



ANNUAL REPORT

EMIT 2019 - 2020

Transforming nations
by developing leaders.



EMIT provides wholistic development of influential leaders, increasing their effectiveness to transform every segment of society.

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Leaders become great not because of their power, but because of their ability to empower others.

John Maxwell



**EMIT believes that
Africa's ability to weather
her storms is in the hands
of her leaders.**

Letter from the CEO

In March 2019 the east coast of Africa was hit by a category two cyclone. It was more than 400 miles wide. "Idai" made landfall over a city called Beira in Mozambique. Less than six weeks later cyclone Kenneth, dealt a hard blow to Northern Mozambique about 600 miles North of Idai's impact zone. Idai and Kenneth were two of the top five worst storms to ever hit Mozambique.

In a first-world setting, natural disasters such as these are devastating, despite robust infrastructure, massive funding, highly trained responders and expert decision-makers. Imagine the devastation of such storms in a third-world context that lacks the preparation, funding, training, infrastructure and equipped leadership. Catastrophic flooding from the two storms affected close to 2.2 million people in Mozambique, Zimbabwe, and Malawi - almost 2000 people were killed, and many more missing. Close to 800 000 people lost their homes and livelihood.

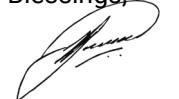
EMIT believes that Africa's ability to weather her storms is in the hands of her leaders. We contend that the main reason for the vulnerability and poverty of Africa is that her leaders have failed her. Who foots the bill for ill-equipped or corrupt leadership? That price is always paid by the weakest and most vulnerable in society.

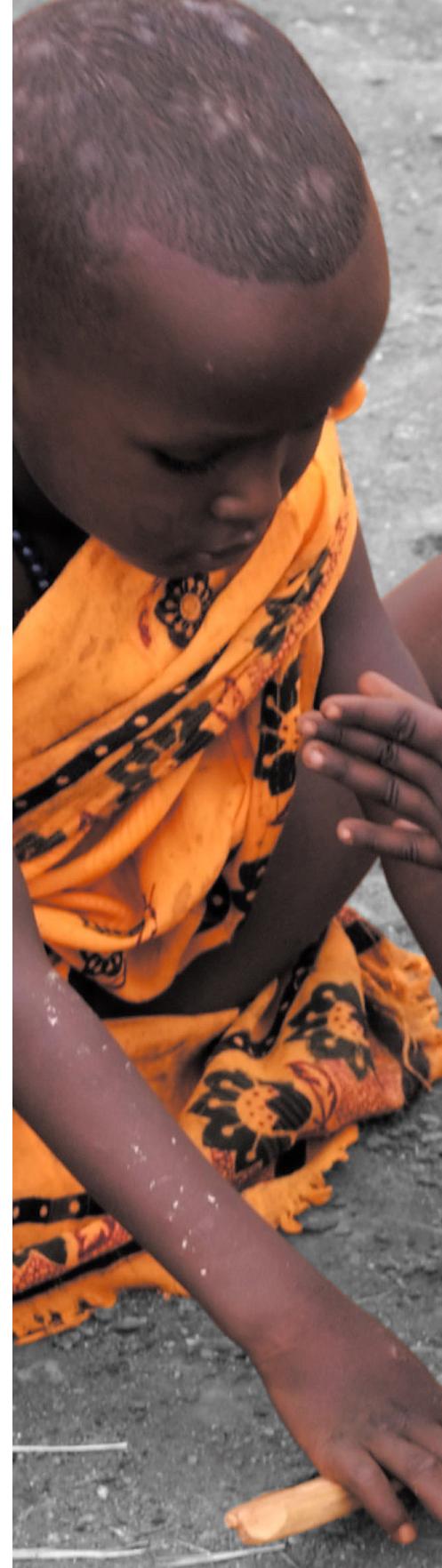
EMIT's mission is to address the critical issues of why Africa struggles. By training leaders, we serve communities in all spheres of society – our programs impact leaders from a grassroots level to CEO's and high-ranking government officials. These leaders rise above their circumstances; with renewed responsibility, they bring hope and skills to the communities they serve. This is why we exist - to transform nations. Impoverished, suffering societies become testimonies of victory and prosperity.

It is EMIT's privilege in 2020 to support leaders from all spheres of influence in Mozambique, Zimbabwe, and Malawi as they resolutely work to rebuild their communities. These stories of transformation are now becoming the norm in Africa. It is our honor to be a significant role player in changing the narrative.

This report is an overview of the successes and challenges of EMIT in 2019. Our prayer is that you will share our excitement as you page through the stories of reform and hope - may they encourage you to continue believing that Africa will be transformed in our generation.

Blessings,


Kobus Grobler
CEO





**Managers light a fire under people;
leaders light a fire in people.**

Kathy Austin



Letter from the Global President

The leader as an agent for positive change.

