

Forward

2018 ANNUAL REPORT



TABLE OF CONTENTS

Letter From Our CEO	2
2018 Results	3
2018 Year in Review	7
Kenya	9
Ethiopia	11
Nigeria	13
Advocacy	14
Donor Spotlight	15
Donor Recognition	16
Board of Directors	20
Financials	21
Support Our Work	22



OUR MISSION

Nuru's mission is to eradicate extreme poverty in fragile, rural areas to build communities resilient to violent extremism.

Nuru's vision is a safer, more secure world where violent extremist groups can no longer exploit the conditions of extreme poverty.

Operating in three countries and helping more than 130,000 people begin lifting themselves out of extreme poverty over the last decade, Nuru International is a nonprofit dedicated to equipping leaders with the tools and knowledge they need to lead their communities out of extreme poverty for good.

LETTER FROM OUR CEO

2018 was an incredible year for Nuru. In spite of a wide array of challenges, our team continued to push forward and take new ground in the fight to end extreme poverty, and now, after ten years, we have projects going in three countries, and have exited our expatriate teams from two countries. Of course you'll find more details from last year's exploits in the pages ahead, but I wanted to highlight just a couple...

SUCCESSFUL EXPATRIATE EXIT FROM OUR SECOND COUNTRY

In June 2018, Nuru successfully exited our expatriate team from Ethiopia. The entire process, from launch of programs to exit, took less than five years, and the local Ethiopian team has begun successfully expanding their work to address extreme poverty in new areas of their country. This success is a huge win for both Nuru International and our local counterparts. In fact, another organization, Search for Common Ground, has begun research on Nuru's work in Kenya as a case study on successful Western exit from programs. The report, "Stopping as Success," should be complete in 2019.

GETTING GREATER RECOGNITION IN THE SECTOR

2018 was truly an award-winning year for Nuru. Pauline Wambeti, Nuru Kenya's country director, received an Acumen Leadership Fellowship, and stateside team members Billy Williams and Brian von Kraus received honors at the Humentum Operational Excellence Awards. In addition, Nuru was named a 2018 "Best Nonprofit To Work For" by The Nonprofit Times, was global runner-up to Citibank for our Duty of Care program, was named a Great Place To Work and received the ComPsych Gold Award. Several members of Nuru's team were also invited to present our work at conferences and events around the globe.

Thanks to your investment in this mission, we have been able to achieve numerous strategic wins over the last decade, but the most important win of all is that the lives of tens of thousands of families have been transformed for the better. For the first time, these families have lasting, meaningful choices—the ability to address hunger in their homes, have surplus income to invest in their future, and practice healthy behaviors to keep their families growing healthy and strong.

I believe that we are better poised than ever to take Nuru's mission forward to new, more vulnerable communities in the years ahead, starting in northeast Nigeria and expanding across the most fragile areas of the Sahel. Thank you for your selfless commitment to bring hope to some of the most inaccessible and vulnerable communities in the world. Thanks for being Nuru. The best is yet to come!



Stay in the fight,

Jake

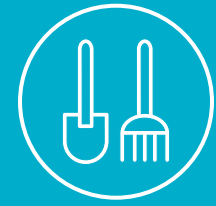


2018 RESULTS



47,892

Active 2018 Participants



40

Cooperatives



80%

Increased Crop Yield



\$256

Increased Income
per Household





Helping more than
130,000
people
lift themselves out of
extreme poverty
since 2008.



NURU INTERNATIONAL YEAR IN REVIEW



JANUARY

Nuru Kenya Country Director **Pauline Wambeti** was one of a select group of African leaders awarded an **Acumen Leadership Fellowship**. Throughout the year, Pauline took lessons learned through the fellowship to improve the work of Nuru Kenya.



FEBRUARY

In an effort to build stronger partnerships and provide the best service to cooperative members and leaders, **Nuru joined the Agribusiness Market Ecosystem Alliance (AMEA)**. This group comprises organizations seeking to provide effective tools and collaboration to improve the lives and livelihoods of farmers and farmer organizations.



MARCH

Matt Lineal, Nuru's impact and analytics director, presented to both the Movement for Community-Led Development and Interaction (two coalitions of larger NGOs) **in Washington, D.C., on lessons learned through Nuru's program review process** as well as how Nuru integrates its programs on the ground.



APRIL

Nuru was selected as **one of 2018's Best Nonprofits To Work For** by *The Nonprofit Times*. This was Nuru's first time participating in the nationwide study and our team was thrilled to be recognized with such an honor. *The Nonprofit Times* evaluates nonprofits using data including staff surveys.



MAY

Team members in Nigeria provided a briefing to the **Adamawa State Planning Commission**. This briefing was the opening news story on the nightly news of two Adamawa State news channels.



JUNE

In less than five years, **Nuru successfully exited expatriate staff from its second project**. This exit is a culmination of successful capacity development of a strong local Ethiopian team that will continue to manage and scale programs in their country.

JULY

For the third year in a row, **Nuru received an operational excellence award from Humentum**. Nuru Security Director Brian von Kraus and Strategic Partnerships Director Billy Williams received the award this year for, respectively, developing a robust duty-of-care program and helping Nuru fund its growing operations.



