

Driving Change, Shaping Futures



2024 Annual Report



“EMpower isn’t afraid of youth leading and actively identifies more opportunities for young people to be in the driving seat.”

RADIO WORKSHOP
SOUTH AFRICA

Table of Contents

EMpower’s Organisational Values	4
A Letter From Our President and CEO	6
Youth Fellows Raise Their Voices	8
Fostering Lasting Change	13
Building Bridges and Mobilising the Field	16
Fostering Community and Learning	20
Where We Work	22
Our Impact	24
Select Highlights	25
Partnering for Results	26
FY2024 Grantee Partners	28
EMpower Board	30
EMpower Leadership Council	32
Next GEN Council	34
EMpower Staff	35
Funding Breakdown	37
Financials	38

OUR COVER PHOTO: Gabriela, 16, from Poderosas, Colombia — captured as part of EMpower’s Youth Photo Essay 'Through Their Lens': A Photo Album Celebrating Young Voices

Mission

We partner with local organisations in emerging market countries, and other change-makers, to enable marginalised young people to transform their lives and communities.



Vision

We're building a world where all young people at the margins, especially girls, have the skills, opportunities, and power to live their full potential.

Values

We experience and build a trusting connection with each other.

- We assume good intentions.
- We value each other's uniqueness.
- We trust and value the importance of lived experience, including the perspectives of people within EMpower, young people, and their communities.
- We show up with authenticity, grace, and humility.

Our commitment is sustained by our integrity.

- We are committed to sustainable change.
- Our word is our bond, and we walk the extra mile to deliver on our promises.

- We share a version of a world made better by and for young people, and a passion to get there.
- We are consistently and mindfully committed to our partners.

Together we drive flexible innovation.

- We learn continuously and work collectively and creatively to catalyse innovation.
- We listen to and find synergies in each other's ideas.
- We learn from and build on the work that comes before.
- We keep agile by being responsive and relevant in a rapidly changing environment.



East Bali Poverty Project, Indonesia



Cynthia Steele with girl leaders on a recent visit in Rajasthan

A Letter From Our President and CEO

Dear Friends,

This is a time of extreme volatility and uncertainty. We are seeing uncertainty in the markets, seismic shifts in geopolitics, and significant changes in funding flows that profoundly affect the communities where we work. And we know the impacts of climate change and artificial intelligence will only increase, determining the present and future of the young people it is our mission to serve.

At EMpower, we roll up our sleeves and get on with doing all we can to fund, support, and scale practical and effective solutions for young people to have better lives—today and into their futures. By listening to and working with our partners and most importantly, young people, we know we can make a difference, and that fuels us every day.

In 2000, finance professionals founded EMpower to address inequities and alleviate poverty in the countries where they invested and where many were raised. A quarter of a century later, we have positively impacted more than 1 million young people—especially girls—by partnering with nearly 400 local organisations in 15 emerging market countries. By funding and scaling breakthrough approaches, we have helped to expand economic opportunities for young people, to increase their access to academic and vocational learning—both online and off—and to advance and prioritise their health and well-being.

Throughout, we have focused on young people's leadership, creating and promoting platforms for them to speak and be heard, and to improve and support their communities.

This year we celebrate our **25th anniversary**: 25 years of driving change and forging new pathways for some of the globe's most marginalised young people. For EMpower, it has always been about much more than just giving out grants (as important as these are). We have harnessed every tool in our toolbox—networks, our unique position at the intersection of finance and youth empowerment, collaboratives with peer funders, collective learning—to foster transformation.

In these challenging times, our bedrock principles will be more needed than ever. Finding and funding local organisations with credibility, workable solutions, and staying power. Listening to and amplifying the voices and perspectives of young people. Investing for the long-term—knowing that durable change takes time. Staying agile and adapting to the current environment. Fostering learning. In a fast moving and shifting world, staying true to this core DNA and to our values grounds our bold, continuing promise: to make a fundamental difference for young people who need us, as the world needs them.

As we look back, we are ever grateful to you and all of our partners and co-conspirators who have taken this journey with us. And looking ahead, we are all-in to achieve even more together **over the next 25 years**.

Truly onward,

Cynthia Steele
President & CEO, EMpower



Cynthia, Board Members, and well-wishers on a learning visit in India, 2024

Youth Fellows Raise their Voices



At the core of our work is a firm belief that young people are, and should be, the experts in their own lives. With over twenty years of experience in engaging young people as leaders, we took many steps forward through our global Youth Fellows. Fellows selected from our grantee partner network served as advisors to EMpower’s programmes, amplified their peers’ perspectives, and informed our regional and country strategies—all the while developing and tapping into their leadership skills.

Our [Youth Fellows](#) are recruited across multiple regions to represent diverse perspectives tailored to the unique challenges and opportunities in their local context. They collaborated with our regional teams, bringing fresh perspectives to the issues that impact them the most and making EMpower’s work more relevant and robust. From Metro Mumbai to South Africa’s airwaves, their efforts reflected a shared commitment to improving the lives, wellbeing, and prospects of other young people. Here are highlights from the past year.

