2018-2019
ANNUAL REPORT
CELEBRATING 20 YEARS OF SERVICE
Our Mission: Princeton in Africa helps future leaders develop lifelong connections to the people and nations of Africa. We offer highly selective yearlong fellowships to recent college graduates with organizations across the African continent; we enable our Fellows, through their work, to make significant contributions to Africa’s well-being; and we encourage our Fellows to cultivate meaningful relationships with communities in Africa and with one another.

2018-19 marked the launch of Princeton in Africa’s 20th year. What began as an idea, to create lifelong connections for recent college graduates to Africa, has grown into an extensive network of nearly 600 alumni who have served in yearlong fellowships with over 90 host organizations in 36 countries and have since launched impressive careers in many fields related to Africa. This milestone reminds us of our starting point, two summer internships with the International Rescue Committee (IRC) in Rwanda, and all the friends, supporters, organizations and alumni who have helped us grow, while staying true to our original mission.

As we look toward the next 20 years, the Princeton in Africa staff and board are focused on four main objectives. First, to grow the opportunities within our alumni community, including incorporating more alumni voices in shaping the path of Princeton in Africa. Second, to continue to diversify our host organizations to include more grassroots and African-led organizations and social enterprises, while maintaining strong ties with our long running partners. Third, to continue to diversify our fellowship classes by ensuring the program is welcoming and accessible to applicants of all backgrounds. Lastly, to foster programming and discussions that generate responsible and thoughtful engagement with the host communities in which we work.

Thank you to all of the supporters, Fellows, alumni, and corporate and foundation partners who helped make our 2018-19 year such a success.

Warmest regards.

Jim Robinson
Board President

Jodianna Ringel
Executive Director
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Warmest regards.

Jim Robinson
Jodianna Ringel
Board President
eXecutive Director

A Word

Jodianna Ringel, Executive Director
Stephanie Hooper Leroy*, Program Director
Michelle Spada, Program Director
Reanne Olivier+, Program Manager
Rachana Gangavarapu*, Program Information & Communications Associate
Brianna Grausso, Development & Administrative Associate

*1st half of FY18-19 only
+2nd half of FY18-19 only
80% of alumni reported holding jobs related to Africa.

2010-2018 noted that PiAf impacted their career trajectory.

97% of Fellows from 2010-2018 stayed with their host organization after their fellowship.

600+ FELLOWS

360+ HOTIONS

100+

90% of supervisors since 2010 stated that the Fellow had a positive impact on their organization.

75% of alumni reported returning to the continent after their fellowship.

95% of supervisors since 2010 would recommend PiAf to another organization.

20 YEARS OF SERVICE

CELEBRATING 20 YEARS OF SERVICE

80% of alumni reported donating money or time to African-related causes.

95% of supervisors since 2010 would recommend PiAf to another organization.
50% of alumni reported holding jobs related to Africa

80% of alumni reported donating money or time to African-related causes

16% of Fellows from 2010-2018 stayed with their host organization after their fellowship

75% of alumni reported returning to the continent after their fellowship

90% of supervisors since 2010 stated that the Fellow had a positive impact on their organization

95% of supervisors since 2010 would recommend PiAf to another organization
In 1999 we started with
2 fellows
1 host organization & 1 country

