

# SUSTAINABLE DEVELOPMENT through PARTNERSHIPS AND GROWTH

EMPOWER GENERATION

2016 Annual Report



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#### A MESSAGE FROM OUR FOUNDERS

Dear Friends,

This year, our work focused on sustainable development through partnerships and growth. Nepal, like many developing countries, faces the challenge of balancing seemingly conflicting priorities: economic development and poverty alleviation with preserving its environmental and cultural beauty.

Through our work, we know that these priorities do not have to compete and that sustainable economic development is possible. We increased our partnerships with local female leaders, growing our distribution network from 11 women-led businesses in 2015 to 20 in 2016, giving customers in rural areas access to clean energy. With access to solar light, customers can work longer hours, generating more income for their families while maintaining a small carbon-footprint.

#### Partnerships and Network Growth

Fostering partnerships is the most sustainable way of supporting Nepal's development after the earthquakes in 2015. We partnered with several different international and local organizations, such as ADWAN Nepal, Empowered by Light, Grid Alternatives, Kopernik, Mercy Corps Nepal, and the Unitarian Universalist Service Committee. Through these partnerships, we launched six out of the nine new solar entrepreneurs, expanding our distribution network

to three new districts: Gorkha, Pokhara, and Sindhulpalchowk. We also brought light to impoverished and rural communities, trained 40 out-of-school girls, and supported wildlife conservation in Chitwan National Park and eco-friendly economic development in its neighboring communities.

#### **Looking Ahead**

Working with our partners, we will continue to support women entrepreneurs and provide access to life-improving products for rural families. Our goal for 2017 is to expand our distribution network's reach by helping existing solar entrepreneurs scale up their businesses, bringing on more solar sales agents. We are also exploring how to replicate our model in other countries, including in Myanmar, India, and Senegal.

#### Thank You

We would not be able to continue our work without the support of our donors, partners, and volunteers—thank you for making our work possible! We would also like to thank our



dedicated solar entrepreneurs, sales agents and staff who work diligently to carry out our mission, despite facing adversity and challenges. Together, we can achieve sustainable development in Nepal.

Best wishes.









First West

Bennett Cohen
Board Chair



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Sita Adhikari Country Director



## **OUR STORY**

Empower Generation was founded in 2011 by Anya Cherneff, Bennett Cohen, and Sita Adhikari. Anya was looking to offer sustainable employment to women otherwise vulnerable to slavery while Bennett was thinking about how to enable the widespread adoption of clean energy in developing countries.

When Anya and Bennett met Sita in Nepal, together they identified a tremendous opportunity to create a gender and energy paradigm shift by empowering women to become clean energy entrepreneurs.



#### Our Mission

Empower Generation empowers women to distribute clean energy solutions in their rural communities.

#### **Our Value**

Women working in our network are empowered by earning a higher income, building their self-confidence, and gaining respect, while providing their communities with much-needed energy solutions that enable families to work and study, and make their homes cleaner and safer.

#### **Our Vision**

#### FOR THE WORLD:

We envision a world where women lead their communities out of energy poverty, where human dignity for all and environmental sustainability are universal values.

#### FOR OUR ORGANIZATION:

By creating local economic opportunity for women, Empower Generation is focused on becoming Asia's leading clean energy distribution network.



## **OUR STRUCTURE**

Empower Generation is a U.S. nonprofit social enterprise with affiliates in Nepal. We educate and support our sales force and customers with grants and donations, and our Nepalese affiliate sells life-improving products.



# Nepal

# **United States**





For Profit Affiliate:

Clean Energy Technology Distributor Energy Society Nepal

Sister NGO:

Enterprise Incubator/Market Creator



501c(3):

Federal Tax

Exempt Nonprofit



## **OUR APPROACH**

We address several problems that result from extreme poverty. We develop sustainable livelihoods for rural women, otherwise vulnerable to human trafficking and other forms of exploitation. We provide access to energy for the poor, reducing the number of people reliant on expensive and dangerous household fuels like kerosene and firewood.