INDIA



Project Khel, Lucknow

“In my area, girls mostly stay at home and take care of household chores. They are not allowed to go out; the biggest issue is that they don’t even want to go out. This is because no one has ever shown or explained to them that there is a whole world beyond their homes—one full of opportunities to learn and grow.”

ROSHNI

Roshni, right, from Lucknow, India, is pursuing a bachelor’s degree in social work. She works with our grantee partner Project KHEL, which uses games and play to foster life skills in young people.

Recognising the many layers of inequality girls face, we have prioritised their rights from the beginning. In India, we established a Girls Advisory Council in 2018 to weigh in on our programmatic strategy and grantmaking decisions. This year, the GAC represented EMpower at important conferences and events and were part of key strategic touchpoints with our programme team and our India Advisory Council, including in check-in visits with our grantee partners. At a two-day learning exchange for our grantee partners in Mumbai, they led sessions on what it means to put girls at the centre of programmes serving young people. Witnessing the Fellows, our partners became convinced that youth-led engagement isn’t just possible, it’s powerful.





INDONESIA



“Don’t just stay silent but get involved in activities that build yourself and activities that are positive for yourself and others.”

ALLAN

Allan is a social worker for the Kusuma Buana Foundation in Jakarta. As an EMpower Youth Fellow, he is keen to tackle the taboos around adolescent reproductive and sexual health, HIV, and gender-based violence. He believes that communication and empathy are essential for change to happen and that young people can play a critical role in that.

This year, our five Youth Fellows in Indonesia designed and began implementing a fully youth-led programme to promote safe and healthy lives for young people in Greater Jakarta. They developed solutions that resonate with their communities, such as creating safe spaces where mental health issues can be discussed and destigmatised.

MEXICO



“EMpower completely changed the way I see things happening around me... Participating in this project completely changes the perspective you have of what you live day to day.”

JENIFER

Jenifer is from a peri-urban area in Oaxaca, where the trash dump for several nearby towns is located. There are few opportunities for young people here to stay in school and find good work and the streets can be unsafe. Jenifer is studying civil engineering and wants to get into construction and create better conditions for other young people in the area. As a Fellow she is excited to lift up the issues that matter to her peers.

In Mexico, our six Youth Fellows gathered input from their peers on the top challenges they faced. The Fellows saw themselves reflected in the findings and felt motivated to take action to support others like them. They organised and led a virtual event with experts on sexual and reproductive rights and autonomy in decision-making. Showing newfound confidence and leadership, they helped to ensure EMpower’s country strategy could be even more responsive to the needs of young people in Mexico.





SOUTH AFRICA



Owam Govender, EMpower Youth Fellow, South Africa

Owam is from Ekurhuleni, where many young people face unemployment, teenage pregnancy, substance abuse, crime, and gender-based violence. She is studying accounting at the University of Johannesburg and volunteers at the Sisonke Wellness Foundation. She is a vocal advocate for improving young people’s access to quality basic education, mental health support, and sexual and reproductive health care.

In South Africa, our four Youth Fellows focused on adolescent mental health. They worked closely with the EMpower team to lead initiatives to improve young people’s resilience and well-being, especially those grappling with trauma. One of the highlights this past year was a deep dive into grantmaking, with the Fellows joining EMpower’s Johannesburg grantee partner visits. They learnt from the pioneers behind these impactful organisations, such as Radio Workshop, which trains young people to become reporters so they can raise awareness on issues that matter to them and their communities.

“I haven’t made it if I haven’t stepped into rooms where decision-makers are, and if I’m not part of those conversations, then I still have to do more.”

OWAM



Urbanet, Ghana

Fostering Lasting Change

EMpower invests in local organisations for up to 10 years, guided by the principles of trust and collaboration, and understanding that change does not happen overnight. This [flexible, long-term approach](#) is key to effecting change in local communities around the world. We ensure the organisations that we support have the solid foundation, freedom, and space to innovate and take risks, try new solutions, and scale the ones that are effective. And along the way, we provide guidance and expertise. As a result, we see transformational change.

In rural Ghana, URBANET, a longstanding EMpower partner, has been educating and training young people in beekeeping as a sustainable livelihood. Participants learnt how traditional practices, such as tree-cutting and using fire for honey harvesting, can harm the environment. The training also emphasised the role of beekeeping in enhancing plant growth and biodiversity. As a result, the Chief and local leaders introduced laws banning all forms of bush burning and tree cutting.

And young people themselves are driving change. In East Bali—a volcanic region largely cut off from the rest of the island—economic pressures and child marriage, particularly for girls, often prevent them from staying in school. Nearly half are married by the age of 18.



East Bali Poverty Project, Indonesia



Our longstanding partner, the East Bali Poverty Project, collaborated with another EMpower partner, PhotoVoices International, to educate young people, parents, village leaders, and government officials about sexual and reproductive health and rights, and the importance of preventing child marriage and early pregnancy.

