



2024

# END- OF- YEAR REPORT

[IMPACTNOWLEADERSHIP.ORG](https://IMPACTNOWLEADERSHIP.ORG)

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## LETTER FROM THE EXECUTIVE DIRECTOR

It is with gratitude and joy that I send you this End-of-Year Report on Impact Now and our core initiative, NYOTA Leadership Program.

When Impact Now began in 2021, we were determined to serve women leaders in for-impact organizations in general, regardless of their geographic location. Two years later, at the end of 2023, we realized that by trying to serve a large demographic, we were not having the impact that our name promised.

And that's when we initiated a partnership with the Université Chrétienne Bilingue du Congo (UCBC) in Beni, Democratic Republic of Congo (DRC)—a fortuitous change that has resulted in real and tangible impact.

This report is a summary of that impact.

With gratitude,  
Mary Henton  
Executive Director, Impact Now

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## MISSION

As a result of our intentional focus adjustment, we now have a new mission statement.

**Impact Now partners with women in DR Congo to strengthen their leadership capacity and influence for the benefit of their communities.**

## CORE INITIATIVE: NYOTA LEADERSHIP PROGRAM

General facts about the NYOTA Leadership Program

- A collaboration between Impact Now and the Leadership Faculty of the Université Chrétienne Bilingue du Congo, Beni, DRC.
- 6-month, in-person cohort program for women leaders in eastern DRC.
- Maximum cohort size: 25
- Curriculum designed in collaboration with the women we serve—Congolese women leaders.
- Curriculum and instruction focused on skill-building, practical application, and mutual support.
- Congolese, other East African, and American facilitators.



A circular graphic with a dark blue background and a yellow border. Inside, the text "100%" is written in a large, gold, 3D-style font. Below it, the words "COMPLETION RATE" are written in a smaller, gold, sans-serif font.

**100%**  
COMPLETION RATE


## WHO WERE THE 2024 NYOTA PARTICIPANTS?

Twenty-four women began the program.  
Twenty-four women completed the program.  
Yes, that's a 100% participation and completion rate.

Participants in the 2024 cohort—

- Ranged in age from 22 to 68 years old.
- Had between 1 and 20 years of leadership experience.
- Represented 16 different organizations, including non-governmental organizations, businesses, universities, hospitals, and churches.
- Held diverse leadership positions as managers, psychologists, gender specialists, project coordinators, executive directors, community mobilizers, and business owners.
- Began applying their developing knowledge and skills within the first two weeks of the program's start.

## THE IMPACT

A circular pie chart with a pink section representing approximately 88% of the circle. The text "MODERATE TO SIGNIFICANT GROWTH IN LEADERSHIP SKILLS" is written in white, sans-serif font across the pink section.

MODERATE TO  
SIGNIFICANT GROWTH  
IN LEADERSHIP SKILLS


- 21 out of 24 participants reported a moderate to significant growth of their leadership skills.
- 23 women reported a significant increase in their confidence as leaders.
- 18 out of 24 participants developed greater confidence as public speakers and advocates.

A circular pie chart with a green section representing approximately 92% of the circle. The text "SIGNIFICANT INCREASE IN CONFIDENCE AS A LEADER" is written in white, sans-serif font across the green section.

SIGNIFICANT INCREASE  
IN CONFIDENCE AS A  
LEADER

The impact of NYOTA extends far beyond the numbers. The impact has been seen in the immediate and on-going activities of NYOTA participants. NYOTA participants have, and continue to—

- Successfully advocate for the release of children wrongly accused of association with armed groups.
- Secure financial aid for survivors of sexual violence.
- Negotiate fair pay and better working conditions.
- Propose, develop, and/or manage social services programs that have impacted the Beni community and beyond.
- Develop girls' leadership clubs in six local schools.
- Improve the working relationships and conditions within their organizations.
- Provide reliable data to their grantors.
- Multiplied the impact of their new skills by teaching colleagues in and beyond Beni.

