the power of
COMMUNITY
10 Years of Collaborative Learning and Action
CAROLINA FOR KIBERA
FY2011 Annual Report
MISSION

Carolina for Kibera exists to develop local leaders, catalyze positive change and alleviate poverty in the Kibera slum of Nairobi.

VISION

We envision a Kibera where people are healthy, safe and self-sufficient.

A place where every person, regardless of background, has a voice in his or her future and access to opportunities and resources to realize that future.

A community that finds strength in diversity and individuals who are empowered to pursue opportunities both locally and across the globe.

VALUES

COMMUNITY PARTICIPATION
We recognize that the community is the driver and sustainer of change. Community members' wisdom, voice and leadership are absolutely necessary for success.

TEAMWORK
We, as staff, volunteers, board members and partners, work together in a supportive manner towards our common vision.

EXCELLENCE
We endeavor to make every effort to bring out the best in colleagues, program participants, partners and residents of Kibera and welcome feedback for improvement.

INTEGRITY
We strive to be transparent, accountable and responsible in all of our interactions with staff, clients and partners and accept responsibility for our collective and individual actions.

DIGNITY
We value the voices of all stakeholders equally, actively promote diversity within our programs and uphold mutual respect as a cornerstone of our decision-making processes.

INNOVATION
We seek new, creative and better ways to respond to community challenges, manage resources and develop programs.
Tabitha Clinic

Kibera in CONTEXT

**Population**

**Kenya**

40m

**Nairobi**

3.3m

**Kibera**

The population of Kibera is unknown. Estimates range from 170k to 1M people.

---

**One sq. mile**

Size of Kibera

---

**50%**

Kibera’s population under fifteen

---

**TEN by 10**

Typical size home for a family of 5

---

**Seven to 14%**

HIV infection rate

---

**Two dollars**

Average daily income
Eleven years ago, Tabitha Festo, Salim Mohamed, and Rye Barcott met for the first time. A year later, they formally launched Carolina for Kibera (CFK), motivated by their shared desire to effect change by unlocking the potential of Kibera’s residents. Their approach was simple, but radical – listen to the community, then respond to those needs and aspirations by partnering locally, nationally and globally. In short, they worked to connect talent to opportunity.

As we celebrate our first decade, we are grateful for all who have joined with us to move our vision forward. Extraordinary things have happened through the collaboration of Kibera residents with seemingly endless energy, committed volunteers, generous donors and partners in the U.S. and Kenya.

We also cannot forget what it has taken to get here. We’ve learned some difficult lessons along the way, but our successes are far greater in number and in impact than our setbacks. In ten short years, we’ve broken down gender and ethnic barriers, empowered dozens of social entrepreneurs, created safe and fun play environments for thousands of children, sent hundreds of students to school, provided and created employment and realized Tabitha’s dream of a world-class medical clinic in Kibera that serves more than 41,000 patients a year. These remarkable achievements reflect the ambition and effort of a remarkable community. Our work is defined by the vision the community has for itself, and guided by the belief that investing in someone creates a ripple effect of positive impact in the community.

As we begin our second decade, we have seen how your support has helped to improve the lives of tens of thousands of people in Kibera. But great challenges lie ahead. The reality is that Kibera remains a slum, and too many live far below the poverty line. The global economic crisis has meant that some of the funding on which we relied in the past is no longer available. As you will read in the following pages, we have a bold vision for the years ahead. We are, as always, grateful to you, our supporters, as we push onward in our mission to develop local leaders, catalyze positive change and alleviate poverty in the Kibera slum of Nairobi. Please join us, so that we all have a more secure future.

Tuko Pamoja (We Are Together),

Joseph Nganga
Chair
Board of Trustees (Kenya)

Jennifer Coffman
Chair
Board of Directors (U.S.)

George Kogolla
Executive Director
Carolina for Kibera (Kenya)

Leann Bankoski
Executive Director
Carolina for Kibera, Inc. (U.S.)
What’s more fitting to celebrate a 10th Anniversary than a Top Ten List? These ten factors have led to our success and sustainability. Each serves as a reminder of what it takes to make an impact. Taken together, they are the power of our Carolina For Kibera community.

