2024 Impact Report

education : access

Published: April 2025

Year in review

Scholarship highlights

Fundraising achievements

Operations and financial overview

2024 Year in review | Finding impact beyond growth

IMPACT BEYOND GROWTH

When it comes to impact, depth can matter just as much as growth. In **2024, we focused on investing in our community model**—reaching new groups of girls in high-need areas, expanding our support structure, and growing our incredible team on the ground in India. Delhi has now become our largest hub, serving as a testing ground for new ideas and innovations. Jammu continues to deliver high impact in rural regions, and Chandigarh remains a pilot—small but insightful.

We also made strides in expanding our fundraising efforts and laying the foundation for a new strategy that we'll share more about later. But with growth comes hard questions: How do we **empower our team** to lead from the front lines? What programs really deliver the **most meaningful outcomes for girls**? How do we **engage our communities in deeper, more lasting ways**?

These aren't just operational questions—they're **questions of vision**. Because, we've realized that our greatest impact might not just be through what we do, but through how we inspire others to act—both on the ground in India and in our own communities. Stay tuned.

- Alessandro, Managing Director

"Direct impact is only the tip of the iceberg. Indirect impact can be a multiplier, bringing people and communities around your cause."

LOOKING TO 2025

- **Supporting our first graduates:** Designing programs and pathways for girls as they take their next steps beyond secondary school

- **Measuring what matters:** Building better tools to track impact—not just outputs, but long-term change

- **Leading from the ground up:** Shifting more leadership and ownership to our India-based team

- **Community engagement:** Deepening donor engagement through community-building

2024 OKRs | Progress in core operations but need to build on fundraising

| 2024 Objective	How we measure success	Progress	Details on progress
Continue to scale and improve scholarships with Delhi as base	• Increase scholarships by +100 • Digitize 100% scholarships in Delhi • Career guidance 100% Delhi coverage • Increase Delhi team by 1-2 people	🟢	• Increased scholarships by slightly less than 100 given fundraising progress • Career guidance pilot significantly expanded • Hired 2 new team members in Delhi
Build team and processes to ensure sustainable growth	• Add 1-2 volunteers in EU/US • Improve/automate 100% of P1 processes	🟢	• Added 2 new volunteers in EU and 2 in US • Worked on improving key operational processes
Build out function fully focused on institutional donors	• Build out institutional donor strategy • Match grant funding from 2023 • Expand Corporate donations	🟡	• Limited success in institutional fundraising given long lead times and effort / donation ratio
Significantly improve donor engagement and fundraising	• Overhaul website • Achieve >$15k in event donations • Increase monthly donors • Host at least 1 new event format	🟡	• Significant improvements made to website • New event format debuted in Amsterdam

2024 in numbers | Significant growth will require a new model and approach

SCHOLARSHIP GROWTH

We've grown scholarships 42x in only 5 years

- 2019: 7
- 2023: 207
- 2024: 294

Scholarships
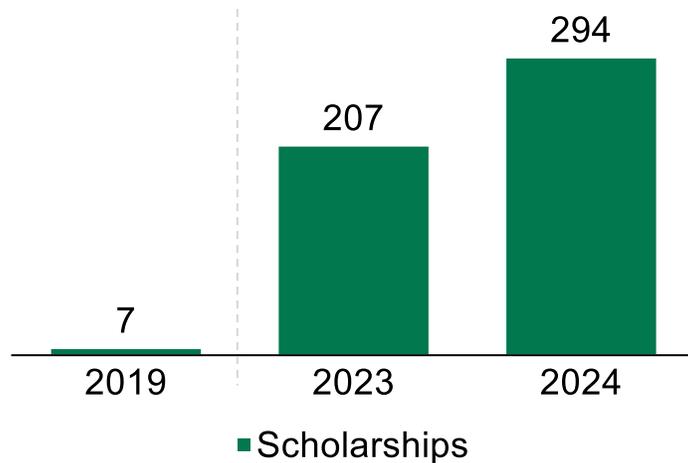
- One of our core **focuses has been on growth,** where we've made significant progress
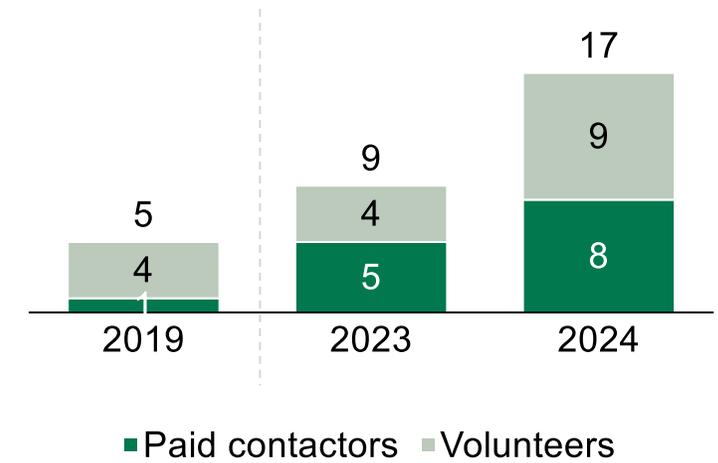- We have been able to grow while **maintaining a focus on impact**