When we look at history, we see many outstanding individuals that influenced others in their generation. From Genghis Khan to George Washington and many others in between, communities have been shaped by those who led them. Some past leaders have lifted people from abject poverty and deprivation to greater economic achievements, while other leaders have had a very negative impact on their communities.

Different names of leaders evoke either applause or disdain. However, there is no denying that all leaders exhibit one common quality - influence. They either influence their people to achieve higher ideals, or they influence them to a path of strife and destruction. Yet, for communities to transform, people need to develop a new mindset. It is in this mindset shift where leaders play a crucial role. People buy into the ideology of their leaders and rally to the ideals they advocate. If leaders can be impacted by knowledge and positive focus, communities can be lifted and mobilized to achieve a greater good.

EMIT works in Africa to achieve this very purpose, transforming communities by developing these agents of change. What Africa needs is not more food aid, but a mindset change that empowers people to use the resources they have, to achieve a greater good for their communities.

Blessings,



Borniface Shonga
Global President



**Leadership and
learning are
indispensable to
each other.**

John F Kennedy

After decades of financial support why does the African problem persist?

What we've learned - what's not working.

Africa has been on the receiving end of philanthropic giving for more than 300 years. Billions of dollars have been invested by well-meaning donors, governments and non-profit agencies into thousands of projects. These projects range from feeding schemes for the poor to massive rebuilding projects of failed governments and economies. For the most part, these have not resulted in a prosperous Africa. Donors are asking, "Why, after decades of support, does the African problem still exist?" "Donor fatigue" and "Africa is a bottomless pit" are common sentiments. After all this giving, why do we still struggle with issues such as corruption, poor education, socio-economic hardship, tribal and territorial wars, and failing governments?

Here are some of the insights we have gained during our three decades of experience working in Africa - what does not work.

Not understanding African culture (worldview matters).

There have been multiple efforts to implement well thought out and proven strategies to African problems, only to be disappointed with the lack of enthusiasm and execution by African role players.

An understanding of the African Worldview is imperative for the successful application of strategies. A worldview may be defined as the "total set of beliefs or assumptions that comprise the mindset of an individual and determine what they believe and how they behave". If there is a distorted worldview concerning God, self, others, and creation, the execution of programs to Africa will continue to fail. The answer is to develop, teach and practice a Biblical

worldview before these new ideas are brought to the table.

Trying to fit a round peg in a square hole.

What works in the West or East does not necessarily work in Africa. We cannot copy and paste solutions to this vibrant but also different continent. We must allow Africa to find the right fit for their challenges - this will require a new and unique paradigm.

Giving free fish instead of teaching to fish.

Christians at large (especially in North America) feel an enormous responsibility to help solve the problems of those less fortunate. The Bible commands God's people to show compassion to the poor. It is what Christians do! 1 John 3:17 weighs heavily on the minds of Christians.

"If any has material possessions and sees his brother in need, but has no pity on him, how can the love of God be in him?"

Solving Africa's problems on her behalf is not the answer. Africa has resources, intellectual capacity and a desire to succeed. The need in Africa is not more aid, but an investment in the development of her people and then allowing them to create a prosperous future.

Applying relief to situations in which rehabilitation or development is the appropriate intervention.

When looking at a needy Africa, one can easily make the mistake of offering the apparent solution to the visible problem. But often, these

seemingly obvious solutions do not lead to change, and the need soon resurfaces. In addressing the need, it would be better to determine the primary cause and decide what the longterm expected outcome should be. This approach facilitates a more effective route to the desired goal. In most cases, rehabilitation and development are much more suitable actions than short-term relief.

Focusing on projects and products instead of people and processes.

The approach of most western churches, donors, businesses and governments towards Africa is projects and products, not people and processes. African people are highly relational. Solutions to problems are therefore negotiated, and often re-negotiated, before implementation. It is not about cost, funding, budgets, operating manuals and such. It is about connecting relationally and sharing your heart. The answer lies in a problem-solving process that is based on inclusion and discourse with Africa.

Broken individuals or broken systems.

Africa has a reputation for blaming foreign (western) systems for its problems. There may be some truth to this idea, but more pertinent is the recruitment of broken individuals to operate those systems. Historically oppressed, uneducated, unemployed and untrained people are placed into leadership positions. Self-centered attitudes, character flaws, and sinful lifestyles add to the problem. Ultimately, the systems fail. For this reason, training is crucial for success. Character, spiritual, leadership, and professional skills development are of utmost importance for the systems to work.

WHAT WE DO



Change Agents

EMIT has positioned itself as a respected and effective change agent in Africa. We exist to bring about transformation in a continent that desperately needing new answers for old problems. We do this by influencing individuals to move and think in the same direction. By focusing on spiritual, character, leadership and professional skills development, we educate and inspire leaders in various pillars of society to become agents of change in their communities and nations.



Multiplication

Multiplication is part of the EMIT DNA. When students enroll, we require them to identify at least ten leaders from their communities to mentor. This organic mentorship-training network reaches into the remotest of communities across Africa and has full access to the EMIT training material. Our students multiply themselves by imparting their knowledge, skills, character, and spirit into those they train. This multiplication impact leads to a movement of transformation.



