

A photograph of two Black women in an office environment. The woman in the foreground, wearing a white t-shirt, is looking at a laptop screen and has her hands on the keyboard. The woman behind her, wearing a blue patterned top, is also looking at the laptop. They are sitting at a desk in front of a large window with a grid pattern. The scene is brightly lit, suggesting a sunny day. The image is partially overlaid by a teal graphic element on the left and bottom.

team4tech

2023 Impact Report



A Message From Our Co-Founders

2023 was a milestone year for Team4Tech as we celebrated 10 years of bridging the digital equity gap in education. Over the past decade, we have provided in-depth support for 53 strategic nonprofit partners across 21 countries, helping them integrate technology into their education programming to advance learning outcomes for over 1 million learners. Many of these strategic partners have gone on to scale the solutions that work to reach millions more learners in their regions.

We are incredibly grateful for all who have supported our work to date, allowing us to deliver over \$20M in grants and pro bono services over the past 10 years. And yet, there is so much more to be done. In the aftermath of Covid, 70% of Grade 4 learners in the developing world are living in learning poverty, unable to read a basic text. Furthermore, forecasts show that by 2030, nearly 1 billion youth, mostly from low- and middle-income countries, will not have the skills they need to access high-quality jobs in the global economy. We must provide access to relevant, quality education for employability so that these learners can develop the skills they need to end the cycle of intergenerational poverty for themselves and their families.

Team4Tech's model focuses on co-designing solutions with the 30% of the world's educators who are employed by nongovernmental organizations (NGOs). These community-based organizations are typically reaching the most marginalized learners, yet they often lack access to education and technology resources. Team4Tech provides them with technology grants, pro bono consulting, and free tools and resources to help accelerate their impact on learning outcomes.

Skills like digital literacy, self-direction, critical thinking, and problem-solving are essential for high-quality employment in the knowledge economy. Moving forward, we're doubling down on co-designing solutions with community-based NGOs to help them implement evidence-based, locally relevant education practices to develop these skills in their learners.

Over the next three years, we are implementing a strategic plan that will enable us to build capacity with thousands of NGOs who are directly impacting tens of millions of learners worldwide. We need your help to realize this vision and build a world where all learners have access to quality education and employment.

