

## TUENDELEE FOUNDATION ANNUAL REPORT 2025

### Advancing Access to Education, Transforming Futures



#### Our Impact:

- **12** Active College & University Learning Institutions
- **38** Scholars Supported to Date
- **34** Dedicated Mentors
- **1,020+** Mentorship Hours Delivered
- **1600+** Lives Impacted Over 8 Years

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## EXECUTIVE SUMMARY

### **Advancing Access to Education, Transforming Futures**

In 2025, Tuendelee Foundation continued to make meaningful strides in expanding access to quality tertiary education for talented but financially vulnerable students. Through our holistic scholarship, mentorship and internship model, we directly supported 27 active college and university scholars and 11 alumni, thus contributing to the academic, professional, and social development of young people and communities across Kenya.

Over the past eight years, Tuendelee Foundation has positively impacted more than 1600+ lives, both directly and indirectly, through scholarships, mentorship, internships, ambassador engagement, and community outreach initiatives. The direct involvement of our beneficiaries—who actively give back to their communities—remains a cornerstone of our impact model. Through sustained academic, mentorship, and psychosocial support, Tuendelee Foundation enabled scholars to remain enrolled, perform academically, and advance toward graduation and employment pathways. All funds received in 2025 were managed with transparency and accountability and were directed toward scholarships, mentorship activities, scholar welfare, and program implementation in line with the Foundation's mission.

During the 2025 reporting period, the Foundation recorded a scholar retention rate of 100%, reflecting effective program design, consistent mentorship engagement, and appropriate academic and psychosocial support mechanisms.

In 2025, our strategic priorities focused on:

- Welcoming 9 new scholars into the Tuendelee program,
- Expanding the Tuendelee Ambassadors Network to reach new donors and partners across Africa, America, and Europe,
- Growing our corporate partnerships to strengthen sustainability,
- Achieving a 1:1 mentor–mentee ratio to enhance scholar support, and
- Working toward a USD 61,417 (KES 7.8 million) annual funding budget to sustain and scale our programs.

We remain deeply grateful to our donors, mentors, volunteers, ambassadors, and partners whose unwavering support continues to transform lives. As we reflect on the progress achieved in 2025, we are inspired by the resilience of our scholars

and energized by the opportunities ahead as we enter the next phase of Tuendele Foundation's journey.

## 1. INTRODUCTION

### 1.1. Education for Transformation



Education is a fundamental human right and a shared responsibility. At Tuendele Foundation, we believe that access to quality education is one of the most powerful tools for breaking cycles of poverty and unlocking human potential.

As a non-profit organization, Tuendele Foundation is aligned with Sustainable Development Goal 4 (SDG 4) ensuring inclusive, equitable, and quality education while promoting lifelong learning opportunities for all. Our work is rooted in the conviction that when young people are supported to pursue higher education, they become agents of change within their families, communities, and the broader society.

Our Mission: To Expand Access to Quality Education for Talented but Financially Disadvantaged Students

Our Motto: Quality Education shapes a Better Society

Through scholarships, mentorship, internships, and job placement support, we empower university and college students particularly those pursuing business, finance, and accounting-related courses to thrive academically, professionally, and personally.

## 2. OUR PROGRAMMES: APPROACH TO EDUCATION FOR TRANSFORMATION

### 2.1. SCHOLARSHIPS

Tuendelee Foundation offers comprehensive scholarships that cover tuition, examination fees, accommodation, and stipends for talented, underprivileged students pursuing tertiary education. Our current focus is on supporting those enrolled in Finance, Business, and accounting courses who would otherwise be unable to afford these essential costs.

We recognize the transformative power of education to change lives and communities for the better. Each year, we open our scholarship application process, carefully selecting bright and deserving students through a rigorous interview and evaluation procedure. Successful applicants receive not only financial support but also access to a supportive community dedicated to their academic and personal growth.

#### **Tuendelee Foundation – Impact Summary (2025)**

<b>Indicator</b>	<b>2025 Results</b>
Scholarship Applicants (applied in 2024 for 2025 Cohort)	187
Cohort 2025 Scholarship Applicants Admitted	9
Total Scholars Supported	38
Dedicated Mentors	34
Mentorship Hours Delivered	1,020+
Internships Undertaken	11
Scholars (students/alumni) in full-time employment	13
Lives Positively Impacted in the Wider Community	1,600+

The recruitment process for the 2026 scholarship cohort (who applied in November 2025) is still underway.