Application

There is always a tension between knowledge and application. While there may be institutions providing Africa with access to information, the knowledge provided rarely translates into applied skills and transformation.

One of the main reasons for the non-application of knowledge is a lack of understanding of the uniqueness of African culture. EMIT has its roots in Africa. We understand the uniqueness of the continent and have developed our material to address the needs and challenges of Africa. Our leadership programs are designed to support the practical application of knowledge in the African context.



TRANSFORM NATIONS



Purposeful Leadership

It is not disputable that Africa is the poorest continent in the world, and the richest in terms of natural resources. Today the image of this blessed continent is battered by corruption, nepotism and a leadership crisis. Corruption has tragically devastated African societies and made millions of people destitute. The tentacles of corruption have reached everywhere on the African continent. We find corruption in the offices of presidents and prime ministers to the smallest administration unit of government. Businesses, and even the church, are not excluded. Crucial to this crisis of corruption engulfing the African continent is the problem of purposeful leadership that could act as architect and engineer of progressive change and development.

Incompetence in leadership in African countries is not only the problem of people who occupy positions in government but it is also a reflection of the leadership culture. We've had different leaders with the same results for decades. The power distance that exists between leaders in government and citizens is also apparent in organizations and families. In such a structure, leaders don't serve; they are served because occupying leadership positions make leaders superior and unaccountable to the people they lead.

Africa needs leadership development systems, and it is incumbent on development partners and global leaders to understand how cultural differences affect these. The success of one's country to a great extent depends on the quality of leadership one has. Africa needs leaders that are committed to the improvement of the welfare of their citizens.

EMIT is a Community Transformation Organisation that was born in Africa for Africans. We understand African culture and its challenges. EMIT develops servant leaders that are effective agents of change in all spheres of society. Our students are vibrant, dynamic and committed leaders with a passion for influencing and transforming their communities.





**Education is the
most powerful
weapon which you
can use to change
the world.**

Nelson Mandela

HOW WE DO IT

**A network of leaders reaching
into the remotest areas of Africa.**

27 Years ago, two visionaries dreamed of an Africa that is prosperous and self-sufficient. Chris de Wet and Karel Sanders knew that this was an ambitious vision. Their plan was simple but very strategic: do not waste time, energy and resources on treating symptoms - fix what is broken. Address the reason for the problems - weak, immature, corrupt and untrained leaders.

That vision is still the driving force behind every EMIT project, institute, and training event. We passionately invest in processes that ultimately lead to the upliftment of broken, impoverished and desperately needy communities.

EMIT believes that Africa must be the creator of her future. Leaders must take responsibility for the current situation and be actively involved in finding solutions for uniquely African challenges. The poor quality-of-life and lack of basic material welfare of the average African must become the main item on the agenda of all leaders - in rural villages, town councils, political parties, churches, civic organizations, and government.

The impetus for Africa to rise must come from within. The African leader is at the center of this revival. Africa desperately needs equipped leaders who understand the responsibility of serving her people.

The EMIT strategy is unique, and IT WORKS! We developed an indigenous curriculum for leaders in different spheres of influence. Our material encompasses three main areas:

- Spiritual and character development
- Leadership development
- Professional Skills development

EMIT trains leaders who then take the material home to train at least ten other leaders in their communities and spheres of influence. In this way, EMIT's training is delivered to the remotest parts of the continent. We infiltrate areas where conventional institutions have no access or impact with programs that challenge and change the influencers of Africa.

Through this process, EMIT has been witness to changed lives and transformed communities.



Understanding influence

Understanding that all leaders have influence is the foundation of the EMIT strategy. All leaders can inspire others to action and change.

Believe in the indigenous leader

The indigenous leader is at the center of the solution for the problems of Africa. Africa doesn't need charity - she needs quality leaders.

Indigenous training faculty

EMIT was birthed in Africa by Africans. More than 90% of our training faculty is African - our teachers understand the continent and its people. They teach from personal experience.

Changing the narrative

Africa is rising. To an outside observer, the change may seem slow, but to us on the ground, it is becoming continuously more and more evident that something radical is happening. This change that we initiated has a life of its own. We are picking up speed! Africa is rewriting her narrative as the continent of opportunity.

Taking responsibility

Change must come from within. We challenge our leaders to take responsibility to implement change and not become dependent on external support.

Multiplication impact

EMIT students are required to multiply themselves by enlisting at least ten other leaders and equipping them with the same training-material. This multiplication-methodology impacts communities that would otherwise be far beyond the reach of conventional training institutions.

Huge footprint

EMIT has trained over 450 000 leaders in 27 years. We are an established brand with a proven impact for change in communities across the continent.

27 years of experience

EMIT has proven longevity in training leaders in Africa, giving us an advantage over others that have little or no knowledge of the continent, its culture, diversity, and challenges.