The young participants quickly became passionate advocates. Using photography, they engaged with community members and district officials. Thanks to their efforts, three communities have recently ratified laws to prevent child marriage.

These examples illustrate how powerful change is possible everywhere.



“EMpower has had a
catalytic impact on
our work by funding
innovations that soon
became impactful systems
change models in India.”

Antarang Foundation,
India





Building Bridges and Mobilising the Field

Pictured above: Anusha Naicker, EMpower's Regional Programme Director, Africa; Chumani Nkwinti, EMpower's Programme Officer, South Africa; and EMpower's South Africa Youth Fellows at Citi's e for education event, 2024

Funders can play important roles not only in philanthropic investments of capital, granting to mission-aligned organisations, but also:

- Sharing insights, learnings, guidance and evidence
- Handing mics to leaders with less access in critical spaces
- Shaping sector practices and programming

Encouraged by our grantee partners, who were keen for some of EMpower's practices, such as long-term investment and partnership, to be adopted more broadly in philanthropy, we have a strengthened intention for strategic influence. We've realised that we not only have a role to play but also a responsibility—to amplify what we've learned, share the insights we've gathered, and create opportunities for our partners and young people to speak on multiple platforms—all with the single-minded purpose of helping shape a more just and equitable world, especially for marginalised young people.



Caitlin Mitchell, EMpower's Senior Manager of Impact & Partnerships, at the Commission on the Status of Women (CSW68)



Cynthia at the launch of the Coalition for Mental Health Investment (CHMI), Clinton Global Initiative 2024



Adam Heuman, EMpower's VP of Global Development & Marketing, at the International Capital Markets Association Conference 2024

55
We participated in 55 in-person events in many corners of the world.

82

Last year, EMpower had 82 influencing moments, opportunities to reach key audiences that will enable us to drive more resources to young people and scale smart solutions.



Nisha Dhawan, EMpower's VP of Impact & Influence, at the Skoll World Forum 2024

Towards this end, we published op-eds on topics where we seek to enjoin others (such as in [Devex](#), [Inside Philanthropy](#), and [South Africa's Independent Online](#)). We launched a monthly blog series, [Shifting the Narrative](#), which explores key issues impacting young people, philanthropy, and the sector, sharing diverse perspectives from the EMpower ecosystem.

We also participated in the [United Nations Commission on the Status of Women](#), [Skoll World Forum](#), [Clinton Global Initiative](#), [International Capital Markets Association Conference](#), [Re-Think Sustainable Business Forum](#), [the AVPN Global Conference](#), and a [100 Women in Finance event](#), in addition to many other major events and meetings around the world.

We know that influence isn't just about speaking up. It's about listening carefully, learning continuously, and joining others for collective action and amplified impact. Guided always by our core value of humility, we continue to look for and capitalise on platforms that advance young people's priorities and viewpoints.



Jayanthi Pushkaran, EMpower's Senior Programme Officer for Adolescent Girls, at the AVPN Global Conference 2024

EMpower is seen to be an important voice on an array of issues with **gender, meaningful youth engagement and 10 year partnerships** – being the top three areas that we spoke about this year.

And as a result – **we engaged with 200+ young people** in these efforts, to showcase our work to over 6,000 people this year!

“The thing that really impressed me most is how all the partner organisations we met with and EMpower’s own programme staff, the emphasis was really on **encouraging young people to identify and execute their own solutions within their communities.**”

Rachel Andrews

Trusted advisor to both corporations and nonprofits,
Head of Global Program Committee of EMpower
Boards, and HK Director



AwareNest, Community of Practice (CoP), East and Southeast Asia

Fostering Community and Learning

We believe that transformational change happens faster and more effectively when organisations learn, collaborate, and grow together. That’s why we go beyond funding—we actively foster deep, meaningful connections among our grantee partners, both locally and globally. By creating space for shared learning, innovation, and solidarity, we help partners sharpen their strategies, tackle common challenges, and amplify their collective impact.

One of our most powerful tools for doing this is the [Community of Practice](#) model—regional and country-based learning networks that bring our partners together to exchange knowledge, build capacity, and co-create solutions. In a world marked by uncertainty and complexity, these relationships are more than supportive—they are strategic.

LATIN AMERICA: SHARED KNOWLEDGE, SHARED STRENGTH

All 35 of our grantee partners in Latin America participate in a vibrant, regional Community of Practice, co-funded by the Tinker Foundation—whose grantee partners also join the dialogue. Led by our partner **Fundación Alvaralice** in Colombia, the group meets virtually

each month, forming a trusted platform for peer learning, real-time problem-solving, and collective growth.

Over the past year, the group explored timely and urgent themes such as youth mental health, 21st-century socio-emotional skills, and cutting-edge education models. These sessions didn’t just spark dialogue—they led to real shifts in programming, equipping partners with the tools and insights needed to strengthen outcomes for young people across the region.

