



Equipped with Skills, Thriving in the Marketplace,
Grounded in Character.

Annual Report

August 2025 – August 2026 · Our First Year of the Skills & Mentorship Programme



The August 2026 edition — all participants together

About Grounded Generation Foundation

Grounded Generation Foundation (GGF) is a linkage institution that connects and grounds young Africans aged 15–35 in three things: skills, the marketplace, and character. We deliver this through four connected programmes: Clarity, Skills Training, Employment, and Enterprise, with professional mentorship woven across all four, linking young people to jobs, internships, enterprise and market opportunities locally and globally, and grounding them in character as all-rounded individuals of integrity. The four pilot Skills & Mentorship Programme editions reported here established this model. GGF is a registered International Charitable Trust in Kenya (Trustees (Perpetual Succession) Act, Cap. 164).

Mission

To connect and ground young Africans in skills, the marketplace, and character, through four connected programmes: Clarity, Skills Training, Employment, and Enterprise, producing all-rounded individuals of impact.

Vision

A generation of young Africans who know who they are: equipped with skills, thriving in the marketplace at home and across the world, and grounded in character.

Our Values

- Integrity: we do what is right, always
- Accountability: we own our impact
- Empowerment: we hand over the tools
- Community: we rise together
- Partnership: we link, we don't lock in
- Faith: being grounded in faith is at the centre of all we do

A Word from Our Leadership



Samuel M. Wanderi

Co-Founder & Executive Director

When we began, we asked a simple question: what would it take to raise a generation that is not only skilled, but grounded: young people who know who they are, and who carry that identity into the marketplace? This year has begun to answer it. I have watched young people arrive unsure and walk out with confidence, a skill in their hands and a clearer sense of purpose. Our model works because it treats the whole person: clarity first, then skills, mentorship and opportunity. As Executive Director, my charge is to hold the vision steady and keep our values at the centre of everything we build. Four editions in, the fruit tells me we are on the right path; and we are only at the beginning.



Samuel K. Mpyana

Co-Founder & Director of Finance, Fundraising, Links & Partnerships

A vision is only as strong as the systems and partnerships that carry it. This year we did the essential, unglamorous work; registering the Trust, opening our bank accounts, putting financial procedures in place, and building the relationships that turn goodwill into resources. Every shilling was accounted for, and every edition was co-funded by international partners alongside a local community giving what it could. That co-investment is the signal I look for: it means the work is owned, not merely funded. As we move into focused resource mobilisation and our first permanent Innovation Centre, my priority is sustainability: diversifying income, deepening partnerships and linkages, and ensuring GGF can serve many more young people without losing the discipline that has carried us this far.

To every donor, volunteer, mentor, pastor and partner who made this year possible: thank you.

The Year at a Glance

4 programme editions	1,300+ youth reached	8 skill areas offered	1 active Innovation Centre
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Our Programme Model

GGF connects and grounds young people aged 15–35 in three core pillars — Skills, the Marketplace, and Character — delivered through four connected programmes that form one integrated journey, with professional mentorship woven across all of them: GGF deliberately points young people toward high-demand, future-facing work — in the green economy, renewable energy, climate-smart agriculture and the digital economy — and helps them build sustainable enterprises of their own.

- **Clarity** — the entry point. Through holiday and weekend programmes, young people discover their strengths, gifts and passions, receive skills assessment and career guidance, and are grounded in character through spiritual formation and psychosocial support with qualified counsellors. It includes a dedicated focus on ex-Form Four candidates — school leavers in the transition after their KCSE exams. Clarity is a dedicated hub at every Innovation Centre.
- **Skills Training** — “we link, we don't lock in”: rather than lock young people into our own courses, we link them to the best accredited training available — full or partial scholarships into accredited TVETs, universities and online providers — complemented by GGF's own Technical Hub delivering digital and creative skills during holiday and weekend programmes.
- **Employment** — the Youth Employment Hub, fronted by a Labour Market Intelligence (LMI) service: we map where jobs are being created, what skills employers need and where the gaps are, then prepare and match young people to both local and international opportunities — employability coaching, employer partnerships, job placement, internships and a digital talent platform. The LMI service also informs TVETs, employers, county governments and development partners.
- **Enterprise** — green-economy and SDG-aligned incubation for young people who choose to build ventures: business and financial-literacy training, access to green finance and market linkages that build sustainable, youth-led businesses — sustainable in income, social impact and planetary impact — across renewable energy, climate-smart agriculture, waste & recycling, green construction and eco-tourism.