Unique curriculum

The EMIT curriculum has been developed over almost 30 years by Africans. It demonstrates an understanding of the African culture, people and challenges. We approach these with clarity and wisdom. The curriculum addresses the complete person by focussing on spiritual, character, leadership and skills development.

TRANSFORMATION STORIES

Three leaders that have been empowered by EMIT leadership training.



A woman's calling to work with families affected by alcoholism, drug abuse, femicide, and child abuse.

KAREN FERIS - NAMIBIA

Karen Feris from Rehoboth, Namibia completed our Pastoral Leadership Institute (PLI) and is currently enrolled in the Women Leadership Institute (WLI). She served on the PLI committee and is currently serving on the WLI committee.

Karen started an NGO in 2012 called Karen's Life Change Centre (KLCC). It is her mission to serve the community, improving their quality of life and transferring knowledge and skills through training, counseling, and rehabilitation.

To shine God's light and make a difference in a community that is ravaged by atrocities such as rampant alcoholism, drug abuse, femicide, and child abuse, may seem like an impossible task. Still, it is a calling Karen feels He has placed on her heart.

An essential aspect of KLCC's purpose is to offer a healing facility for the whole family. As Karen says,

"Family units need to be healed. You may find in a family that there are different individuals, each with their own illness. Family members may be addicted to alcohol or drugs, lost to prostitution, and marriages may be broken. We want to support them, help them find the cure and train them. We do this, so they can be self-sufficient when they leave the care of the center. Our vision is to equip, skill and train."

The training and inspiration that Karen receives through EMIT are invaluable to the execution of the vision that God gave her. She is a living example of the transformation that happens in a community when leaders are equipped to be more effective.



A lonely child's journey to becoming a top-level advisor.

DR. ELVIS JOSEPH - ZIMBABWE

The testimony of Dr. Elvis Joseph is one of our EMIT success stories. Elvis grew up being passed from relative to relative, moving from one family to the next. Not knowing his father, he grew up questioning who he was and his purpose for existence.

Then, as an eighteen-year-old teenager, Elvis had an encounter with God and felt called to ministry. He worked tirelessly as a minister without any form of training. But, as he says in his own words,

"I was like a mechanic without any tools. It's like riding a bicycle without handles. I was trying very hard, but I was not effective at all".

Elvis studied with EMIT and gradually saw the effects in his ministry. He felt challenged to get involved in his community and also wanted to continue his studies. Elvis attained his Ph.D. in Theology, but more importantly, he is transforming his local communities.

Because of the training and exposure from EMIT, Elvis now rubs shoulders with politicians and business people. This influence gives Elvis an incredible opportunity to bring transformation to communities that desperately need it.

Elvis is happily married to Rutendo and has two beautiful daughters.



**Vision is the art of seeing
what is invisible to others.**

Jonathan Swift

How an EMIT leader is changing the lives of young genocide survivors.

DR. BUNINI GAHUNGU PROTAIS - RWANDA

The genocide that occurred in Rwanda during the “100 days of slaughter” in 1994 plunged a nation and its people into unimaginable affliction. Hatred, distrust, pain, civil discord, tribal war and the like were a daily reminder of the horrific events that devastated that country.

We are humbled by the multitude of testimonies about the instrumental role EMIT played during the past 20 years, transforming the cultural landscape of Rwanda. At first, we brought leaders together filled with hatred, fear, and trauma. Today these leaders work hand-in-hand to further national peace and

ensure a better future for generations to come. From a grassroots level to government, EMIT leaders strive to bring transformation to communities, cities and the nation.

One such leader is Dr. Bunini Gahungu Protais. He is involved in numerous community transformation projects, including a program that offers care to street-children and trains them to become contributing members of society. He has also founded a project that fights drug abuse amongst the youth and does extensive work in the prevention of HIV/Aids.





COUNTRY REPORTS

470 000 Leaders since 1993

15 countries

6 regional offices

Malawi

PASTORAL INSTITUTES
Face-to-face students: 75
On-10 students: 693
Churches planted: 12

WOMEN INSTITUTES
Face-to-face students: 84

Rwanda

PASTORAL INSTITUTES
Programs: 2
Face-to-face students: 186
On-10 students: 1650
Student graduated: 65
Churches planted: 24

WOMEN INSTITUTES
Programs: 2
Face-to-face students: 120

Madagascar

PASTORAL INSTITUTES
Programs: 1
Face-to-face students: 85
On-10 students: 795
Students graduated: 16
Churches planted: 7

Zimbabwe

PASTORAL INSTITUTES
Programs: 2
Face-to-face students: 290
On-10 students: 2683
Churches planted: 33

WOMEN INSTITUTES
Programs: 1
Face-to-face students: 220
On-10 students: 3500

Angola

PASTORAL INSTITUTES
Programs: 8
Face-to-face students: 275
On-10 students: 2600
Students graduated: 9

DRC Congo

PASTORAL INSTITUTES
Programs: 3
Face-to-face students: 455
On-10 students: 3870
Students graduated: 62
Churches planted: 62