EAST & SOUTHEAST ASIA: GROUNDED IN YOUTH LEADERSHIP

In East and Southeast Asia, our youth-led partner **Pamflet Generasi** in Jakarta leads the “**AwareNest**” Community—uniting eight regional organisations advancing adolescent sexual and reproductive health and rights. In addition to monthly online convenings, members came together in Bali for a two-day in-person exchange that deepened relationships and expanded shared understanding.

Together, they explored human rights literacy, informed consent, and visited the **Sekolah Ekoturin**—a school run by fellow partner **East Bali Poverty Project**. In a safe, empowering space, they also played *berdaya* (Indonesian for “empower”), a card-based game designed to help youth navigate real-life scenarios of violence and bystander response. These exchanges created not only stronger strategies—but stronger leaders.

SOUTH AFRICA: BUILDING RESILIENCE THROUGH COLLABORATION

In South Africa, our Cape Town-based Community of Practice brings together nine partners focused on equipping social workers and youth facilitators to better support young people’s well-being and resilience. Their collaboration is creating a ripple effect—strengthening care systems that reach thousands of youth.

We also support a second South African Community of Practice, composed of 12 organisations working to elevate their approaches to monitoring, learning, and evaluation (MLE). These partners are advancing new ways to measure what matters, capture complex qualitative data, and communicate their impact with clarity and confidence. As one participant reflected:

“I was reminded of the value of creativity. We discussed the challenges of reporting on complex qualitative data—and I left with bold new ideas I’m excited to implement.”

Where We Work

PROGRAMME AREAS:

- Latin America
- Africa
- Turkey & Russia
- Asia

EMPOWER OFFICES:

- New York
- London
- Hong Kong
- Singapore
- Delhi

IN-COUNTRY PROGRAMME EXPERTISE:

- Argentina
- Indonesia
- Mexico
- Nigeria
- Peru
- South Africa
- Turkey



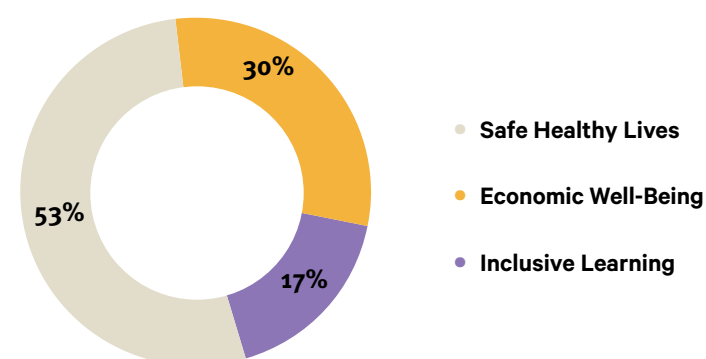
Our Impact

Cumulative, since 2000

FYE2024



FY24: Funding by Portfolio



Select Highlights from Last Year

76%

We provided the majority of our grantee partners with some form of capacity strengthening, such as support in financial sustainability.

68%

Reported that they expanded their network as a result of EMpower's cross-sector strengthening work.

55%

Most of the participants in our partners' programmes were girls.

56%

The largest group reached with our support is 10-14 years old, a critical time in adolescence.

Progress Made by Partners

As part of our commitment to learning and accountability, we qualitatively analysed grantee partner reports to understand better how our shared work is progressing towards key objectives. **The word cloud below captures the most frequently recurring terms across these reports, offering a snapshot of what matters most on the ground.**

Across regions, partners consistently emphasised training, education, health, and skill-building themes, with a strong focus on youth participation and community development. These insights reaffirm the alignment between EMpower's strategic priorities and the lived experiences, efforts, and innovations of our partners and the young people they work with.



Partnering for Results

Examples of our major partnerships in FY24 include:



EMpower is proud to partner with corporations and foundations that share our commitment to unlocking the potential of young people.



We are extremely grateful to the following partners for their instrumental pro-bono support:



AFRICA

Ghana

NiV Limited
One Love Sisters
Rightify Ghana
Songtaba - Women’s Rights Coalition
Africa Queer Youth Initiative (Legally Africa Quest Youth Development Initiative)
Dorothy Njemanze Foundation
Improved Sexual Health & Rights Advocacy Initiative
Intersex Nigeria
Stand With A Girl (SWAG) Initiative
Vision Spring Initiatives (VSI)

South Africa

BRAVE (Rock Girls)
Earthchild Project
Fight with Insight
Ikamva Labantwana Bethu
Inside Out
Khululeka Grief Support
Lefika La Phodiso
The Mudita Foundation
Phola
Pride Shelter Trust
Radio Workshop
School of Hard Knocks
South African Federation for Mental Health
The Sozo Foundation Trust
Usapho Foundation

EAST & SOUTHEAST ASIA

Hong Kong

Teen’s Key
The Zubin Mahtani Gidumal Foundation Limited

Indonesia

Bahay Tuluyan Foundation, Inc.
Lensa Masyarakat Nusantara (Photovoices International)
Perkumpulan Pamflet Generasi
Yayasan Ekoturisme Indonesia (East Bali Poverty Project)
Yayasan Kusuma Buana
Yayasan ROLE Bali Indonesia