Professional mentorship runs across all four programmes — industry experts and seasoned professionals walk with every young person, offering career direction, industry insight, role-modelling and connections to internships, apprenticeships and placement.

How the journey works — from first assessment to first job, and beyond

1. Register and complete a skills assessment
2. Receive clarity and career guidance
3. Undertake accredited training (scholarship-linked)
4. Gain practical experience through internships
5. Receive employability coaching
6. Be matched with local or international employers — or launch a venture
7. Receive ongoing mentorship after placement

Delivery is through holiday programmes, weekend programmes, bootcamps and digital platforms, anchored in community-rooted Innovation Centres.

Grounding in Character

At the heart of GGF's model is character formation — the quality that makes skills and opportunity sustainable, and that shapes who a young person becomes. We form character through two integrated streams:

- Spiritual formation: identity, values and purpose; helping young people know who they are and live with integrity.
- Psychosocial support: emotional health, resilience, self-esteem and healthy relationships, guided by qualified counsellors.

Every holiday edition carries a character theme — Discovering My Identity, Building My Self-Identity, Anger Management, and Emotional Health — delivered in age-appropriate groups alongside the skills, so that young people grow in competence and in character together.

The Four Editions

Edition	Dates	Theme	Reach	Focus
1st	11–15 Aug 2025	Discovering My Identity	150	5 skill tracks + mentorship
2nd	24–28 Nov 2025	Building My Self-Identity	200	7 skill tracks + mentorship
3rd	13–17 Apr 2026	Anger Management	700	Psychosocial (community partnership)
4th	17–21 Aug 2026	Emotional Health	250	8 skill tracks + mentorship

The first two editions established and expanded the skills-and-mentorship model. The third, delivered in partnership with a community partner, focused entirely on psychosocial support and reached 700 young people — demonstrating that the model can scale through partnership. The fourth deepened returning learners' skills, introduced Spanish, and piloted separate boys' and girls' teen mentorship sessions. Full reports are available for each edition.

Voices from the Programme

Feedback is gathered each edition through anonymous learner surveys. In participants' own words:

"I learned how to code my first website, and I want to continue." — Digital Literacy participant, Edition 1

"Crochet helped me discover that I can create things with my hands." — Crochet participant, Edition 1

"I used to fight whenever I got angry. Now I know how to calm down and talk about what I feel instead." — Participant, Edition 3

"This was the first time I could talk openly about what I feel, and I realised I am not alone." — Participant, Edition 4

"I learned Excel and PowerPoint and taught my younger brother at home. I feel ready for the future." — Digital Literacy participant, Edition 4

Innovation Centres

GGF's Innovation Centres are community-rooted hubs where a young person's gifting is identified, developed through skills and mentorship, and connected to real opportunity. Our first Innovation Centre is active in Ngong, in partnership with A.I.C. Ngong Hills as our first host partner and serves as the home of our programmes and the model for centres to come. The roadmap points to a first purpose-built centre in 2027, a second by 2029, and further replication thereafter.

Our Impact

Outputs

- Over 1,300 young people reached across four editions.

- Skills delivered: digital literacy and coding, media, French and Spanish, music, crochet and handcrafts, baking, sign language.
- Tangible learner outputs: demo websites, photo/video coverage, crochet and baked products, music and language performances.
- Parents engaged through showcases; mentors and trainers equipped and active.

Outcomes

- Improved self-confidence, discipline and clarity of identity.
- Increased digital competence, creativity and problem-solving.
- Better communication and emotional regulation.
- Stronger peer and mentor relationships; parents report improved behaviour at home.
- Young people discovering talents and potential pathways and asking for more.

Long-term Impact

- Higher employability through 21st-century skills.
- Young people prepared for entrepreneurship, leadership and future work.
- Reduced vulnerability to harmful behaviours.
- Young adults of strong character — spiritually grounded and emotionally resilient.
- A replicable youth-empowerment model, and stronger families and communities.

Safeguarding & Risk Management

GGF takes seriously its duty of care to the young people it serves and actively manages programme risks. Key measures include:

- Safeguarding as a standing priority, with consent-based media and parental clearance for filming minors.
- Capped numbers, staggered sessions and multiple spaces to manage crowding.
- Mentor rotation, appreciation and wellbeing support to prevent burnout.
- Gender-inclusive recruitment and, for teens, safe single-gender mentorship spaces.
- Scholarships and partnerships so cost is not a barrier for vulnerable young people.
- Governance and mission-checks to keep the organisation true to its purpose.