WOMEN INSTITUTES
Programs: 1
Face-to-face students: 547

Tanzania

PASTORAL INSTITUTES
Programs: 2
Face-to-face students: 74
On-10 students: 113



Uganda

PASTORAL INSTITUTES

Programs: 2
Face-to-face students: 70
On-10 students: 135

WOMEN INSTITUTES

Programs: 2
Face-to-face students: 40
Students graduated: 26

Burundi

PASTORAL INSTITUTES

Programs: 1
Face-to-face students: 120
On-10 students: 920
Churches planted: 18

WOMEN INSTITUTES

Programs: 1
Face-to-face students: 143

Namibia

PASTORAL INSTITUTES

Programs: 2
Face-to-face students: 49
On-10 students: 202
Students graduated: 11

WOMEN INSTITUTES

Programs: 2
Face-to-face students: 43

Zambia

PASTORAL INSTITUTES

Programs: 4
Face-to-face students: 190
On-10 students: 1780
Students graduated: 21
Churches planted: 13

WOMEN INSTITUTES

Programs: 2
Face-to-face students: 110
Students graduated: 32

Liberia

PASTORAL INSTITUTES

Programs: 2
Face-to-face students: 147

South Africa

PASTORAL INSTITUTES

Programs: 12
Face-to-face students: 71
On-10 students: 550
Students graduated: 20
Churches planted: 4

Mozambique

PASTORAL INSTITUTES

Programs: 1
Face-to-face students: 100
On-10 students: 800
Students graduated: 14

Kenya

PASTORAL INSTITUTES

Programs: 1
Face-to-face students: 60
On-10 students: 120

WOMEN INSTITUTES

Programs: 1
Face-to-face students: 66

REGIONAL REPORTS

All of the EMIT material is translated into the eight major languages of the countries we serve, i.e English, French, Portuguese, Swahili, Kinyarwanda, Kirundi, Malagasy, and Luganda. For the purpose of this report, we divided the continent into three distinctive regions.

Anglophone Countries.

The maturity of our church members is a direct result of better-trained leaders. Church leaders trained by EMIT have greater skills, theological knowledge, and the necessary tools to equip their members for the work of the Lord. This training translates into transformational efforts like never before.

During the outbreak of the black plague in Madagascar, it was members and church leaders who stood by to help health workers stop the spread of the epidemic.

We have further seen how the women in our leadership institutes have taken up responsibility for the challenges in their communities. In Zimbabwe, some of our women have been collecting clothes and food for the flood-ravaged parts of eastern Zimbabwe. They brought supplies to a camp where over 15,000 refugees were stranded without food or shelter - a wondrous act of kindness when you consider the fact that Zimbabwe is currently one of the poorest countries on the continent. By helping their neighbors in need, these women have managed to achieve something almost unbelievable.

In the central part of Zambia, some of our women leaders have adopted a hospital. Initially, they only wanted to bring moral and spiritual support to patients but soon discovered that hundreds of parents were living outside the hospital under trees. These parents were waiting upon and visiting their admitted children. Our women leaders established a

permanent soup kitchen that provides food throughout the day to the families of the patients.

We are most proud of the fact that none of these projects used money or resources from foreign donors. The initiatives were also not started by external organizations. These are local leaders who took responsibility and came up with creative solutions for the needs of their communities.

Lusophone Countries.

Political unrest. Natural disasters. Continued economic deterioration. These are some of the descriptions of the situation in the Portuguese speaking countries in Africa during 2019.

In Mozambique and Angola, we saw political parties continuing to fight for dominance in their respective governments. This troubling situation has led to widespread protests and disruptions in service delivery. Citizens are divided amongst party lines, and in some rural areas, this has led to violence. Corruption and weak leadership have driven these countries to the brink of total collapse with economies suffering because of the volatile situations.

Poverty is an inevitable result for most inhabitants. Those in rural areas suffer the most.

Mozambique suffered numerous natural disasters during 2019 with thousands losing all their earthly possessions. These incidents contributed to a growing feeling of desperation and hopelessness.

Against this backdrop of unrest, poverty and natural disasters, EMIT's training took place. Thousands of societal leaders were challenged and equipped to lead with moral and ethical integrity. We saw church-, political - and business leaders unite to strategize and work together for the wellbeing of their constituents.

EMIT is thankful for the openness amongst the churches and governments of these countries, enabling us to speak into the lives of the leaders and train them with Godly principles. We already see the impact of our training in the way even rural communities have taken responsibility for creating a new future for themselves and their children.

Francophone Countries.

The prosperity and wellbeing of Francophone Africa are continuously under threat by political unrest, disease, corruption and more. These countries are some of the richest in natural resources, yet they are also some of the poorest. Despite all these challenges, there are many encouraging signs of progress.

Shortly after the genocide, EMIT began training leaders in Rwanda. Initially, there was distrust and hostility amongst the first leaders that attended our training. Some feared that these meetings would lead to an upheaval of the events that had led to the genocide. Gradually it became clear to the leaders that EMIT was there to serve them and their communities. EMIT responsibly



A leader who produces other leaders multiplies their influences.

