Transforming Africa
Through Education Scholarships and Leadership Mentoring
His Excellency President Mwai Kibaki when he commissioned the 2012 class of Wings To Fly scholars on 1st February 2012. To his left is Reeta Roy, President and CEO of The MasterCard Foundation
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Jubilant: 2010 Wings To Fly scholars during their orientation in Nairobi before joining secondary school
FOREWORD

It gives me great pleasure to share with you the evolution of the Wings To Fly program, a partnership between Equity Group Foundation and The MasterCard Foundation since 2010. This program was inspired by our shared vision and believe that the destiny of young people is not tied to the current circumstances of their parents and that young people have the potential to break the cycle of poverty and change their destiny, that of their families and society if given access to education, and leadership skills. We thank UKaid, USAID, KfW as well as several individuals and corporates who have believed in our dream, and joined this partnership.

Since 1998, Equity Bank has been supporting university sponsorship for the top performing boy and girl in Kenya Certificate of Secondary Education (KCSE) in every district where the Bank has a branch. This program has benefitted over 1,290 university scholars out of who over 70 are attending world leading universities including Ivy League universities. As we witnessed the transformational power of this program, we reflected on how we could diversify and benefit more young people by bridging the gap between free primary education and access to secondary school education. This gave rise to the Wings To Fly program. The program’s objective is to give academically talented children from vulnerable backgrounds an equal opportunity to access secondary school education, and a pathway to transform their lives and those of their villages, local and wider communities. The program, which started with an initial 5,000 scholarships worth USD 40.9M from The MasterCard Foundation has grown to 8,671 scholarships worth USD 75.6M which is part of a 10,000 scholarship target. This demonstrates the power of partnerships.

The Wings To Fly program continues to increasingly inspire us. Now in its fourth year, we have witnessed the transformational impact it is having on the scholars and their families. They have maintained exemplary academic performance while also demonstrating leadership capability by taking up roles such as school prefects, games captains, club leaders while upholding discipline and focus on their academic pursuits. Some of them have represented their schools in competitions and international forums by merit.
The *Wings To Fly* is a case study of many lessons on the potential of our children. The first one is hope. The scholars have demonstrated that retaining hope against all odds can change destiny. The second one is resilience as seen in the story of our scholars’ lives and the third one is determination. The fourth lesson is the power of opportunity. It shows the potential of a people to transform themselves and realize their full potential when availed an opportunity. These scholars have espoused these values, and they continue to make us proud of the decision we made with The MasterCard Foundation and our partners to walk with them in their academic and social journey, to discover their full potential, redefine their future and prepare for transformational leadership.

The *Wings To Fly* program goes a long way in achieving our Vision 2030 agenda which has the objective of investing in the young people of Kenya in order to improve the quality of life for all Kenyans and transform Kenya into a middle class economy.

By giving *Wings To Fly* to some of our best brain power, we are unlocking the early demographic dividends from these energetic, enthusiastic, determined and focused young Kenyans who hold Kenya’s promise. A critical mass of well prepared, value based and compassionate future leaders who will realize Kenya’s dream of growth and prosperity. A generation of servant leaders.

That is the legacy we wish to bequeath Kenya, that of creating a generation of world citizens with a mentality of abundance, bound together by national pride, determination to create a better world and maintain peaceful coexistence with all communities and people across all walks of life.

*Dr James Mwangi, CBS*

*Chairman, Equity Group Foundation*
Eligibility

The program targets high achieving yet needy (orphan or vulnerable) students identified by assessing their performance at the nationally administered Kenya Certificate of Primary Education examinations (KCPE).

EGF through the District Scholarship Selection Board (DSSB) uses the following as the selection criteria for the scholarship:

1. Academically Promising – top 5 percentile performing students in their district in The Kenya Certificate of Primary Education (KCPE) examination.
2. Orphans or Vulnerable Children (as defined below);
   - Children who have lost one or both parents and have no guardian or sponsor to provide for their education
   - Children whose parents are physically or mentally disabled and are unable to educate their children.
   - Children whose parents are living with HIV/AIDS or other chronic debilitating illness and are unable to educate their children
   - Children from families affected by natural disasters such as flooding, drought, and famine or civil conflict and are unable to educate their children
   - Children who have suffered neglect and/or abandonment
   - Children with parents living under extreme poverty and are unable to educate their children

Outreach to Deserving students

In order to reach as many deserving students as possible in each participating district, Equity Group Foundation, leveraging on the infrastructure of Equity Bank creates wide and deep awareness of the program using various avenues of communication. These include making announcements in public forums such as religious gatherings in churches and mosques, public barazas in the villages, use of mass media including radio, posters mounted in public places such as towns, market centres, academic institutions, letters to key opinion leaders such as the local administration, religious leaders, head teachers of schools as well as availing the information online.
Scholarship Application process
One of the defining features of the Wings To Fly initiative is its transparency and inclusivity of the selection process. The program is gender and region balanced. Application is open to any student who comes from a financially disadvantaged family background and has scored among the top five percentile in the Kenya Certificate of Primary Education (KCPE) examinations in the participating districts. Scholarship application forms are available at Equity Bank branches and Equity Agents as soon as the KCPE results are announced.

