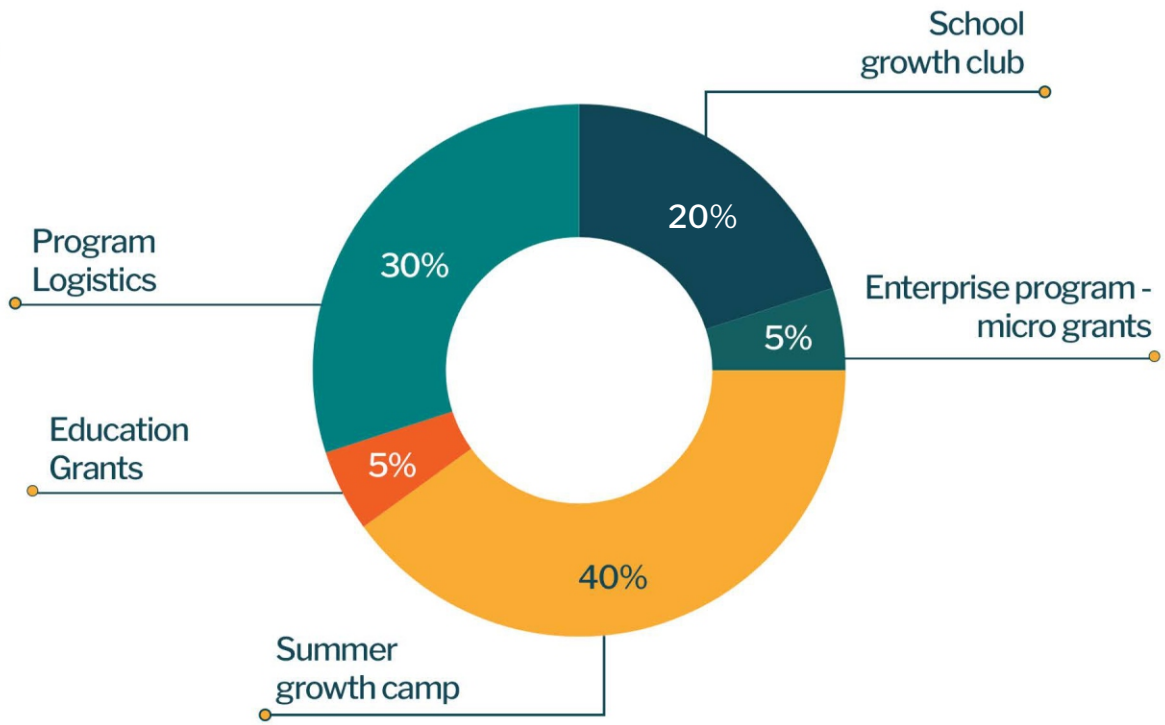
Mrs. Funmito Ishenuwa
Ms. Amaka Njepu
Ms. Aday Sanmi-Orungbe
Mrs. Adekunbi Oyelade
Ms. Jolaoluwa Ladipo
Mr. Pelumi Adeniran
Mr. Olutosin Lanipekun
Mr. Moyosore Oluwole

Funding Sources, Allocation, and Resource Utilization

Through our commitment to financial sustainability and efficient resource management, we strive to optimize the utilization of resources and ensure long-term impact for the girls we serve. We are grateful for the support we have received from private donors, institutional partners, and community members who have played a crucial role in our financial sustainability and resource utilization efforts. In our commitment to financial sustainability, we have successfully secured funding from diverse sources to support our initiatives. The following infographic illustrates the breakdown of funding sources and allocation for 2023.



Funds Received



Funds Invested

Looking Forward: Our Future

As we reflect on our achievements and challenges, we are excited to outline our recommendations and future plans to enhance our programs, expand our reach, and ensure long-term sustainability.

1

Strengthening Program Effectiveness

Building on the lessons learned and best practices from our program implementation, we recommend further enhancing the effectiveness of our initiatives. This includes continually reviewing and updating program content, incorporating feedback from participants and stakeholders, and integrating innovative approaches to address evolving needs.

2

Scaling Up Impact

Building on the lessons learned and best practices from our program implementation, we recommend further enhancing the effectiveness of our initiatives. This includes continually reviewing and updating program content, incorporating feedback from participants and stakeholders, and integrating innovative approaches to address evolving needs.

3

Technology Integration

Recognizing the power of technology in enabling access and enhancing learning opportunities, we plan to integrate technology more extensively into our programs. This includes leveraging digital platforms for remote learning, providing access to online resources, and equipping girls with digital literacy skills to navigate the digital landscape effectively.

4

Strengthening Monitoring and Evaluation

We will continue to prioritize monitoring and evaluation efforts to ensure the ongoing effectiveness and impact of our programs. By collecting and analyzing data, measuring outcomes, and soliciting feedback from participants, we can make data-driven decisions, refine our interventions, and maximize our impact.