## The Problems

# The Solutions

Women in Nepal are vulnerable to exploitation because they lack employment options, respect from their communities, and opportunities to advance.

The poorest 20% of the world's population pay over 20% of the global lighting bill and receive 1% of the benefits because they lack access to clean energy.

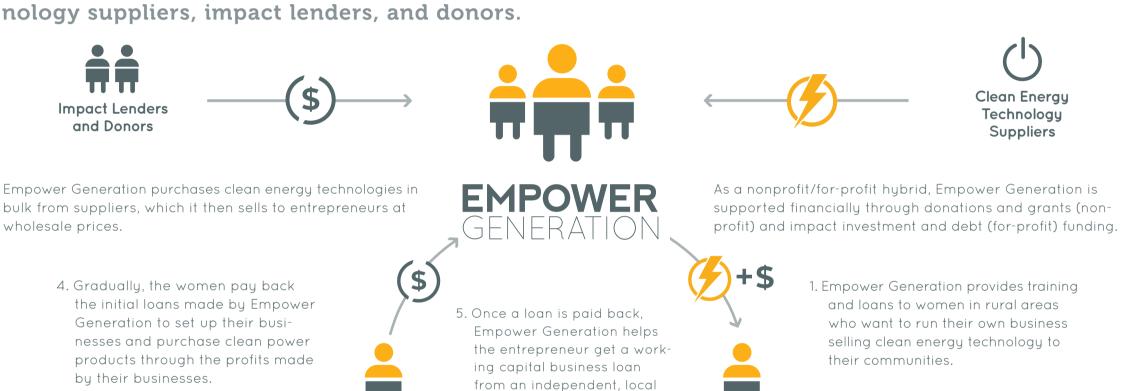
Rural Nepalis are exposed to poisonous fumes from expensive and inefficient fuel sources such as firewood and kerosene because they live in remote areas without access to other energy sources.

- Empower rural women already serving as household energy managers to become solar entrepreneurs. We provide finance, sales, and supply chain management trainings and mentorship as well as working capital to women who in turn run their own clean energy enterprises.
- Provide clean energy access in rural Nepal through our distribution network of women-led enterprises, which sell solar energy products, a cheaper option to kerosene and other available alternatives. Scale-up our model to expand across Asia.
- Our distribution network of women-led enterprises sells quality solar light products to remote communities. These products save customers money and reduce their exposure to toxic fumes.



## **OUR MODEL**

We empower women already serving as household energy managers to become solar entrepreneurs. We make this happen by bringing together a number of stakeholders, including clean energy technology suppliers, impact lenders, and donors.



3. Entrepreneurs either sell products directly to customers or via a village-level sales agent who earns a commission on each sale they make from the entrepreneur.

microfinance organization in their area. The original loan is then redeployed to help another woman start her own business.

2. Women business owners purchase clean energy technologies from Empower Generation at wholesale prices. Empower Generation helps the entrepreneurs set retail prices for the products to help them increase their margins.





## OUR 2016 SOLAR ENTREPRENEUR PARTNERS

In 2016, Empower Generation grew its distribution network from 11 businesses to 20, working with 23 women solar entrepreneurs. Learn about the amazing new women who have joined our network!







Danu Ale and
Gita Pariyar
Ashmita and Laxmi Saurya
Urjah and Traders
Gorkha District

Danu and Gita are both members of marginalized communities. Danu is from an indigenous ethnic caste, and Gita is from the Dalit caste (untouchable caste). They have known each other for many years and work together through community development programs by providing trainings related to cookstoves, furniture production, and health and sanitation awareness. They make a great team, as they are both passionate about delivering access to clean technology in Gorkha. Danu and Gita's business was launched in partnership with the Association for Dalit Women Advancement of Nepal (ADWAN) Nepal and funded by the Unitarian Universalist Service Committee (UUSC).