AUGUST

Nuru International CEO Jake Harriman was interviewed on the ***Team Red, White, and Blue Eagle Nation Podcast*** by Team RWB CEO J.J. Pinter. **During the podcast, Jake was able to share some of the successes and challenges faced by Nuru since launching in 2008.**



SEPTEMBER

ComPsych named Nuru to a **select group of Gold Award Winners** for developing an exceptional wellness and well-being program to support our staff. These efforts help Nuru's staff maintain resilience as we take our mission forward.



OCTOBER

Over 30 runners convened to represent Nuru and run the Marine Corps Marathon in Washington, D.C. This was the sixth time Nuru has had a team participate in the event, and **runners have raised nearly \$200,000 over the last six years.**



NOVEMBER

At a webinar with AMEA, team members **Casey Harrison and George Nyameya presented Nuru's unique approach** to developing integrated solutions for building sustainable farmer organizations to end extreme poverty.



DECEMBER

Our generous supporters donated **more than \$300,000 over the course of the month of December** to help further our efforts in Kenya, Ethiopia, and Nigeria, and join us in celebrating 10 years of Nuru.



Kenya

Nuru Kenya continued to strengthen farmer organizations and support farmer income diversification.

Nuru Kenya focused 2018 efforts on strengthening its 14 existing farmer cooperatives. That goal was achieved on a variety of fronts. First and foremost, Nuru continued to implement its leadership development efforts at these cooperatives. Nuru’s unique servant leadership model helps address problems that traditionally plague cooperatives – corruption and poor leadership practices. As a result of its approach, Nuru witnessed 10 of these 14 cooperatives become profitable by the end of 2018 (the remaining four were nearly profitable as well).

Nuru Leadership Program Manager George Nyamweya began work to train local cooperative leaders, and he traveled to the Democratic Republic of the Congo to train cooperative leaders at another organization as well. This was the first instance in which local Nuru Kenya staff conducted longer training and capacity development with other entities outside of Kenya. In November, George was also invited to share Nuru Kenya’s successful approach with the Agribusiness Market Ecosystem Alliance (AMEA), an international coalition of NGOs and companies (including TechnoServe and Cargill) interested in building better farmer cooperatives.

The year was not without challenges, though. Between the emergence of a pest called fall armyworm (FAW) threatening to destroy maize crops, and an influx of maize being released into markets by the government, the ability of individual farmer households to feed their families and cope with financial shocks was at risk. Nuru’s cooperatives gave these farmers additional tools and knowledge to help prevent the spread of FAW, and provided them with the benefit of being able to store their surplus crops, and wait to sell until markets stabilized.

Nuru also went a step further, and worked to help these farmers and their cooperatives diversify their revenue streams to help build resilience and mitigate against potential future shocks. Nuru launched a dairy program to help farmers diversify their income streams, and some cooperatives even launched a second crop (haricot beans) to support farmers during the short rains season. Nuru set a modest target of enrolling 300 farmers in its dairy program, but by the end of the year more than 400 (approximately 20 percent of farmers) were participating.

While building resilience at the household and community level, Nuru Kenya also started to develop new funding streams, and went through two rounds of conversations to end the year shortlisted for a potential grant from the Kenya Crops and Dairy Market Systems Activity, an initiative funded by USAID’s Feed the Future program.

Nuru Kenya Country Director Pauline Wambeti and her team continued to receive accolades in 2018. After being named an Acumen East Africa Leadership Fellow in January, Pauline began working with her team to start crafting a vision of where they want to take Nuru Kenya in the coming years, and how they can help even more farmers and their families chart a path to self-sufficiency. Nuru Kenya was invited to speak for the second year in a row at the Aid and International Development Forum in Nairobi, and they were also shortlisted for the Climate Smart Agriculture Project of the Year Award.

Nuru Kenya, in its third year after the exit of expatriate staff, is standing stronger than ever, and helping farming communities across Migori County, Kenya and beyond to build resilience.



KEY STATS

14

Cooperatives in Nuru Kenya

80%

Increase in crop yield compared to baseline (target 32%)

\$256

Average net profit from crop and dairy in Nuru households

\$422

Revenue per household from crop and dairy activities

10

Number of profitable cooperatives

Ethiopia



In 2018, Nuru achieved the milestone of planned exit of its expatriate staff team significantly ahead of schedule.

Early expatriate exit is a testament both to the local leaders working in Ethiopia, and the lessons learned since exiting Kenya in 2015. Expat exit took place significantly ahead of Nuru's original timeline (2021), and was possible because of Nuru's strong focus on capacity development at the local level from Day One. Nuru Ethiopia is now a fully Ethiopian-led and-run organization with an incredible Ethiopian leader, Abiy Meshesha, leading the local team in their growth and impact.

Nuru Ethiopia nearly doubled its farmer enrollment as it scaled to support more than 6,000 farmers in 26 cooperatives across three *woredas* (districts) in 2018, and expanded on efforts to support household resilience through growth of livelihood diversification efforts.

Nuru launched its operations in a new area, Zala, a *woreda* in the newly formed Gofa Zone. Not only were more farmers enrolled, these farmers were also prepared to identify and prevent the spread of fall armyworm (FAW) in their communities, using a combination of training in best agronomic practices and spraying pesticide when necessary to prevent the spread of the pest. These new efforts in Zala were undertaken safely in spite of the additional challenge of government protests happening in this community and around the country. Nuru will closely monitor this situation in the years ahead, which may determine future scaling timelines for the organization.