1. **TIME** 6
2. **HEALTH** 8
3. **LIFE** 10
4. **PROSPERITY** 14
5. **PARTNERSHIP** 16
6. **PEOPLE** 18
7. **STORY** 20
8. **TWENTY-SIX** 22
9. **FUTURE** 24
10. **YOU** 26
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<thead>
<tr>
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<tbody>
<tr>
<td>Rye Barcott makes his first trip to Kibera as a junior at UNC-Chapel Hill</td>
<td>Rye meets Tabitha Festo and Salim Mohamed, who co-founded the organization</td>
<td>CFK incorporates as a 501(c)(3) non-profit organization with Salim Mohamed as Executive Director</td>
<td>CFK receives its first grant from the Ford Foundation</td>
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<table>
<thead>
<tr>
<th>NOV 2005</th>
<th>APR 2006</th>
<th>JUN 2006</th>
<th>AUG 2006</th>
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<tbody>
<tr>
<td>CFK receives TIME Magazine’s ‘Hero of Global Health’ Award</td>
<td>CFK becomes a major affiliated entity of UNC-Chapel Hill</td>
<td>CFK’s Daughters United program releases the book Lightbox: Expressions of Hope From Young Women in the Kibera Slum of Nairobi</td>
<td>Then-Senator Barack Obama visits CFK while on his tour of Kenya</td>
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<tr>
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<th>MAR 2009</th>
<th>SEPT 2009</th>
<th>JAN 2010</th>
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<tr>
<td>CFK receives a two-year grant from the Bill and Melinda Gates Foundation</td>
<td>The new Tabitha Medical Clinic opens after two years of construction, in its first year treating more than 30,000 patients</td>
<td>George Kogolla assumes leadership of CFK in Kibera so Salim Mohamed can pursue a Master's Degree at the University of Manchester</td>
<td>Harvard Business School publishes an organizational behavior case on CFK</td>
</tr>
</tbody>
</table>
HOW LONG DOES IT TAKE TO TRANSFORM A COMMUNITY?

We don’t know exactly. But we know it takes time. Kibera’s problems will not be solved by a silver bullet. They will be solved by the young leaders like those working with CFK. We see promise for the future every day in the lives of our members and alumni. Holistic locally-led solutions create resiliency and impact that endures. It’s what we call “the long view,” and it works.

It all started ten years ago when three soon-to-be friends found themselves and each other in Kibera. Beyond the destitution and injustice, they saw vast reservoirs of talent. They listened, and felt the true spirit of Kibera — compelling, complex and filled with contradictions. With time and friendship, they came to a natural conclusion: talent is universal; opportunity is not.

Together and with dozens of other committed supporters in Kenya and the U.S., they founded Carolina for Kibera. For the past decade, our organization has invested in the community of Kibera through a network of programs that uplift and empower, creating opportunity for youth and sparking innovative, locally-led solutions to abject urban poverty. We’ve learned a lot over the years. We’ve tested new ideas that worked and seen others fall short. We’ve had some setbacks, and even more successes. Like Kibera’s residents, we’ve learned to adapt to the ever-changing reality around us.

Our participatory approach enables us to make a greater impact in the community year after year. Our long-term commitment gives us the power to create lasting change. And that’s really our biggest insight — transformation requires deep relationships rooted in trust.
“After being sick for a long time, I did not want to know my HIV status. I didn’t think it would be good. I was told to go to the clinic to get tested. It was positive. If it had not been for the Tabitha Clinic, I would not be alive. From the moment I started going there I have not paid for any tablets, which I would not have been able to do. Hillary, at the clinic, he makes me feel at home. He reminded me that life matters. Now I like to help others in my situation by telling my story. I got training to be a community health worker through CFK to help others with HIV positive living. I get to help others like the clinic helped me, and for that I am thankful.”
IF YOU FELL SICK IN A SLUM, WHERE WOULD YOU TURN?

This is a question all too familiar for many in Kibera. With the high cost of medical care and limited access to treatment facilities, many opt to wait for illness to pass, self-treat or incur further debt to access health clinics. Our health-focused programs exist to provide better holistic care, so there is no question about where to turn.

To serve the needs of the community, CFK’s TABITHA MEDICAL CLINIC and SEXUAL REPRODUCTIVE HEALTH PROGRAM provide Kibera with essential life-saving solutions. From giving basic vaccinations to treating diarrheal disease, from providing antiretroviral drugs for HIV patients to educating teens about sexually-transmitted disease, from handing out condoms to taking digital x-rays — our wide array of health services fills the need for high-quality, low-cost healthcare in Kibera.