Chhaya Devkota
Sambriddhi Saurya Urjah and Trades
Kailali District

Chhaya always wanted to be independent and earn her own money, but she spent most of her time taking care of her children and doing household work. Two years ago,

Chhaya had a nerve problem and lost her sight in her left eye. Due to this, she thought becoming a self-reliant woman was impossible. However, now as a solar entrepreneur of her own business, she is financially independent. Sambriddhi Saurya Urjah and Trades started with the financial support of our partner Kopernik.



Sushila Itani Pathak Pawan and Pukar Traders Dhading District

Sushila is a good businesswoman and an active member in her community. Prior, she worked with an international non-governmental organization (INGO) that fights pover-

ty and supports women's rights. As a woman, she was doubted for being able to work efficiently and effectively. Sushila believes working with an organization like Empower Generation will help her gain respect. She joined Empower Generation after helping us distribute free solar lights in Dhading, as part of our post-earthquake response.







Meena Mahato Prekshya Saurya Urjah Kailali District

Meena is a social leader who is determined to work towards developing her community, specifically helping women. Her community looks to her to resolve any kind of conflict in their

village. Her conflict management skills and social engagement has gained her recognition and admiration. Meena wants to continue reaching out to her community through her business. She joined Empower Generation as a sales agent for solar entrepreneur Mina Chaudhary. Her sales agent training was supported in partnership with the STEM Program—a £1.7 million UK Department for International Development (DFID) funded, Mercy Corps implemented program, working to "Support the Education of Marginalized Girls in Kailali District."



Laxmi Neupane Manakamana Saurya Urjah Chitwan District

Laxmi is a resident of Chitwan District, living in the buffer zone, and is a member of a community forestry group. She was hesitant to join Empower Generation because she

thought having a limited education would be a barrier to starting her business. However, after participating in our business skills training, she is a confident businesswoman. Laxmi began her enterprise with the financial support of our partners Empowered By Light and the Sungevity volunteers (SFUN Corps).



Kabita Shrestha
Pathibhara Devi Stores
Sindhupalchowk District

Kabita lives with her mother and sister. Her brothers do not support them financially, so Kabita and her sister are responsible for their family's income. They run a small store,

which does not provide them with adequate income. Looking to expand its network in Sindhupalchowk District, Empower Generation recruited Kabita, as a solar entrepreneur in partnership with Grid Alternatives. Kabita believes this opportunity will help her provide for her family.





Dipika and
Sabitra Silwal
Dipika Enterprise
Chitwan District

Dipika and Sabitra belong to a large family of five daughters and one son.

Dipika dropped out of school, so her parents could send her other siblings to school. Sabitra suffers from a disability that makes it difficult for her to walk. Both sisters are working hard to make their business, launched with the support of our partner Kopernik, a success. Dipika and Sabitra believe that their clean energy business will transform their life socially and financially.



Nithoi Sunar Nithoi Stores Pokhara District

Nithoi thrives on bringing positive change to her community. Born into a lower caste, she wants to eradicate the suffering of marginalized people in her com-

munity and prove that fate is determined by education and hard work not by caste. Through her business, Nithoi has made solar lights accessible to people in her caste, and her business has given them employment opportunities as sales agents.



Neha Tharu Shristi and Sangam Traders Bardiya District

Neha saw the challenges her children faced while studying for their exams during power cuts. She wished that they had better energy alternatives than expensive kerosene

lamps and candles. The opportunity provided by Empower Generation to start her own clean energy business was a solution to this problem. Now, her two children can study without any difficulty.





## PROJECT PROTECT WITH SUN

Nepal faces the challenge of increasing economic development and alleviating poverty while still preserving its extraordinary landscapes and wildlife.

# Balancing Economic Development and Energy Access with Wildlife Preservation

Chitwan National Park is a UNESCO World Heritage site, home to endangered single-horned Asiatic rhinoceros and Bengal tigers. The team of rangers in the park with the support of the community living in the buffer zone, a one-mile ring outside the park, has prevented poachers from killing these animals for the last two years. The villages near the park face poverty, little access to clean energy sources, and at times danger from the wild animals that wander through their homes. How do these communities earn a decent income, access clean energy, and continue to help preserve the neighboring national park?