John C Maxwell

addressed their concerns and fears and challenged the leaders to forgive each other. These leaders became instrumental in bringing about reconciliation, healing, and peace in their nation. The thousands of Rwandan leaders we have since trained, continue to uplift, transform and invest in their communities - a testimony that radiates throughout

Francophone Africa. EMIT reconciles leaders and communities.

Our training in the eastern part of DR Congo was threatened in 2019 by another Ebola outbreak. To be equipped, our dedicated leaders pressed on through many dangers. Amid the turmoil of the outbreak, our local committees served church

leaders in hotspot cities such as Beni, Bunia, and Butembo. It was inspiring to see the levels of commitment that our volunteers exhibited during this difficult time. With teams like these in the French-speaking countries, we are looking forward to doing even more in 2020.

27 YEARS IN AFRICA

1991

- EQUIP (founded by Chris de Wet) and Karel Sanders Ministries (founded by Karel Sanders) start working together on a relational basis.

1993

- Chris de Wet and Karel Sanders join their respective ministries to form a new organization called Africa Ministries Network - soon referred to as "AFMIN."
- Executive leadership is shared by Karel and Chris.
- AFIN hosts training events in Malawi & Zambia.

1994

- Chris and his family move to the USA to set up an office for AFIN.
- AFIN is incorporated in the USA as a 501(C)(3) non-profit Company.
- The start of the On/10 training program (1 training ten others) in Malawi & Zambia.
- The first leadership training seminars are held in Arusha & Dar es Salaam, Tanzania.

1995

- AFIN receives the first matching grant of \$20,000 from First Fruit, Inc. Cornerstone Trust matches it.

1998

- Four-year Pastoral Leadership curriculum is developed and implemented.
- Students from six countries enrol as students.

2000

- AFIN has now trained over 20,000 pastors.
- We launch the 3-Track Pastoral Training Institute: The Advanced Pastoral Leadership Diploma, Pastoral Leadership Diploma and for the On/10 students (those who are trained by our face to face students), a Pastoral Leadership Certificate.

2001

- Kobus Grobler joins the ranks of AFIN.
- The AFIN School of the Air is launched and broadcasted out of Zambia by Chris and Steven Todd.
- New advanced projects are started in Madagascar, Angola, and Brazzaville (Republic of the Congo).
- First Graduations in Zambia and Malawi.

2004

- Fifty-seven of AFIN's key-leaders from fourteen nations meet in Kabwe, Zambia, to discuss the strategy for "the Next Level."

2008

- Co-Founder Karel Sanders retires.
- Kobus Grobler assumes leadership of the South African and East Africa regions.

2010

- AFIN graduates a record-breaking 14,633 pastors after four years of studies.
- Steven Todd starts a new program in Liberia.

2013

- A Global Board of Trustees is established with Larry Yonker being the first chairman.
- An Indaba with all AFIN's staff and key leaders from all countries is held in Rwanda.
- AFIN celebrates 20-years!

2016

- AFIN is rebranded, and on the 13th of February, the Board changes the name from AFIN to EMIT.
- Borniface Shonga, one of AFIN's first graduates, is appointed as Global President by the Global Board.
- Chris resigns as Global CEO on 12/31/2016.
- EMIT launches our first Women Leadership Institute in Rwanda & Zambia.

2017

- Kobus Grobler is appointed by the Global Board to serve as Global CEO from 1/1/2017.

2019

- EMIT suffers severe financial hardship as in the past 5 years, 15 foundations have closed or changed their interests.
- Chris resigns as President of EMIT, USA and all Board activities. He will continue to assist as Co-Founder with Fundraising.
- The EMIT volunteers and African Leaders rise to the challenge and raise more than 30% of the EMIT bottom line to help stabilize EMIT's finances.



NEXT STEPS

A photograph of a dirt road leading towards a group of large, leafy trees under a cloudy sky.

The name change from AFMIN to EMIT was significant in more than one way. We realized in 2010 that we needed to be more relevant and effective to a new generation of leaders and the challenges they faced. The leadership of EMIT (AFMIN) knew that the time had come to increase our Kingdom impact. After five years of prayer and deliberation, the way forward was made clear by the Lord.

In 2016 EMIT was born. This new organization would build on the foundation, vision, and ethos of the old, but take a radical, vibrant and exciting new approach to leadership development and training. This approach would see EMIT expand its efforts to multiple spheres of leadership in society and make a more significant impact in the communities they serve.

One of the most significant changes was one of focus. We realized that to see changed communities and ultimately changed nations; we needed to be more intentional in our outcomes. We needed a more inclusive approach to impact and change communities from hopelessness to victory. We developed a new curriculum for women in business, church, and politics.

In 2016 the first students enrolled. What a rollercoaster ride. Thrilling. Exciting. The hunger amongst African women for training that addresses their specific needs was an eye-opener. Their response to the training-material was beyond anything we had expected. These leaders seem to be able to start community projects at will.