Philippines

ICS Center
Lunas Collective
Passerelles Numeriques Philippines Foundation, Inc.
VANGO (Vietnamese American Non-Governmental Organization Network)

Vietnam

Passerelles Numeriques Vietnam
Virlanie Foundation, Inc.
Virtualahan

INDIA

Antarang Foundation
Ballygunj Society for Childen in Pain (CHIP)
Centre for Social Research

Chehak Trust (Sahyog)
CYDA - Centre for Youth Development and Activities
Foundation for Education and Development - Doosra Dashak
Indian Law Society
Institute of Social Studies Trust
Jan Sahas Social Development Society Karm Marg Charitable Society
Mantra Social Services
New Resolution India (Bright Future)

Chehak Trust (Sahyog)
CYDA - Centre for Youth Development and Activities
Foundation for Education and Development - Doosra Dashak
Indian Law Society
Institute of Social Studies Trust
Jan Sahas Social Development Society
Karm Marg Charitable Society
Mantra Social Services
New Resolution India (Bright Future)
OSCAR Foundation
Pravah
Prayatn Sanstha
PUKAR (Partners for Urban Knowledge, Action and Research)
Rajsamand Jan Vikas Sansthan
Ritinjali
Shiv Shiksha Samiti Ranoli (SSSR)
Student Partnership Worldwide India Project Trust
Unnati ISEC
Urmul Setu Sansthan
Vacha Charitable Trust
Vigyan Foundation
Vikalp Sansthan
Vishakha Mahila Shiksha Avam Shodh Samiti

LATIN AMERICA

Argentina

Chicas en Tecnología
Fundación Cimientos

Brazil

Grupo Cultura Urbana
Instituto da Oportunidade Social - IOS
Instituto Precisa Ser/Vai na Web
Spectaculu

Colombia

Fundación Alvaralice
Fundación Rofé
Fundación Scarpetta Gnecco
Fundación Ser para Ser / SOROCA

Mexico

CLAP
GENDES, A.C.
Jóvenes Constructores de la Comunidad (JCC)
Patronato Pro Educación Guaquitepec, A.C.
Proeducación I.A.P
Servicios a la Juventud A.C. (SERAJ)

Peru

Asociación Minga Peru
Centro de Promoción y Defensa de los Derechos Sexuales y Reproductivos (PROMSEX)

TURKEY

Cinsel Şiddetle Mücadele Derneği (CSMD)
EGED/Egitimde Gorme Engelliler Derneği (Association for Visual Impairment in Education)
Genc Hayat Foundation (Youth Lives Foundation, YLF)
Kodluyoruz Dernegi (We are Coding)
Koy Okullari Degisim Agi Dernegi (KODA)
Maya Foundation
Sulukule Volunteers Association (SVA)
Suna’nın Kızları (Suna’s Daughters)
WNTT/ We Need to Talk / Konusmamiz Gerek

EMpower’s Boards of Directors in London, New York, Hong Kong, Singapore, and Delhi are fierce champions of our work, bringing passion, acumen, and financial resources to advance our mission and goals.

Board of Directors

UNITED STATES

- Soji Nora Adewumi, Turnaround for Children
- Patricia Ahn, Goldman Sachs
- Marc Balston
- Kristin Ceva, Payden & Rygel
- James Donald, Lazard Asset Management
- Flavio Figueiredo, Citi
- Beth Fredrick, Johns Hopkins Bloomberg School of Public Health
- Liza Green
- Michael Hirschhorn
- Tim Jensen
- Kathleen Kinsella, BNY
- Robert Kushen, Porticus Foundation
- Kevin Murphy, Wellington Management
- Rekha Nair, Société Générale
- Osmin Rivera, Goldman Sachs
- Cynthia Steele, EMpower
- Başak Yavuz, Goldman Sachs Asset Management

UNITED KINGDOM

- Marcelo Assalin, William Blair
- Marc Balston
- Mary-Therese Barton, Pictet
- Jonathan Bell, Cape Ann
- Finbar Cooke, Barclays
- Liliana Dearth, Newton Investment Management Group
- Swatee Deepak
- Reggie Dodge
- James Ellery, Goldman Sachs
- Jeremy Llewelyn
- Pontso Mafethe, Global Greengrants
- Nicolette Naylor, Ubuntu Philanthropy
- Parvoleta Shtereva, Gemcorp Capital LLP
- Cynthia Steele, EMpower
- Ozan Tarman, Deutsche Bank
- Linda Weisert, CIFF
- Toby West, MarketAxess

ABOVE LIST IS CURRENT AS OF MAY 2025.