BUDGET GROWTH

Since 2019 expenses have grown 10x while fundraising 6x

- 2019: 9K / -7K
- 2023: 42K / -34K
- 2024: 55K / -68K

Net fundraising | Expenses
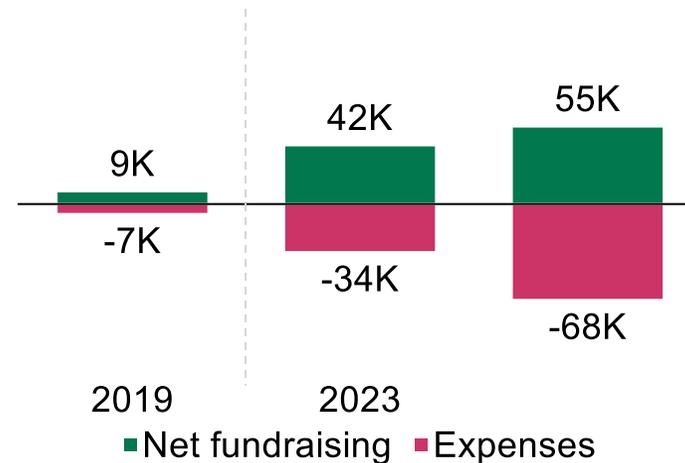
- We have been able to grow fundraising, but will need to do more to **ensure sustainable growth**

TEAM GROWTH

In 2024 we added 3 people in India and 4 volunteers

- 2019: 5 (4 volunteers)
- 2023: 9 (4 volunteers, 5 paid)
- 2024: 17 (9 volunteers, 8 paid)

Paid contactors | Volunteers

- Our team has grown significantly, mostly by adding **team members in India**
- Last year, we also **added 4 new volunteers**