In 2018-2019 we had
50 fellows
30 host organizations & 14 countries
1999-2010

2010-2019

SECTORS ACROSS THE YEARS

<table>
<thead>
<tr>
<th>Sector</th>
<th>1999-2010</th>
<th>2010-2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocacy, Research &amp; Civil Society</td>
<td>5.88%</td>
<td>4.29%</td>
</tr>
<tr>
<td>Agricultural Development</td>
<td>1.07%</td>
<td>3.97%</td>
</tr>
<tr>
<td>Business &amp; Economic Development</td>
<td>4.81%</td>
<td>7.46%</td>
</tr>
<tr>
<td>Community-Level Development</td>
<td>3.74%</td>
<td>4.29%</td>
</tr>
<tr>
<td>Conflict Resolution &amp; Peacebuilding</td>
<td>2.14%</td>
<td>1.43%</td>
</tr>
<tr>
<td>Education &amp; Youth Capacity Building</td>
<td>22.46%</td>
<td>23.97%</td>
</tr>
<tr>
<td>Environment &amp; Conservation</td>
<td>4.28%</td>
<td>3.17%</td>
</tr>
<tr>
<td>Income Generation</td>
<td>2.14%</td>
<td>3.33%</td>
</tr>
<tr>
<td>International Humanitarian Aid &amp; Development</td>
<td>31.55%</td>
<td>24.76%</td>
</tr>
<tr>
<td>Public &amp; Community Health</td>
<td>21.93%</td>
<td>23.33%</td>
</tr>
</tbody>
</table>

In 1999-2010, we started with 2 fellows, 1 host organization, & 1 country. In 2018-2019, we had 50 fellows, 30 host organizations, & 14 countries.
This year we partnered with 50 fellows, 14 countries, & 30 organizations.

Their work worked within these sectors:

28% Public & Community Health
12% Business & Economic Development
12% Education & Youth Capacity Building
8% Environment & Conservation
4% Income Generation
2% Agricultural Development
2% Conflict Resolution & Peacebuilding
2% Advocacy, Research & Civil Society
2% Community Level Development
12% International Human Aid & Development

Jephthah Acheampong (NYU '16) Customer Success Associate, mSurvey, Nairobi, Kenya
Megan Angulo (USC '17) Monitoring & Evaluation Fellow, The BOMA Project, Nanyuki, Kenya
Nicole Archibald (Seton Hall University '16) Analyst, Sustainable Health Financing, CHAI, Mbabane, Swaziland
Matthew Arends (Princeton '16) Operations Fellow, IRC, Dar es Salaam, Tanzania
Sarah Baum (Barnard '17) Research, Monitoring and Evaluation Fellow, Population Services International, Johannesburg, South Africa
Yawei Bi (Stanford '16) Special Projects Fellow, African Leadership Academy, Johannesburg, South Africa
Gabriella Bragoli (California Polytechnic '15) Farm Development and Conservation Fellow, The Kasiisi Project, Fort Portal, Uganda
Deborah Carey (American '17) Strategic Analyst, Spark MicroGrants, Musanze, Rwanda
Daniel Charlton (Whitman '18) Resource Mobilization Officer, BIPAI, Mbabane, Swaziland
Sarah Composto (UPenn '18) Communications Fellow, Mpala Research Centre & Wildlife Foundation, Laikipia, Kenya
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Rebecca Composto (UPenn '18) Communications Fellow, Mpala Research Centre & Wildlife Foundation, Laikipia, Kenya
Dalia Elmelige (University of South Florida '17) Development & Communications Fellow, Resonate, Kigali, Rwanda
Sofia Antonia Gomez Doyle (NYU '18) PSL (Partnership Schools of Liberia) Fellow, More Than Me, Monrovia, Liberia
Uma Guarnaccia (NYU '18) Research Fellow, Kucetekela Foundation, Lusaka, Zambia
Sofia Gulaid (Yale '18) Grants & Programs Fellow, IRC, Nairobi, Kenya
Nicholas Hastings (UNC '17) Project Assistant, BIPAI, Gaborone, Botswana
Ela Hefler (Davidson '17) Grants & Programs Fellow, IRC - Somalia, Nairobi, Kenya
Clare Holtzman (Colorado '17) Career & College Counselor, IEFT, Monduli, Tanzania
Emma Housman (Georgetown '18) Volunteer Non-Clinical Program Assistant, BIPAI, Mwanza, Tanzania
Cynthia Joseph (University of Florida '17) Lead Lecturer in English-Assistant of Academic Affairs, African School of Economics, Cotonou, Benin
Urvi Kalra (Skidmore '18) Communications Fellow, The BOMA Project, Nanyuki, Kenya
Colleen Kelly (Kenyon '18) Marketing & Communications Fellow, Nyaka AIDS Orphans Project, Nyakagyezi, Uganda
Esther Kim (Duke '14) Social Investment Fellow, Global Partnerships, Nairobi, Kenya
Eli LaBan (Temple '17) Communications Fellow, Gardens for Health, Ndera, Rwanda
Jessica Li (Colgate '15) Monitoring & Evaluation Fellow, Healthy Learners, Lusaka, Zambia
Khaleelah Logan (NYU '18) Scholarship Coordinator, IEFT, Monduli, Tanzania
Walter Lohmann (Georgetown '18) Geography Teaching Fellow, Maru-a-Pula, Gaborone, Botswana
Anne-Marina Lukow (UVA '16) Academy Fellow, More Than Me, Monrovia, Liberia
Tabitha Lumour-Mensah (Princeton '18) Project Management & Operations Fellow, Young 1ove, Gaborone, Botswana
Over the past year, 50 of our Fellows worked in 14 countries and 30 organizations. Here is a breakdown of the sectors they worked within:

- Environment & Conservation: 8%
- Conflict Resolution & Peacebuilding: 2%
- Business & Economic Development: 28%
- Public & Community Health: 28%
- Education & Youth Capacity Building: 28%
- Agricultural Development: 4%
- Income Generation: 12%
- International Human Aid & Development: 2%
- Community Level Development: 2%
- Advocacy, Research & Civil Society: 2%

Here are some of the Fellows and their placements:

- **Jephthah Acheampong (NYU '16)**
  *Customer Success Associate, mSurvey, Nairobi, Kenya*

- **Megan Angulo (USC '17)**
  *Monitoring & Evaluation Fellow, The BOMA Project, Nanyuki, Kenya*

- **Nicole Archibald (Seton Hall University '16)**
  *Analyst, Sustainable Health Financing, CHAI, Mbabane, Swaziland*

- **Matthew Arends (Princeton '16)**
  *Operations Fellow, IRC, Dar es Salaam, Tanzania*

- **Sarah Baum (Barnard '17)**
  *Research, Monitoring and Evaluation Fellow, Population Services International, Johannesburg, South Africa*

- **Yawei Bi (Stanford '16)**
  *Special Projects Fellow, African Leadership Academy, Johannesburg, South Africa*

- **Gabriella Bragoli (California Polytechnic '15)**
  *Farm Development and Conservation Fellow, The Kasiisi Project, Fort Portal, Uganda*

- **Deborah Carey (American '17)**
  *Strategic Analyst, Spark MicroGrants, Musanze, Rwanda*

- **Daniel Charlton (Whitman '18)**
  *Resource Mobilization Officer, BIPAI, Mbabane, Swaziland*

- **Rebecca Composto (UPenn '18)**
  *Communications Fellow, Mpala Research Centre & Wildlife Foundation, Laikipia, Kenya*

- **Dalia Elmelige (University of South Florida '17)**
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  *Volunteer Non-Clinical Program Assistant, BIPAI, Mwanza, Tanzania*

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  *Lead Lecturer in English-Assistant of Academic Affairs, African School of Economics, Cotonou, Benin*

- **Urvi Kalra (Skidmore '18)**
  *Communications Fellow, The BOMA Project, Nanyuki, Kenya*

- **Colleen Kelley (Kenyon '18)**
  *Marketing & Communications Fellow, Nyaka AIDS Orphans Project, Nyakagyeyi, Uganda*

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  *Social Investment Fellow, Global Partnerships, Nairobi, Kenya*

- **Eli LaBan (Temple '17)**
  *Communications Fellow, Gardens for Health, Ndera, Rwanda*

- **Jessica Li (Colgate '15)**
  *Monitoring & Evaluation Fellow, Healthy Learners, Lusaka, Zambia*

- **Khaleelah Logan (NYU '18)**
  *Scholarship Coordinator, IEFT, Monduli, Tanzania*

- **Walter Lohmann (Georgetown '18)**
  *Geography Teaching Fellow, Maru-a-Pula, Gaborone, Botswana*

- **Anne-Marina Lukow (UVA '16)**
  *Academy Fellow, More Than Me, Monrovia, Liberia*