Nuru Ethiopia's staff team also furthered its livelihood diversification efforts. It started the year with a target of 500 women participating in this program, but by the end of the year more than 1,300 women had qualified for a livelihood diversification loan. These women began working with improved breeds of sheep and goats in late 2018, and the rural livelihoods program started conducting research on potential cash crops that could be launched in cooperatives starting in 2019, including mung beans and groundnuts (peanuts).

As a result of all of these efforts by Nuru Ethiopia's staff, these 26 farmer cooperatives and more than 36,000 Ethiopians are poised to build even greater resilience in the year ahead.



KEY STATS

26

Cooperatives in Nuru Ethiopia

28%

Reduction in under-five child mortality

13,451

Number of children in grade 1-4 reached

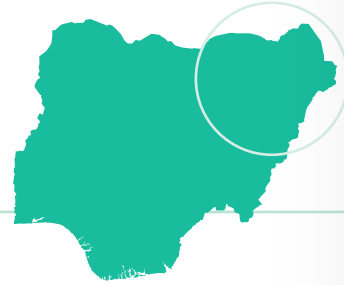
73%

Increase in crop yield compared to baseline

\$214

Income from crop and animal fattening interventions per household

Nigeria



After achieving successful proof-of-concept in Kenya and Ethiopia, Nuru's team has been hard at work replicating its model in an area where people face the added challenge of violent extremist activity.

Nuru's project in northeast Nigeria is meant to not only eradicate extreme poverty in the area but also build resilience and social cohesion in these communities to prevent groups like Boko Haram from regaining a foothold.

In the first year of this latest project, Nuru has been concentrating on building the local organization and its systems. In addition to hiring a team of quality expatriate staff, a mixture of former military veterans and development experts, Nuru identified and hired its preliminary Nigerian staff team. Among the team members, Nuru recruited a Nigerian Country Director who has spent the majority of her life working in northeast Nigeria. Nuru was able to establish a local NGO and receive approval from all appropriate government entities to begin its work, and during the fall began the design phase of its work. Nuru anticipates the launch of its intervention in former Boko Haram caliphate territory in northeastern Nigeria in early 2019.



Advocacy

Nuru is gaining ground in advocacy.

Over the last three years, Nuru has worked to build a new network of connections in Congress, USAID, and other government agencies to raise the profile of its work, as well as highlight the need for the United States government to actively engage in addressing extreme poverty as a means to prevent the spread of violent extremism. As a result of these efforts, Nuru was invited as a consultant by the 9/11 Task Force On Extremism (whose *research findings* will be published in early 2019), and has also developed congressional champions in both the U.S. House of Representatives and Senate to co-sponsor a piece of legislation called the Global Fragility Act to support a whole of government approach to addressing the rise of violent extremism in fragile states.



Donor Spotlight

PEERY FOUNDATION COMMITS TO FOUR-YEAR GRANT IN SUPPORT OF NURU INTERNATIONAL'S GROWTH

Nuru has been privileged to garner the support of a wide array of individuals and foundations, and one of its earliest investors was the Peery Foundation. They are a pioneer and thought leader in the nonprofit sector, and in 2018 their executive director co-authored a book called *Unicorns Unite!* which encouraged better cooperation and partnership between foundations and nonprofits. Peery Foundation's mission is to strengthen youth and families to build lives of dignity and self-reliance. In that same spirit, Nuru works to help families build dignity and self-reliance, specifically by helping them chart their own path out of extreme poverty for good.

After conducting robust research and diligence efforts to learn more about our team, our board and our future mission, **Peery Foundation decided to make a larger investment in Nuru, and at the end of 2018 committed to a four-year growth grant to support Nuru's efforts** as we take our proven approach into even more fragile areas.

TEN-YEAR ANNIVERSARY/HOLIDAY CAMPAIGN

September 2018 marked 10 years since our first expatriate team began working with the people of Kuria West, Kenya, to design solutions to help their communities lift themselves out of extreme poverty. In honor of all of the hard work over the last decade, and with a vision to serve even more people in the years ahead, **Nuru launched a fundraising campaign that amassed \$300,000 at the end of the calendar year** to ensure that Nuru's latest project in Nigeria would start on strong footing. Nuru worked with a creative agency to design a commemorative booklet highlighting our journey together with you. We are extremely grateful for the way our supporters give so generously to keep this mission moving forward and bringing hope and lasting change to our global neighbors.