Gratefully,




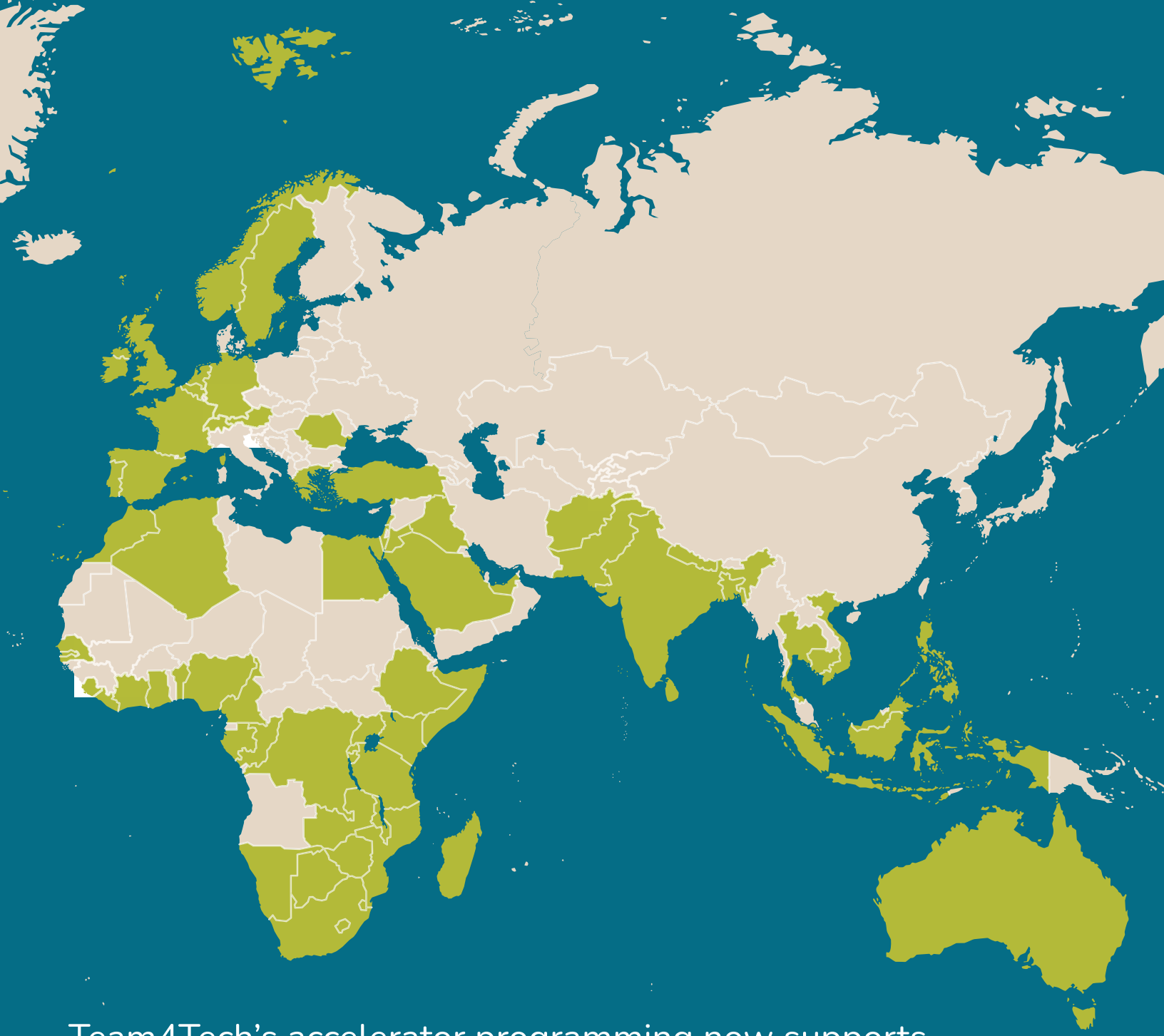
Lila Ibrahim
Co-Founder & Board Chair



Julie Clugage
Co-Founder & Executive Director

Team4Tech is a nonprofit impact accelerator, bridging the digital equity gap in education to create inclusion and opportunities for learners in under-resourced communities around the world (UN SDG 4).

 Countries where our NGO partners work to improve quality education



Team4Tech's accelerator programming now supports more than 700 NGOs from over 90 countries in our online Community of Practice. These NGOs report that they are improving the quality of education for 37 million learners.

Over our 3-5 year partnerships with our 41 current strategic NGO partners, we deliver annual matching grants of up to \$15,000 per partner and pro bono capacity-building projects powered by skilled volunteers from leading technology companies. We also support continued collaboration with four alumni mentor partners who have graduated from our partnership programming but continue to engage with Team4Tech and champion our work. In 2023, Team4Tech delivered \$550,000 in grants and services, engaging 300+ volunteers in almost 10,000 hours of volunteering, directly benefiting over 68,000 learners.



2023 marks a decade of Team4Tech bridging the digital equity gap in education

In October, our community of donors, corporate partners, NGO partners, board of directors, and staff convened at the Computer History Museum in Mountain View, California to celebrate this milestone at our Lighthouses of Learning Impact Celebration. We recognized the achievements of our organization, volunteers, partners, and supporters by sharing stories and the achievements of:

- Kenya Connect, NGO Partner of the Year
- Barracuda Networks, Corporate Partner of the Year
- Peter Shepherd (Cadence), Volunteer of the Year
- Shawki Sleiman Ibrahim, Donor of the Year (posthumous)

[Watch our video](#) to hear directly from our NGO partners about our impact and learn from co-founders Lila Ibrahim and Julie Clugage about our plans to scale to meet the urgent needs in global education.





NGO Partnership Feature

Women in Technology Uganda



74% of Ugandans between the ages of 15-25 are unemployed—the majority of whom are young women. The mission of Women in Technology Uganda (WITU) is to support these women in building the skills needed for high-quality employment—innovation, technology, leadership, and entrepreneurship. Since 2019, our partnership with WITU has flourished, directly benefiting over 7,000 women. With Team4Tech’s grant funding in 2023, WITU purchased and installed 25 additional desktop computers for their training center.

We’ve accelerated their impact through six pro bono consulting projects with 60+ volunteers from leading technology companies including Cadence, Zendesk, and Adobe. In 2023, employee volunteers from Cadence collaborated with WITU on-site in Kampala to build out their makerspace, create a school-based hackathon, and launch a web-based job platform for WITU women to connect with employment opportunities. Beyond this project, Cadence has enabled job opportunities for six women from WITU.