The success of this program proves that EMIT is addressing a need that is not currently served by others. We will, therefore, continue to implement our growth strategy and expand our efforts to other spheres of leadership.

The development of a youth curriculum is already in advanced stages. Meetings with various stakeholders will take place in the second half of 2020. We will roll out pilot programs at the beginning of 2021, and intend to enroll our first youth leaders in the second half of 2021.

With the guidance of the Holy Spirit, we are confident that we will continue to impact communities on the continent of Africa.

THE TEAM

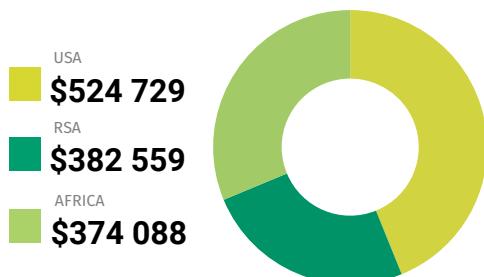
-  9 Project Leaders
-  76 Adjunct Instructors
-  36 Institute Chairpersons
-  247 Committee Members



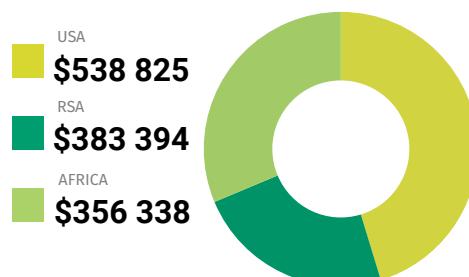
**Full-time personnel
and volunteers**



FINANCIAL REPORT 2019



Income 2019



Expenditure 2019

\$1 281 376

TOTAL INCOME

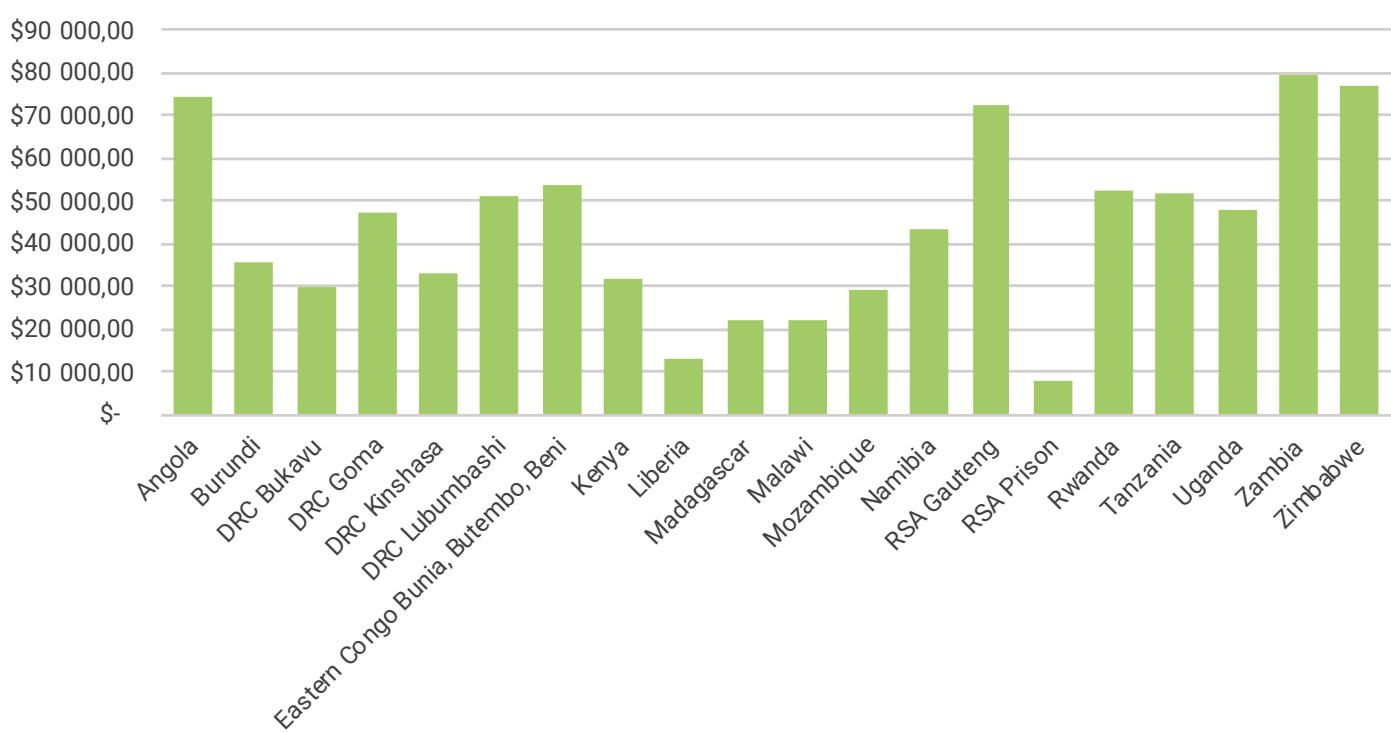
EMIT had a challenging financial year in 2019. Our students and volunteers took responsibility and ownership for their projects and we managed to lift contributions from Africa from 10% of bottom line in 2018, to more than 30% of bottom line in 2019. This is unheard of in the non-profit world in Africa.