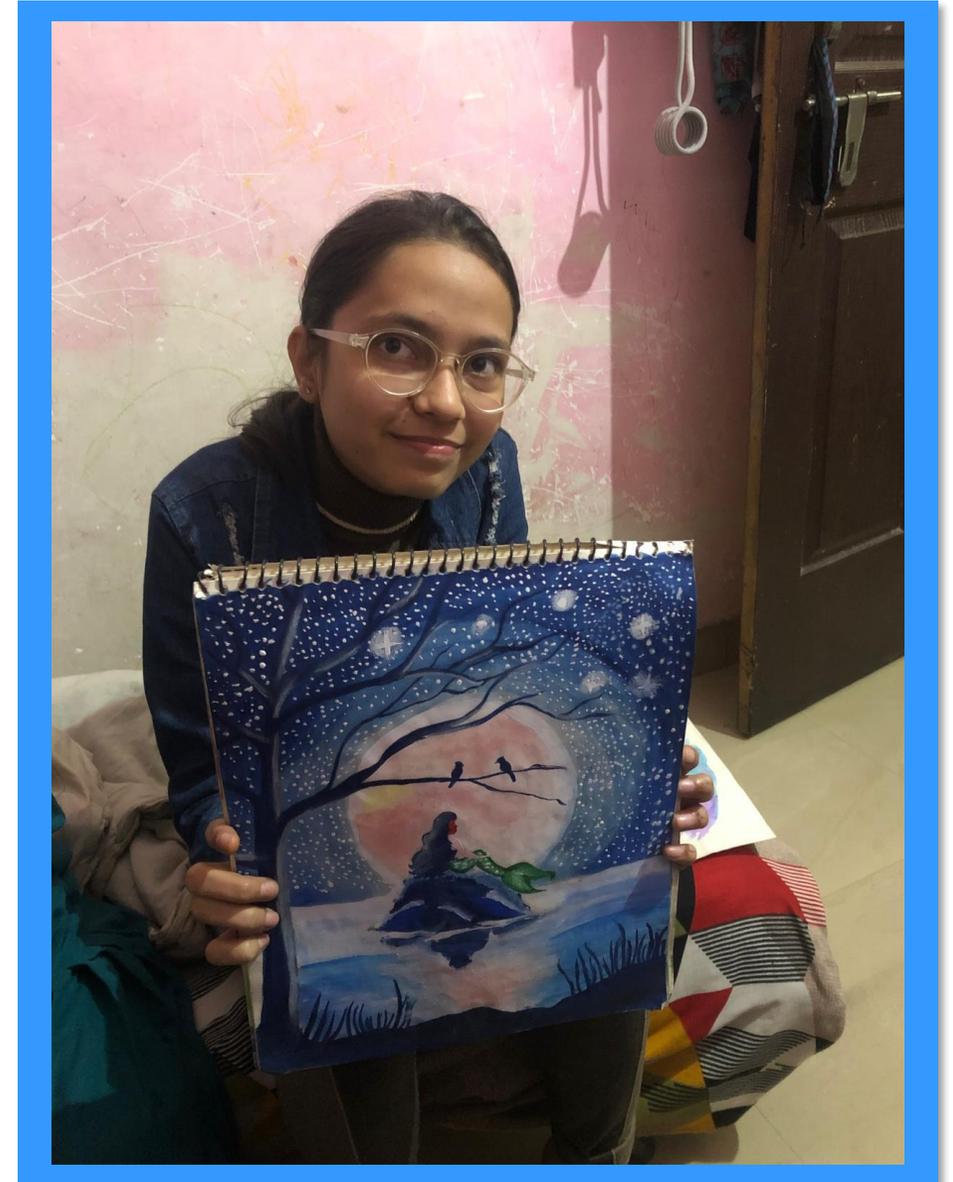Year in review
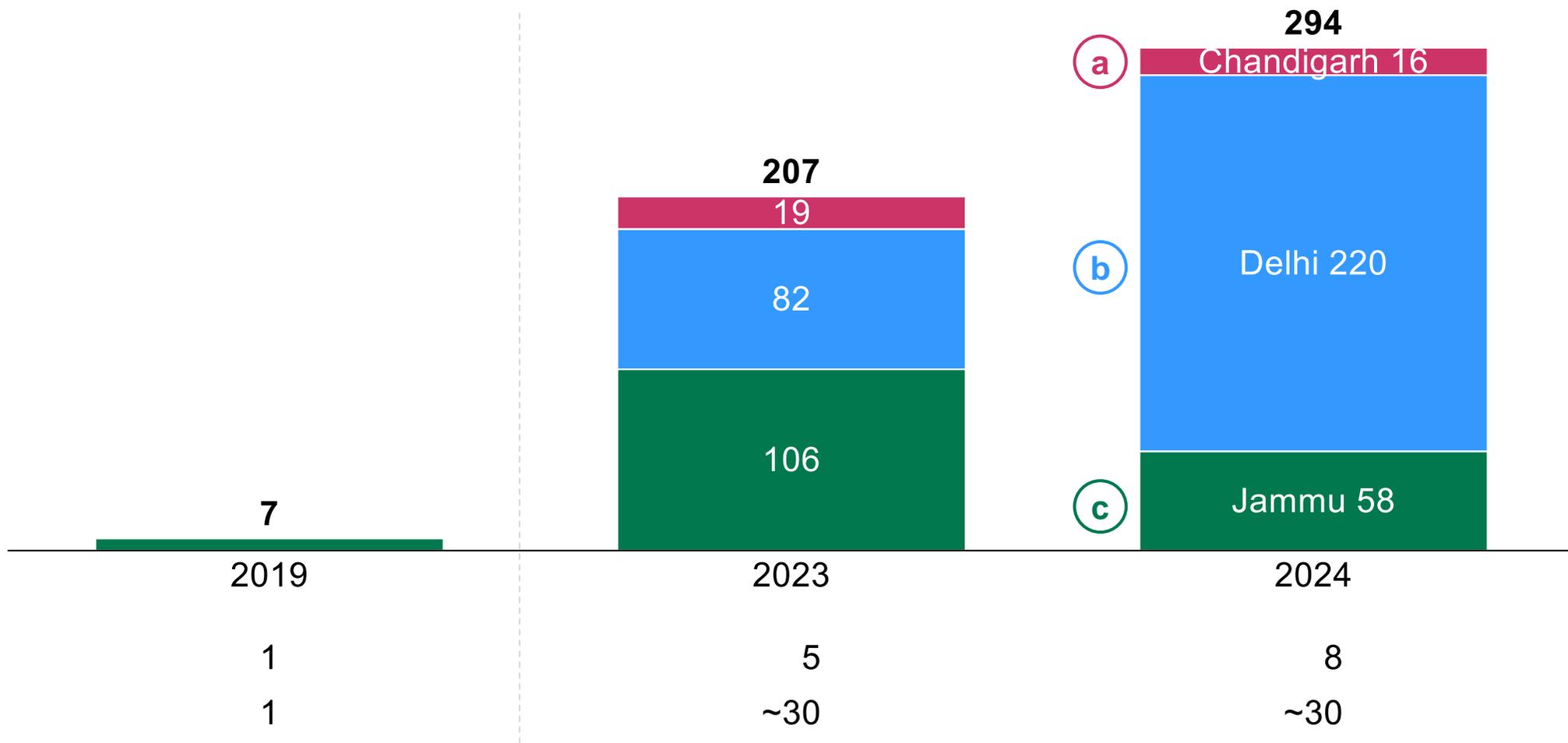
Scholarship highlights