#### Teamwork for Women's Empowerment and Solar Power

Empower Generation partnered with Empowered by Light (EBL) and a team of volunteers from Sungevity to tackle these challenges in Chitwan District. Sungevity volunteers (SFUN Corps) raised money to sponsor and launch solar entrepreneur Laxmi Neupane's business, Manakamana Saurya Urjah. Laxmi lives in the buffer zone and her business gives the neighboring communities access to clean energy, so that they can avoid taking resources for fuel from the park. Laxmi's business also provides employment opportunities to women, working as her sales agents in the district and deters buffer zone communities from



turning to poaching for money. The Sungevity volunteers not only provided financial support but also traveled to Nepal where they gave their expert advice to our network of solar entrepreneurs at our annual Entrepreneur Cafe. The team also installed solar systems at a ranger station and two observation towers in Chitwan National Park. The system at the ranger's station powers critical equipment for the anti-poaching team, responsible for protecting endangered species. The system at the observation towers allows tourists to experience the park at night, encouraging eco-tourism in an economically impoverished area.



#### **Next Steps**

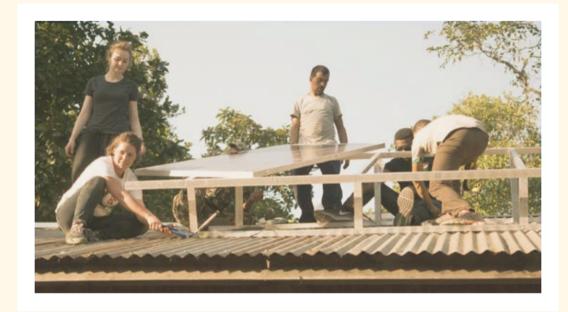
Working with our partners, we have successfully launched solar entrepreneur Laxmi and installed solar systems in a ranger's station and two observation towers. However, there is still work to do. Teaming up with EBL, we are continuing our efforts in the buffer zone and Chitwan National Park. Our goals include:

- Training 10 Nepali women, who have a particularly difficult time securing formal employment, to sell clean energy products and to start their own businesses
- Reducing dependence on dirty and dangerous sources of energy, including diesel generators and kerosene burners that put the community's health and safety at risk
- Kick-starting eco-tourism in a place where economic development options are limited

#### Support Us!

In order to continue our project, we need your help! You can help us two ways:

- 1. Donate on Crowdrise
- 2. Organize a group of volunteers to travel to Nepal and support our work in Winter 2018. Email us at info@empowergeneration.org to learn more.





#### Thank You SFUN Corps and Maku Creative Volunteers!

Ashley Gremel (Organizer), Alyssa Newman (Organizer), Arthur Scott (Organizer), Jordan Brunel, Justin Cox, Shawn Dillon, Julian French, Elliot Goldstein, Sarah Howard, Marc Kollar, Steve LaDelfa, Peter Lawn, Leo Lester, Clarissa Montgomery, Sloane Morgan, Olivier Noorduyn, Kristen Rehor, Esther Sijtsma, Merle van Eeden, Marie Watanabe, Tonya Wells, Briene Lermitte (Maku Creative), Wyatt Roy (Maku Creative)



## The Bufferzone Film

Our work in Chitwan is documented in the short-film the Bufferzone, which explores the challenges of balancing wildlife preservation with economic development and the safety of neighboring communities.

Watch the full 20-minute film <u>here</u>.