\$1 278 557

TOTAL EXPENDITURE

Because of this increased income from Africa, EMIT managed to have 58 training institutes in 2019. We also managed to increase our total income from 2018. There was also a positive turn in finances in the second half of 2019 from our US Partners.

EXPENDITURE BY COUNTRY



THANK YOU!

Your investment in EMIT has enabled the intentional transformation of thousands of African communities through the development of their

There are millions of non-profits worldwide. I want to believe that most of them are making a real difference. You could have chosen any of these to support.

If you already support us, I want to thank you for your patronage. Your investment in EMIT has enabled the intentional transformation of thousands of African communities through the development of their leaders. Your selfless contribution to see Africa saved has improved the wellbeing of these communities and challenged individuals to new standards.

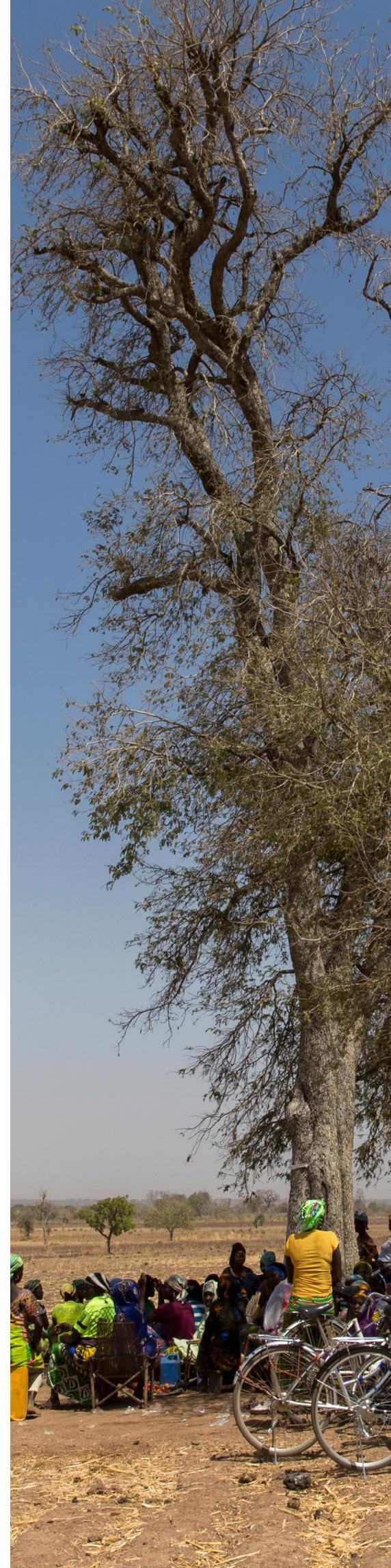
If you have not yet decided to support us, I trust that this document will give you the information you need to make an informed decision. EMIT has a proven track record of 27 years of transformation - hurting individuals become prosperous contributors. Our strategy of training indigenous leaders to take responsibility for their people has proven culturally acceptable and cost-effective, reaching into the remotest parts of Africa.

The Biblical principle of "two is better than one" applies. In partnership, we can achieve more than alone. Together we will be able to not only be a voice in the wilderness but make significant strides in completing the great commission as given by our Lord Jesus. We have a window of opportunity to make a real difference in Africa.

May you experience favor as you continue to support efforts to bring transformation to Africa.

Your fellow servant in the Kingdom of God,

Kobus Grobler.



GET INVOLVED

By definition, synergy is a state in which two or more things work together in a particularly fruitful way to produce an effect greater than the sum of their individual effects.

The value of synergy is the reason why Kingdom partnerships have been the foundational building blocks of EMIT from its very inception. We value your partnership.

We need your prayer.

Our Project leaders and volunteers are continually exposed to extremely challenging situations. They travel long distances and must sometimes face threats such as political unrest, Ebola, Malaria and the like - this while leaving loved ones behind to get the job done.

We need your financial support.

We need your financial support to execute the vision that God has entrusted to us. By partnering with us in this way, you enable thousands of leaders to bring transformation to various pillars of their community and society at large.

Join us on one of our Projects.

We operate in 17 countries and have many opportunities in which you can be involved. It would be a pleasure for us to introduce you to one of our projects. A personal, hands-on visit will undeniably have a significant impact on your spiritual life.

Do your internship with us.

We have various areas where you can apply your skill by doing your internship with EMIT. Marketing, designing, product development, photography and social media are just a few of the areas where we need your help.

Please contact us for more information.



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