“ I am looking forward to businesses being created from the makerspace, I am excited about the unemployment gap that we are going to bridge with the WITU digital employment site, and I’m looking forward to the young girls taking on STEM-related courses to bridge the technology gap as a result of the school hackathons. Cadence has contributed to WITU achieving its vision—which is closing the technological gender gap in the lives of young women and girls across Uganda and East Africa. It has really, really worked. We are really, really grateful to Cadence and Team4Tech.”

— Leticia Nakitende, WITU Head of Operations

[Watch our video!](#)

Dost Education enables parents of any literacy level to support their child's early education with tips for responsive caregiving. Using mobile technology, research-backed curriculum, machine learning, and behavioral science, they solve everyday parenting problems and nudge parents to nurture cognitive and socio-emotional development in their children.

Team4Tech partnered with Dost from 2019-2022, co-designing solutions to improve outreach, content, and digital skills to help Dost scale their early learning programs to families across India.

Connecting Dost with 135 pro bono consultants from leading technology companies including Adobe, Deloitte, and Billtrust

on five pro-bono consulting projects, Team4Tech collaborated with Dost to accelerate impact in a myriad of ways, including:

- Updating and testing onboarding, digital marketing, and outreach processes for participating families
- Creating engaging, relevant, and targeted phonecast content and improving accessibility and personalization features for caregivers
- Building Dost's open source strategy and aligning on positioning in preparation for government partnerships

When our partnership began, Dost served 10,000 families in Delhi. Since then, Dost has scaled significantly—they are now working in 120 districts across nine states in India, reaching 300,000 families directly and 500,000 families through government partnerships.

After three years with Team4Tech, Dost graduated to become one of our NGO alumni mentors. Dost is now serving as a lighthouse of learning in the education ecosystem in India—affecting positive change for learners in their region.

“The partnership with Team4Tech has helped us build some crucial building blocks for Dost's scale, especially around marketing and technology. This has helped Dost tap into new ways of reaching families in need and grow our impact to reach over 300,000 families. I deeply appreciate the care and flexibility the team brings to the work.”

— Sindhuja Jeyabal
President and Co-Founder,
Dost Education



2023 Impact Highlights

In collaboration with our strategic nonprofit partners, Team4Tech monitors and evaluates the impact of our projects on educational outcomes in the following categories: sustained learner growth, improved learner engagement, enhanced teacher effectiveness, and organizational sustainability and scale.

Investing in learner growth and cultivating learner engagement



In Guatemala, fewer than 20% of Mayan women complete high school. MAIA Impact (MAIA) empowers Indigenous girls and women in Guatemala through a holistic educational model that combines 21st-century skills with culture, identity, socio-emotional learning, and family and community engagement. The MAIA Impact School is Central America's first secondary school designed for Indigenous young women from rural communities, known as Girl Pioneers. After Girl Pioneers graduate, MAIA offers their Launch Year Program, providing vocational orientation, university preparation, workplace readiness training, and internship experiences. In 2023, Team4Tech volunteers from Barracuda Networks collaborated with MAIA to develop a digital safety curriculum, build a roadmap for a makerspace, and implement EdTech solutions.



"Technology is key to entering university and obtaining formal employment: 70% of Girl Pioneers in Launch Year were accepted to university or received formal employment. Knowledge and access to the internet and workplace technology training ensures Indigenous girls have access to admissions information and the skills needed to land a job and earn at least minimum wage."

— Benjamin Farley, Operations and Grants Manager, MAIA

Barefoot College International (BCI) partners with Team4Tech to bring equal opportunity to women in India by leveraging technology to drive learning outcomes and digital participation. In 2023, Team4Tech facilitated a program with skilled volunteers from Cadence to integrate technology into BCI's curriculum and equip educators with AI tools—initiatives impacting over 5,000 students in under-resourced communities.

[Watch our video!](#)



Building teacher effectiveness



Listen to Team4Tech and GGAST discuss our partnership on a [podcast](#)

In Rwanda, 99% of girls go to primary school, but less than 34% attend upper secondary school, and only 8% of high school graduates attend university. Gashora Girls Academy of Science and Technology (GGAST) brings high-quality STEM education to secondary school girls, with 96% of GGAST students matriculating to universities around the globe. Since our partnership began in 2017, Team4Tech has deepened Information and Communication Technology (ICT) professional development for GGAST teachers through \$650,000+ in technology grants and pro bono consulting, including seven projects with skilled volunteers from technology companies including Intel, Cloudera, Cisco, DocuSign, Adobe, Autodesk, and NetApp. Team4Tech's support has enabled GGAST to partner with the Rwandan government to provide technology training to school leaders and teachers from all over the country. Over the last three years, GGAST has trained 500 lead teachers who have, in turn, trained 10,000 more teachers and impacted over 62,000 students. With Team4Tech's funding in 2023, GGAST strengthened its internet and increased tech capacity in its computer lab. Team4Tech staff also joined GGAST on-site in July for a week of teacher training workshops on coding, making, and robotics.

