



ENTERPRISE DEVELOPMENT GROUP
Your Bridge To A Brighter Future

ANNUAL IMPACT REPORT 2023



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MICROFINANCE

"Microfinance recognizes that poor people are remarkable reservoirs of energy and knowledge and that they can act to improve their own lives if they have the opportunities."

- **Kofi Annan** (Former UN Secretary-General)

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Message from the President



Tsehaye Teferra, Ph.D.
President, and CEO

Dear Valued Stakeholders:

On behalf of the board of management and staff of ECDC Enterprise Development Group, I am delighted to share this year's annual report, marking the successful completion of our five-year strategic plan period of FY 2019-2023.

ECDC- Enterprise Development Group stands at the forefront of fostering economic empowerment by providing essential resources and support. We recognize that true self-sufficiency stems from equipping individuals with the tools they need to thrive. To this end, we have concentrated our efforts in the offering of accessible micro loans to enable aspiring entrepreneurs to overcome financial barriers and embark on their business ventures. This year, we have successfully closed 222 loans totaling \$6,228,513 (Six million two hundred twenty-eight thousand five hundred thirteen USD). Each loan represents a step towards financial independence for the recipients.

Our support does not end with the disbursement of loans. We provide robust pre-and post-loan technical assistance, guiding entrepreneurs through every phase of their journey. This ongoing support is crucial for mitigating risks and enhancing the likelihood of long-term success.

ECDC- Enterprise Development Group considers knowledge as a cornerstone of success. Our comprehensive business training programs have empowered participants with the skills and confidence required to navigate the complexities of starting and managing a business. These trainings are tailored to address the unique challenges faced by our community members, ensuring they are well-prepared for sustainable growth.

As we reflect on the past year's accomplishments, I am honored to reaffirm our mission of promoting opportunities for self-sufficiency and sustainable businesses for low to moderate-income individuals through economic and community development initiatives. Our commitment to this mission has guided us in every endeavor, and I am proud to share the progress we have made.

Our mission is more than just a statement—it is a call to action. It drives us to create tangible, lasting change within our community. Through collaborative efforts with our dedicated donors and community partners, we are not just providing financial support; we are building a foundation for enduring economic vitality.

EDG's five-year strategic plan that was approved and implemented since 2019 laid a robust foundation for our organization's growth and impact. Through focused efforts and unwavering commitment, we have achieved remarkable milestones. This accomplishment not only reflects our dedication to financial stability and growth but also underscores our commitment to supporting our community's economic development.

Such accomplishments are not possible without the collective support of our generous donors and invaluable community partners. Your contributions have been the bedrock of our success, enabling us to execute our strategic initiatives effectively. I extend my deepest appreciation to each of you for your continued belief in our mission and your untiring support. Your partnership has been instrumental in driving our vision forward.

As we celebrate these achievements, we also look forward to the future with renewed energy and optimism. Building on the success of our strategic plan, we are excited to embark on new initiatives that will advance our impact and reach. We remain committed to fostering strong partnerships and driving positive change within our community.

Thank you for being an integral part of our journey. Together, we have made significant strides. Together, we are transforming lives and fostering a brighter, more prosperous future for all and together, we will continue to make a lasting difference.

With heartfelt gratitude,

Tsehay Tefera, Ph.D.
President and CEO

2. Organizational Overview

2.1. Back-ground

ECDC-Enterprise Development Group (EDG) is a nonprofit community-based organization, a designated Community Development Financial Institution (CDFI) and SBA lender providing microfinance and technical assistance to low- to moderate income individuals. EDG serves the financially underserved businesses and residents of Virginia, Maryland and Washington, DC. EDG's microenterprise development program was initiated with a noble cause to address the critical problems faced by low income individuals who have limited opportunities to advance economically due to numerous barriers. Typically, small business loans (from \$500 to \$50,000) are too low for banks to consider. Besides, EDG's client base won't have enough collateral to support their loan applications. Studies show that there are a number of barriers to entry for women, low-income individuals and people of color to the mainstream financial services.