A circular pie chart with a dark blue section representing approximately 88% of the circle. The text "DEVELOPED GREATER CONFIDENCE AS A PUBLIC SPEAKER + ADVOCATE" is written in white, sans-serif font across the dark blue section.

DEVELOPED GREATER  
CONFIDENCE AS A  
PUBLIC SPEAKER +  
ADVOCATE

[You can read stories in more detail on our website.](#)



## WHO WE ARE

Impact Now is a lean team:

- Mary Henton, Executive Director and Co-Director of NYOTA
- Lindsay Kronmiller, Graphic/Web Designer (Contracted Services)
- Michelann Scheetz, Social Media Coordinator (Volunteer)

Our board of directors is an active group of volunteers who live in various parts of the US

- Jessica Lembelembe, Board Chair (Chicago, IL)
- Breonna Stone, Vice Chair (Milwaukee, WI)
- Jolie Amisi (Springfield, MO)
- Hannah Connelly (Mt. Vernon, OH)
- Esther Kamau (Durham, NC)
- Molly Quinion (Danvers, MA)

Our core team in Beni are employees of UCBC who assume additional responsibilities as members of the NYOTA team

- JeanMarc Asobee, Co-Director
- Rachel Kamara Boganda, Administrative Assistant
- Faden Sibmantaki, Monitoring and Evaluation Coordinator
- Alia Atayi, Monitoring and Evaluation Assistant

## FINANCIAL OVERVIEW

Total Revenue: \$46,642

- Individual Donations: \$5364
- Private grant: \$40,000
- Interest: \$1278

Total Expenses: \$41,409

- Program Costs: \$25,090
- Operational Expenses: \$7655
- Administrative & Outreach: \$8664

We continue to practice financial stewardship to ensure every dollar makes a tangible impact.





## CHALLENGES

**Navigating Political and Economic Uncertainty.** The evolving political landscape in DRC presents logistical and operational challenges for Impact Now, for cohort members, and for our partner, UCBC.

- While 2024 was stable, recent insecurity in eastern DRC strains resources for daily living and impedes travel. It also puts at risk our ability to maintain face-to-face cohort gatherings in 2025.
- NYOTA participants, along with other community members, experience increased levels of stress and trauma.
- No one from Impact Now can go to Beni until the current regional conflict is resolved.

**Sustained Engagement.** Ongoing peer connections and support are critical for long-term impact. Our ability to facilitate ongoing support for NYOTA graduates is limited.

**Mentorship Challenges.** NYOTA participants were eager to have mentors outside of Beni and even outside of DRC. Internet availability and time zone differences made it difficult or impossible for some mentor/mentee pairs to meet. Language differences also presented challenges. NYOTA participants are French and Swahili speakers. Some are conversant in English. Most of our mentors were native English speakers, with varying degrees of fluency in either Swahili or French.



## THE YEAR BEFORE US

Objectives for this year, 2025, include the following:

- Revise the mentor program to address the challenges of connection and language.
- Establish the infrastructure to facilitate on-going, mutual support to NYOTA graduates.
- Improve our monitoring and evaluation systems to assure reliability.
- Deepen our relationship with the regional office of Division of Gender and Family (DRC) to expand NYOTA's impact beyond Beni.
- Expand the Impact Now board to support program growth.
- Develop and implement a funding strategy to ensure sustainability and scalability.

We believe that by strengthening our programs and partnerships, we can continue fostering transformative leadership in DR Congo.



## THANK YOU

Thank you to the many people who have invested resources and time as mentors and volunteers to enable Impact Now to realize its mission. With you, we celebrate the courage and resilience of the women leaders we serve. Their work is shaping a better future, and we are honored to walk alongside them in this journey. We look forward to another impactful year ahead!

**In an environment marked by war, violence and systematic violations of human rights, women leaders, driven by a resilient vision and a strong commitment, play a vital role in inspiring and mobilizing their communities to overcome adversity.**

**—LINDA ETOY, 2024 NYOTA GRADUATE**



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