## 2.2. MENTORSHIP

### 2.2.1. Nurturing Potential Beyond the Classroom

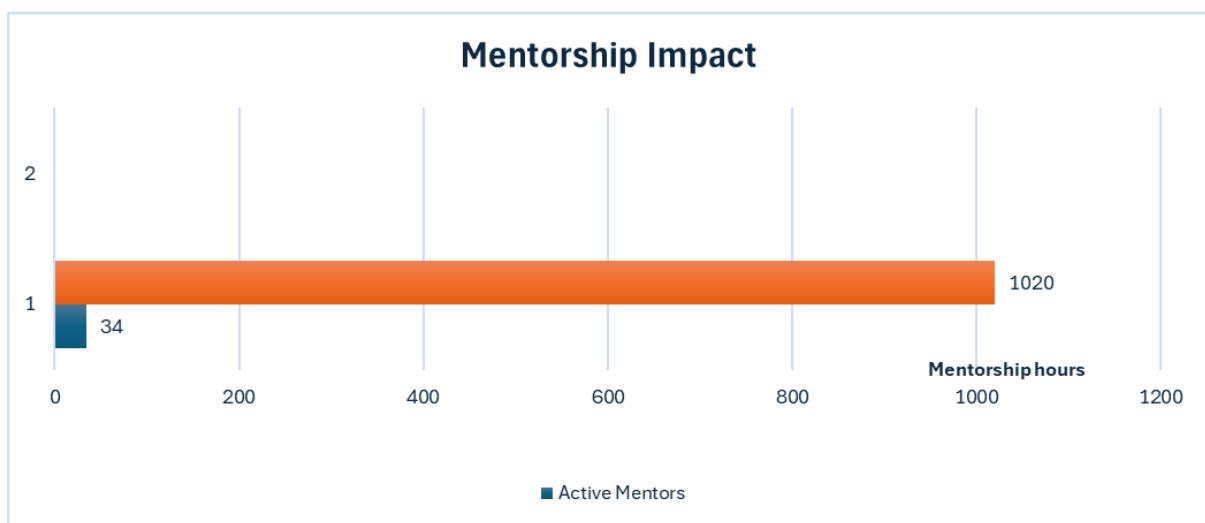
At Tuendele Foundation, mentorship is a core pillar of our holistic scholar support model. We recognize that financial assistance alone is not sufficient to ensure student success. Our mentorship program is designed to provide scholars with guidance, psychosocial support, career exposure, and life skills that prepare them for both academic excellence and professional growth.

Each Tuendele scholar is paired with a dedicated mentor drawn from diverse professional backgrounds, including finance, accounting, business management, and entrepreneurship. Mentors support scholars through regular one-on-one sessions, group engagements, and structured learning forums that promote academic accountability, personal development, and career readiness.

In 2025, the Foundation prioritized strengthening mentor-mentee relationships by working toward a 1:1 mentor-mentee ratio, ensuring personalized support and meaningful engagement throughout the academic journey.

### 2.2.2. Mentorship Impact in 2025

- 34 active mentors engaged
- 1,020+ mentorship hours delivered
- Regular academic check-ins and structured goal-setting sessions
- Career guidance including CV development and interview preparation
- Psychosocial support and personal development coaching



In **July 2025**, Tuendelee Foundation facilitated an industry exposure and mentorship visit to **Google**, where **31** students comprising of 17 scholars from Tuendelee Foundation and 13 other students from KCA and Strathmore University were introduced to real-world workplace environments, innovation culture, and career opportunities within the technology and business ecosystem. The visit provided scholars with valuable market exposure, practical insights, and inspiration, further strengthening the link between academic learning and professional aspirations.

Through mentorship, scholars gain confidence, clarity, and resilience—key attributes that enable them to navigate academic challenges and transition successfully into the world of work.



*Photo: Tuendelee scholars listening intently to a Google Volunteer Mentor*

Earlier in **January 2025**, the Tuendelee Scholars had had another eye-opening and insightful mentorship opportunity through an industrial visit at **Tata Chemicals Magadi Ltd.** The CFO of Tata Magadi and his team explained costing and cost management to the eager scholars.