Fundraising achievements

Operations and financial overview

Scholarship growth |
We gave +87 additional scholarships in 2024, with highest growth in Delhi (2.7x)

of scholarships per location (2019, 2023-2024)

	2019	2023	2024
Team in India	1	5	8
# of schools	1	~30	~30

Scholarship details by location |
Each location has different focus and approach

	Location	# scholars 2024	vs. 2023	# of schools	Team size	Highlights
(a)	**Chandigarh**	16	↘ -3	1	1 *(volunteer)*	• Pilot project with **top-ranked private school** • Partnership with **Chandigarh Rotary**
(b)	**Delhi**	220	↑ +138	16	5	• **Focus of growth** efforts in 2024 — Deep-dive next page • Several pilot projects on **support services**
(c)	**Jammu**	58	↘ -48	11	3	• Downsized in 2024, but **plans to grow again in 2025** • Focus on **public schools in rural areas**

Support services |
Key focus in Delhi and Jammu on providing additional support on top of funds

	Extracurricular skills	Career guidance	Holistic well-being
Description	• Giving opportunity to **build skills and explore interests**	• Providing **practical advice to plan their careers**	• Giving access to **health services to support well-being**
Progress in 2024	• Co-payment for **summer courses** • **Digital library** • Internal **mentorship program** launch	• **Career planning sessions** held with 100% of scholars in Delhi	• Limited access provided for **mental health services** • **Ad-hoc support** on health questions
Ideas on next steps	• Continue to **expand opportunities through partnerships**	• Set up **external mentorship** • Focus on **graduating scholars**	• **Female health** support

Designing her future
Meera, Delhi

Meera's passion for graphic design was limited by her circumstances in life—until she received a scholarship from education: access.

The scholarship allowed her to buy a laptop, take courses, and access the tools she needed to turn creativity into opportunity. Now, she's building a future once out of reach.

Note: Names have been modified to protect the privacy of our scholars.

Finding a community
Tanya, Delhi

Tanya, a 12th grade student, found more than just financial stability through education: access—she found a community. Counseling sessions, mental health support, and personal growth workshops have helped her thrive.

The *didis* and *bhaiyas* (elder siblings) are always there, encouraging and guiding her. Knowing someone truly cares had made all the difference for her.

Note: Names have been modified to protect the privacy of our scholars.

Lighting the way
Anika, Jammu

Anika is the first in her family to attend college—a dream her mother, who is unable to read or write, always longed to see come true. When she spoke about it, tears filled her eyes.

Growing up in a rural village outside Jammu, Anika has faced endless challenges. Now, with the education: access scholarship she tries to give back, by tutoring younger girls in the program.

Note: Names have been modified to protect the privacy of our scholars.

A glass ceiling
Suhana, Jammu

Suhana walks miles to school every day, facing danger at every turn—speeding cars, wild animals, and unwanted harassment. But she keeps going, because she is the first girl in her family to ever go to school. In her village, women never had this chance before.