Rigorous Selection by the District Scholarship Selection Board (DSSB)
The DSSBs have been institutionalized and serve as auxiliary organs of Equity Group Foundation. Their mandate includes selection of the program beneficiaries as well as tracking the academic performance and the general welfare of the scholars.

Upon receiving applications from the candidates, the DSSB reviews, shortlists, interviews and selects students to receive the scholarship using predefined criteria. The DSSB is chaired by the District Education Officer (DEO) and coordinated by the Equity Bank branch manager(s) in that district. The Board comprises of a minimum of 13 local representative stakeholders including Heads of Primary & Secondary Schools Associations; District Social Development Officers; religious leaders; Constituency Development Fund (CDF) chair; local Women & Youth leaders; Equity Agent representatives, provincial and civic administration.

The DSSB remains a crucial link in ensuring objectivity in the selection process, making it possible to verify the case put forth by the applicant. The wide representation of society in the DSSB makes the process widely accepted in the community as a transparent and inclusive process. To undertake its tracking and student welfare role, the DSSB holds at least two mentorship meetings with scholars in a year during school holidays during which scholars have an opportunity to share their academic performance, leadership and conduct at school.
Home Visits
Candidates who meet the required criteria in order of merit during the interviews are then visited at home by the DSSB members to ascertain the information on level of need shared in their application forms and also during the interviews. A criteria for home visits guides DSSB members in all districts to ensure uniformity in the selection and identification process.

District flag off ceremonies
Once the scholars have been selected and named, each district organizes a Flag off Ceremony to send the scholars to Nairobi for their induction and subsequent commissioning of their scholarship program. The ceremonies are organized by the DSSB and the forum is used to bring the scholars together, and introduce them to each other and undertake some early mentoring. This first encounter is critical to becoming a cohort, building camaraderie and cohesion and creating a network amongst themselves, a relationship which they keep throughout their secondary school education, sharing experiences and encouraging one another.

Leadership and Mentoring
As part of our commitment to the development of the individual, scholars under the Wings To Fly program undergo intensive leadership and mentorship program throughout their secondary school education. This culminates every year in an annual congress that brings together all Wings To Fly Scholars.

Known as the Annual Education and Leadership Congress, the two-week session at Kenyatta University is the highlight of the leadership, mentoring and social transformation of the scholars under the Wings To Fly program. During the forum, the students get the opportunity to hear from, interact with and draw inspiration from leading luminaries from an array of fields including among others academia, the IT sector, media, civil society, government and captains of industry.

The scholars also have an opportunity to renew their bonds and receive academic mentoring from big ‘sisters’ and ‘brothers’ who are scholars of the Equity Bank University Sponsorship Program.
The Leadership Congress has proven to be an important forum in the education and development of the scholars. It is shaping their minds, broadening their world view and their own life choices and their role in society. It is playing a role in creating a generation that will think globally, be action oriented, inspired to fight poverty and improve living standards, embrace sustainable development, and act as peace and bridge builders for our society while fully committed to giving back to society as servant leaders.
A student makes a contribution during the 2012 Annual Education and Leadership Congress at Kenyatta University. The Congress brings together Wings To Fly scholars, Equity Bank University Sponsorship scholars and alumni.
Program coordinated centrally from HO. Matching and screening (HR); receive all feedback; and secure feedback loop for mentee’s BGDM of Scholar’s Home District (branch).

BGDM’s are the first point of contact for the scholars from their district/branch. They are familiar with scholar’s family, parent/guardian.

Pre-University (& Alumni)

All scholars mentored by Equity University Sponsorship Program member/alumni.

Admitting Schools

Point of contact in school that will provide comprehensive feedback to the mentor and field officer, on the academic and social well-being of the scholar.

Kenya Primary School Heads Association (KEPSHA)

Scholars matched with their respective Primary school head teachers who act as their mentors and coaches.

Equity Group Foundation

Volunteer mentors to the scholars, to visit at least twice per term; informal avenue for feedback; maintaining close ties with parent/guardian of their mentee.

Equity Bank Staff

MENTORING MODEL (MENTEE)

Diagramatic representation of the mentoring model and its stakeholders
GIVING THE Wings To Fly SCHOLARS ASPIRATION; EQUITY BANK UNIVERSITY SPONSORSHIP PROGRAM

Equity Group Foundation Chairman Dr James Mwangi (front centre) with some of the scholars in the Equity Bank University Sponsorship Program. So far, 1290 students have gone through this program with over 70 currently attending world leading universities including the Ivy League of schools.

(Photo courtesy Think Business magazine)
Mentoring a new generation of leaders

When the 1st class of *Wings To Fly* scholars sit for their Kenya Certificate of Secondary Education (KCSE) examinations in 2013, they know that another coveted and highly competitive sponsorship awaits those who will qualify - the Equity Bank University Sponsorship Program. Scholars in this program interact with the *Wings To Fly* scholars and mentor them on academic excellence. Every year during the Education and Leadership Congress, the scholars meet and network, share experiences and mentor the younger ones on continued academic excellence. The program gives the *Wings To Fly* scholars aspiration to continue focusing on academic excellence.