### 2.2.3. Mentor-Mentee Bonding Session

Successful mentorship commences with bonding between scholars (mentees) and their mentors. In **November** the Tuendelee mentors and mentees had a wonderful opportunity to meet at the serene gardens of **Osotua Tented Camp** for an opportunity to connect, share thoughts, ideate on how to make the mentorship experience more rewarding, and for the mentees to learn from the experienced professionals who serve as their mentors.



## 2.3. ALUMNI & GRADUATE OUTCOMES

### 2.3.1. From Scholars to Changemakers

Tuendelee Foundation is committed to supporting scholars beyond graduation, ensuring they transition successfully into employment, professional development, and community leadership. As of December 2025, we are proud to have **13 alumni** in our program, all of whom still benefit from mentorship, internship and job placement support, while participating in community impact projects.

### 2.3.2. Graduate Transitions and Career Pathways



*Photo: Rhoda Kivinya at her place of internship at Nijenge Uwazi Microfinance*

In 2025, Tuendelee alumni and graduating scholars demonstrated strong progression into the world of work and professional growth. Graduates accessed opportunities including formal employment, internship placements, and trainee programs within both the private and public sectors. Others pursued further studies and professional certification courses aimed at strengthening their employability and long-term career prospects.

*Table: 2024-2025 Graduates in Transition to the World of Work*

<b>Alumni</b>	<b>Graduation Period</b>	<b>Role Obtained</b>	<b>CPA Commenced</b>
Clifford Elungata	Dec-24	Payments Specialist	Yes
Mercy Mwaizi	Dec-24	Accounts Assistant	Yes
Rhoda Kivinya	Aug-25	Accounts Intern	To start January 2026
Annita Mmbaya	Nov-25	Accounts Intern	To start January 2026

Through structured mentorship, career guidance, CV development, and industry exposure, scholars are equipped with practical skills, professional confidence, and clarity on career pathways, enabling smoother transitions from academic environments into professional settings.

### 2.3.3. Internships and Work Readiness

During the reporting period, **11 Tuendele Foundation scholars were on internship placements**, offering scholars valuable hands-on experience and exposure to real-world work environments. These placements enhanced technical skills, workplace professionalism, and professional networking, contributing to improved employment readiness among scholars. We are proud that another **13 of our scholars are employed**.

### 2.3.4. Alumni Giving Back

A defining feature of the Tuendele model is the culture of giving back. Alumni remain engaged by mentoring current scholars, participating in community outreach initiatives, supporting fundraising and ambassador activities, and sharing career guidance with new cohorts as well as high school or younger students in the communities. Their lived experiences provide practical insights into academic persistence, career planning, and professional growth. This continued involvement strengthens the Foundation's impact while fostering leadership, empathy, and social responsibility among graduates.

### 2.3.5. Looking Ahead

As the alumni network grows, Tuendele Foundation is strengthening alumni engagement structures to enhance mentorship, networking, and long-term impact. By supporting graduates beyond completion of their studies, the Foundation ensures that its scholars emerge as self-reliant professionals and changemakers within their communities.

### 2.3.6. Scholar Success Story: Anita Mmbaya (Class of 2025)

#### **First KCA University Tuendele Scholar Graduates with Honors**

In 2025, Tuendele Foundation marked a key program milestone with the graduation of **Anita Mmbaya**, the first Tuendele scholar from KCA University to complete her studies, graduating with honours. Anita's achievement reflects the effectiveness of Tuendele Foundation's holistic scholar support model, combined with a strong partnership with learning institutions like **KCA University**.

This model combines targeted financial assistance with structured mentorship, continuous academic follow-up and industrial exposure. This integrated approach enabled Anita to remain enrolled, progress on time, achieve strong academic performance throughout her university journey, and get exposure.

Her successful completion of higher education contributes directly to Tuendelee Foundation's objective of improving access, retention, and completion rates for students from vulnerable backgrounds. It also demonstrates the value of donor investment in long-term, student-centred support systems. As we reflect on the Foundation's impact in 2025, Anita's graduation stands as measurable evidence that sustained support translates into tangible educational outcomes.

Anita benefited from first hand practical experience at [\*\*Tuendelee Consulting\*\*](#), Tuendelee Foundation's **bookkeeping and professional services** firm that provides practical experience to the Scholars while serving SMEs with affordable and reliable accounting and financial management services. She is currently serving as an Accounts Intern at Alliance Francaise.