Yet, Suhana dreams bigger. She finds joy in numbers, loses herself in music, and for a few hours each day, school lets her dream.

Note: Names have been modified to protect the privacy of our scholars.

Year in review

Scholarship highlights
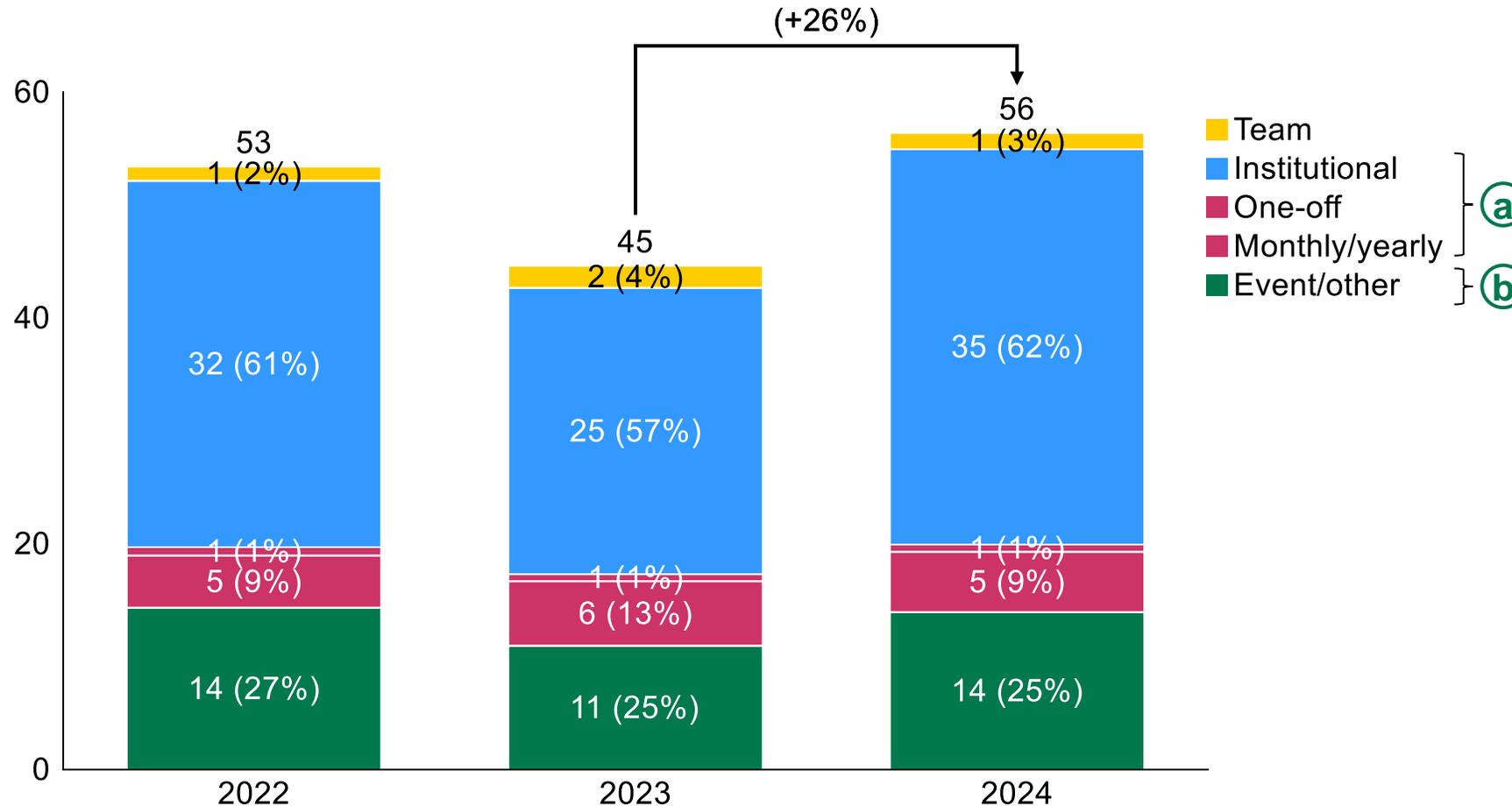
Fundraising achievements

Operations and financial overview

Overview of fundraising |
Total fundraising grew in 2024 due to increase in events and institutional donations