Donor Recognition

LEAD INVESTOR

\$500,001+

Anonymous

VISIONARY

\$100,001 – \$500,000

Anonymous	Jeff Chambers and Andi Okamura
Alex and Polly Ryerson	Joe Gleberman
Bill and Kate Duhamel	Open Road Alliance
David Fischer	The Rees-Jones Foundation
Franklin and Catherine Johnson Foundation	Vitol Foundation

TORCHBEARER

\$10,001 – \$100,000

Alan Waxman	Gene Sykes	Kirsten Davies
Anonymous	Hersh Foundation	Mary and EP Rogers Foundation
Carolyn and Preston Butcher	Hoku Foundation	O'Farrell Principe Family Fund
Communities Foundation of Texas	Imago Dei Fund	Sanders Family Philanthropic Foundation
Conway Family Foundation	Jennie Easterly	Shawn and Jennifer Carolan
David and Lavila Nancarrow	Jesse and Mindy Rogers	Stephen and Amanda Houghton
Don and Katie Faul	John and Melissa Hancox	Taweel Family Fund
Erol Foundation	Kevin and Gayla Compton	The Hapke Family Fund

DONOR RECOGNITION

LEADER

\$1,001 - \$10,000

Abigail Hills
Ace American Insurance Co
Albert Reaser
Andrew Chiles
Andrew Magno
Anonymous (2)
Battelle Eastern Science & Tech
Beth Van Schaack and Brent Lang
Bill Danjczek
Billy and Jamie Williams
Bradley Fessler
Brandon Hipp
Bright Funds Foundation
BTIG, LLC
Bubbles and Stars
Candice Corvetti and Steve Kelleher
Christopher and Ashley Lang
Cupertino DeAnza Lions Charities, Inc.
Daniel Karubian
Daniel Perez
David and Heidi Kerko
David and Pattie Sherrill
Deborah Herrington
Diane and Tony Tarantini
Eric and Sally Benson
Eric Liese
Facebook Payments, Inc.
Garreth and Bonnie Sutton
General Mills
GFWC Bridgeport Junior Woman's Club
James and Melissa Hodge
James P Ducey Fund
James Williams
Jason Bolen
Jeffrey and Sarah Dodson
Jill and Richard Derek Glover
Joel Morrison
John Chau
Josh and Katie Cross
Josh Lauman
Julie Anderson
Kalpatharu Foundation
Kathryn Corcoran
Kim Keating
Marc and Ana Rahlves

Marianne Berkovich
Mark and Bonnie Evans
Matthew and Jodie Dodge
Megan and James Bouck
Melissa and Cris Larzo
Morgantown High School Nuru Club
Network for Good
Nicholas and Tara Culp
No Fluff Just Stuff Software Symposium Series Tour
Rajeev Winfred
Renaissance Charitable Foundation
Rich and Gina Kelley
Sara and Steve Kuljis
Scott and Elizabeth Kauffman
Sheryl Sandberg & Dave Goldberg Family Fund
Steve and Liz Powell
Steve Feldman and Leora Henkin
Steve Fiscus and Carrie Batson
Steven Rossi
Stuart Godwin
The Bank of America Charitable Foundation, Inc.
The Benevity Community Impact Fund
The Kidd Family
The Sage Foundation
Tim and Kari Berglund
Timothy Whalen
Todd and Tanya Mace
Victor and Elizabeth Cardenas
Wayne Snyder
Wes and Jenna Mace
Zurich American Insurance Company

PARTNER

up to \$1,000

Aaron Riddle
Abe Sipe
Adam and Juliana Riley
Adam Fleming
Adobe Systems Inc Matching Gift Program
Adriana Capuano
Agile Developer, Inc.
Alicia Levesque
Alison and Steve Sulentic

Alison and Tom Conroy
Allen Badeau
Allen Hardin
Allison Wilson
Amazon Smile Foundation
Amber Sellaro
Amy Bunch
Amy Rovin
Ana Campos-McDonald
Anca Schmidt
Andrew and Jennifer Cogar
Andrew Chiles
Andrew Lurker
Andrew Mastin
Andrew Scantland
Angela Folkers
Anita Simmons
Ann Cutner Firestone
Ann Mei Chang
Anna Heffron
Anonymous (8)
Anton Kostyuchenko
Anuruddha Jayasinghe
Ashley Glock
Ashley Ruberg
Ayelet Taub
Barb & Bob Kennedy
Barbara Brown
Barbara Mayer
Barbara Schwindt
Barry and Joan Rogers
Bart and Elizabeth Peintner
Basil Fthenakis
Becky Charlton
Ben and Danielle Ziegler
Ben and Lorrie Young
Ben Baker
Benjamin Manibog
Beth Van Schaack
Bethanie Stiles
Bethany Glyde
Beverly Patton
Big Top Counseling & Consulting
Bill and Jean Ghera
Bill Harrison
Bob Carlson
Bob Morris
Bobby Bowers
Bodhiheart Sanga
Bonnie Cupp
Bonnie Fetsko

Brad Garfinkel
Bradley Prugh
Branches Church
Brandy Seong
Brendan and Kim Higgins
Brent, Nicole, Bella and LG Sergeant
Brett Butzman
Brian and Laura Clark
Brian and Lori Mace
Brian and Megan Shope
Brian Braat
Brian Macvarish
Brian Mills
Bruce and Bruce Holm
Bruce MacVarish
Bryan Keyser
Bryan Snyder
Canon Fazenbaker
Carissa Cambio
Carol Huebner
Caroline Duncan
Carolyn Sue Frankhouser
Carrie Lenze
Cathryn Galt
Cecelia Dotzler
Chad and Emily Coursey
Chad and Jenee Gremel
Chad Keller
Charles Gunn
Charles Koon
Charles Steitz
Charles, Sloane, and Christian Molloy
Charlie Williams
Cheryl Carnegie
Cheryl Laughridge
Cheryl Messenger
Chris and Dana McCann
Chris Anderson
Chris Dower
Christine and Nate Schutta
Christopher and Staci Baker
Christopher Foster
Christopher Judd
Claire Woodward
Clarissa Bunch Wade
Clint Broadhead
Clinton Campbell
Cody Cormier
Colleen Coulter
Colleen McMorran