- **Tabitha Lumour-Mensah (Princeton '18)**
  *Project Management & Operations Fellow, Young Love, Gaborone, Botswana*
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Makenzie Mayo</td>
<td>Digital Media EA Assistant, CCBRT, Dar es Salaam, Tanzania</td>
</tr>
<tr>
<td>Morufat Morenigbade</td>
<td>Princeton in Africa Fellow, Ashinaga, Nansana, Uganda</td>
</tr>
<tr>
<td>Andrew Morgan</td>
<td>Business Analyst, Foster Lewis, Lilongwe, Malawi</td>
</tr>
<tr>
<td>Ciara Nutter</td>
<td>Science Support Fellow, Mpala Research Centre &amp; Wildlife Foundation, Laikipia, Kenya</td>
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<td>Jing Kai Ong</td>
<td>Junior Consultant, Imani Development, Blantyre, Malawi</td>
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<tr>
<td>Ahyeong Park</td>
<td>Monitoring &amp; Evaluation Fellow, Nyaka AIDS Orphan Project, Nyakagyezi, Uganda</td>
</tr>
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<td>Anthea Piong</td>
<td>Junior Consultant Role-MEAL Fellow, WARC Group, Freetown, Sierra Leone</td>
</tr>
<tr>
<td>Anny Rodriguez Viloria</td>
<td>Project Coordinator, Last Mile Health, Monrovia, Liberia</td>
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<tr>
<td>Corine Rosenberg</td>
<td>Project Coordinator/Assistant of Academic Affairs, African School of Economics, Cotonou, Benin</td>
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<td>Emma Ruskin</td>
<td>Conservation &amp; Health Fellow, The Kasiisi Project, Fort Portugal, Uganda</td>
</tr>
<tr>
<td>Nicole Savage</td>
<td>Princeton in Africa Fellow-Regional Evidence Team, Population Services International, Dakar, Senegal</td>
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<td>Liberia</td>
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<td>Capacity Building Fellow, Integrate Health, Kara, Togo</td>
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<td>Anny Rodriguez Viloria</td>
<td>Impact &amp; Research Fellow, African Leadership Academy, Johannesburg, South Africa</td>
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<tr>
<td>Christopher Wayland</td>
<td>Business Analyst, Foster Lewis, Lilongwe, Malawi</td>
</tr>
<tr>
<td>Keiana West</td>
<td>Data-based Storyteller, Student Sponsorship Programme, Johannesburg, South Africa</td>
</tr>
<tr>
<td>Jessica Yost</td>
<td>Executive Assistant, Healthy Kids/ Brighter Future, Lusaka, Zambia</td>
</tr>
</tbody>
</table>

“I strongly recommend PiAf for recent graduates who are passionate about the African continent, as opportunities to work in Africa (especially fellowships) are difficult to find. PiAf has a variety of posts to offer across different sectors, so anyone interested in working in an African country should certainly look into the posts that PiAf has to offer! Princeton in Africa offered the perfect opportunity, especially since it has a focus on professionalism and professional development.

- Keiana West, Student Sponsorship Programme, South Africa
2018-19 OUTCOMES

52% FOUNDED FULL TIME EMPLOYMENT

26% ATTENDED GRADUATE SCHOOL

18% RECEIVED AN OFFER OF EMPLOYMENT FROM THEIR HOST ORGANIZATIONS

4% PURSUED A SECOND FELLOWSHIP

22% STAYED ON THE AFRICAN CONTINENT (6 WITH THEIR HOST ORGANIZATIONS AND 5 WITH NEW ORGANIZATIONS)

"PiAf is an invaluable opportunity to gain experience working abroad that has the unique added benefit of a strong support system that comes in the form of both the PiAf staff and the PiAf community."

- Jessica Li, Healthy Learners, Zambia

"PiAf has been the vehicle that led me to live one of the most powerful and transformative years of my adult life so far. It reassured my passion for public health, solidified my interest in global health, and allowed me to get deeply immersed in the history and culture of a country I quickly fell in love with."