Gross donations by category (2022-2024, $k)

Highlights

- **Total fundraising grew +26% in 2024**, returning to slightly above 2022 levels

- This was driven by an **increase in institutional donors and events**

- **Key events** included Amsterdam Impact Party, Bordoli Christmas Party, and Holiday Trivia, as well as other smaller initiatives

Our key individual and institutional donors |
Your investment equals our collective impact – thank you

Monthly/yearly		**Other significant**	**Institutional**

- Rashmi Shivanna
- Matteo Bordoli
- Casper Clemmensen
- Giordano Bordoli
- Christine Steinkrauss
- Amani Joas
- Yana Stefanova
- Trevor Lopes
- Harpreet Singh
- Ryan Deri
- Hrishit Shah

- Jonathan Siragusa
- Dana Sutherland
- Erin Terzieff
- Stefano Bordoli
- Stephi Matsushima
- Jake Leffew
- Luna Rivera
- Austin Wallis
- Eugene O'Donnell
- Kanika Rana

- Barbara Ruddy
- Karen Matsushima
- The Freund Family
- The Casey Family
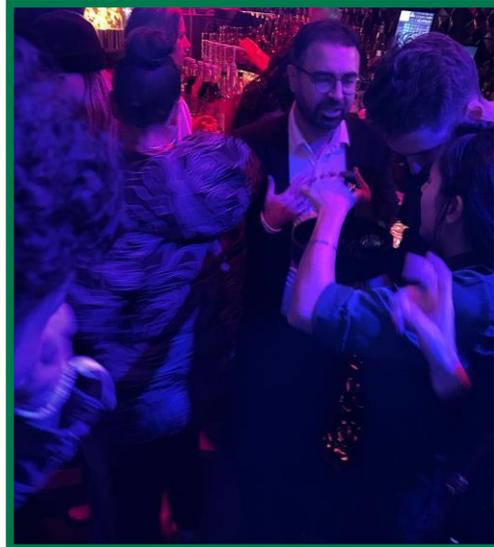- Jim Colandrea
- Stephanie Hughes
- David Tarantino

Giving even $10/month makes a huge difference in our ability to grow

Events – Deep-dive Amsterdam |
We debuted a new event format with the Impact Party in Amsterdam

Highlights

100 — Tickets sold

~$4k — Amount raised

12 — Auction items

Thank you

- **MC:** William Archer
- **DJs:** Lucila Castro, Emre Laleli
- **Volunteers:** Bastian Drengemann, Divya Thakur, Sebastian Pradier, Victoria Santi
- And all auction item donors

2025 donor engagement strategy |
Three pillars to transform the way we engage donors

	Build strong donor relationships	Foster a sense of community	Diversify fundraising channels
What it entails	• **Personalized communications** • **Tokens of appreciation**	• **Events and gathering** • **Make donors partners**	• **Make giving fun** • **Take an 80/20 approach**
Keys to success	• **Transparency** • **Automated communications** • **Personal outreach**	• **Effective [social] media** • **Active involvement** of donors / supporters	• **Understanding what drives** our donors • **New ideas**