This program benefits the top boy and top girl in KCSE in each of the district in the country where Equity Bank has a branch. Since 1998, Equity Bank has been sponsoring bright Kenyan students to local universities to study various courses. A total of 1,290 students have benefited from this program. Out of these, 70 students have so far won scholarships to Ivy League universities and some of the best universities in other parts of the world in Africa, Europe and Asia.

This revolutionary program will change this country forever and see it transition to middle income status over the next 18 years and beyond.

Says Mugo Kibati, the Director General of Vision 2030 secretariat who is also a mentor in the program: “Education is at the core of Vision 2030. The more students we have getting quality education the better for us. We must ensure that our brightest students do not get kicked out of school because of poverty. We must enable them to get the best possible education that they can get because they are critical to the development of this country.”
History of the program

In 1998, Samuel Kirubi, a student at Egerton University studying Economics and Statistics applied for an internship at Equity Bank. The bank was already thinking about how they could recruit future professional leaders. Although the intent was there, the structures and the procedure were not in place. Nonetheless, the bank took him in and he became the first student beneficiary of Equity Bank’s leadership program.

“I was very keen to work in a financial institution upon graduating, so I wanted to hone my skills even before I left the university,” Kirubi says. Kirubi is today the Managing Director of Equity Bank’s Rwanda subsidiary.

Between 2001 and 2002, the bank started a deliberate effort of identifying students who were top in their districts and offered them pre-university internships. Twelve students were enrolled in 2001 and 20 in the subsequent year. The program continued to expand in size as more branches opened in different districts in the country. In 2006, a larger group of 30 students joined the program.

The Equity Group Foundation under which the program is now run was founded in 2006 and the leadership and mentorship development model was refined in 2009. The key challenge had been how to handle the scholars so that in addition to the internship, the mentorship and leadership components were incorporated in a structured way.

One of the initiatives that the Foundation embarked on was to support the scholars to prepare and apply for scholarships in world leading universities. The idea was to encourage as many scholars as possible to apply for admission and scholarships so that as many qualified students as possible from all over the country could get an opportunity.
The Equity Bank branch managers proved invaluable in helping manage the process. “As soon as the first lot of students started going to these Ivy League colleges, the managers became so excited and started competing amongst themselves to help their scholars attain their goals”, says Isaac Ochieng’, the manager in charge of the University Sponsorship and Leadership program. “They take a lot of pride when one of their interns gets accepted to the best universities in the world”.

One of the program’s most important objectives is to ensure that all the scholars have access to as much information as they need about the opportunities available to them all across the world. That is where the mentorship program comes in handy because the scholars are guided by people who have gone through similar processes. The scholars are also guided on how to pass the Scholastic Aptitude Test (SAT) exams that are an admissions requirement in many of these universities.

The program has recently launched a Virtual Academy, a web based learning platform where the scholars can join and log into to learn, get information, communicate and collaborate with each other on various learning tasks. The Virtual Academy aggregates free learning resources provided by various Massive Open Online Courses (MOOCs) platforms including Coursera and EdX. These MOOCs platforms in turn aggregate learning content from top universities including MIT, Harvard, Yale, Columbia in the US. Over 20 Equity scholars are, for instance, enrolled in an online introductory computer science class offered by Harvard University through the Virtual Academy.

By far, the largest number of beneficiaries are admitted to local public universities. EGF Chairman Dr James Mwangi agrees that the biggest and most impactful change to Kenya will be made by the beneficiaries who go to local universities.
“Together with the scholars studying abroad, they create a unique and diverse community of leaders with varying experiences and exposure. It is this uniqueness of the program that will enable our scholars to impact all sectors of the economy,” he says.

The local students are given a stipend that caters for their tuition and living expenses for the period they are in the university. The students who get scholarships to go abroad get initial living cost payment since their fees and stipends are already covered by the sponsoring universities. While on holiday, many of them prefer to continue their internship at Equity Bank.

How the program is structured

The alternative way of getting into the program is through what is known as the CEO’s Internship Program. Through this avenue, exceptional students at the university level are invited for a rigorous interview before they are admitted into the program.

The program rests on three pillars. The first is Professional Development. The scholars gain some work experience through their attachment in one of the branches of Equity Bank. “We train them to be leaders in the work place. Our objective is to develop professionals who will be useful to the rest of society,” says Ochieng’. The lessons are inculcated through experience by working at the bank where they are expected to meet their targets. “This dovetails very well with Dr Mwangi’s vision for the country as Chairman of Vision 2030. He is passionate about developing a steady supply of highly competent human resource for future growth and development,” adds Ochieng’.

Secondly, the program encourages Academic Excellence. This however is the easy part because the students are selected on the basis of them being the top students in the country. They are expected to keep aspiring for better performance.
The third is **Innovation and Entrepreneurship**. The program aims to make the students proactive; to be innovators who create opportunities for employment for others. To encourage this, the program runs a competition for the scholars that is aimed at incentivizing them to be innovative. “We are bridging the gap between people who have potential and those who are accomplished,” says Diana Mong’are, one of the scholars who was recently named the first runner up in the 2012 Anzisha Innovation Prize run by the African Leadership Academy.