Collin McCann
Connie Reaser
Cooper Law Offices
Corey and Cole Bozic
Corey Malnikof
Craig Klein
Craig Lynch
Craig Williams
Dan Mckiernan
Dana Smith
Daniel and Erin Beldy
Daniel Dausch
Daniel Lesmez
Daniel Levy
Daniel Nolan
Daniel Thompson
Danita Dieter
Darla Mchenry
Dave and Kate Kennedy
Dave and Kati Williams
David and Carmen Abreu
David and Kathy Carreon
David Cox
David Dodson
David Fitzell
David Hollander and Maya Ajmera
David Inman
David Kline and Judy Gilligan
David Rathbun
David Rogers
Dean Hancox
Deb Zeien
Denise Detamore
Dennis McCavey
Desiree Silva
Diana Barker
Dianna Baltimore
Donald Krause
Donna Rudolph
Dorothy Green
Doug Scott
Doug Stringer
Douglas and Anne Wood
Douglas Everson
Douglas Seich
Douglass and Diane Swearingen
Drew Wolff
Dumsile and Michael Williams
Dustin Byrum
Dusty Arbogast
Ed and Phyllis Newcomb

Edward N. Lerner
Elisabeth and Richard North
Elizabeth and William Atherton
Elizabeth Share
Ellen Sorkin
Emani Silva
Embrace Technologies, Inc.
Emily Dunlop
Emma Wendt
Eric Wendelin
Erica Mancini
Erica Strassler
Erik Bengtsson
Erin Kinney
Esther Gulli
Esurance
Eun Lee
Filipe Di Matteo
Frank Bilotta
Fredrick Bell, Jr.and Brandy Bell
Gary Tinnes
George Athey
George Sink
Giovanni Portogallo
Giselle Hale
Glenn Schatz
Goldman, Sachs & Co. Matching Gift Program
Goodshop
Gordon Goldie
Goshen Baptist Church
Gray Mosby
Greg and Susan Holsclaw
Greg Goodman
Greg Hunter
Greg Pavich
Gregory McLaughlin
Gregory Veach
Gus and DeAnna Schuler
Hailey Sawchuk
Haley Matuszynski
Hannah Davidoff
Heather Huffman
Heather Santos
Heiner Baumann
Helen Dunn
Holly Martin
Honeywell International Charity Matching
Hope Christian Community Foundation
Ian Covington

Irene Chung
Isaac Hudson
Jack Capuano
Jack Edwards
Jack Hart
Jacob and Larissa Anderson
Jacquelyn Herbolt
Jae Choi
Jake Harriman
James Vincent
Jamie and Tara Rickard
Janell Dykes
Janet McIntosh
Janet Shea
Jason Modiz
Jason Morrow
Jay H. Friedrichs Fund
Jean Conway
Jean Warren
Jeannette Cutner
Jeannette Gaudry Haynie
Jeannie Martineau
Jeff and Kelly Barrons
Jeff and Kelly Barrons
Jeff Lancaster
Jeff Ludlum
Jeffrey and Barbie Jackson
Jeffrey Dobrinsky
Jenna and Scott Cronin
Jennifer and Ryan Bloom
Jennifer Anderson
Jennifer Leong
Jennifer Werner
Jenny Mapes
Jenny Ramirez
Jerome Slabe
Jerrri Nixon
Jessica M. Thompson
Jessica Maarek
Jessie van Eerden
Jesus Canales
Jill Bonafield-white
Jim and Suzy Donohue
Jim Price
Jim Schoborg
Jimmy and Anne Leak
Joan and Roger McCloughan
Joan Olsen
Joanne Zizus
Jodi Shelton
Jodie Day

Joe DeFazio
Joe Flippin
Joe Raczka
Joey and Brittani Swearingen
John and Ann Walz
John and Claudia Hardin
John and Pat Hotchkiss
John and Susan Skinner
John Brown
John Deiriggi
John Jansen
John Jensen
John Sprucinski
Johnna Bolyard
Jonathan Carreon
Jordan Ricker
Joseph Baltimore
Joseph Johnson
Joseph Martin
Josephine Reece
Josh Lasker
Joy and Jared Goor
Joy Hunte
JR Pittman
JT Fiore
Judy Hong and John Limb
Julie Olson
Julie Phillips
Justin Bliffen
Justin Kupec
Justin Osofsky
Justin Underwood
Kaitlyn Heffron
Kala Trust
Kamala Mostert
Kannan Ganesan
Karim Assaf
Kathleen Atherton
Kathleen Millerick
Kathryn Johnson
Kathy Gibson
Katie Tarara
Katrina Gallagher
Kazarian Family
Keith and Laura Galloway
Kellie and Phil Cole
Kenneth Fultz
Kevin and Mara Sipe
Kevin Sawchuk
Kevin Thomas
Kimberly Mattingly