"Students and teachers have used technology to research, present their lessons/work, and access information via different platforms. This foundation has enabled us to go beyond GGAST and share our best practices with the rest of the teachers across the country."

— Théophile Habiyambere, Deputy Head of School & Director of Academics, GGAST



During Cambodia's infamous Khmer Rouge regime in the 1970s, over 1.5 million people were either murdered or died from overwork and starvation. Since the regime targeted the most educated citizens, Cambodia still struggles with a lack of trained educators and skilled professionals.

Located in Siem Reap, one of the lowest-ranking provinces in terms of education quality, PEPY Empowering Youth (PEPY) connects Cambodian youth with the skills, opportunities, and inspirations needed to reach their potential.

Their one-year Learning Center Program provides context-based training in English, Information and Communication Technology (ICT), and soft skills for youth to excel in the current job market. And, the Youth Innovators' and Incubator Program teaches comprehensive soft skill and IT courses to prepare entrepreneurs to launch social enterprises or build resiliency and sustainability into their current workspaces. Team4Tech partners with PEPY to help increase organizational capacity and bolster training for their teachers and staff.

"Through our staff's increased training capacity, our students are increasing their IT skills and accessing more IT careers and internships centered on IT. This year, 65 Learning Center students took our revamped curriculum which included web development, marketing, and coding. The students did exceptionally well in the course with an average exit score of 82%. Following this, the majority of the graduates were offered internships with some of them focused on admin work and IT projects."

— Kathryn McDaniel, Partnership and Development Manager, PEPY

System improvements for facilitating scale



Ek Tara is an India-based NGO empowering girls through quality education and livelihood opportunities. Since our partnership began in 2022, Team4Tech has accelerated Ek Tara’s impact through two pro bono consulting projects and over \$130,000 of grant and in-kind financial support—with our collaborative focus centered on improving their systems and tools. In Spring 2023, we leveraged skilled volunteers from Adobe to scope out a learning management system for Ek Tara’s Learning Center, develop a comprehensive evaluation platform to streamline data capture and analytics, and support creativity programming for their learners. These new systems will improve tracking capabilities, advance impact assessment, and positively impact learning for over 3,000 students.



“The generous contributions of Team4Tech, both in funds and technical assistance, have been instrumental in the growth and development of our organization. As a result of our collaboration with Team4Tech, we have been able to increase our thrust on digital development within the organisation.”

— Manjusmitha Bagchi, Director, Ek Tara

In Bihar, one of India’s most historically impoverished states, high poverty rates have dire implications for marginalized groups—like women and girls. With limited access to education and economic opportunities, many young girls marry and have children before the age of 18.

WorldBeing (formerly CorStone) is an NGO delivering personal resilience programs to improve the well-being of youth to help them become critical change agents in their communities. They believe that cultivating emotional resilience is a foundational step in helping youth to thrive.

In 2023, Team4Tech connected teams of volunteers from ServiceNow and Cisco to recommend solutions that will support WorldBeing in developing their budget plan, designing an organizational system in Google Drive, and managing fundraising efforts as they continue to grow, scale, and diversify their funding streams—enabling them to positively impact even more youth.



“All of WorldBeing staff and partners have benefited from the support of Team4Tech. The reorganization of our Google Drive has been instrumental in improving the ease that we can store and share information. Overall, the support from Team4Tech has been instrumental in us examining our prior CRM and budget practices and creating plans to improve our ways of working, including raising the funds to support the work that we do. Without the insights from our Team4Tech projects, we would not be nearly as confident in our decisions to make changes to our prior organizational norm.”

— Naresh Kachoria, Director of International Programs, WorldBeing

Recognition and Presentations

In 2023, Justworks named Team4Tech a finalist in their Spring Forward Fund award, recognizing our work alongside three other impactful nonprofit organizations. Julie Clugage was also honored as an AARP Purpose Prize Fellow, an award recognizing her innovation and leadership throughout a decade of advancing Team4Tech's mission.