Adapted from the article: “Mentoring a new generation of leaders; how the Equity Bank University Sponsorship Leadership Program is shaping Kenya’s future” that appeared in Think Business magazine, February 2013 edition.
SCHOLAR PROFILES
Thank you. Some 2012 Wings To Fly scholars present a “thank you” poem as a memento to President Mwai Kibaki for giving them the opportunity to attend primary school thanks to his Government’s Free Education policy. To the right is Dr James Mwangi, Chairman Equity Group Foundation
Douglas Kipkorir Kiptum

District/Hometown: Nakuru
Primary School: Kaptembwo Primary School
Secondary School: Thika High School
Responsibility: Environment Prefect

(2012)

Douglas’s single mother died when the family lived in Kitale. He decided to run away and came to Nakuru where he became a street boy. He was later rescued by a Good Samaritan who gave him shelter at his store. Currently, Douglas is in Form Two and despite his difficult background, he is very outgoing. He has adjusted well at Thika High School and is the Environment Prefect; a position he got due to the fact that he was always concerned about keeping the school compound clean. Aside from doing well in class, Douglas has made many friends. He interacts freely with teachers and schoolmates alike, as well as the school’s Principal with whom he chats freely about his progress and concerns. Douglas’ performance has progressively improved.

Wanjiru Agnes Wanjiku

District/Hometown: Kasarani
Primary School: St. Claire Non Formal Primary School
Secondary School: Karima Girls High School
Responsibility: Class Representative

(2012)

Agnes lives with her mother. The mother earns a living washing clothes for residents of Kasarani estate. Life was so difficult for the family that Agnes knows what it means to live off a dump site; she was rescued from the Dandora dump site by a resident and taken to an informal school. Agnes got 363 marks in KCPE and secured a place in Karima Girls from where she is determined to pursue her dream of becoming a lawyer. Now in Form 2, she is a Class Representative. She is also a member of the school’s Volleyball team, as well as Math Club, Science Club and Wildlife Club. Her performance is encouraging and she is quite a promising student.
Rose is the eighth born in a family of eleven. Her parents are elderly and hence do not work. Were it not for the scholarship, Sintamei would likely have been married off so that the family could benefit financially. Having scored 368 marks in her KCPE, she earned herself a place at Alliance Girls. She plans to be an auditor. While in Form 2, she was selected to go on an exchange program in the United Kingdom where students of Alliance High School and Alliance Girls took part in a 3-week program with Sir John Leman High School in Britain. The selection was on the basis of academic performance as well as leadership and involvement in extra-curricular activities.

Joseph is the third born in a family of four children. He is an orphan. He lives with a brother who sells water on a hand-cart to earn a living. He depended on teachers to buy him uniform and pay for his primary school costs. Joseph scored 363 marks in KCPE and joined Anestar High School. Now in Form 4, he is a very promising student and an active member of the Scouting Club. He is also the Chairman of Mathematics Club. He participates in Badminton and Table Tennis. Joseph would like to become an aeronautical engineer.
David’s mother died when he was three years old. He does not know his father. He now lives with an elderly grandmother who does not have any resources or income. His school teachers had sponsored him in primary school enabling him to finish his education. David would like to become a surgeon. Currently a Form 4 student at Kanyawanga High School, David is one of the top most performers in his class ranking among the top 3 out of over 200 students. He plays Football for the school and is also active in Drama Club. Further to that, he is a Senior Prefect in the Student Council which takes part in decision-making and running of the school.

Rukia comes from a poor family and lives with her uncle and siblings since her parents passed on. Her ambition as she joined high school was to become a Doctor. Currently a Form 3 student at Wajir Girls, Rukia is an exemplary student. She is the Deputy Headgirl of the school. She is also an active member of the school’s Debate Club and also a member of the school Volleyball team.
Simon lives with his mother. His mother is a peasant farmer who struggles hard to cater for the family’s basic needs. Simon and his siblings depended on well-wishers to go to school. Currently in Form 3 at Cardinal Otunga High School, Vincent has been top in his class since he joined Form 1. He is the school Deputy Headboy and has participated in Science Congress up to national level. His performance is a clear indication of his commitment to his ambition of becoming a Doctor.

Jackline is a total orphan. She lives with her sibling and their grandmother who is too old to work. Her grandmother uses the little money that she receives from her son to cater for the family’s basic needs. Jackie was the headgirl in her primary school. Currently a Form 3 student at State House Girls, Jackline has continued to perform very well, remaining in the top three positions in her class. Jackline is a member of the Christian Union Evangelism Team as well as the Chiristian Union Dance Team. In addition to that, she is the Assistant Captain of the school’s Football team, and is also a member of SCAD (Students Campaign Against Drugs). She is active in Science Congress and Math Club. She is one of the most active members of HERIG (Help Eradicate Rape in the Globe) society in her school.
Naila’s parents are unemployed. They take care of their own six children as well as their relatives’s children, mostly orphans, who have lost their parents due to illness. Naila attained 355 marks and was admitted at Matuga Girls High School. Naila has consistently performed well and is now in Form 4. She was the Deputy School Captian from 2011 to 2012. She is also the Assistant Chairperson of the Wildlife Club at the school.