- Anny Rodriguez, Last Mile Health, Liberia

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Makenzie Mayo (Tulane '18)
Digital Media EA Assistant, CCBRT, Dar es Salaam, Tanzania

Morufat Morenigbade (Franklin & Marshall '18)
Princeton in Africa Fellow, Ashinaga, Nansana, Uganda

Andrew Morgan (Vanderbilt '18)
Business Analyst, Foster Lewis, Lilongwe, Malawi

Ciara Nutter (Princeton '18)
Science Support Fellow, Mpala Research Centre & Wildlife Foundation, Laikipia, Kenya

Jing Kai Ong (UC Berkeley '18)
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Emma Ruskin (Barnard '18)
Conservation & Health Fellow, The Kasiisi Project, Fort Portugal, Uganda

Nicole Savage (Duke '15)
Princeton in Africa Fellow-Regional Evidence Team, Population Services International, Dakar, Senegal

Elijah Scott (Georgia '18)
Princeton in Africa Fellow, Legal Resources Center, Johannesburg, South Africa

Priscilla Takondwa Semphere (Smith '18)
Writing Fellow, African Leadership Academy, Johannesburg, South Africa

Paley Sweet (Connecticut '16)
External Affairs Fellow, CCBRT, Dar es Salaam, Tanzania

Jessica Timerman (Macalester '17)
Grants Fellow, IRC, Freetown, Sierra Leone

Lauren t’Kint de Roodenbeke (GWU '18)
Capacity Building Fellow, Integrate Health, Kara, Togo

Satya Twine (Yale '15)
Impact & Research Fellow, Global Partnerships, Nairobi, Kenya

Colin Vaida (Davidson '16)
Grants Fellow, IRC, Dar es Salaam, Tanzania

Christopher Wayland (Williams '16)
Business Analyst, Foster Lewis, Lilongwe, Malawi

Keiana West (Williams '18)
Data-based Storyteller, School Sponsorship Programme, Johannesburg, South Africa

Jessica Yost (Macalester '18)
Executive Assistant, Healthy Kids/ Brighter Future, Lusaka, Zambia
2018-19 ORGANIZATIONS

African Leadership Academy  South Africa
African School of Economics  Benin
Ashinaga  Uganda
Baylor International Pediatric AIDS Initiative  Tanzania, Botswana, Eswatini
The BOMA Project  Kenya
Clinton Health Access Initiative  Eswatini
Comprehensive Community Based Rehabilitation in Tanzania  Tanzania
Foster Lewis  Malawi
Gardens for Health International  Rwanda
Global Partnerships  Kenya
Healthy Learners (formerly Healthy Kids/Brighter Future)  Zambia
Imani Development  Malawi
Indigenous Education Foundation of Tanzania  Tanzania
Integrate Health  Togo
International Rescue Committee  Kenya, Tanzania, Somalia, Sierra Leone
Kucetekela Foundation  Zambia
Last Mile Health  Liberia
Legal Resources Centre  South Africa
Maru-a-Pula  Botswana
More Than Me  Liberia
Mpala Research Centre & Wildlife Foundation  Kenya
mSurvey  Kenya
The Nyaka AIDS Orphans Project  Uganda
Population Services International  South Africa, Senegal
Resonate  Rwanda
Spark MicroGrants  Rwanda
Student Sponsorship Programme  South Africa
The Kasiisi Project  Uganda
The WARC Group  Sierra Leone
Young 1ove  Botswana

“The young people who have worked with us have been well-selected by Princeton in Africa. They have brought a great deal of energy, enthusiasm and skill to their work, and have definitely developed a connection with Africa, as is intended.”
- Judy Brown, Maru-a-Pula, Botswana

“What's not to recommend? PiAf provides a highly valuable service to organizations such as Nyaka, and the chance to work with field-based, motivated and talented young women and men, at a fee that is very reasonable, is a compelling opportunity. We're honored and thankful to have been able to host two Fellows during the past year.”
- Ted Brynn, Nyaka AIDS Orphans Project, Uganda
Of the supervisors who responded, 100% were either “Satisfied” or “Very Satisfied” with their experience with Princeton in Africa.