Team4Tech also shared knowledge and connected with thought leaders in the field at the following conferences and events in 2023:

- Comparative and International Education Society (CIES)
- EDUtechAsia
- eLearning Africa
- HundrED Innovation Summit
- International Society for Technology in Education (ISTE)
- mEducation Alliance Annual Symposium
- Points of Light Conference
- South by Southwest (SXSW EDU)



Volunteers from these corporate and university partners supported Team4Tech projects in 2023



- Adobe
- Barracuda Networks
- BillTrust
- Cadence
- Logitech
- Middlebury College
- Microsoft
- NetApp
- Nintendo
- ServiceNow
- Zendesk

“Engaging in this opportunity has been a source of immense gratitude and pride. This experience has not only been fulfilling but has also served as a rich learning opportunity. Working on this project has undeniably enhanced my skill sets, particularly in areas such as teamwork, growth mindset, and communication.”

— Employee Volunteer, Adobe

Based on their Team4Tech Program, employee volunteers...

- 93% felt their Team4Tech project positively impacted the nonprofit partners they supported
- 100% said their Team4Tech project made them feel more connected to colleagues
- 98% expressed they were proud to work for their company after volunteering

Team4Tech programs reach 90+ countries through our online Community of Practice

Our Community of Practice (CoP) is growing and thriving. We scaled significantly in 2023—growing from 152 to 713 NGO member organizations.

Our approach to engaging partners in the CoP is anchored in collaboration, amplifying innovation, and demonstrating continuous improvement. Our events and workshops provide curated technology tools and resources that NGO staff and educators can directly apply to their learning environments.

In 2023, Team4Tech hosted 52 virtual workshops to share knowledge and resources. We brought in guest speakers from Girls Who Code, Stanford Graduate School of Education, SLAM Out Loud, and others. We were especially proud to host a series of trainings with Microsoft experts, sharing live, professional guidance on AI, Microsoft 365, Azure, and Power Platform.

The CoP continues to have an impact, with member surveys showing over 92% have improved access to new ideas, materials, and training, and over 87% sharing that the CoP has improved their capacity to serve learners.

[Learn about our CoP!](#)



CoP Member Spotlight: David Ahanor

CEO and Founder, EliXa Digitals; Digital Community Technical Lead, Rising Hope Girls Education (RHGE) Foundation, Nigeria

Since joining Team4Tech's CoP in early 2023, David has engaged, interacted, and connected with other educators. He has leveraged resources on makerspaces to write a UNESCO proposal, used digital literacy assessments to tailor digital training for over 100 teachers in Byazhin, Nigeria, and implemented the CoP's IT operational guide to create an IT framework for his organization.

“The Community has been helpful in supporting our work. I have been able to learn from members and the Team4Tech team. This has helped to strengthen our work and seek opportunities to digitally support our communities. I have learnt a lot to see how people from different countries share opportunities, share learning, and support one another.”



Regional Hub Highlights

Team4Tech has been expanding our on-the-ground presence to support NGO partners through three regional hubs: Africa (Nairobi, Kenya), South Asia (Chennai, India), and Latin America and the Caribbean (São Paulo, Brazil). Through these regional hubs, Team4Tech provides contextually relevant resources and creates space for local networking, engagement, and knowledge-sharing. Regional highlights over the past year include:



Africa

With 21 NGO partners across nine countries in Africa, a highlight of 2023 was facilitating opportunities for partners to gather, learn from each other, and collaborate. We held a June event in Kenya and a November event in Uganda where partners joined Team4Tech to share solutions and grow our collective impact in education in Africa.



South Asia

Beyond facilitating 13 pro bono consulting projects in South Asia during 2023, one annual highlight was presenting at the EDUtechAsia event in Singapore in November. Our Asia Hub Manager, Goutham Kumar, participated in a panel discussion on the importance of offline EdTech solutions for students, and he also presented on Team4Tech's work toward bridging the digital equity gap in education.