THE FUTURE 8,000 families empowered with prevention and wellness education and provided basic in-home healthcare by 100 trained local volunteers.

THIS YEAR:
- 452 digital x-rays taken
- 12,480 people educated about environmental health
- 41,841 patients treated in the Tabitha Medical Clinic
- 1,538 students involved in after school reproductive health classes
"I'm 17, and am in my last year here at Starrays [high school]. I want to be an electrical engineer because I love math and physics. What I want to do, it will take six more years of schooling. That's a lot, but I will like it. I do it because I like knowledge. With knowledge, you can make your own decisions for yourself and you can come up with ideas no one has thought of before. I want to come up with a new device that will change the way electricity is used. Without education, I cannot do this. The scholarships I receive for my school fees will make this possible for me."

Moses Rabok
CFK scholarship recipient
Kibera is a community of incredible talent and ingenuity. Residents have the dedication, creativity and drive to be successful, but often do not have access to opportunities to develop the necessary skills. That's where CFK's skill-building programs come in.

ACTIVE
On the surface, the **SPORTS ASSOCIATION** may appear as just a fun way for kids in Kibera to spend their time. But the real motivation is to use soccer and jump rope as tools for building leadership, promoting ethnic cooperation and teaching about HIV/AIDS. Ethnicity, gender and HIV can be difficult topics to talk about with youth. Sport builds camaraderie and creates a youth-friendly environment for serious conversations. The program also uses sport to access national and international travel opportunities to broaden worldviews and boost confidence.

This past year, the boys and girls soccer teams were invited to three national and two international tournaments. The girls “Queens” team traveled to Moshi, Tanzania for their first international tournament, with the under 13 group finishing in 4th place, and the under 17 group finishing 6th overall. Through our partnership with One Word One Rope, one jump rope coach travelled to Paris for an international training camp and two jumpers came to the U.S. for an international competition and several workshops. In a thrilling performance, our jumpers earned five medals, an especially impressive feat considering they only began the sport a few months earlier!

**THE FUTURE** Expand the jump rope program and add additional sports that teach ethnic & gender cooperation and leadership.
EMPOWERED

Kibera is dangerous for adolescent girls. Creating a community where a young girl can grow up feeling safe and confident is crucial to her success as an empowered woman. By helping girls explore the challenges of their lives through discussion, the arts and peer-mentorship, the DAUGHTERS UNITED (Binti Pamoja) program provides a safe environment for development and learning. It’s a place that allows those who feel powerless to be powerful. The girls note that the best aspect of this program is that they run it themselves and are role models for one another. Girls turn to one another for support, counseling and inspiration.

THE FUTURE Reach more girls with special needs like young mothers, HIV+ girls and those with physical disabilities.
Children in Kibera know that education is powerful and are eager to go to school. It is a precious opportunity that is not taken for granted. CFK’s ILLUMINATE WITH EDUCATION (Angaza na Elimu) program helps students reach their academic goals by providing school scholarships. But the program is about more than just scholarships, it’s about giving students support and tools for their personal growth.

THE FUTURE Help more young scholars attend school and reach their career goals.

THIS YEAR:

60,000
dollars in scholarship funding provided to students: primary through college

391
students receiving school scholarships
“I have been part of Taka ni Pato for seven years. Before then, I didn’t know what to do. Now I have a job, the structure of working and am learning administration. I like the job, we all like working here. It’s like our daily bread. It employs us. We are all friends that get to change the environment, and that’s because of Taka. Working here lets us help others learn the same skills, we pass on what we know, which is what Kibera needs.”
How do you plan for the future without an income?

When you wonder daily how to provide for your family, financial empowerment can mean the difference between eating and going hungry. Improved access to financial services and education is the foundation for long-term financial security and freedom. Imagine not worrying whether your child can eat today, but where they will go to college? This is our goal.

By offering waste management services in Kibera, our TRASH IS CASH (Taka ni Pato) program promotes creative techniques for income generation while making the community a cleaner and healthier place to live. Trash is Cash employs members of the community in its recycling centers and trash collection business, while fostering budding entrepreneurs through business skills training and assisting local youth with developing and growing new business concepts.