*Photo: Anita with Vimal Shah, Chairman of Bidco Group during an industrial visit, then with a Tuendelee Mentor, Grace in BidCo Labs, and lastly on her graduation*

## 2.4. COMMUNITY ENGAGEMENT & OUTREACH

### 2.4.1. Giving Back to the Community

Community engagement and social responsibility are core to Tuendelee Foundation's values. Beyond supporting scholars academically and professionally,

the Foundation is committed to nurturing compassionate, socially responsible leaders who actively contribute to the wellbeing of their communities.

In 2025, Tuendelee Foundation strengthened its community outreach efforts through participating in giving back to others in need of support within the community.

**In June** this year Tuendelee scholars and staff visited the **Good Shepherd Home** in Chokaa, Nairobi, which houses children with mental disabilities. Making time to play with the children, participating in cleaning their facilities and connecting with their team was an opportunity to bring warmth to the home. Indeed, it costs nothing to light another person's candle or bring joy to their heart.



*Photo: Tuendelee's Scholars, and Beneficiary Programs Committee Member at Good Shepherd Home, with the Father in charge of the Home*

#### 2.4.2. Alliance Classic Run 2025

In **May 2025**, Tuendelee Foundation took part in the **Alliance Classic Run (ACR)**, a flagship fundraising event aimed at mobilizing resources to support the students of Alliance High School. The event brought together corporate partners, donors,

volunteers, and community members united by a shared commitment to advancing access to quality education. Tuendelee believes that supporting those in high school enables a stronger participation at tertiary education level, where Tuendelee takes over.

Supporting others always has a ripple effect. Whilst contributing to funds raised for Alliance High school at the Classic Run, Tuendelee benefited by:

- Getting Tuendelee scholars to enjoy a team-building extra-curricular experience. One scholar, Dennis, an avid athlete emerged 6<sup>th</sup> in the run.
- Networking opportunities – Tuendelee linked up with Nijenge Uwazi Microfinance which has so far provided internship to two of Tuendelee Scholars – Mary Mbithe and Rhoda Kivinya.
- An opportunity for Tuendelee scholars to give back by supporting others – a strong pillar of Tuendelee's model of paying it forward.

Participation in the Alliance Classic Run enhanced Tuendelee's visibility, strengthened relationships with existing partners, and opened opportunities for new collaborations. The event also provided a platform to showcase the Foundation's mission, impact, and long-term vision to a broader audience.



*Photo: Tuendelee's representatives at the Alliance Classic Run*

Tuendelee Foundation remains grateful to all partners, runners, volunteers, and supporters who made the Alliance Classic Run 2025 a success.

### **3. FUNDRAISING & RESOURCE MOBILIZATION**

#### **3.1. Sustaining Impact Through Strategic Partnerships and Events**

To ensure the sustainability and growth of its programs, Tuendelee Foundation continues to prioritize diversified resource mobilization opportunities and strategic partnerships. In 2025, the Foundation focused on strengthening partnerships, engaging supporters, and participating in fundraising events aimed at supporting scholarships, mentorship, and community outreach initiatives.

Fundraising efforts during the year were guided by the understanding that long-term impact requires reliable and flexible resources to respond to the evolving needs of scholars and communities.

#### **3.2. Progressing with the Support of our Donors and Partners – 2025**

At the heart of Tuendelee Foundation's impact are our donors and partners whose generosity, trust, and shared commitment enable us to create sustainable change in the lives of our beneficiaries, their families, and their communities. Through strategic partnerships and philanthropic support, we continue to expand access to education, mentorship, and opportunity for high-achieving students across Kenya.

**Our 7<sup>th</sup> Annual Fundraiser held in October** saw us receive **matching donations** that boosted our fundraising target and ensured we met our goal for the event. We are grateful to those who contributed, and those who matched the gifts. We welcome other partners who may consider similar resource-mobilising models.

#### **3.3. Strategic Institutional and Partner Collaborations**

In 2025, Tuendelee Foundation strengthened collaborations with key academic, sector, corporate, and philanthropic partners to advance our mission. **Vision Institute of Professionals, Strathmore University** and **KCA University** continued supporting scholars through admissions guidance, tuition collaboration, and student engagement.