Seth is the first born in a family of five. His mother, who is the family’s bread winner sells vegetables in the local market. His former school teacher sponsored him through his primary education. Seth scored 373 marks in KCPE which earned him a place in Nyang’ori High School. As he joined the program, Seth declared that he would like to become a political scientist. In fact he has the ambition of becoming the president of Kenya in 2035 while in Form 2, he became the deputy school captain. And in Form 3 he was appointed the School Games captain, a position he still holds now at Form 4. He is also an active member in the school’s Drama and Music societies.
Hannah’s mother, who was a single parent, passed away when she was in kindergarten. Hannah now stays with her elderly grandparents who are unemployed and rely on their small piece of land for their basic needs. She was sponsored through her primary school education by the director of her school. As she joined Loreto Kiambu, Hannah’s ambition was to go on to become a nurse. Now a Form 4 student at Loreto Girls’ High School, Kiambu, Hannah is a member of the school’s French Club, Young Home-Makers Club, as well as Christain Union. She also plays Chess in the school.

Susan is an orphan. Her mother died when she was in class one and her father passed away in 2006 leaving her with a step mother who is sickly and unable to take care of her. Susan managed to score 357 marks in KCPE and joined Nyabururu Girls with the hopes of one day becoming a Doctor. Now in Form 4, Susan has been a top performer throughout her tenure in Nyabururu Girls High School. As she prepares to sit her KCSE at the end of 2013, her school is confident of her good performance.
Wings To Fly

Aurelia was brought up by her grandmother. She sat for KCPE in 1998 and attained 412 marks out of 700 but could not proceed with her secondary education due to lack of financial means. She worked as a house-help to save for her secondary school fees. In spite of her getting married in 2004, Aurelia’s thirst for education never died and in 2011 after being married for 7 years and with 2 children, she enrolled in Standard 8. She emerged the top girl in her school and joined Form One at the age of 27 in 2012. She aspires to be a top class lawyer Her goal is to transform her family’s living standards. Aurelia is already a Senior Dining Hall Prefect. She also started a group called Ladies for Ladies, in which students get together to help needy students.

Angelica’s family was displaced following the post-election violence of 2007/2008. She then resigned herself to the life of a house girl. It was her employer who noticed her academic potential and took her to school after a one year service. With 7 siblings, a sick mother and a father who is a casual laborer and therefore of unstable income, Angelica worked hard with little hope of joining secondary school. She secured 369 marks gaining her a Form 1 place at St. Francis Mang’u. Now a Form Two student at St. Francis Mang’u, Angelica plays Handball, takes part in Athletics 3000 meters and is also a member of the School Choir. She is the Form 2 Representative in the Math Club and is also a Peer Counselor for her class. She has shown great leadership skills as her academic performance also continues to improve.
Felicity is an orphan living with a distant relative and her younger brother. They depend on relief food aid that caters only for their basic meals. Felicity attained 365 marks in KCPE. She would like to be a doctor when she grows up. A Form 4 student at Turkana Girls now, Felicity is a role model for her fellow students due to her brilliance, discipline and conduct. Her teachers praise her as a responsible young lady who cares not only about her own performance but that of her fellow students as well.

Immilliah Akoth Abich

District/Hometown: Bondo
Primary School: Bondo Township Primary School
Secondary School: Maryhill Girls High School
Responsibility: Class Representative for Biology

An ironic twist of fate linked Immilliah to Elizabeth Gor her current guardian. Having lost her two parents at a tender age, Immilliah was left with the responsibility of taking care of her two siblings. She sought refuge in the streets of Kisumu town. One day she was rounded up by police and remanded in a police station. The police decided to support the children with fare to go back to their respective homes. Immilliah decided to donate her money to a fellow remandee. This was the beginning of her relationship with Elizabeth Gor who became her guardian. Elizabeth Gor sells scrap metal and it is from this that she educated Immilliah up to Std. 8. Immilliah scored 384 marks in KCPE and emerged the best candidate in Bondo Township and joined Maryhill Girls High School. Immilliah, who is her Class Representative for Biology, dreams of becoming a doctor.
Roselyne comes from a distance of 260 kms from Kapenguria. She survived seven forced marriages, FGM and was discriminated against for the simple reason that she wanted to go to school. Roselyne is the only child who went to school in a family of seven. Her father was killed by cattle rustlers and all the family cattle taken away. Her mother was forcefully married to another man. Roselyne only managed to survive through primary school through the support of her primary school teachers and Provincial Administration. She overcame all these challenges and scored 356 marks in KCPE. Currently in Form Two at Limuru Girls, Roselyne has shown continuous improvement in her performance all through Form One.