## **IMPACT**

## **Energy Access and the Environment**



54,723 clean energy units distributed



275,341 people with cleaner, safer, light and power



12,087 tons of CO2 displaced



USD \$2,009,504 in energy savings

## **Women's Empowerment and Economic Development**



20 women-led

businesses distributing clean energy services



95% of women-led

businesses remain active in our network



205 individuals

have earned income working for businesses in our network



## **IMPACT**

#### 2016 Network Growth and Business Performance



9 new businesses



76 new sales agents



7,076 products sold



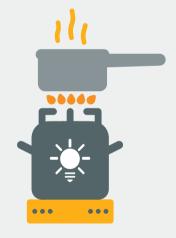
6,468 portable lights



114 solar home systems



56 water filters



438 cookstoves



USD \$198,710 in sales revenue





## PAY-AS-YOU-GO SOLAR HOME SYSTEMS

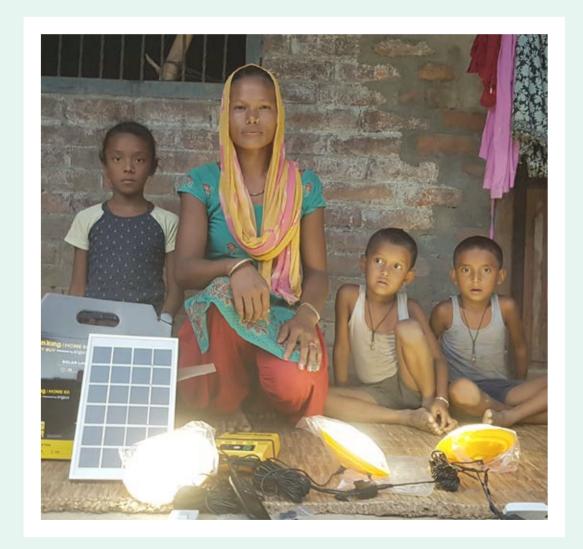
While providing improved energy access through portable solar lights and mobile chargers meets an immediate need, we intend to increase energy access further through the sale of solar home systems that can power efficient appliances (e.g. lights, fans, televisions). The price of home systems is the biggest barrier to potential customers, and Empower Generation is piloting mobile money options.

#### **Initial Pilot**

In December 2014, we launched a mini pilot project with entrepreneur Pabitra Aryal, entrepreneur of Tri Urjah in Bardiya District. The pilot ran until February 2015. It gave us important information and brought up challenges that face the current energy market in Nepal. We learned that the home system product we tested was not meeting customers' needs, pricing determines market demand, customers prefer making a down payment rather than paying in incremental credit installments, and the market is competitive with many cheap but low quality products available.

#### **Mobile Money**

Mobile money allows customers to pay electronically via their mobile devices rather than with cash. Using mobile payment not only offers a secure payment mechanism compared to cash but also allows our customers who are located in rural/remote areas to make payments for the larger home systems that they purchase on a pay-as-you-go basis. A customer can make their payments at a fraction of the





## PAY-AS-YOU-GO SOLAR HOME SYSTEMS



cost compared to traditional methods where each time they make a payment, they have to travel far to pay a sales agent in-person. Thus, mobile payment allows prospective customers greater access to finance and clean energy technology. We partnered with Hello Paisa and eSewa, mobile money companies in Nepal, to provide a convenient and secure method of payment to our customers, enabling them to be able to participate in the mainstream market economy.

In 2016, Empower Generation tested the Pay-As-You-Go products internally with various manufacturers and technology providers. Based on the test feedback, Empower Generation finalized an array of products to be launched among its distribution network.



#### Launch

In 2017, we will fully launch the program among our entire distribution network.





## **PARTNERSHIPS**

In order to tackle complicated problems related to clean energy access, climate change, sustainable economic development, and women's empowerment, Empower Generation works with a multitude of partners. We are honored to work with the following organizations to help further our mission to empower women to power the world.



Empowered by Light (EBL) is a nonprofit helping remote communities throughout the world develop renewable energy projects. Its mission is to improve lives and the environment through renewable technologies.



