

African Leadership



General Information

**Nonprofit
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African Leadership
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Mission & Impact

Statements

Mission

African Leadership exists to enable Africa's leaders to cultivate and equip the next generation to lead and build thriving communities.

Background

Dr. Mike Henderson formed African Leadership in 1990 when he began helping a small group of church leaders in Kenya find Bibles and training materials for their ministry. He soon found that this need stretched far beyond Kenya's borders. There were pastors and church leaders living across Africa with little or no access to Bibles, pastoral materials, or formal education. African Leadership began as a response to this and has since grown to include not only training in theology, but also in community development and trauma-healing.

Impact

In total, over 87,000 men and women have graduated from our core theological education program across the continent and more than 1,000,000 have benefited from outreach ministries that have brought the Gospel to life for communities across Africa, including clean water solutions, orphan care programs, HIV/AIDS clinics, and educational support. In 2022, we enrolled over 8,000 students across 11 countries in our theological education program. We also supported local outreach ministries that became even more vital in their communities as the challenges surrounding COVID, inflation, and war raged - including a program for women recovering from life on the streets in Ethiopia, an orphanage in Congo, and a leper colony in Kenya.

Needs

In 2023, we will: • Reach 8,800 total students in our education program • Continue building an African Leadership Association to bind together our in-country programs and drive more direction and ownership to the field

Statement from CEO/Executive Director

I have spent some time recently with our African leaders and continue to hear of the power of this work. When the time is taken to invest in the lives of men and women leaders, communities thrive. As we invest in these leaders, they are gaining language, awareness, and skills to care for

those in their communities. They begin teaching the Word of God, challenging one another to live from a Biblical worldview. They start "healing hearts clubs" - group sessions for children who have been traumatized, caring for the healing of their hearts and their stories. They take in widows and orphans, they start farms and sustainable agriculture projects. Often the circumstances of these communities stay hard - they continue to live in war, or drought, or refugee camps - but they thrive. Their perspective has shifted. They are leveraging all of what they have to dream of a future for themselves and their children. And they are flourishing amidst the hard and broken of their surroundings. It's a gift to work and walk alongside them. I believe we are made to care for others. It's part of our DNA. We want to be a part of something larger than ourselves. We want to leave a legacy. We want to have mattered. This is a space where we can do that! WE get to rally with friends from across the United States and leverage what we have and who we are what we know to care for our friends in Africa. To dream with them. To equip. To walk and work alongside. Thank you for your leveraging.

Statement from Board Chair

Serving as Chair of the Board of African Leadership is a great privilege. I am humbled and grateful to serve alongside these people of excellence and vibrant Christian faith: Our board, our Nashville headquarters team, and of course the dedicated country leaders who call Africa home. Our leaders, both here and in Africa, have a proven track record of delivering deep and growing impact with often limited resources. Their passion and can-do attitudes inspire our board and everyone else who witnesses the influence they are having on individuals, leaders, and communities. What could be more rewarding than to come alongside these passionate, faithful servants of God as they nurture thriving, God-honoring communities across the continent. I invite you to join me in experiencing these rewards. As you review African Leadership's profile, consider how much greater our impact might be if we had the resources to deepen our impact in the nations where we now serve and to extend our ministry to other African nations. I pray you will join us.

Service Categories

Primary Category
Secondary Category
Tertiary Category

Religion- Related - Christianity

Areas Served

African Leadership is active in 11 countries throughout the continent of Africa. In each country, we work alongside local leaders in both rural and urban settings. These countries include: Burundi, Democratic Republic of Congo, Ethiopia, Kenya, Malawi, Rwanda, Sierra Leone, South Africa, South Sudan, Sudan, and Uganda.

International

Programs

Leadership Development

Description

African Leadership enables Africa's leaders to cultivate and equip the next generation to lead and build thriving communities. By providing a formal education in an informal setting, students are mentored through courses including biblical worldview, community development and trauma healing. They emerge from this 2-year education program prepared to lead on the range of complex issues they'll face as the African church body.

Budget \$623,484.00

Population Served Africa

Governance

Board Chair
Company Affiliation
Term
Email

Blake Tidwell
PayPal
January 2023 to December 2024
tidwellb@gmail.com

Board of Directors

Name	Affiliation	Status
Emily Blackledge		Voting
Zoe Dollman		Voting
Randy Draughon		Voting
Mr Stephen Gause	Invertigo	Voting
Mr Timothy Humerick	Humerick Environmental Construction	Voting
Mrs Cate Loes	Belmont University	Voting
Mr Duane Murray	C12 Group	Voting
Caroline Peeples		Voting
Pete Rathbun		Voting
Blake Tidwell		Voting

Board Demographics - Ethnicity

African American/Black	0
Asian American/Pacific Islander	0
Caucasian	10
Hispanic/Latino	0
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	5
Female	5
Unspecified	0