Kirk and Charlotte Haas
Kirk and Charlotte Haas
Kirk Copen
Kody West
KPMG
Krista Depeyrot
Krista Woodward
Kristen Gale
Larry and Kathryn Bombardiere
Larry Shafferman
Leslie and Kimberly Reaser
Liane Whang
Life is GOOD follow Us
Linda Kenjura
Lindsay Ferrington
Lisa Rosenberg
Lisadenise Ricks
Liz Macdonald
Local Independent Charities
Lois Bowne
Lois Lee
Lori and Corey Kilkelly
Lucas and Diane Harriman
Luke and Liz Iliff
Luke Christie
Lynn Marmer
Lynn Sorrenti
Lynn Sudak
Mara Yoder
Marc Rahlves
Marcus Carnegie
Mare Stewart
Margaret Nyweide
Maribel Rivera
Marilyn Bolinger
Marion Mace
Mark and Jamie Thrash
Mark Kapral
Marshall and Emily McLaughlin
Marta Moellendick
Mary and Gregory Dodge
Mary and Gregory Dodge
Mary Ann Ryerson
Mary Blum
Mary Frances Daly
Mary Pope
Marybeth Magno
MarySue Iverson
Matt and Sarah Wilkerson
Matt Santen
Matt Sines

Matt Thorn
Matthew and Jennifer Lee
Matthew Campbell
Matthew Foss
Matthew Miller
Maureen Faul
Max Machinery, Inc.
Maxwell Bulba
Maxwell Gover
Megan Pavlock
Melissa Palmisciano
Meredith Wood
Mia DeWitt
Michael and Anita Hancox
Michael Changala
Michael Files
Michael Gawlas
Michael Hammond
Michael Straub
Michelle and Ian Juul
Michelle Droz
Mike and Erinn Casazza
Mike and Jan Harriman
Mike and Kelly Allen
Mike Congleton
Monica McMorran
Morgan Stanley c/o Cybergrants, Inc.
Mountain State Medical Specialties, Inc.
Nancy Chase
Nancy Fabi
Nancy Ortberg
Nate Bailey
Nathan Beane
National Christian Foundation
National Christian Foundation California
Nicole Akey
Nisha Chakravarty and Raj Beri
Nissa and Steve Van Riper
Patricia and Matthijs van Engelen
Patricia Ann Hancock
Patrick and Maryann Carmichael
Paul and Janet Kokot
Paula Altman
Peter Laird
Peter Reilly
Phil Han
Philip and Susan Williford
Philippe Depeyrot

Pledgeling Foundation
Posner-Wallace Foundation
Priscilla Bradford
PulteGroup, Inc. C/O CyberGrants
Rachel Adams
Rachel and Eli Strick
Raible Household
Randy and Heather Warren
Randy and Pam Courtney
Randy and Pam Courtney
Randy Brandt
Rebecca Fout
Rebecca Thamann
Reem Malki
Rich Curd
Richard and Carol Magno
Richard and Lisa Orton
Richard and Marilyn Scott
Richard Ferrari
Richard Meckstroth
Richard Osbourne
Richard Roxbury
Ridge Choi
Robert Baxter
Robert Bowers
Robert Chizek
Robert Debs
Robert Haggard
Robert Sterr
Robin Jones
Rod Snyder
Roger Diller
Roger Nancarrow
Romaine Woomer
Ronald and Christine Millard
Rose Sulentic
Rosemary Thomas-scheidel
Rune Sorensen
Ruth Demaio
Ruth Lynch
Ryan and Jayne Faul
Ryan Dew
Ryan Kane
Ryan Smither
Sallie Smith
Samuel Kurcaba
Samuel Winegar
Sanjeetha Peters
Sara Piepmeier
Sarah Moore
Sarah Stamboulie

Scott and Danielle Taylor
Scott Lyon
Scott Nestor
Sean Riordan
Seth Wolcott
Shahak Nagiel
Shannon and Russell Baltimore
Sharon Lindstrom
Sharra Cales
Sheila Skipper
Shelia Ansel
Shelley and Mark Glinsky
Shiva Maralani
Silke and John Duke
Simit Patel
Spencer Hobe
Stacey Ware
Stephen Cook
Stephen Fauchier
Stephen Leavey
Stephen Sulentic
Steve and Christi Powell
Steve and Leanne Garrett
Steve Walborn
Susan Dufur
Susan Reid
Susan Thompson
Suzanna Gabsch
Suzanne and James Bailey
Suzanne and John Cuesta
Suzanne Vestuto
T Scanlon
Tableau Foundation Employee Engagement Fund
Tama, Sam and Jeff Schut
Tara Coughlin
Tara Miller
Tara Rosebery
Taryn Nysse
Teresa Stupar
Terry Hancock
The Kalafatas-Mullin Charitable Fund
Thomas and Ann Keefer
Thomas Gary Jenkins
Tim and Karen Haring
Tim Lefebber
Timo Fager
Tina Kambarian
Tina Michael
Tom and Stacey Gallant