Year in review

Scholarship highlights

Fundraising achievements

Operations and financial overview

Financials |
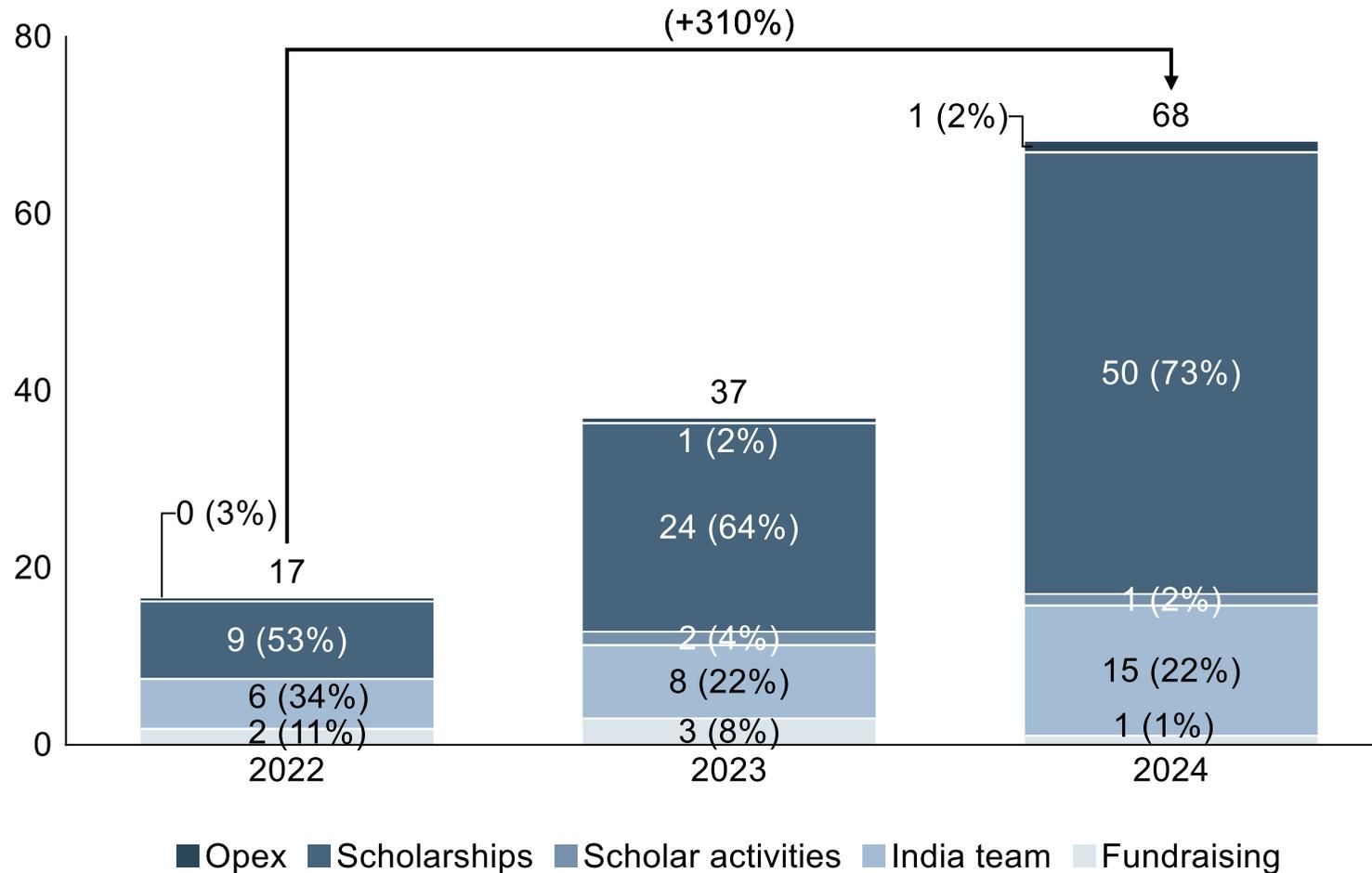## Significant increase in expenses driven by growth outweighed increase in donations

⌐ Deep-dive next page

USD	$ Amount		% of Gross Donations	
	FY24	FY23	FY24	FY23
Donations	**~550**	**~500**	**~550**	**~500**
Gross Donations	**$ 56,382**	**$ 44,611**	**$ 56,382**	**$ 44,611**
Total Fundraising Expenses	**$ (1,022)**	**$ (2,976)**	**-1.8%**	**-6.7%**
Net Donations	**$ 55,361**	**$ 41,635**	**$ 55,361**	**$ 41,635**
Scholarships	**309**	**207**	**309**	**207**
Scholarship Management Costs	$ (16,014)	$ (9,631)	-28.4%	-21.6%
Scholarship Direct Costs	$ (49,896)	$ (23,873)	-88.5%	-53.5%
Total Program Expenses	**$ (65,910)**	**$ (33,504)**	**-116.9%**	**-75.1%**
Gross Margin	**$ (10,549)**	**$ 8,131**	**-18.7%**	**18.2%**
Marketing Expenses	$ (473)	$ (129)	-0.8%	-0.3%
Administrative Fees	$ (826)	$ (448)	-1.5%	-1.0%
Total Operating Costs	**$ (1,299)**	**$ (577)**	**-2.3%**	**-1.3%**
EBITDA	**$ (11,848)**	**$ 7,553**	**-21.0%**	**16.9%**
Interest Income	$ 2,544	$ 1,227	4.5%	2.8%
EBIT	**$ (9,305)**	**$ 8,781**	**-16.5%**	**19.7%**

education: access   20

Expenses |
Expenses have grown significantly as we have focused on growth

Expenses by category (2022-2024, $k)