Therefore, EDG serves low to moderate income individuals from all walks of life who aspire to be entrepreneurs or are already in business, including women, people of color, and others with little or no access to finance from mainstream banking. EDG helps clients build assets and credit by meeting demand for smaller-sized loans or start-up businesses that commercial banks do not accommodate. We provide tailor-made technical assistance to small businesses along with microloans for purchase of equipment, vehicles, or cover start-up or expansion costs so as to protect customers from subprime/predatory lenders.

The 1980s and 1990s

ECDC is a non-profit, community-based organization that has served the Washington, D.C. metropolitan area since 1983. ECDC offers educational, skills building and social service programs to help refugees and immigrants build lives of self-sufficiency to become productive members of the community. EDG was originally founded in 1992 as the result of a grant from the U.S. DHHS Office of Refugee Resettlement (ORR). The Micro-Enterprise Development Program expanded in 1994 with a grant from the Small Business Administration (SBA) to serve all low-to-moderate income entrepreneurs.

The Early-2000s

In 2001, EDG officially transformed into the organization that we know today: The Enterprise Development Group (EDG), a separately incorporated 501(c)(3) non-profit subsidiary of ECDC.



Today and Tomorrow

Though EDG's Service delivery strategies and tactics have evolved over the years, the driving force behind our overall mission remains the same: to serve as a bridge to improve the lives of refugees, immigrants and low-income individuals by providing access to small business loans and essential economic development programs that can help dramatically transform lives.

EDG strives to help individuals gain access to new opportunities that stimulate community economic development and enables them to compete in an increasingly sophisticated, global economy. As an intermediary of the SBA and a Community Development Financial Institution (CDFI), EDG provides small business loans for low to moderate income individuals and the immigrant community in the Washington, D.C. metropolitan area.

2.2. Mission

The mission of ECDC-EDG is to promote opportunities for self-sufficiency and sustainable businesses for low to moderate income individuals through economic and community development initiatives by providing microloan, business trainings, and pre and post-loan technical assistance.