DONOR RECOGNITION

DONOR RECOGNITION

Tom Schoborg	Bradley and Jennifer Prugh	Jack Edwards	Marc and Ana Rahlves	Steve and Christi Powell
Tomahawkdiy.com LLC	Bradley Fessler	Jacki Neil Boss	Mare Stewart	Steve and Liz Powell
Tony and Diane Tarantini	Brandon Hipp	Jacob Anderson	Margaret Hummelman	Steve Feldman and Leora Henkin
Tony and Heather Mauro	Brendan and Kimberly Higgins	Jacquelyn Herbert	Margaret Nyweide	Steve Fiscus and Carrie Batson
Tony Bancroft	Brent, Nicole, Bella, and LG Sergeant	Jae Choi	Marianne Berkovich	Stuart Godwin
Tonya Adams	Brian Braat	Jai Choi	Marilyn Scott	The Kidd Family
Topher Van Mourick	Brian Schupp	Jake Harriman	Mary Ann Ryerson	The Schut Family
Tristen Anderson	Cecelia Dotzler	James adn Melissa Hodge	Mary Blum	Thomas and Ann Keefer
Troy Hickerson	Chad Coursey	James and Megan Bouck	Matt Wilkerson	Timothy Whalen
Troy Sedlmeyer	Chad Gremel	James Vincent	Matthew Dodge	Tina Kambarian
Tyler Head	Charles Molloy	Jason Morrow	Matthew Foss	Todd and Tanya Mace
Tyler Nelsen	Charles Steitz	Jason, Sarah, and Grady Bolen	Matthew Miller	Tristan Anderson
Vanessa Bowne	Charlie Williams	Jeannie Martineau	Megan and Brian Shope	Troy and Stacy Tertany
Vanessa Haymond	Christopher and Staci Baker	Jeff and Barbie Jackson	Megan and James Bouck	Troy Hickerson
Vishwakumar Shah	Christopher Foster	Jeff and Kelly Barrons	Megan Pavlock	Tyler Nelsen
Wanja Ochwada	Christopher Lang	Jeff and Sarah Dodson	Melissa Palmisciano	Victor and Elizabeth Cardenas
Warren Hilton	Corey Bozic	Jesse Van Eerden	Michael and Anita Hancox	Wes and Jenna Mace
Wilbur Chan	Danny Perez	Joan Olson	Michael Changala	Wilbur Chan
William and Alison Leon	Dave and Kate Kennedy	Joel Morrison	Michael Files	William and Elizabeth Atherton
William Dalton	Dave and Kati Williams	Joey and Brittani Swearingen	Michelle and Ian Juul	William Dalton
William Myers	David and Carmen Abreu	John and Melissa Hancox	Mike and Jan Harriman	William Danjczek
Yelena Johnson	David and Kathy Carreon	John Sprucinski	Nancy Ortberg	Yolanda Sarraga
Yessenia Moran	David Dodson	John Walz	Nisha Chakravarty and Raj Beri	Zack Arnold
YoLanda Sarraga	David Fitzell	Jonathan Carreon	Nissa Van Riper	
YourCause LLC	David Inman	Jordan Ricker	Noah Campbell	
Zack and Krista Arnold	Dean Hancox	Josephine Reece	Noah, Asher, and Ezra Schupp	
Zackary Cutner	Desiree Silva	Josh Lauman	Pat and John Hotchkiss	
		Josh Meyer	Paul and Janet Kokot	
		Joy and Jared Goor	Rachel Roberts	
		Joy Hunte	Randy and Heather Warren	
		Judith Attfield	Rebecca Thamann	
		Julie Phillips	Ridge Choi	
		Kathryn Corcoran	Robert Debs	
		Kati Holland	Rosemary Thomas-Scheidel	
		Kazarian Family	Rune Sorensen	
		Keith and Laura Galloway	Ruth Demaio	
		Kendra Hutchison	Ryan and Jayne Faul	
		Kevin Sipe	Ryan and Sarah Trommer	
		Kim Keating	Ryan Dew	
		Kirk and Charlotte Haas	Ryan Smither	
		Kirk Copen	Sallie Smith	
		Leslie and Kimberly Reaser	Sara and Steve Kuljis	
		Life is GOOD follow Us (Lars, Suzi, Tiura, and Liva)	Sarah Stamboulie	
		Lisa Hough	Scott and Danielle Taylor	
		Lisa Mellick	Sean Riordan	
		Liz and Bart Peintner	Shahak Nagiel	
		Lori Hermann	Smart Choice Computer Solutions-Wayne Snyder, President	
		Lucas and Diane Harriman	Stacey Ware	
		Luke and Liz Iliff	Stephen Beckwith	
		Lynn Marmer		

CATALYST Monthly Donor

Abe Sipe
Abigail Hills
Adam and Julianna Riley
Adam Fleming
Al Reaser
Alicia Levesque
Allen Badeau
Ana Campos-McDonald
Andrew and Jennifer Cogar
Andrew Lurker
Andrew Mastin
Anonymous (3)
Anthony and Heather Mauro
Anuruddha Jayasinghe
Ashley Glock
Basil Fthenakis
Becky Charlton
Benjamin and Lorrie Young
Bill and Jean Ghera
Billy and Jamie Williams



BOARD OF DIRECTORS

John Hancox
Chairman

Don Faul
Treasurer

Beth Van Schaack
Secretary

Kim Keating

Jen Easterly

Jake Harriman

STRATEGIC LEADERSHIP TEAM



JAKE HARRIMAN
Chief Executive Officer & Founder

Jake served seven years as an infantry and special operations platoon commander in the U.S. Marine Corps. He led four operational deployments and was awarded the Bronze Star for action in combat in Iraq. Jake is a graduate of the USNA and Stanford GSB. Jake's experiences convinced him that the "War on Terror" can't be won on the battlefield alone; the contributing causes of terrorism – specifically extreme poverty – must also be eradicated.