Saving a few shillings each day may not seem significant, but for a girl in Kibera, it can change her life. Girls in the DAUGHTERS UNITED (Binti Pamoja) program who recently participated in a pilot micro-savings initiative surprised even themselves with the outcome. They reported feeling more confident and safe. Instead of depending on boyfriends and parents to give them money to go to school, they are now building financial stability and will be in control of their future.

The future

Make savings accounts accessible for all girls in Daughters United. Develop more businesses in Kibera and open access to new markets.

This Year:

3,865 clients served by the garbage collection program

82,000 pounds of trash removed by the garbage collection team

400 girls enrolled in the savings program

28 small business owners graduated from GET-IT computer-based entrepreneurship training program
This year alone, we partnered with these organizations which offered programmatic collaboration and strategic advising.

HOW CAN A SMALL GROUP OF PEOPLE CREATE CHANGE?

We do it with teamwork and cooperation. By partnering with other organizations, large and small, CFK builds high-impact, low-cost programs. Our partners are diverse and their expertise enables us to innovate, expand and most importantly, deepen the impact we make in Kibera.

Tabitha’s dream was always to offer world-class care to the community, but it was through our partnership with the CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC) that we’ve been able to transform the original clinic and realize her dream. We gained the capacity to treat infectious disease, to provide HIV testing and treatment, to offer sexual health counseling and planning and to triage more serious emergencies like broken bones and burns. Our partnership includes both a short and long-term strategy of care that meets immediate needs while providing ongoing monitoring of illness and better strategies for prevention.

The clinic began in a two-room shack, but through two moves, and with a great deal of local labor and generous donors, Tabitha Clinic is now a 3-story permanent facility with a state of the art digital x-ray, on-site laboratory and microbiology lab and fully stocked pharmacy that serves over 41,000 patients annually.

Evidenced by our name, Carolina for Kibera has always been a proud part of THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL (UNC) family. In 2006, the partnership was formalized as CFK became an affiliated entity of UNC and an official part of the life of the university. CFK’s place within the CENTER FOR GLOBAL INITIATIVES on campus serves to connect students, faculty and staff with the Kibera community. This unique model highlights UNC’s commitment to social innovation. Faculty, graduate and undergraduate students come together from across campus to work on real-life issues.

This past year students from the School of Nursing created an emergency medicine plan, faculty at the School of Social Work helped design a financial livelihood initiative and the women’s soccer team ran a clinic that raised money for the Sports Association. Focusing on interdisciplinary approaches, CFK harnesses the expertise of this top-tier university to create new, lasting solutions to poverty.
Board member Beth-Ann Kutchma and the *Chasing the Mad Lion* crew have worked countless hours bringing the story of youth in the Sports Association to film.

Residents of Kibera volunteer thousands of hours each year to work with CFK staff to improve their community. It’s their efforts which make sustainability and success possible.
HOW MANY PEOPLE DOES IT TAKE TO CHANGE THE WORLD?

While one person can spark change, it takes a community to make those changes grow.

The Margaret Mead quote below embodies the spirit of CFK and all we've been able to accomplish in the past ten years. It’s what happens when people dedicate themselves to a common mission. Meet some of our family who, along with hundreds more like them, have worked tirelessly to meet our ambitious goals this year.

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

-Margaret Mead

Each year, CFK selects year-long fellows, like Kevin Diao and Lindsey Moore from UNC, to work both in the U.S. and in Kenya to help support program initiatives while gaining knowledge in areas of their academic interest.

Local coaches like Oyamo and David lend their leadership to the Sports Association, helping shape young players and expanding the reach of the program year after year.
"This is the first book I have read that has caused my heart to burn for so many people. Not just Tabitha, Salim, Kash and the detained Iraqi boys, but Rye, his wife, my colleagues in Iraq, my husband... It has truly been an enlightening experience to read the book. It gave me hope. It has helped me deal with emotions and questions I have harbored since my deployment and in my current quest to better understand conflict. Rye’s book has inspired me to become a doer."

Michelle Graves Schulze, U.S. Army Sergeant and reader
CAN A STORY BE POWERFUL ENOUGH TO INSPIRE ACTION?

We think so. Our co-founder’s memoir and a documentary about youth in our sports program tell the stories of remarkable people with a passion for helping others.