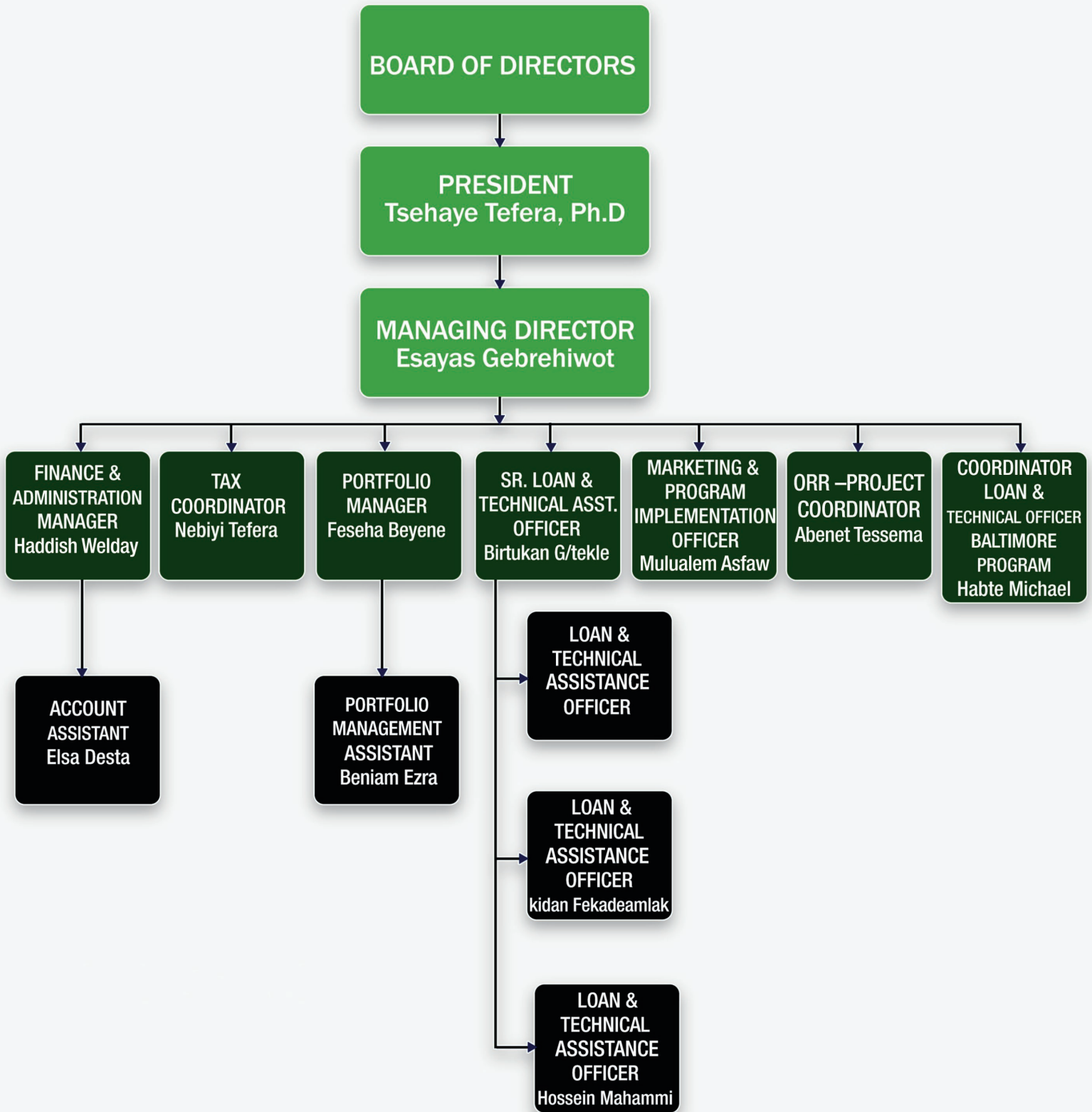
2.3. Vision

To be a preeminent leader and preferred partner within a microenterprise sector and committed to financial inclusion and the improvement of the quality of life for underserved populations



4. Organizational Structure and Key Personnel

Figure 1. EDG Organizational Structure



2.5. EDG's Key Activities

Major activities of ECDC- EDG include the following six activities-

2.5.1. Providing Different Types of Loans

1. Small business loan
2. Consumer loan
3. Small dollar loan
4. Credit builder loan
5. Women Business Support Program(WBSP)

2.5.2 Business Trainings and Counselling

ECDC-EDG is providing business training and counseling designed to support entrepreneurs and small business owners in developing their skills, knowledge, and capabilities to start, manage, and grow successful businesses. Business training and counseling services are essential for aspiring entrepreneurs and small business owners, particularly those who may lack experience or resources to navigate the complexities of running a business. By providing access to knowledge, expertise, and support, ECDC-EDG helps entrepreneurs build strong foundations for their ventures and increase their chances of success.

2.5.3. Pre- Loan Technical Assistance

EDG provides pre-loan technical assistance to support individuals or businesses before they apply for a loan. This assistance aims to help potential borrowers understand the loan application process, evaluate their financial situation, and prepare necessary documentation to increase their chances of securing a loan. EDG's assistance in this regard includes financial counseling, business planning guidance, credit building, tax filling, credit analysis, and assistance in compiling required paperwork such as business plans, financial statements, and loan applications. The goal is to ensure that borrowers are well-prepared and informed before approaching lenders, ultimately improving their likelihood of obtaining the financing they need on favorable terms.

2.5.4. Post- Loan Technical Assistance

After a loan is disbursed, EDG continues helping clients by providing the required technical assistance to resolve problems encountered during their business operation and help them sustain and improve their businesses. Post-loan technical assistance includes financial management guidance, business coaching, and access to resources or networks that can help borrowers grow their businesses or manage their finances more effectively. It also involves an ongoing monitoring of the borrower's progress, providing additional training or education as needed, and offering support in overcoming any challenges or obstacles that may arise during the loan term.

The ultimate objective of post-loan technical assistance is to ensure that borrowers are successful in utilizing the loan funds responsibly, achieving their objectives, and ultimately being able to repay loans on time and in full. This assistance can be particularly valuable for small businesses and entrepreneurs who may benefit from ongoing support and guidance to maximize the impact of their loan investment.

2.5.5. Free Tax Filing Assistance Services

On account of the complexity of the Federal tax code in the U.S., along with the potential difficulties in resolving conflicts and controversies, EDG helps both individuals and businesses file tax returns and resolve their issues with the IRS. The objective of our organization's Comprehensive Tax Assistance program is not only to provide free tax services and tax-related financial literacy but also consulting on US tax law, US work culture and benefit requirements to low-income individuals living in the Washington, D.C. metropolitan area.