Latin America + The Caribbean

In October 2023, we welcomed four new strategic NGO partners to our Latin America and Caribbean Hub to co-create solutions to improve educational opportunities for their learners:

- Arrastão Project (Brazil)
- Pró-Saber SP (Brazil)
- Fundación Compromiso (Brazil)
- CREA (Nicaragua)

Our Team



Board of Directors

Officers

Lila Ibrahim
Co-Founder and Board Chair
Deepmind COO
UK

Jamie Gardner
Google Head of Strategic
Programs
USA/CO

John Solomon
Google Chrome OS Vice
President
USA/CA

Members

Mark Friedman
Vice President and Associate
General Counsel, Intel
USA/OR

Joseph Nsegimana
Mastercard Foundation Director,
African Centre For Learning and
Teaching
Rwanda

Vikas Pota
T4 Education Founder
UK

Joseph Eng
BillTrust CIO
USA/NY

Paula Mariwala
Aureolis Ventures Founding
Partner
India

Dr. Paul Kim
Stanford University Chief
Technology Officer & Associate
Dean, Stanford Graduate School
of Education
USA/CA

Srilatha Raghavan
Angel Investor
USA/CA

Julie Clugage
Team4Tech Co-Founder
and Executive Director
USA/CA

Staff

Executive

Julie Clugage
Co-Founder and Executive
Director
USA/CA

Dana Funnell
Director of Operations &
Strategic Projects
USA/CA

Programs

Dr. Jody Britten
Head of Research and
Innovation
USA/IN

Mehreen Butt
Program Director
USA/TN

Nyagaki Gichia
Africa Regional Hub Director
Nairobi, Kenya

Lindsay Kincaid
Chief Program Officer
USA/KS

Goutham Kumar
Asia Regional Hub Director
Chennai, India

Chris Meehan
Program Director
USA/MA

Kevin Muriuki
EdTech Project Manager
Nairobi, Kenya

Daria Ng
Program Director
USA/NY

Diego Nunes
Latin America & Caribbean
Regional Hub Director
São Paulo, Brazil

Marketing

Rachel Dougherty
Director of Marketing
USA/PA

Growth

Alison Fox
Director of Account
Management
USA/CA

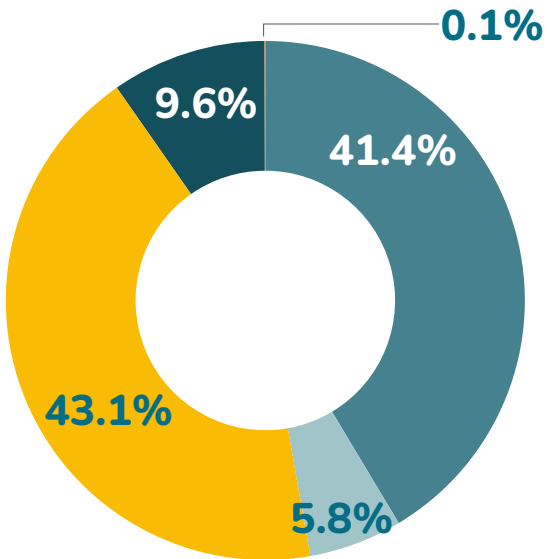
Pragati Grover
Community Relationships
Director
USA/CA

Amy Harris
Chief Growth Officer
USA/NM

Meredith Hartery
Director of Corporate
Partnerships
USA/WV

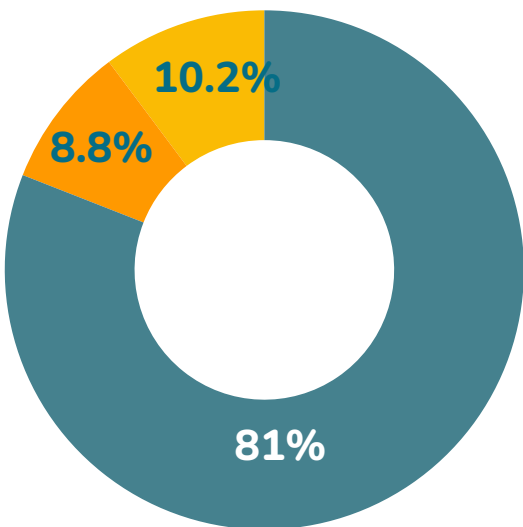
2023 Financials

Revenue Sources \$2,384,393



Grants and Contracts	\$987,299
Individual Contributions	\$138,779
Corporate Project Sponsorship	\$1,027,000
Non-Financial Asset Contributions	\$229,748
Other	\$1,567

Functional Expenses \$2,732,921



Program	\$2,212,343
Administrative	\$241,348
Fundraising	\$279,230

To meet the needs of our NGO partners, Team4Tech invested in new programs in FY23 using reserves. Team4Tech currently maintains a healthy reserve balance of at least three months to enable strategic investments like these while ensuring operational continuity.

Financial Position

Total Assets	\$1,375,025
Total Liabilities	\$109,098
Net Assets (Without Donor Restrictions)	\$812,749
Net Assets (With Donor Restrictions)	\$453,178
Total Net Assets	\$1,265,927

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