Board of Directors

HONG KONG AND SINGAPORE

- Rachel Andrews, Philanthropic Advisor
- Stephen Chang, PIMCO
- Maddy Foo
- Susee Tang Gough, Goldman Sachs
- Aleem Jivraj, Nomura
- Richard Johnston, Albourne
- Nicholas Koh
- Jessica Koh, Macquarie
- E.G. Morse
- Avon Neo, Nomura
- Aasha Pai, Philanthropic Advisor
- Cynthia Steele, EMpower
- Vivien Teu, Dentons
- Maryann Tseng, SenseTime
- Aparna Uppaluri, Antara Advisory

INDIA ADVISORY COUNCIL

- Nisha Dhawan, EMpower
- Ravinder Kaur, Indian Institute of Technology, Delhi
- Sneha Shah Kohli
- Prarthana Kumar, Harvard Business Publishing
- Radhika Bharat Ram, The Shri Ram Schools
- Devanshi Vaid, India Development Review (IDR)

A number of our Board Members go even further by serving as Underwriters. This means they generously cover all of EMpower’s management, general, and fundraising costs, enabling 100% of other donations to impact young lives directly.

Special thanks to our Board Member Underwriters: Marcelo Assalin, Mary-Therese Barton, Jonathan Bell, Stephen Chang, James Donald, Flavio Figueiredo, Maddy Foo, Susee Tang Gough, Tim Jensen, Aleem Jivraj, Richard Johnston, Jessica Koh, Nicholas Koh, Jeremy Llewelyn, E.G. Morse, Aasha Pai, Kunal Shah, and Maryann Tseng.

Our generous Leadership Council members and Underwriters cover all of EMpower’s management, general, and fundraising costs, enabling 100% of other donations to directly impact young lives.

Leadership Council

UNITED STATES

Premier Underwriters

- Eric Dannheim, Moore Capital Management
- Jim Valone Underwriters
- Eric Baurmeister
- Frank Carroll, Oaktree Capital Management
- Carlos Fernandez-Aller, Bank of America
- Keith Gardner

Corporate Underwriters

- MarketAxess
- Payden & Rygel
- Seaport Global
- VR Capital

Members

- Alex Barcinski, UBS
- Jennifer Kivitz Roth, Goldman Sachs
- Lars Timmann, Seaport Global
- Jed Weiss & Ilana Braun, Fidelity

UNITED KINGDOM

Leadership Council Chair

- Kunal Shah, Goldman Sachs

Premier Underwriters

- Jonathan Bayliss
- Sam Finkelstein, Citadel
- Adeel Khan, Barclays
- Brad Wickens, Broadreach Investment Management LLP
- Paco Ybarra
- Corporate Underwriters
- BBVA
- Cape Ann Asset Management
- Gemcorp Capital LLP
- MarketAxess
- Seaport Global

Underwriters

- James Banghart J.P. Morgan
- Pierre-Yves Bareau, Didier Lambert, and Zsolt Papp, J.P. Morgan Asset Management
- Stephen Jefferies and Edward Franklin, J.P. Morgan
- Devan Kaloo, Aberdeen Asset Management

- Ram Nayak, Deutsche Bank
- John Patton, Argentem Creek Partners
- Nick Riley, BlueCrest

Members

- Alessandra Labombarda, BBVA
- Mike Lekan, Bank of America
- David Lubin, Chatham House
- Prakriti Sofat, Goldman Sachs Asset Management

HONG KONG & SINGAPORE

Premier Underwriters

- Ross Hamou-Jennings, Cargill
- Underwriters
- Kirk Alexander
- Sandeep Gupta, Broad Peak Investment Advisors
- Corporate Underwriters
- MarketAxess
- Värde Partners

Members

- Benjamin Falloon
- Dave Fernandez

UNITED ARAB EMIRATES

Members

- Jimi Adesanya, Goldman Sachs
- Naveen Choppara, Millennium
- Mitesh Parikh, Schonfeld
- Akash Patel, Millennium
- Riccardo Riboldi, Schonfeld
- Adib Zoueïn, Goldman Sachs

Bringing fresh ideas, networks, and energy, Next Gen members are young professionals who serve as ambassadors for EMpower globally and fundraise to support our work.

UNITED STATES

- Joana Barros-Magalhaes, Citadel (Co-Chair)
- Dan Stewart, Schonfeld (Co-Chair)
- Monia Bianco, J.P. Morgan
- Cole Bond, Marathon Fund
- Emma Cerda, Morgan Stanley
- Siddhant Dahiya, Bank of America
- Grace Evans, Bank of America
- Lucy Kohlhoff, Deutsche Bank
- Jason Kong, Schonfeld
- Julia Lino Oliveira, Goldman Sachs
- Merve Pekdemir, Société Générale
- Tyler Salathe, Morgan Stanley
- Catalina Sanchez-Carrion, Bank of America
- Winnie Tang, New Legacy Group

HONG KONG & SINGAPORE

- Jake Fox, Goldman Sachs
- John Goodell, HSBC
- Rashu Jindel, Seaport Global
- Priya Naidu, LeapFrog Investments
- Ashlesha Vaishampayan, T. Rowe Price



ABOVE LIST IS CURRENT AS OF MAY 2025.

At EMpower, we have staff located around the world, bringing rich diversity and relevant know-how.