2.5.6. Business Incubation Program-

ECDC-EDG is playing a crucial role in fostering the growth and success of economically disadvantaged groups who are at the early-stage of business setup/startup by providing a supportive environment, mentorship, access to networks, and other resources to help them overcome challenges and accelerate their development. ECDC_EDG offers affordable office space plus shared services, to start-up small businesses in its headquarter building in Arlington. The program has helped a number of businesses to incubate as a business, grow and move to other locations leaving the space for other startups. Our experts have hands-on experience in business incubation and are ready for skill transfer to implement similar projects.

3. Lending Performance Snapshot of 2023

The strategic plan of EDG for **FY 2019 - FY 2023** helped to bring about a robust growth in its lending performance. The strategic plan implementation was started in 2019. In 2023, at the final year of this strategic plan period, EDG closed a total of 222 microloans totaling \$6,228,523.

EDG continues to demonstrate continuous growth throughout the strategic plan period with slight decrease in loan disbursement in FY 2023 as compared to FY 2022, the year when the highest loan disbursement was registered by closing 402 microloans totaling \$7,074,856.

Table 1. - Lending Performance in Comparison with Previous Years' Performance

Lending Performance Analysis (2019-2023)				
Year		Loan Disbursements	Loan Collection	Year-end Balance
2019		\$3,151,406	\$2,535,590	\$5,272,618
2020		\$1,967,923	\$1,532,101	\$4,617,001
2021		\$5,098,791	\$4,531,858	\$5,697,355
2022		\$7,074,856	\$4,978,792	7,682,806
2023		\$6,228,523	\$3,635,056	\$10,138,808