100% of supervisors responded that they would like another PiAf Fellow in the future, if the funding were available.

75% said that they would hire their current Fellow as a permanent staff member if possible (e.g. if funding were available).

100% of respondents said that they would recommend hosting a PiAf Fellow to another organization.

When asked to describe Princeton in Africa’s communication with the fellowship organizations, 82% responded that the communication was “Excellent” or “Good.”

85% of supervisors responding reported that they were either “Very Satisfied” or “Satisfied” with their Fellow.

90% of respondents described the quality of their Fellow’s work as “Excellent” or “Good.”

75% of respondents answered that their Fellow had a “Very Positive” or “Positive” effect on their organization when asked to describe the effects of the Fellow’s overall contributions to their organization/team.

85%, either “Strongly Agreed” or “Agreed” that the Fellow’s knowledge and skills were suitable for the position and organization.

“What’s not to recommend? PiAf provides a highly valuable service to organizations such as Nyaka, and the chance to work with field-based, motivated and talented young women and men, at a fee that is very reasonable, is a compelling opportunity. We’re honored and thankful to have been able to host two Fellows during the past year.”

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–Judy Brown, Maru-a-Pula, Botswana
The International Rescue Committee (IRC) helps people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and regain control of their future. PiAf has partnered with the IRC since our beginning in 1999, when we had 2 fellows in Rwanda. In 2018-19, we had 6 Fellows with the IRC in 4 countries: Kenya, Tanzania, Sierra Leone, and Somalia (based in Kenya). In the past twenty years, we have sent 89 Fellows to work with the IRC in 14 countries. Of these Fellows, 27 worked in Kenya, 13 in Tanzania, 9 in Ethiopia, 8 in Uganda, and 6 in Rwanda. Piaf Fellows hosted by the IRC have worked in a variety of key roles, with a majority primarily holding grants and report writing roles.

The first two Fellows, Emily Holland and Renee Hsia have gone on to impressive careers. Emily is an attorney, with a focus on human rights and multi-jurisdictional investigations. She co-authored the acclaimed memoir *And Still Peace Did Not Come*. Emily currently serves on Princeton in Africa’s Board of Directors. Renee is a professor and the Director of Health Policy Studies at UCSF. Her research has focused on access to emergency services in the U.S. and globally, particularly for vulnerable populations.

Many PiAf/ IRC Fellows are offered full time positions with the organization after the completion of their 12 months.
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Many IRC/PiAf Fellows are offered full time positions with the organization after the completion of their 12 months.

We have placed Fellows in the following IRC country offices (Total 14):


92% of the PiAf/IRC Fellows surveyed said that their IRC fellowship was a valuable or very valuable experience for their career.
NEW INITIATIVE

One of the most exciting initiatives of 2018-19 was the development of PiAf’s inaugural Alumni Board. The Alumni Board’s purpose is to support the mission and success of Princeton in Africa and its alumni by: representing the interests and experiences of past Fellows; enhancing the connectedness of PiAf alumni; strengthening the relationship between PiAf alumni and current Fellows; and supporting Princeton in Africa’s development work. Over 70 alumni contributed their ideas and feedback on how the Alumni Board could support the interests of alumni and Princeton in Africa alike. The Alumni Board committee, Shaquilla Harrigan (‘16-’17 World Agroforestry Centre), Sarah Rogers (‘13-’14 African Impact) and Bjorn Whitmore (‘12-’13 Lutheran World Federation) built on these contributions to develop a vision, structure, and formal bylaws for the Alumni Board leading to its launch in May 2019.
ALUMNI UPDATES

NEW INITIATIVE

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2018-19 FINANCES

INCOME 2018-19
$659,969

EXPENSES 2018-19
$602,361

Management & Administration
$83,652 (14%)

Program
$494,755 (82%)

Fundraising
$23,954 (4%)

Inkind
$80,237 (12%)

Corporations & Foundations
$316,229 (48%)

Individuals
$10,200 (2%)

Host Organizations
$47,523 (7%)

Other Income
$205,780 (31%)
2018-19 Fellows
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