READE
Co-founder Rye Barcott’s memoir, *It Happened on the Way to War* was released this spring. CFK joined Rye in selected cities on his national book tour, stretching from coast to coast over four months with a special emphasis on college and veteran audiences. The book has been selected by multiple high school and college summer reading programs, and received praise in media outlets ranging from TIME Magazine and The New York Times to CNN and FOX News.

WATCH
In post-production for release in Spring 2012, *Chasing the Mad Lion* is a feature-length documentary highlighting the stories of two players and two coaches from our Sports Association. Following them as they prepare for the championship game in CFK’s annual tournament, the film explores their personal stories. It reveals how soccer gives hope and bridges ethnic divides in a place often cast off as worthless.

“People come to Kibera all the time with cameras. They take our pictures and ask a few questions, but we don’t see them or the photos they take ever again. I’m so happy for this film because it is really our story and shows how it is here in Kibera.”

Kenny Juma, CFK Program Assistant

✓ Give the book to a friend powerof26.org/book
✓ Write a review on Amazon powerof26.org/amazon
✓ Recommend it at your school powerof26.org/recommend
✓ Learn about the film powerof26.org/film
✓ Join the crew powerof26.org/crew
✓ Host a screening powerof26.org/screen

THIS YEAR:
41 cities visited on tour
11,325 people attended presentations about the book and CFK
26 percent of the book’s proceeds go to CFK
Imagine your teenager allowing the entire family to sleep in her room for the night, your twelve year old son eating on less than $2 for the day, and your youngest using no electronics after sundown during summer break! The 26 day challenge was a way of bringing my experience in Kibera as a ONE Mom home to my family. By staying home with my kids I feel my contribution to making the world a better place is to teach them how others their age live around the world. By their participation in the 26 day challenge they were able to more fully appreciate why our voice is needed. Our daily discussions created an awareness and understanding that in Kibera families face ALL of these challenges every single day. Walking in the shoes (or no shoes) of others for only a day awakened our family’s compassion!

Rachel Fox
ONE Congressional District Leader in Wilmington, NC
WHAT CAN I DO?

Turn inspiration into action! The story of how Tabitha Festo (pictured on left) was able to turn $26 into a small medical clinic is an exceptional example of how a modest amount of money in the hands of the right person can do so much for a community. Want to nurture future ‘Tabithas’ in the Kibera community? Want to better understand what it is like to live in a slum? Here’s what you can do.

1. INVEST IN KIBERA

In honor of the initial $26 grant Rye Barcott gave to Tabitha to start her vegetable business, we’ve launched the $26 FUND to invest in future Tabithas. With that modest amount of money, she was able to build towards her dream of opening a medical clinic. Now, the clinic named in her honor sees over 41,000 patients a year. Incredible determination and sacrifice like Tabitha’s is seen every day in Kibera. Whether it’s $26 or $260, your financial support can turn ambition into achievement.

2. TAKE THE CHALLENGE

Increase your understanding of urban slums by taking the 26 DAY CHALLENGE to experience some of the biggest challenges and joys that Kiberans face daily. Don’t have time to commit 26 days? Try KIBERA FOR A DAY. Can you manage using only one bucket of water for a day? What about having no internet for a day? Take the challenge and find out! Then help us amplify the story by telling a friend, shouting it on Facebook and Twitter, or commenting on the Power of 26 site.

This family took the challenge...

So did this student. Will you?

TAKE THE CHALLENGE AT powerof26.org
CFK’s future is bright. As we plan for the next ten years, our expansion and program additions will build on what we’ve learned from the past and be guided by the needs of the community.

**HEALTH**
- Healthier families with improved access to healthcare services
- Less illness from preventable disease through community action
- Comprehensive care for mothers, children and those living with HIV

**SOCIAL**
- More students enrolled in school at all levels
- Additional sports that teach teamwork and leadership
- Young people actively improving ethnic and gender relations

**ECONOMIC**
- Access to financial services for more CFK participants
- Expanded business training for girls and women
- Better access to markets for local entrepreneurs
AFTER TEN YEARS, WHAT NOW?

With the rich history of our past and the promise of a remarkable future ahead, we lean forward. We will take our lead from the community of Kibera, building each program with the wisdom of experience. Above all, our focus remains clear: develop youth leadership, catalyze positive change, alleviate the suffering of abject poverty.