ECDC- Enterprise Development Group

Lending Performance Analysis by Year

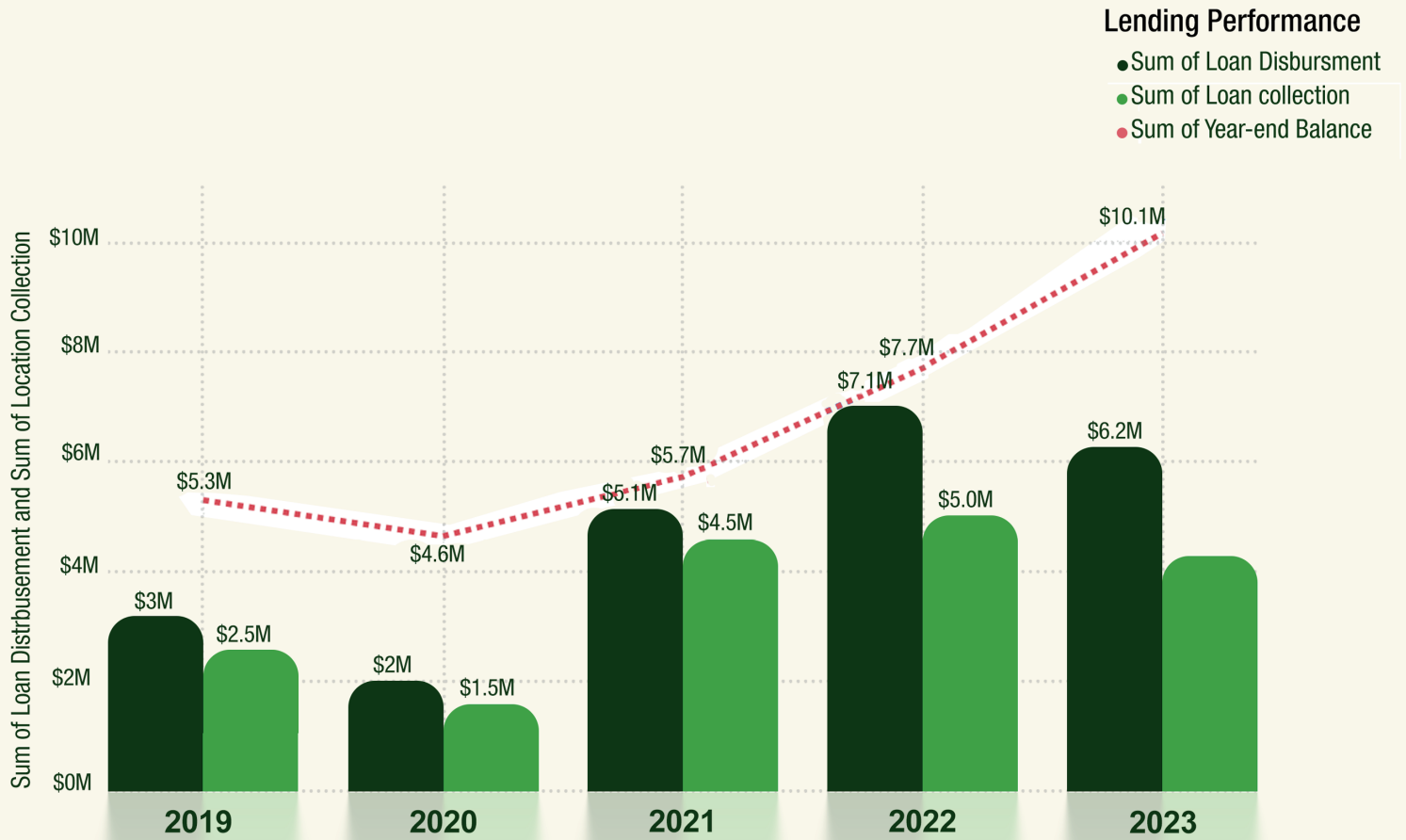


Figure 3.- Number of Clients by Year

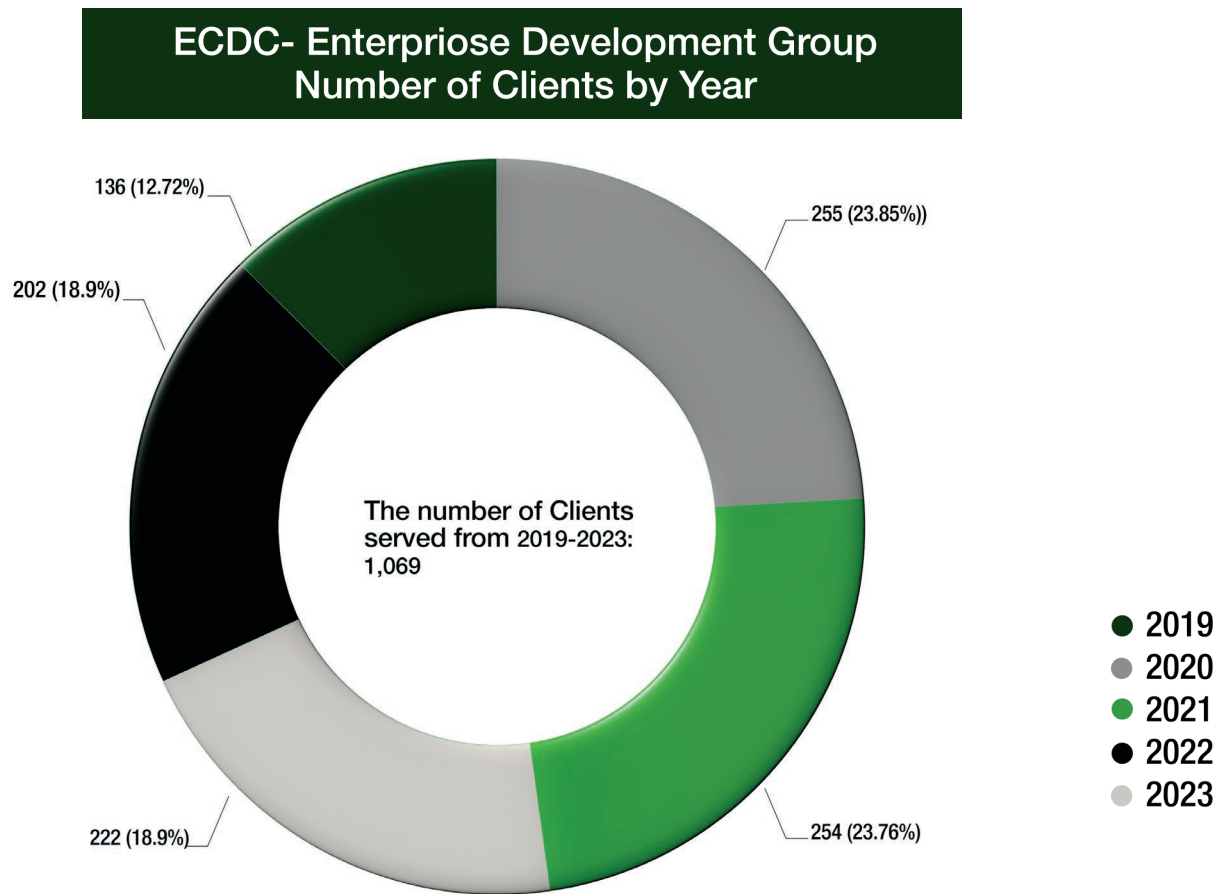


Table 2- FY 2023 Annual Loan Performance Report by State

ECDC_ Enterprise Development Group FY 2023 Annual Loan Performance Report October 1, 2022 - to September 30, 2023									
Loan Product	Geographic Area								
	VA		MD		DC				Product %
	#	Amount	#	Amount	#	Amount	#	Amount	
Truck Loan	84	\$3,084,068	48	\$1,925,912	10	\$357,611	142	\$5,367,592	86.17%
Restaurants	4	\$150,000	-		2	\$70,000	6	\$220,000	3.53%
Beauty Salon & supply	2	\$58,540	2	\$75,097	-		4	\$ 133,637	2.15%
Other Businesses	2	\$45,000	-		1	\$70,000	3	\$115,000	1.85%
Business loan Total	92	\$3,337,609	50	\$2,001,009	13	\$497,611	155	\$5,836,229	93.7%
Car Loan	20	\$246,283	2	\$25,000	-		22	\$271,283	4.36%
Consumer loan	-		2	\$25,000			2	\$25,000	0.40%
Small Dollar loan	30	\$64,500	10	\$24,000	3	\$7,500	43	\$96,000	1.54%
Grand Total	142	\$3,648,392	64	\$2,075,009	16	\$505,111	222	\$6,228,523	100%
Distribution %		58.58%		33.31%		8.11%			100%
Average Loan Size		\$ 25.692		\$32,422		\$31,569		\$28,056	

The above annual loan performance table reveals a significant concentration of loans distributed across three states. Virginia (VA) accounts for the majority of the total loans at 59%, indicating a strong market presence and potentially robust economic activities in the region. Maryland (MD) follows with 33% of the total loans, suggesting substantial engagement but on a smaller scale compared to Virginia. Lastly, Washington D.C. (DC) represents 8% of the total loans, reflecting a more modest allocation.