Staff

UNITED STATES

- Robin Barnes, Development Director, US
- Kayla Kohlenberg, US Development Manager, Initiatives & Events
- Caitlin Mitchell, Senior Manager, Impact & Partnerships
- Cynthia Steele, President & CEO
- Frehiwot Tarekegn, Vice President, Finance
- Deanna Tuttle, Development & Operations Associate

UNITED KINGDOM

- Joanna Bunt, Development & Operations Assistant, UK
- David Crook, Consultant, Trusts & Foundations (part-time)
- Estefania Cote Hernandez, Planning & Governance Officer
- Adam Heuman, Vice President, Global Development & Marketing
- Zaryna Lee, Development Manager, UK
- Sadiya Shaikh, Development Director, UK

INDIA

- Priyasha Banerjee, Programme Associate
- Deeksha Bhatia, Senior Programme Officer, India
- Mayank Bhatia, Global Controller

- Nisha Dhawan, Vice President, Impact & Influence
- Heera, Programme Director, India
- Swarnlata Mahilkar, Programme Officer, Adolescent Girls & Gender Initiatives, India
- Tanvi Mishra, Communications & Influence Manager
- Jayanthi Pushkaran, Senior Programme Officer, Adolescent Girls
- Sara Saad, Global Communications Associate
- Anukriti Rastogi, Senior Accountant
- Divya Shikha, Global Manager of Accounting

HONG KONG

- Kundhavi Balachandran, Senior Programme Officer, East and Southeast Asia
- Ricky Hui, Development & Operations Associate, East and Southeast Asia
- Suvidha Hughes, Vice President, People & Operations
- Lisa Withey, Development Manager, East and Southeast Asia
- April Yip, Programme Officer, East and Southeast Asia
- Marat Yu, Programme Director, East and Southeast Asia



Staff

SINGAPORE

Henna Hemnani, Director, Development, Asia

SOUTH AFRICA

Che Bornheim, Programme Officer, South Africa

Deborah Diedericks, Global Mental Health Lead and Senior Programme Officer, South Africa

Anusha Naicker, Regional Programme Director, Africa

Chumani Nkwinti, Programme Officer, South Africa

ARGENTINA

Daniel Parnetti, Regional Programme Director, Latin America

Deborah Schmulewitz, Consultant for Argentina

MEXICO

Lauren Glenmere Furmanek, Global Grants Manager

Mireille Posse, Senior Programme Officer, Latin America

GERMANY

Gritt Richter, Programme Consultant, Ukraine (part-time)

INDONESIA

Deborah Leaver, Vice President, Programmes

Coory Pakpahan, Programme Officer, East and Southeast Asia

NIGERIA

Odi Agev, Consultant, Ghana/Nigeria

PERU

Maria Pia Bravo Areans, Programme Officer, Peru

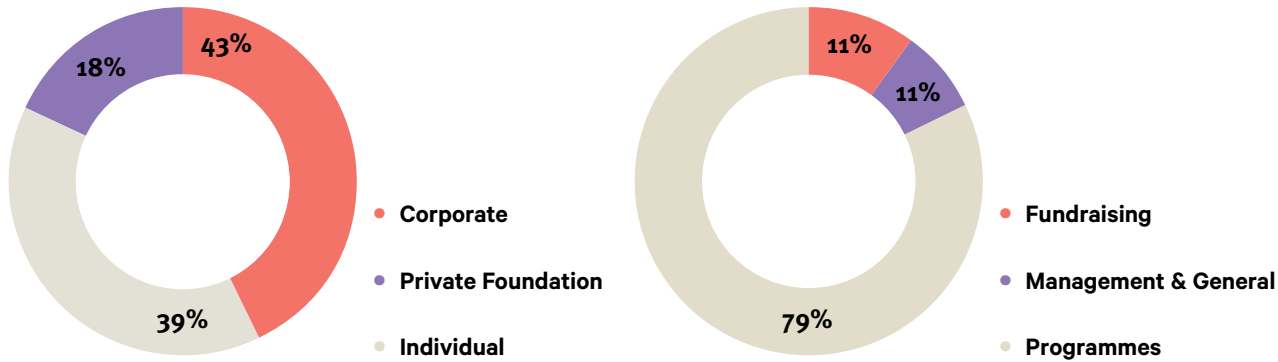
SPAIN

Lindsay Prybylski, Global People & Operations Associate

TURKEY

Filiz Bikmen, Senior Consultant, Programmes & Partnership, Turkey

FY24:
Funding Breakdown by Sources and Uses



FY24 SOURCES—IN USD

	US	UK	HK	Total	
Corporate	2,070,939	698,518	1,076,390	3,845,847	43%
Individual	437,374	2,158,090	866,070	3,461,534	39%
Private Foundation	798,300	676,246	163,212	1,637,758	18%
TOTAL	3,306,613	3,532,854	2,105,672	8,945,139	100%

FY24 USES—IN USD

Fundraising	1,110,433	11%
Management	1,089,971	10%
Programme	8,106,173	79%
TOTAL	10,306,577	100%