The SFUN Corps is a group of Sungevity volunteers that provides opportunities for passionate and energized people to work at home and abroad on solar projects for communities who are addressing en-

ergy poverty, climate change and economic empowerment through solar power. Empowered by Light and Empowered Generation led a group of SFUN Corps volunteers to install solar systems at the ranger's station and two observation towers in Chitwan National Park; to sponsor and launch solar entrepreneur Laxmi Neupane, living in the one-mile buffer

zone outside the park; and to provide marketing and technical advice to our solar entrepreneurs at our annual Entrepreneur Cafe. Empower Generation and EBL will continue to work together in 2017, organizing another group of volunteers to carry out our work in Chitwan National Park and the buffer zone.



Grid Alternatives is a nonprofit organization that brings together commu-

nity partners, volunteers and job trainees to implement solar power and energy efficiency for low-income families, providing energy savings, valuable hands-on experience, and a source of clean, local energy that benefits us all. Its mission is to make renewable energy technology and job training accessible to underserved communities. Grid Alternatives' International Program brings solar power to rural off-grid communities in Nicaragua and Nepal, providing electricity for schools, health clinics, farms, homes, and productive-end-use

applications. Empower Generation and Grid Alternatives worked together to support solar entrepreneur Kabita Shrestha of Pathibhara Devi Stores in Sindhupalchowk District to sell her solar lights to the surrounding communities.



Kopernik is a nonprofit organization,

based in Indonesia, which distributes low-cost technologies to recipients in less-developed countries, focusing on last mile communities. It funds the training and support for entrepreneurs Dipika and Sabitra Silwal of Dipika Enterprise in Chitwan and entrepreneur Chhaya Devkota of Sambriddhi Saurya Urjah and Trades in Kaila-li. Kopernik's generous support has helped Chhaya, Dipika and Sabitra start their own businesses, manage a network of village-level sales agents, and acquire new products.



## **PARTNERSHIPS**



MercyCorps Mercy Corps works

to alleviate suffer-

ing, poverty, and oppression by helping people build secure, productive, and just communities.



UK Aid, also known as The UK Department for International Development (DFID), leads the United Kingdom's work to end extreme

poverty by creating jobs, unlocking the potential of girls and women, and helping to save lives when humanitarian emergencies hit. Empower Generation is an implementing partner of the STEM Program - a £ 1.7 million DFID funded, Mercy Corps Nepal implemented program, working to "Support the Education of Marginalized Girls in Kailali District."

Empower Generation's goals are to make solar lights accessible and to improve girls' study times and their learning outcomes as well as to train out-of-school girls in business skills with the goal of improving girls' lives. In 2016, with the support of the STEM Program, we provided business skills training to 40 out-of-school marginalized girls.



Social Entre-

preneurship helps social entrepreneurs across the world address the problems of poverty, empower women, and build resilience to climate change. Social Global Benefit Fellows Ashraf Hammad and Clarissa Nguyen, sponsored by the Miller Center, conducted monitoring and evaluation research and reporting as well as marketing activities during the summer of 2016. The Global Social Benefit Fellowship provides a comprehensive program of mentored, fieldbased study and action research within the Miller Center's worldwide network of social entrepreneurs.



The Unitarian Universalist Service Committee (UUSC) is a nonsectarian human rights organiza-**UUSC** tion that advances human rights

through grass roots collaboration, focusing on economic and environmental justice and rights at risk issues.



The Association for Dalit Women Advancement of Nepal (ADWAN) is a human rights organization with the mission to empower Dalit (untouchable caste) women and

children. ADWAN locally assists and UUSC financial supports solar entrepreneurs Gita Pariyar and Danu Ale of Ashmita and Laxmi Saurya Urjah and Traders in Gorkha District. Gita is a Dalit and faces stigma and prejudice in her community. Danu, faces less prejudice but is from the indigenous caste called Magar, which tends to be economically disadvantaged.