Governance

Board Term Lengths	3.00
Board Term Limits	3
Board Meeting Attendance	75%
Does the Organization have written Board Selection Criteria?	Yes
Does the Organization have a Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	100%
Percentage Of Board Members Making In Kind Contributions	0%
Does the Board include Client Representation?	
Number of Full Board Meetings Annually	4

Risk Provisions

Automobile Insurance
Commercial General Liability
Commercial General Liability and D and O and Umbrella or Excess and Automobile and Professional

Computer Equipment and Software
 Medical Health Insurance
 Special Event Liability
 Workers Compensation and Employers' Liability

Management

Executive Director Mrs. Emily Blackledge
Email eblackledge@africanleadershipinc.org
Term Start December 2016

Emily's Experience: From Boulder, Colorado, Emily was homeschooled through high school, allowing her learning to be tailored more directly to the interests she developed early: worldview, global politics, and post-conflict development. In 2004, after completing her undergraduate degree in International Political Economy at Belmont University in Nashville, Tennessee, Emily spent time in Washington DC, working as part of the President's Initiative for Workforce Development. She received her Master's degree in International Relations and African Studies from Boston University. Returning to Nashville in 2008, Emily split her time between international development, social entrepreneurship, and education. She taught international development and international politics at Belmont University and was the Sam Walton Fellow in charge of international projects for the Belmont chapter of ENACTUS before joining African Leadership in 2010. Emily served as Vice President of International Program before being appointed President in December 2016. Emily lives in Nashville with her husband Rob and their sons Fletcher, Judah, and Finn.

Staff

Number of Full Time Staff 4
Number of Part Time Staff 0
Volunteers 30
Contractors 1
Staff Retention Rate 33%

Plans & Policies

Fundraising Plan? Yes
Strategic Plan? Yes
Years Strategic Plan Considers 5
When Strategic Plan Adopted? November 2020
Management Succession Plan? Yes
Policy and Procedures Plan? Yes
Nondiscrimination Policy? Yes
Whistle Blower Policy? Yes
Document Destruction Policy? Yes

Formal Evaluations

Is there a formal evaluation for...		Frequency
CEO/Executive Director	Yes	Annually
Senior Management	Yes	Annually
Non-Management	Yes	Annually

Affiliations

Affiliation	Year
Center for Nonprofit Management Excellence Network	2001
Evangelical Council of Financial Accountability	2022

Financials

Financials

Fiscal Year Start

Fiscal Year End

Projected Revenue

Projected Expenses

Detailed Financials

Revenue and Expenses

Fiscal Year	2023	2022	2021
Total Revenue		\$1,164,412.00	\$1,120,092.00
Total Expenses		\$1,176,129.00	\$964,291.00
Revenue Less Expense	(\$-0.00)	(\$11,717.00)	\$155,801.00

Revenue Sources

Fiscal Year	2023	2022	2021
Foundation and Corporation Contributions		\$0.00	\$0.00
Government - Federal		\$0.00	\$0.00
Government - State		\$0.00	\$0.00
Government - Local		\$0.00	\$0.00
Government - Unspecified		\$0.00	\$91,442.00
Individual Contributions		\$1,121,297.00	\$979,876.00
Indirect Public Support		\$0.00	\$0.00
Earned Revenue		\$0.00	\$3,589.00
Investment Income, Net of Losses		\$792.00	\$-183.00
Membership Dues		\$0.00	\$0.00

Special Events		\$23,187.00	\$40,368.00
Revenue In-Kind		\$0.00	\$0.00
Other		\$19,136.00	\$5,000.00

Expense Allocation

Fiscal Year	2023	2022	2021
Program Expense		\$830,595.00	\$627,302.00
Administrative Expense		\$183,030.00	\$186,873.00
Fundraising Expense		\$162,504.00	\$150,116.00
Total Revenue/Total Expenses		99%	116%
Program Expense/Total Expenses		71%	65%
Fundraising Expense/Contributed Revenue		14%	16%

Top Funding Sources

Fiscal Year	2023	2022	2021
Top Funding Source & Dollar Amount	\$0.00	Contributions, Gifts, and Grants - \$1,121,297.00	Contributions, Gifts, Grants - \$979,876.00
Second Highest Funding Source & Dollar Amount	\$0.00	Fundraising Events - \$23,187.00	Government Grants - \$91,442.00
Third Highest Funding Source & Dollar Amount	\$0.00	Other Revenue - \$19,136.00	Fundraising Events - \$40,368.00

Assets and Liabilities

Fiscal Year	2023	2022	2021
Total Assets		\$453,883.00	\$468,032.00
Current Assets		\$450,933.00	\$465,082.00
Long-Term Liabilities		\$0.00	\$0.00
Current Liabilities		\$10,633.00	\$13,065.00

Total Net Assets		\$443,250.00	\$454,967.00
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Endowment Info

Do you have an endowment?

No

Capital Campaign Info

Currently in a Capital Campaign?

No

Solicitation Permit Info

State Charitable Solicitations Permit

Yes