Vivian’s father doesn’t have a stable income to cater for the family of six. Her mother is sickly so the little that her father gets mostly goes to paying the wife’s medical bills. Most of Vivian’s siblings have gone through school by being sponsored by well wishers. Vivian would like to become a lawyer. After her excellent performance in KCPE, Vivian went on to thrive at St. Theresa’s Girls. At Form 4, she is a top brass performer in her class. She is an active member of the Press Club in her school. She is also the House Captain of her house, and plays in the school’s Hockey team.
Petro Loltolo Lesipiti

**District/Hometown:** Samburu Central  
**Primary School:** Baawa Primary School  
**High school:** Maralal High School  
**Responsibility:** Library Prefect  

(2010)

Petro has five siblings and he is the first born. His family is not in a position to raise the amount required to educate him. Since his family is pastoral they were disadvantaged by drought that wiped out their hopes and livelihood in 2009. Despite all this, Petro was able to score 363 marks in KCPE, Petro’s dream is to become a pilot. Petro is currently a Form 4 student at Maralal High School. He is the school’s Library Prefect and is also active in Wildlife Club. He is also a committed member of Christian Action.

Paul Mwangi Maina

**District/Hometown:** Nyeri Central  
**Primary School:** Nyamachaki Primary School  
**High school:** Nakuru Boys High School  

(2010)

Paul is the first born of four children. His father is a mason while his mother is a housewife. His father does not make enough to cater for his family’s basic needs as well as cater adequately for his children’s educational expenses. Paul performed very well by scoring 411 marks in KCPE which earned him a place in Nakuru Boys Hig School. He would like to become a menchanical engineer when he grows up. Now in Form 4 at Nakuru High School, Paul is one of the top performers in his class.
Lufta Swaleh Ahmed

District/Hometown:
Mombasa
Primary School:
Bondeni Girls Primary School
High School: Mama Ngina Girls Secondary
Responsibility:
Chairlady of the Muslim Student Society

Lufta comes from a very poor background. Having attained 369 marks in her KCPE, Lufta earned herself a place at Mama Ngina Girls School. Currently a Form 3 student at Mama Ngina Girls Secondary, Lufta is the Chairlady of the Muslim Students Society at the school. She is also an active member of the Junior Achievers Club

Elsie Jepkemboi Tuwei

District/Hometown:
Nandi North
Primary School: Ndalat Primary School
High School: Itigo Girls High School
Responsibility:
Class Representative in the Student Council

Elsie was abandoned by her parents when she was young and was collected and taken care of by a well wisher whom she lives with to date. She does not know any of her relatives. Her primary school teachers assisted her through primary school. Now a Form 3 student, has maintained excellent grades and is consistently at the top of her class. She is a Class Representative in the Student Council which is a group of students that takes part in decision-making in the school in conjunction with the school administration. She also takes part in Debate Club and is an all-round student.
Harrison is the second born in a family of nine. His parents are peasant farmers who rely solely on their livestock which is unfortunately often grossly affected by long seasons of drought. Harrison performed well at KCPE and would like to become a Doctor. He was the head-boy in his primary school. Currently a Form 3 student at Narok High School, Harrison’s performance has been very inspiring as he has consistently remained in the top three ranking of his class. He also plays Soccer and is an active member of the school’s Mathematics Club.

Mary has four elder brothers and her parents are separated. Her family was raised by their mother single-handedly. Further, Mary’s family was displaced during the 2007/2008 post election violence and survived only with the help of well-wishers. Due to these challenges, Mary had to drop out of high school in 2008 for lack of fees. She had to go back to primary school for 2 more years after which she scored 398 marks out of a possible 500 in KCPE. Currently a Form 4 student at Nakuru Girls, Mary is a Dorm Prefect.
Samson Naukoth Emekwi

**District/Hometown:** Eldoret  
**Primary School:** Sambut Primary School.  
**High school:** Lenana School

Samson is the sixth born in a family of seven. His mother, a single parent, sells vegetables to provide for the family. She would thus not have been able to cater for Samson’s educational expenses. Yet, Samson attained a remarkable 390 marks out of 500, earning himself a place at Lenana High School. He aspires to be a neuro-surgeon. In Form 3 at Lenana High School now, Samson’s performance is exemplary. He is in the top tier of his class with a grade of an A and has been consistent since Form One.

Muthoni Chege William

**District/Hometown:** Kiambu  
**Primary School:** Kibubuti Primary School  
**High school:** Kanunga High School

William lives with his grandmother. His mother abandoned him when he was just five months. William would like to become a Mechanical Engineer. Upon joining Kanunga High School, William was appointed a Prefect at Form One. Now at Form Three, he is still a Class Prefect, and now also an Assistant Library Captain, the Vice Chairman of Geography Club and an active member of Christian Union. He also takes part in field activities and is an avid player of Football. While doing all this, Chege is still at the top of his class at position 1 out of 206.
Job and his family were displaced during the 2008 post election violence and were taken in by a Good Samaritan at Jua Cali, Nyahururu. He has five siblings and he is the first born. Both he and his brother, Martin Mwangi, required school fees for form one as their mother who is a single parent was not in a position to support them through high school. She is a casual worker who struggles to put food on the table for the family with her small income. Job’s ambition is to become a doctor. He attained 394 marks out of KCPE which earned him a place at Maseno School.
STATEMENT FROM PARTNERS
Reeta Roy, President and CEO of The MasterCard Foundation
Statement from Reeta Roy, President and CEO, The MasterCard Foundation

Ingenuity, intelligence, and talent have always been a part of Kenya and the African continent. But with recent social, political and economic progress, the opportunity to succeed can now be more evenly distributed. In a continent where countries like Kenya are home to so many young people, this is vital work.