4. Technical Assistance and Training

Trainings provided, both in group and one-on-one settings by EDG in 2023 indicate a significant investment in skill development, catering to a total of 410 clients over 820 hours. This extensive training program underscores EDG's commitment to enhancing the capabilities and competencies of its actual and potential clients, averaging two hours of training per individual. The breadth of the training covered various essential skills and knowledge areas tailored to meet the diverse needs of the participants. The comprehensive nature of the training sessions reflect a well-structured approach aimed at maximizing the impact and effectiveness of the learning experience for all involved. Topics covered in trainings include financial literacy, identity theft and business planning. These trainings were offered in different languages, including English, Amharic, Tigrigna and Afghan (Pashto and Dari)

Table 3.- Technical Assistance and Training

FY 2023 Number of Clients who Attended EDG Trainings													
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
Group Training													
FEC	-	-	-	15	16	16	4	6	11	5	-	-	73
EDG	24	17	-	61	64	77	18	12	-	24	22	18	337
Total	24	17	-	76	80	93	22	18	11	29	22	18	410

5. Future Plans and Strategic Outlook

Preparing and starting the implementation of the next five years' strategic plan of EDG was one of the major events of 2023 budget year. As indicated in its Five-Years Strategic Plan EDG will focus on the following areas of strategic priorities over the next five years (FY 2024 - FY 2028)