Long-standing philanthropic partner **Nice to Meet You Foundation (NTMY)** continued to transform lives through the Sifa Sponsorship Package, directly supporting **five** scholars in 2025. Barbara Roversi, CEO of NTMY, noted: *"Thanks to our partnership with Tuendelee Foundation, we are able to create meaningful impact beyond our borders."*

**SME Founders Association** provided entrepreneurship exposure and professional networking opportunities, while **SPURT** enhanced capacity building, visibility, and community engagement. **Wingubox** contributed through software support and institutional strengthening, reinforcing sustainability and accountability.



These collaborations ensure holistic support for scholars, preparing them for successful academic and professional journeys.

### 3.4. Our Appreciation

We are deeply grateful to all our donors, partners, mentors, and supporters for believing in our mission and walking alongside us. Your contributions—financial, technical, and relational—continue to empower young people to pursue education, unlock potential, and become agents of change within their communities.

As we look ahead, we remain committed to nurturing these partnerships and building new collaborations that will expand our impact in 2025 and beyond.

## 4. CELEBRATING OUR TEAM

We are deeply grateful to our employees, volunteers, mentors, and Board of Directors, whose dedication powers Tuendelee Foundation. Their commitment ensures our programs succeed and our beneficiaries are supported. Through their time, expertise, and energy, they drive meaningful change and strengthen our

impact. We thank them for being the force behind our students' and communities' success.



# WHO IS IN OUR TEAM?



**CEO & Team Leader**  
Isabella Gaha (MBA, FCCA, CPAK)

**Secretariat Coordinator:**  
Modestus Oseebe (MBA)

**Resource Mobilization**  
Juliet Mureithi (BA.IR)

**Interns**  
Joshua Onyango – ICT  
Steve Odhiambo – Legal

**Tuendelee Delegate Italy**  
Roberto Brundisini  
(MBChB, MD. Pediatrics)

**Board of Director**  
Steve Lugalia, CPAK, BCom  
Lance Contento, MBA, MFin  
Emily Kilongi, MSc Eng  
Jane Kombo, BBIT

**Finance Committee:**  
Florence Nduba (ASIC, MBA)  
Willick Otang'o (MSc Eng, Project Mgt)

**Fundraising Committee:**  
John Daniell (MBA, ICAEW),  
Katie Jarek (MBA),  
George Okioma (MSc Actuarial Science),  
Jane Kombo (BBIT)

**Program Coordinator**  
Mary Mwelu

**Volunteers**  
Mentors

**Mentorship Committee:**  
Matt Arena (BS Com & Eng), Salome Onyonka  
(CPSK, MBA-HR)

**Beneficiary Programmes Committee**  
Lucy Mwangi, MSc  
Elizabeth Waiyego CHRP(K),  
MBA, B.ED  
Linet Mwirigi (MBA, BSc)

## 5. JOIN US IN MAKING A DIFFERENCE

Your support makes progress possible. Whether as a **donor, volunteer, mentor, or partner**, you have the power to transform the lives of high-achieving students and strengthen communities. Together, we can reach more scholars, expand mentorship, and create opportunities that change futures. **Join us today contribute your time, expertise, or resources and be part of the journey toward education, empowerment, and lasting impact.**

It is possible to make a donation through any of these options – details available on our website: <https://tuendelee.org/donation/>

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Foundation

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BANK: Standard Chartered

BRANCH: Kenyatta Avenue

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## Together, Let's Progress!

Looking back at 2025, we are proud of the strides Tuendelee Foundation has made in supporting high-achieving students, strengthening partnerships, and positively impacting over 1,600 lives over the past eight years. While these accomplishments are meaningful, we know there is still much more to do to reach additional students, families, and communities, and to create an even greater impact.

Looking ahead, we are excited about the opportunities this year presents—from welcoming new scholars, expanding mentorship programs, and growing our network of donors and partners, to achieving our fundraising goals. With the continued support of our dedicated team, mentors, partners, and donors, we are confident that 2026 will be another year of growth, empowerment, and meaningful change.

### Our Impact

 **38** Scholars Supported in 2025

 **1,600+** Lives Impacted Over 8 Years

 **9** New Scholars Admitted in 2025

 **1:1** Mentor-Mentee Ratio Goal