Legend: ■ Opex ■ Scholarships ■ Scholar activities ■ India team ■ Fundraising

2022: 17 — 9 (53%), 6 (34%), 2 (11%), 0 (3%)

2023: 37 — 1 (2%), 24 (64%), 2 (4%), 8 (22%), 3 (8%)

2024: 68 — 1 (2%), 50 (73%), 1 (2%), 15 (22%), 1 (1%)

(+310%)

Comments

- Total **expenses have grown +310%** over the last 3 years

- This is primarily driven by growth in two categories, which make up **96% of total expenses**

  – **Scholarships** (74% of total) – scholarship #s have grown 3x, while overall scholarship expenses have grown 5.5x

  – **India team** (22% of total) – team size has grown 4x, while team expenses have grown 2.5x

- We continue to **keep Opex below target levels,** ensuring we maximize the impact of every dollar given to us

Team | We continue to expand our team on the ground and supporting in EU/US

New joiner in 2024

| **India operations** | | | **EU / US volunteers** | | |

Suntosh Soni
Lead, Jammu

Rajni Devi
Jammu

Bhumika Kumari
Jammu

Alessandro Bordoli
Managing Director

Michael Vogel
Operations

Maria del Mar Calle
Operations

Sadiya Siddiqui
Lead, Delhi

Soni Girsay
Delhi

Nancy Chakma
Delhi

Christian Bordoli
Fundraising

Stephanie Hughes
Fundraising

Astha Kumar
Marketing

Tarun Chauhan
Delhi

Shrutika Shukla
Delhi

Volunteer

Monika Khurana
Lead , Chandigarh

Luna Rivera
Fundraising

Yashwariya Sinha
Marketing

Board | Our Board supports on strategic decisions and provides oversight

Adithya Narayanan

Founder, Hushl

Priyanka Soni

Project Manager, WHO

Lamia Kalam

Consultant, PwC

A relentless force for change
Suntosh, Jammu

When Suntosh retired, she could have slowed down—but instead, she chose to fight for girls' education. As education: access's first paid contractor, she is a force of nature, riding her scooter through chaotic traffic to reach remote villages.

At first, the school principals refused to let her in, so she stood outside school gates every day until they listened. Now, she's a mother to the girls, a mentor to their mothers, and a trusted guide to all.

Lifting others
Sadiya, Delhi

Sadiya has earned her master's in public health, driven by a deep passion for helping others. But even with her studies, she has dedicated herself to education: access, overseeing Delhi operations, and ensuring every girl feels seen, heard, and supported.

To these girls, she is so much more than a mentor—she's a counselor, a guide, a shoulder to cry on. She treats them like family. Sadiya has pioneered several programs, bringing mental health support, guidance counseling, and summer classes to the girls who need them most.
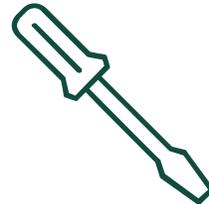
2025 vision | Creating a more sustainable model that balances impact

SUSTAINED IMPACT

Growth
with depth

- **Support beyond finances – **Ensuring we do more than give money, focusing on the programs we believe drive the most value

- **Model focused on building communities – **Using our scholarships to drive change in families and communities

GET THE BASICS RIGHT

- **Simplifying operations – **Ensuring that core areas like data and payments work well and provide transparency for our decision-making

- **Building growth from the ground up – **Building capacities of India team

COMMUNITY EFFORT

- **Engaging our top supporters – **Ensuring we bring people along the journey with us and get them interested / invested in what we are doing

- **New engagement channels – **Making this a fun way to drive change in our friends, family, and network

SUSTAINABLE MODEL

We create **lasting impact** in families and communities

We leverage **existing resources** and organizations

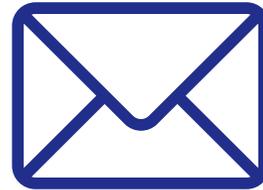Our operations work well and help us **make better decisions**

Our team in India provides **leadership and strategy**

Our family and friends want to be a **part of this movement**

Get in touch

instagram.com/educationaccess

info@educaccess.org

facebook.com/educaccess

www.educaccess.org

We Are a 501(c)3 Non-Profit Organization

Join us

Thank you

www.educaccess.org