Thanks to His Excellency the President, Kenya is now committed to providing primary education to all its citizens. The next challenge is to ensure all young people have the possibility to continue their studies. We know that for them, secondary education is a key bridge to opportunity, either in the workforce, or in the pursuit of further studies. Research tells us, for example, that an extra year of schooling boosts a woman’s wages by between 10 and 20 percent. Despite these benefits, secondary school is still beyond the reach of too many.

This is where innovative programs like Wings To Fly play such an important role. It provides more than access to tuition for secondary school – it provides mentorship, counselling, and social support to ensure young people are given all the tools they need for success. In 2011, The MasterCard Foundation made a commitment to 5,000 academically talented, yet economically disadvantaged Kenyans. Subsequent commitments from UKaid, USAID, KfW, individuals and corporate have allowed us to reach 8,671. This program is now the largest of its kind in the continent and a model for our $500 million MasterCard Foundation Scholars Program.

More than these milestones, the program is achieving something quite profound. We see the anticipation in the eyes of the new students who are welcomed into the program every January. We see the confidence of the young people who participate in the annual leadership conference each August. No doubt, their proud parents, relatives, caregivers, and teachers are taking stock of how these young people and next-generation leaders are flourishing when given the chance to demonstrate their talents. We are all honoured to accompany them on their journey and look forward to the many contributions they will make to their communities and countries.
Statement from Dr Helen Gichohi, Managing Director Equity Group Foundation

Equity Group Foundation is committed to the social and economic transformation of the people of Africa. Education is known to be a key vehicle for transformation of individuals, communities and ultimately nations. However many economically disadvantaged families struggle to provide their children with this basic opportunity resulting in a loss of many bright minds from the countries leadership and for economic development. EGF prioritized this as an area of intervention, to develop talent and youthful leaders in line with the aspirations of Vision 2030. We are indebted to The MasterCard Foundation for partnering with Equity Group Foundation and for making the first significant funding commitment to the *Wings To Fly* Program.

Since the program was officially launched by the President with 5,000 scholarships worth $40.9M from The MasterCard Foundation, this support has since helped bring other donors to the table. 600 scholarships worth $5M from UKAID, 2,678 scholarships worth $26.4M from USAID and 350 scholarships worth $3M from KfW and another 43 scholarships worth $0.3M secured through the generous donation of individuals and corporates. This brings the total to 8,671 scholarships worth $75.6M which is part of the 10,000 scholarships target.

Each January we are delighted to select a new group of *Wings To Fly* scholars and to give them the wings to begin their flight into a brighter more prosperous future. The massive nationwide selection process relies full on the support of Equity Bank, its branch network and staff led by branch managers who work with local District Scholarship Selection Boards (DSSB) to make this possible. A transparent, community driven selection process ensures that we identify the brightest and most needy students. We provide additional support to improve transition through mentoring and leadership development. We have witnessed with pride and utter joy the unfolding journeys of these young people - many are playing leadership roles in their schools, positively affecting student culture in their schools as they continue to maintain high academic performance.
Wings To Fly

We believe that through this initiative, and with the continued support of our partners, we are together helping to shape a better future for our country and the world; a generation that will think globally and be inspired to fight poverty, embrace sustainable development, while improving living standards and coexisting peacefully as a people fully committed to giving back to society. A generation of innovative servant leaders.

Statement from Karen Freeman, Mission Director, United States Agency for International Development (USAID) Kenya

On behalf of the United States Agency for International Development (USAID), I am proud to recognize the remarkable work of the Equity Group Foundation and its private sector and donor partners. USAID’s contribution to the Wings To Fly scholarship program supports children who are top scorers in national exams, but whose parents have died of AIDS or who are otherwise vulnerable and come from disadvantaged backgrounds. The program works in all 47 counties in Kenya. What sets this program apart from other scholarship programs is that it provides leadership development, career guidance, and personal mentoring to help the young people to maximize their potential. The Wings To Fly program also represents a growing trend in Kenya where the private sector takes a leadership role in realizing Kenya’s development goals. As the US-Kenya partnership grows and matures, we look forward to playing a supporting role in an increasing number of development efforts led by Kenya’s private sector.

Statement from Department For International Development (DFID)

DFID’s mission is to assist partner governments to reduce poverty, and education is fundamental to everything we do. Education is the key to beating poverty and the greatest investment we can make for global prosperity and the future of our world. It transforms countries and societies; an extra year of quality schooling lifts a country’s annual economic growth by 1%. Educated children are able to take better care of their families and find greater employment opportunities in adulthood.
DFID’s focus on educating girls is informed by the fact that girls’ education generates extremely large benefits. Girls who have completed secondary education are three times more likely to get a job than those who have only completed primary school; educated mothers have fewer children, who are healthier, better fed and more likely to survive the first few years of life. Over the past 5 years in Kenya, DFID has invested around Ksh 1 billion per year in trying to get more children into school (and keep them there), and to improve the quality of the education they receive. We remain committed to education in Kenya and will continue to look at how we can support initiatives that improve education for the country’s poorest children.