FY2024:
Global Consolidating Financial Statements

STATEMENT OF FINANCIAL POSITION AS OF 30 JUNE 2024—TRANSLATED TO USD					
	US & ESPL	UK	HK & SG	Total FY 2024	Total FY 2023
Assets					
Cash and Cash Equivalents	2,552,446	1,202,514	1,110,119	4,835,079	8,446,719
Pledges Receivable & Interco Accounts	704,566	388,489	892,715	1,985,770	1,510,104
Prepaid Expenses	70,712	19,850	3,680	94,242	129,780
Net Plant, Property, and Equipment	33,490	8,192	5,695	47,377	76,605
Security Deposit	23,766	-	8,581	32,347	36,941
Total Assets	3,354,980	1,619,045	2,020,790	6,994,815	10,200,149
Liabilities and Net Assets					
Accounts Payable and Accrued Expenses	22,639	80,842	110,765	214,246	285,735
Grants Payable	1,037,494	703,500	969,328	2,710,322	4,180,987
Total Liabilities	1,060,133	784,342	1,080,093	2,924,568	4,466,722
Net Assets					
Unrestricted Operating Funds	202,429	782,201	751,696	1,736,326	3,194,276
Temporarily Restricted	2,092,418	52,502	189,001	2,333,921	2,539,151
Total Net Assets	2,294,847	834,703	940,697	4,070,247	5,733,427
Total Liabilities and Net Assets	3,354,980	1,619,045	2,020,790	6,994,815	10,200,149

FY2024:
Global Consolidating Financial Statements

STATEMENT OF ACTIVITIES YEAR ENDED 30 JUNE 2024—TRANSLATED TO USD					
	US & ESPL	UK	HK & SG	Total FY 2024	Total FY 2023
Changes in Unrestricted Net Assets Support and Revenue					
Contributions	2,319,757	2,590,901	1,736,342	6,647,000	8,325,188
Event Income	893,593	895,664	333,708	2,122,965	2,598,221
Less: Direct Event Expenses	(114,851)	(185,834)	(59,725)	(360,410)	(208,822)
Donated Services	-	-	-	-	-
Foreign Currency Gain (Loss)	(6,169)	75,045	(3,214)	65,662	116,574
Interest & Misc. Income	94,832	46,288	34,055	175,175	32,563
Total Unrestricted Support and Revenue	3,187,162	3,422,064	2,041,166	8,650,392	10,863,724
Expenses					
Programme Services	3,463,209	3,255,262	1,387,702	8,106,173	9,080,463
Supporting Services:				-	-
Management and General	402,934	399,474	287,927	1,090,335	921,321
Fundraising	467,037	441,309	202,087	1,110,433	1,040,102
Total Expenses	4,333,180	4,096,045	1,877,716	10,306,941	11,041,886
Increase (Decrease) in Net Assets	(1,146,018)	(673,981)	163,450	(1,656,549)	(178,162)
Net Assets, Beginning of Year	3,440,865	1,508,684	777,247	5,726,796	5,911,590
Net Assets, End of Year	2,294,847	834,703	940,697	4,070,247	5,733,428

“It never ceases to amaze me:
**the capacity of human beings
to recognise each other as
equals in their humanity** despite
any differences in culture, age,
nationality. To be moved by the
growth of others and to desire to be
part of it. Especially in a world that
constantly divides and confronts.”

Eliana Elias,

Co-founder of Minga Peru, longstanding
EMpower grantee partner



East Bali Poverty Project, Indonesia

Your support helps us invest in bold, community-rooted solutions that enable young people to thrive.

As we look to the future, your partnership is more vital than ever. You can make a difference by:

- Making a one-time or recurring donation
- Partnering with us through your company or foundation
- Spreading the word about our work

Together, we can create a world where all young people have the opportunity to reach their full potential. Visit empowerweb.org/support-us to learn more. Join Us in Empowering Youth: Your support today creates opportunities for tomorrow.

You can make a difference that lasts beyond a lifetime. A legacy, or planned gift, to EMpower is a simple but powerful way to ensure your support for marginalised youth continues for generations to come. Your gift can be designated to support EMpower’s operations, endowment, or programmes, and can be made through a bequest in your will, a gift of appreciated securities, a Donor Advised Fund (DAF), or a life insurance policy.

Take the first step today. Learn more at empowerweb.org/support-us/leave-a-legacy



EMpower

New York

EIN #: 03-0529005

empowerus@empowerweb.org

London

CC #: 1118916

empoweruk@empowerweb.org

Delhi

Public Charitable Trust registered as a tax exempt entity under Section 12A/80G of the Income Tax Act, 1961

CSR-1 CSRo0005356

india@empowerweb.org

Hong Kong

IRD Registered Charity

empowerhk@empowerweb.org

Singapore

Accounting and Corporate Regulatory Authority

Company Limited by Guarantee

Registration No. 201717163E

empowersg@empowerweb.org

empowerweb.org