#### **Partnerships and Special Activities**

- Partnered with Grid Alternatives to empower women to become solar entrepreneurs in Dhapchung village
- Conducted business skills training for 40 out-of-school girls in Kailali, as part of the STEM Program, implemented by Mercy Corps Nepal and funded by the UK Department for International Development, with our partners Faya Nepal and Lead International Pvt. Ltd.
- Attended the DHI Labs Impact Chapter: Startup Challenge, Sankalp Forum Mumbai, the 7th Clean Energy Ministerial Conference, and the European Commission's Women and Sustainable Energy Conference
- Solar entrepreneurs Kala Khatiwada of Pragati Saurya Urjah and Pabitra Aryal of Tri Urjah attended an Empower Generation sponsored training at Barefoot College in India





## Partnerships and Special Activities

- Led a trip with our partners Empowered by Light and volunteers from Sungevity to build solar systems for the ranger station and observation towers at Chitwan National Park and to support new entrepreneur Laxmi Neupane
- Held an Entrepreneur Cafe for our distribution network where they received peer-to-peer learning and advice from experts from Empowered by Light and Sungevity
- Published our 2015 Monitoring and Evaluation Report















#### **Distribution Network Activities**

- 9 New businesses joined
- 3 Business canvas workshops, cultivating 8 potential women solar entrepreneurs
- 3 Business skills trainings for 9 network businesses and their 34 sales agents
- 3 Sales and marketing trainings for 4 network businesses and their sales agents, reaching 97 people
- 28 Sales promotion programs for 18 network businesses across 10 districts















#### Kalpavriksha Greater Goods (KGG) Activities

- Partnered with Greenlight Planet to sell portable and home solar light systems
- Partnered with Ace 1 Cookstoves, offering clean cookstove products to EG's distribution network
- Featured on the Asia Environmental Governance Blog
- Pitched at Rockstart Impact in Amsterdam
- Selected to participate in the SPRING Accelerator, supported by Australian Aid, the Nike Foundation, UKAid, and USAID.



















#### Recognition

- 2016 D-Prize Winner
- Received a Certificate of Appreciation from former President of Nepal Dr. Ram Baran Yadav for our earthquake relief work
- Named Tory Burch Foundation Fellows
   Competition Finalist
- Blog post in Huffington Post about the one anniversary of Nepal's earthquakes
- Featured in Conscious Company Magazine
- Featured in the American Society of Mechanical Engineer's Global Development Review
- Featured on the Asia Environmental Governance Blog
- Featured on The Hardware Entrepreneur Podcast
- Featured in Ms. Magazine





## LOOKING AHEAD

We continue to strategize on how best to fulfill our mission of empowering women to distribute clean energy solutions in their rural communities. We are offering additional energy saving products to our distribution network and examining how best to expand our network across Asia, providing a greater impact on women's empowerment and economic development and energy access in the region.

#### Short-Term Plans (2017 to 2018)

In the short-term, we are launching the pay-as-you-go solar home systems pilot throughout our network, providing a higher income stream to our solar entrepreneurs. We are also adding cookstoves, women's health products, and electronic appliances to our product mix. In 2017, we will launch a scoping mission to Myanmar, where we plan to expand to next. This pilot project aims to cultivate 50 new sales agents and five entrepreneurs.

#### Long-Term Plans (2018 to 2023)

We will expand our network of businesses, cultivating new solar entrepreneurs and sales agents, increasing their incomes, and providing families with a cleaner, safer, and more reliable access to energy in Myanmar and Nepal. Our program is projected to become self-sustaining by 2020. In addition, we will explore growth opportunities in key Asian markets, including Bangladesh, India, and Indonesia.