5

Sustainable Funding Strategies

We recognize the power of partnerships and collaborations in amplifying our impact. Moving forward, we will actively seek strategic partnerships with like-minded organizations, government agencies, and influential stakeholders. By leveraging collective expertise, resources, and networks, we can create a multiplier effect and drive sustainable change at a larger scale.

6

Partnerships and Collaborations

We recognize the power of partnerships and collaborations in amplifying our impact. Moving forward, we will actively seek strategic partnerships with like-minded organizations, government agencies, and influential stakeholders. By leveraging collective expertise, resources, and networks, we can create a multiplier effect and drive sustainable change at a larger scale.

7

Advocacy and Policy Engagement

In addition to our direct interventions, we will engage in advocacy efforts to address systemic barriers and influence policy changes. By raising awareness, partnering with advocacy organizations, and engaging in dialogue with policymakers, we can contribute to creating an enabling environment that supports the empowerment of girls.

Closing Remarks



Alexandra Femi-Ademola
Programs Director

We are proud to present our NGO's impact report, showcasing the transformative work we have accomplished in empowering African girls through our various programs. Over the past year, we have made significant strides in promoting education, entrepreneurship, and reproductive health among girls, creating a lasting impact in their lives and communities. Through our comprehensive programs, we have successfully provided holistic support, recognizing the socio-economic realities of the girls we serve. We have offered mental, emotional, and physical support tailored to their diverse needs, ensuring their well-being and empowerment.

Our sexual and reproductive health outreaches have played a vital role in equipping girls with the knowledge and skills to make informed decisions about their bodies and health. By promoting comprehensive education, services, and support, we have empowered them to take charge of their sexual and reproductive well-being, fostering their personal growth and empowerment. The enterprise development program has catalyzed economic empowerment among the girls. Through training, mentorship, and access to resources, we have equipped them with the tools necessary to start and grow their enterprises. This has not only fostered entrepreneurship but also contributed to their financial independence and the economic development of their communities.

Looking ahead to 2024, we remain committed to creating an even greater impact. Our big goals for the coming year include expanding our reach to serve more girls, establishing partnerships with key stakeholders to enhance program effectiveness, and securing sustainable funding to support our initiatives. Attached is our program calendar for 2024, outlining the key activities and milestones we have planned. We are excited about the opportunities that lie ahead and are dedicated to making a difference in the lives of African girls.

It is with the deepest sense of appreciation that I write to thank you for your invaluable partnership over the past year. Your commitment to empowering African girls has been a driving force in our meaningful work, and I am profoundly grateful for the role each of you has played. Thanks to your unstinting generosity, collaboration, and guidance, we have been able to positively impact the lives of so many deserving young women across the region. Through our collective efforts, girls now have
increased access to quality leadership education, robust community support, and exciting economic opportunities - laying the foundation for self-sufficiency and brighter futures.

Your insights and counsel have greatly enhanced our program's effectiveness. Your financial support has been transformational, allowing us to expand our reach and establish sustainable initiatives. Your ongoing encouragement has fueled our shared passion for this important mission.

Thank You for enabling us in our mission to democratize possibilities and bridge the socioeconomic gap for African girls through technology, access to opportunities, extended education, and enterprise development.

Appendix

DONATE

IMPACT REPORTS

2024 PROGRAM CALENDAR

LEADERSHIP JOURNAL

2024 PROGRAMS CALENDAR

PROGRAM/EVENT	OBJECTIVE	DATE
SEA Team Retreat	Strengthen team cohesion, planning, and capabilities through an offsite experience of bonding, skill-building, feedback, and celebration to optimize performance in advancing the organization's mission.	August 26th - August 30th
Girl Council Inauguration	Formally establish and energize the new SEA Girl Council through celebration and orientation, to launch their term empowering girls through leadership, advocacy, and representation in the community.	September
Enterprise Development Program	Equip African girls with the knowledge, skills, and resources necessary to start and grow their enterprises or businesses. The program aims to foster entrepreneurship, financial independence, and economic empowerment among the girls.	September - October
Girl Enterprise Day, 2024	Inspire and empower African girls to explore entrepreneurship, develop their business skills, and foster a culture of innovation and economic empowerment.	November 1st- November 2nd

2024 PROGRAMS CALENDAR

PROGRAM/EVENT	OBJECTIVE	DATE
Leadership Growth Club Cycles	Empower African girls with the knowledge, skills, and confidence to become effective leaders, successful entrepreneurs, and digitally literate individuals who drive positive change in their communities and contribute to sustainable development.	February 2nd - November 29th
Debates, Discourses, & Dialogues Pilot	Provide African girls with platforms to explore issues respectfully among their peers, helping them develop skills for critical thinking, principled disagreement, confident presentation, structured intellection, and self-advocacy which can positively impact their lives and communities in the long run.	May
SEA Alumni Social Impact Forum	Extend our work and impact on other underserved communities in Nigeria.	July
Summer Growth Camp 2024	Empower African girls by providing them with comprehensive education and skills in digital literacy, tech skills, craft appreciation, enterprise building, financial literacy, and catalytic field trips.	August 19th - August 24th

Sheevolution Africa

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