Governance & Structure

GGF is governed by a Board of Trustees, supported by a Board of Advisors and a Board of Pastors, with day-to-day delivery led by a Management Team:

- Board of Trustees — highest governance and oversight, custodians of the Trust.
- Board of Advisors — strategic, technical and partnership guidance.
- Board of Pastors — spiritual oversight and community mobilisation through the church network.
- Management Team — led by the Executive Director and the Director of Finance, Fundraising, Links & Partnerships, with programme coordinators, facilitators and volunteers.

To balance charitable impact with financial sustainability, GGF is structured around a two-entity model — the charitable Trust alongside a social-enterprise arm — allowing earned income to support the mission over time.



Our co-founders during the August 2026 edition



Our team, facilitators and volunteers — August 2026 edition

Systems & Accountability

- Financial procedures with records kept for every contribution and expenditure; statements available to partners on request.
- Curriculum development for each skill track, refined edition to edition.
- Monitoring & evaluation, with anonymous learner feedback surveys and end-of-week facilitator reviews; pre/post outcome measurement being formalised.
- A safeguarding policy governing all programmes.
- Bank accounts established (KCB and Equity) and governance resolutions in place.

Partnerships

- A.I.C. Ngong Hills — our first host partner for every edition and for the Ngong Innovation Centre.
- A community partner — the 700-participant Edition 3.
- Volunteer facilitators, counsellors, pastors and community professionals.
- International donors and local well-wishers who co-invest in every edition.

Financial Overview

Over the year GGF mobilised approximately KES 1,135,000 (USD 8,798) in cash income — about KES 880,000 (USD 6,822) international and KES 255,000 (USD 1,977) local — alongside significant in-kind support from volunteer facilitators and mentors, the host venue, and a community partner's resourcing of Edition 3. Programme expenditure across the four editions totalled KES 910,963 (USD 7,062), with facilitation and meals the largest cost drivers. The Foundation also invested approximately KES 185,711 (USD 1,440) in one-off Trust registration, statutory compliance, banking set-up, professional fees and related organisational costs as it formalised its legal and governance structure. GGF closed the period on 1 September 2026 with a balance of KES 38,326 (USD 297). Programme cost per participant ranged from about KES 1,126 to KES 1,514 (USD 8.73–11.74) for the skills editions, and about KES 204 (USD 1.58) for the partnership-delivered Edition 3. USD figures are indicative at approximately KES 129 = USD 1. A categorised financial summary is provided as a companion document.

Our 3-Year Strategy (2026–2029)

- 2026 (H2): deliver the November edition; formalise pre/post outcome measurement; strengthen financial, safeguarding and M&E systems.
- 2027: launch the Ngong Innovation Centre through the Clarity and Career programmes and equip it in phases; introduce technical bootcamps and deepen marketplace linkages; grow the donor base.
- 2028: scale editions and partnerships; pilot weekend programmes and a digital learning platform; begin planning a second centre.
- 2029: open a second Innovation Centre; mature the two-entity model and move toward operational break-even; expand enterprise and incubation for older youth.

Open Programmes & Initiatives in Development

Beyond the core journey, GGF is developing open programmes anyone can join — with earned income cross-subsidising free access for vulnerable youth:

- Ex-Form Four Candidates Career Week — a focused Clarity Mentorship initiative for school leavers awaiting their results, offering clarity, skills assessment, career guidance and character grounding at a decisive transition (targeting up to 300 learners).
- Technical Bootcamps — short (2–5 day), intensive, open-enrolment skill sprints at GGF centres and partner university/TVET campuses, with an employer showcase; also, a doorway into the full GGF journey.
- Professional Upskilling — webinars and masterclasses for working professionals: market-demand skills (AI for everyday work, data literacy, digital marketing, project management, financial modelling); proceeds cross-subsidise free youth programmes.
- Weekend Programmes — continuous engagement between holiday editions.
- Digital talent platform — extending access and connecting talent to opportunity beyond the physical centre.

Looking Ahead

Our first year proved the model, the demand and the partnerships. The next chapter is about depth and permanence: measured outcomes, permanent Innovation Centres, and sustainable financing. We invite donors, churches, schools, corporates and professionals to walk with us as we raise a grounded generation.

Grounded Generation Foundation

Registered International Charitable Trust (Kenya, Trustees Act, Cap. 164)
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