AERIE CHANGALA
Chief Program Officer

Aerie started with Nuru in 2008. He has led and been involved with the design of every program at Nuru. Aerie served as a Peace Corps volunteer in the Sahel Region of Northern Burkina Faso. He holds a BA in international affairs from John Cabot University and an MA in international conflict analysis from the University of Kent and participated in Stanford GSB's Executive Program for Nonprofit Leaders.



ELIZABETH ATHERTON
Chief Financial Officer

Beth came to Nuru in 2013 after serving in various finance and accounting roles at Root Capital and KPMG. She holds a BS and MS from the University of Montana and is a certified public accountant.



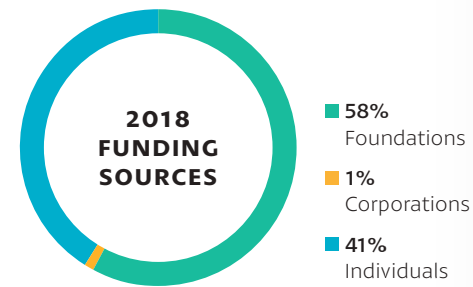
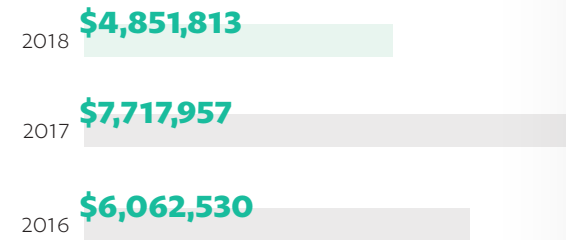
MARC RAHLVES
Chief Operating Officer

Marc joined Nuru in 2014 with leadership experience at the Colombian nonprofit Escuela Nueva and global strategy consulting firm Bain & Company. A graduate of CU Boulder and Berkeley Haas, Marc has lived and worked abroad for over 20 years.

Financials

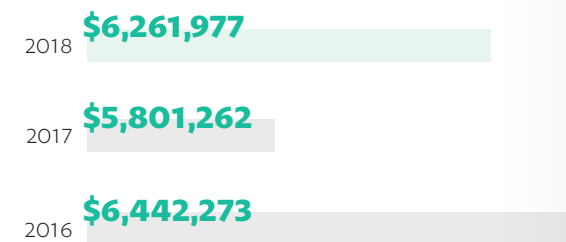
REVENUES

	2016	2017	2018
Foundations	4,501,586	5,812,858	2,831,273
Corporations	32,665	20,208	42,073
Individuals	1,528,279	1,884,890	1,978,468
Total Revenues	6,062,530	7,717,956	4,851,813

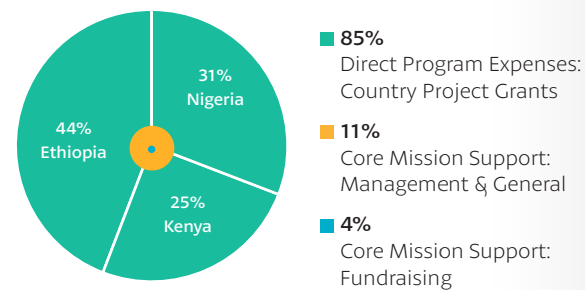


EXPENSES

	2016	2017	2018
Program	5,673,873	5,027,424	5,318,155
Management	567,167	611,386	716,190
Fundraising	201,233	162,452	227,632
Total Expenses	6,442,273	5,801,262	6,261,977



2018 EXPENSES



For more detailed breakdowns, refer to our 2018 [990 form](#).

All figures in USD

NET ASSETS

Beginning **\$3,270,571**

Ending **\$1,860,407**

ACCREDITATIONS



Support Our Work

Your tax-deductible donation to Nuru helps equip hard working men and women with the tools and knowledge they need to lead their communities out of extreme poverty.

SINGLE GIFT

Make a single gift today to keep Nuru's mission moving forward in Kenya, Ethiopia, Nigeria and beyond.

STOCK GIVING

Gifts of stock can provide tax advantages for you while yielding profound benefits for the communities we serve.

RECURRING GIFT

By giving *online* monthly, you help Nuru better save time and resources by providing stable and ongoing support to change the lives of families and communities Nuru serves.

CORPORATE MATCHING

Does your company provide corporate matching? Find out, and you could double the impact of your investment with a company match given to Nuru.

PLANNED GIVING

Create an enduring impact by including Nuru in your estate plans. Making a planned gift is a meaningful way to contribute to Nuru's future while providing financial and tax benefits for you and your family.

WANT TO TALK WITH A MEMBER OF OUR TEAM ABOUT INVESTING IN NURU?

Contact info@nuruinternational.org with your request.



nuruinternational.org
info@nuruinternational.org

5405 Alton Parkway, STE A-474
Irvine, CA 92604

949.667.0796