We are delighted to support the Wings To Fly scholarship program as it will help its beneficiaries to make better lives for themselves, their families and lead them to play a positive role in society. We hope that they will act as role models for their previous schools, showing other students that there are opportunities at the end of primary school despite their poor backgrounds. We hope that the students will succeed in their secondary school studies, transition to become the future leaders in Kenya, and help to take forward the country’s agenda for peace and prosperity.

**Statement from KfW Entwicklungsbank on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ)**

Education is essential for every country’s social and economic development. More education for children and young people means more opportunities for a better life. A key element of German Development Cooperation (GDC) is thus to improve the quality of education and widen the access to it, especially for disadvantaged groups.
Since 2004, GDC through KfW supports the Kenyan Education Sector Support Programme (KESSP) as a key to poverty reduction and finances the construction, expansion and rehabilitation of primary and secondary schools in Nairobi, Kisumu, Mombasa and Nakuru. Our aim is to provide a child-friendly environment conducive to learning and to actively encourage school community participation.

However, there is a significant number of excellent primary school graduates who do not start secondary school for lack of financial resources. The *Wings To Fly* program provides tuition fees and related school supplies, enabling high-achieving yet needy students to continue schooling beyond primary school. We particularly welcome the complementary leadership and social transformation sessions that support the developing of the next generation of leaders. We are convinced that these students will diversify the leadership structure and make a difference in Kenya’s future.

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), KfW gladly contributes to this promising program by funding education for 210 girls and 140 boys from Nairobi, Mombasa, Kisumu and Nakuru counties.

**ABOUT THE PARTNERS**

**Equity Group Foundation, EGF**

Established in 2006, EGF acts as the institutional home for the Equity Bank Group’s social initiatives and interventions. Since its inception, EGF has significantly enhanced the coordination of CSR interventions for Equity Bank Group. EGF’s aim is to catalyze the socio-economic prosperity of the people of Africa by giving opportunity to the millions at the bottom of the pyramid to be incorporated into the modern economy. Having demonstrated scalability, impact and high return on investment, EGF started forging partnerships with
development organizations who wish to give back to society without duplicating effort and/or investing in infrastructure. This innovative and creative vehicle has fundamentally transformed the concept of philanthropy and corporate social responsibility. While EGF champions the social economic transformation of the people of Africa and seeks partnerships along six cluster thematic areas, (Education, Financial Literacy, Environment, Agriculture, Innovation and Health), Equity Bank provides the infrastructure of delivery hence reducing the operational costs for EGF and increasing the rate of return on any social investment.

The MasterCard Foundation

The MasterCard Foundation is an independent, global organization based in Toronto, Canada, with more than $6 billion in assets. Through collaboration with partner organizations in 49 countries, mostly in Africa, it is creating opportunities for all people to learn and prosper. The Foundation’s programs advance microfinance as well as youth education and employment. Established in 2006 through the generosity of MasterCard Worldwide when it became a public company, the Foundation is separate and independent from the company. Its policies, operations, and funding decisions are determined by its own Foundation Board of Directors and President and CEO.

USAID

USAID is an independent federal government agency that receives overall foreign policy guidance from the Secretary of State. USAID supports international development and advances U.S. foreign policy objectives by supporting economic growth, agriculture and trade, global health, democracy and conflict mitigation and management, and humanitarian assistance in Sub-Saharan Africa, Asia and the Near East, Latin America and the Caribbean, and Europe and Eurasia. USAID/Kenya, through funding from the PEPFAR expects to fund the cost of scholarships, leadership training and mentorship of at least 2,166 OVC scholars between 2011-2016, of which 488 are remaining beneficiaries of the USAID/Kenya Orphan and Vulnerable Children (OVC) project and 1,678 will be new Wings To Fly scholars. In addition, USAID Kenya expects to help fund the personnel and administrative costs of managing the project.
DfID

The Department for International Development (DfID) leads Britain’s fight against global poverty, delivering UK aid around the world. DfID has partnered with Equity Group Foundation to support a class of 600 students with direct financial support for tuition fees, as well as other necessary items (e.g., uniform, books, and boarding fees, etc.) under the Wings To Fly Program. Specifically, the scholarships will be given to 400 girls and 200 boys. DfID’s focus is on the Arid and Semi-Arid Lands (ASALs) and urban slum counties and thus Equity Group Foundation will reach out towards these areas given Equity Bank’s extensive branch network.

KfW

KfW is one of the world’s leading and most experienced promotional banks. Established in 1948 as a public law institution, KfW is owned 80 per cent by the Federal Republic of Germany and 20 per cent by the federal states (“Länder”).

KfW Development Bank is Germany’s leading development bank and an integral part of KfW. It carries out Germany’s Financial Cooperation (FC) with developing countries on behalf of the German Federal Government. The 600 personnel at headquarters and about 200 specialists in its 66 local offices cooperate with partners all over the world. Its goal is to combat poverty, secure the peace, protect the environment and the climate and make globalisation fair. KfW is a competent and strategic advisor on current development issues. On behalf of the German Federal Ministry for Economic Cooperation and Development KfW is set to sponsor 350 scholars into the Wings To Fly Scholarship Program in 2013 drawn from the urban poor communities in Kisumu, Mombasa, Nairobi and Nakuru counties.