Within our social programs, we will develop new ways to promote community cohesion, breaking down barriers of ethnicity and gender. Our sports program will reach new youth by adding additional sports and using recreation to teach important life skills. Our girls program will reach more girls with special needs like young mothers, HIV+ girls and those with physical disabilities. Our education program will move beyond classroom academics to build leadership excellence through experiential learning that broadens one’s worldview and stimulates action.

From a health perspective, our emphasis is on expanding access to quality healthcare and disease prevention. We will continue to enhance the quality of care provided at our Tabitha Clinic and our other health referral and counseling sites. Complementing the services provided at the Tabitha Clinic with a network of local community health workers will allow us to reach more people and provide personalized in-home education and outreach.

Economic empowerment drives lasting change. To ensure CFK’s members have opportunities for sustained livelihood, we will expand employment access for youth and budding entrepreneurs through enterprise training and work programs focused on growth markets.

Organizationally, we are building a strong foundation. Professional development opportunities and cross-department trainings are enhancing the skill set and capacity of our diverse staff. Resource mobilization efforts in Kenya aim to provide funding for 50% of the organization’s budget by 2015 and our U.S. and Kenyan teams are both focused on growing our endowments to ensure long-term financial stability.

These bold new initiatives will lead CFK into the future. The power of our community will make it possible.

George Kogolla
Executive Director
Carolina for Kibera (Kenya)
With your generous financial and in-kind contributions, you make change possible.
Like most non-profits around the country, this past year we felt the downturn in the economy. A drop in total revenue caused us to use reserve funds to ensure that programs could continue to run smoothly. Consequently, we turned our attention to increasing organizational efficiency so as much funding as possible could be allocated for program use. This year, 96% of our expenses were used in support of programs.

We are often asked, who funds CFK? The truth is that CFK is still a relatively small organization funded by generous individual supporters. This fiscal year, 98% of our donors were individuals; the remaining 2% were foundations and corporations. Despite a drop in total income for the year, the percentage of individual giving increased significantly. This was due in large part to the publicity generated by our outreach campaign and Rye Barcott’s book tour. It’s important to note that monies were raised specifically for the production of the documentary film and the 10th Anniversary outreach campaign to ensure that no program funds were used for those efforts.

Like residents of Kibera, we are prudent and intentional in the use of every dollar spent. To magnify our impact, we work closely with external partners and residents of Kibera who add to the quality of programs and extend the reach of our staff. In a place where laborers work hard for paltry wages, we draw motivation from the residents of Kibera who give generously of their time without compensation to propel CFK forward.

A special thanks to these organizations who made financial contributions directly to our programs in Kenya:

- Cottier Donze Foundation
- The Global Fund For Children
- K-Rep Bank, Kenya
- Planned Parenthood Federation of America
- Population Council, Kenya
- Research Triangle International
- Safaricom Foundation

### Statement:

**Income**

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<td>Permanently Restricted Income</td>
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<td><strong>Total Income</strong></td>
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**Expenses**

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<td><strong>Total Expenses</strong></td>
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**Net Income**

- **($61,691)**

*(financial statement not yet audited as of printing)*
Board of Trustees (Kenya)

Dr. Salome Okutoyi Gitari
Project Management Specialist, Pediatric HIV/AIDS, Office of Population and Health, USAID/Kenya

Mumbi Kamuri
SME & Linkages Manager, Rift Valley Railways

Jane Kilonzo
Head of Risk & Compliance, Bank of Africa, Kenya

Board of Directors (U.S.)

Rye Barcott, Treasurer
   Author, It Happened on the Way to War; Commercial Associate, Duke Energy

Brett Bullington
   Dad; Angel Investor and Advisor to Start-ups

Dr. David Callaway
   Director, The Operational Medicine Institute; Assistant Professor of Emergency Medicine, Carolinas Medical Center, Charlotte, NC

Zach Clayton
   Founder and CEO, Three Ships Media

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   CEO, Renewable Energy Ventures

Joseph Njenga
   Social Entrepreneur, Community Cleaning Services

Beth-Ann Kutchma, Secretary
   Sr. Program Officer, Center for Global Initiatives, UNC-Chapel Hill; Producer, Chasing the Mad Lion

Esteban McMahan
   Investor, Business Consultant

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   Compliance Officer, Divi Carina Bay, U.S. Virgin Islands

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