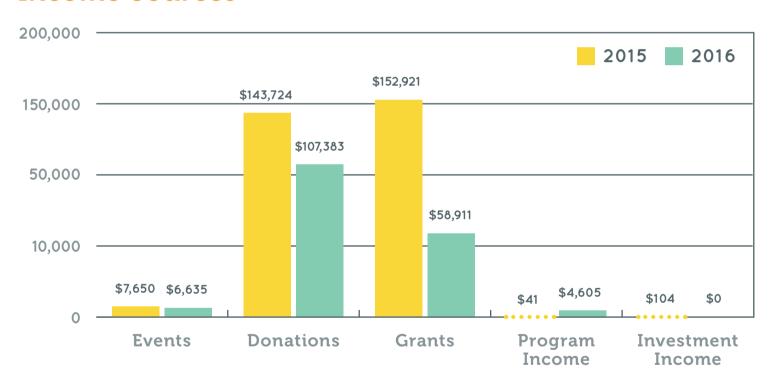




## **FINANCIALS**

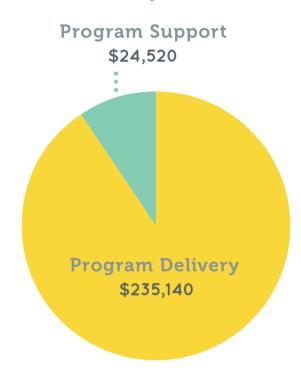
Empower Generation is a registered 501c(3) U.S. nonprofit organization. For more financial details, view our 2016 Form 990 filed with the U.S. Internal Revenue Service on our <u>website</u>. Financial details include income sources, expense breakdowns, net assets, and program and operational costs in Nepal.

#### **Income Sources**



In 2015, donations increased by over 50 percent by individuals and organizations in response to the devastating earthquakes in Nepal. Though there is a continued need for resources in Nepal post-earthquake, donations fell in 2016 compared to the previous year.

### 2016 Expenses



Despite the decrease in donations, our program cultivated nine new businesses in 2016, trained 40 out-of-school girls, and continued support for existing entrepreneurs.



## **SUPPORTERS**

Thank you to our donors and volunteers for your steadfast support! Without your time, expert advice, and generous financial contributions, we would not be able to continue our mission to empower women to power the world!

# **Corporations and Institutions**

4th LLC

CRA International

D-Prize

eBay Foundation

Google Employee

Giving

Jewish Women's Foundation of

New York

Neoen

Present Purpose Network (PPN)/Tides Foundation

Ruba Tuba

Steward Healthcare

System

Stichting Wel To Do

Zonta Club of Central Coast Australia

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Ann Abrams Rachel Adams

Vinit Agrawal

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Audrey Arcuri

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Anup Arora

Mark Bachelder

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Christopher Blair

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Chris Gomez

Jenna Goodman

Joanne Gozawa

Mark Gozawa Zoe M. Graham

Ken & Sue Greathouse

Josh Green

Lindsay Greenbaum



## **SUPPORTERS**

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Juliane Kim Julie Kim Melissa Kim Tack Kim Tiffany Kim Sarah King Jill & Richard Klein Harvey & Phyllis Klein Joe Koenig Adam Kushner Tammy Lee Briene Lermitte Peter Jay Lermitte Jake Levine Marjorie Levine Julia Li Dorothy Lin Michael Liu Leonora Lonsdale Justin Lucas Jesse Machteld Oscar Mak Dan & Sue Mason Praerna Mathur Janet McDaniel Becca McKnight Dan Merlin Enid Michelman Kelly Miller Nick Morgan

Sloane Morgan

Francis Morris Jeffrey Morrison Holly Morse Jacob Morvay Presley Mullinax Katherine Ness Adair Newhall Alyssa Newman Pat Nicholson Jim & Lindsey Palardy Elaine and Fred Panitz Maria Panzieri Jeremy Peirce Jeanette Philan Penny Pincus Julia A. Plaska Michael Poch Hannah Polikov Peter Pompei Andrew Popell Joshua Rabinowitz Elaine Radiss Sarah Rajec Kathy Reid Holly Reilly Alejandro Rincon Susan Robinson Elizabeth Rosenbera Amy Rudnick Doug & Kris Ryckman Lauren Ryckman

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#### In Honor Of

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#### Feedback

We welcome any feedback on our report via <a href="info@empowergeneration.org">info@empowergeneration.org</a>