Strategic Priorities	Overarching Goals
Client Base and Market Penetration	Increasing the number of clients in the designated market and increase impact on service beneficiaries
Service Excellence	Providing quality, inclusive, competitive, and innovative loan products and services
Growth and Expansion	Expanding EDG's presence, both within and beyond its current operational vicinity
Long Term Financial Sustainability	Diversifying revenue streams, increase capital for lending and operations, and optimize use of existing funds
Organizational Effectiveness	Optimizing efficiency and efficacy of EDG's organizational structure

Figure 4.- Esayas Gebrehiwot, EDG Managing Director presenting five-years (FY 2024 - FY 2028) Strategic Plan



Figure 5. EDG staff members discussing the strategic plan document (FY 2024-FY 2028)



6. Impact Assessment (Clients' Success Stories)

Figure 6. Mr. Zachariaha, Founder of Mancini de Paris Salon and Spa



Recognizing his potential, ECDC-EDG supported Mr. Zachariaha, a founder of Mancini de Paris Salon and Spa with a startup loan of \$7000 in 2005. This program was instrumental in equipping him with the necessary tools, knowledge, and strategies to navigate the complexities of starting and running a business. The mentorship and training, networking opportunities and access to business resources provided to him have facilitated smoother operations and growth.



Mr. Zachariaha has received and closed ten loans up to \$50,000 in the last 25 years. This financial support was crucial in enabling him to invest in high-quality equipment, secure a prime location, and manage initial operational costs without compromising on quality. His business quickly gained a reputation for exceptional service and stylish haircuts, attracting a loyal customer base. Today, Mancini Hair Salon and Spa stands as a thriving business, a testament to Mr. Zacharias' dedication and the invaluable support he received from EDG. His journey from a seasoned professional to a successful business owner serves as an inspiring example for aspiring entrepreneurs that are buttressed by EDG.

7. Audited Statement of Financial Position

ECDC_ Enterprise Development Group
As of September 30, 2023 and 2022

		2023		2022
ASSETS				
CURRENT ASSETS				
Cash and Cash Equivalents		3,668,438		2,662,712
Grant Receivables		268,936		360,047
Micro loan notes receivables, net of allowance for loan losses-current maturities		2,843,002		2,667,582
Accrued interest receivable, net of allowance for interest losses due from related parties		48,104		44,362
Due from related parties		881,030		876,993
Other receivables		2,084		2,084
TOTAL CURRENT ASSET	\$	7,711,594	\$	6,603,782
Microloan Notes Receivable Net of Allowance for loan losses- Net of current maturities		6,988,684		4,863,426
Property and Equipment, Net of Accumulated Depreciation		2,693		4,099
OTHER ASSETS				
Cash Restricted in microloan revolving fund accounts- SBA		1,707,844		1,752,738
Cash Restricted in Microloan revolving fund accounts – Other		6,095,115		5,099,808
Cash Restricted in loan loss reserve fund accounts		453,098		354,857
Cash Designated for loan loss Reserves		341,657		542,557
Cash restricted in individual development accounts		16,045		6,256
TOTAL OTHER ASSETS		8,613,759		7,756,216
TOTAL ASSETS	\$	23,316,730	\$	19,227,523
LIABILITIES AND NET ASSETS				
LIABILITIES				
CURRENT LIABILITIES				
Due to related parties		313,494		529,505
Due to microloan borrowers		1,383		7,625
Account payable		10,000		10,711
Accrued Expenses		127,520		75,682
Deferred Revenue		2,558,595		123,595
Individual Development account deposits payable		16,045		6,256
Notes Payable- Current maturities		678,335		683,342
Equity equivalent securities- Current maturities		250,000		93,750
TOTAL CURRENT LIABILITIES		3,955,372		1,530,466
NON-CURRENT LIABILITIES				
Notes Payable- Net of current maturities		5,416,780		4,713,423
Equity Equivalent securities		137,500		356,250
TOTAL NON- CURRENT LIABILITIES		5,554,280		5,069,673
TOTAL LIABILITIES		9,509,652		6,600,139
NET ASSETS				
Unrestricted		-		
Undesignated		11,267,575		10,363,076
Board Designated reserve fund		2,086,405		1,909,451
Designated for Loan loss reserves		453,098		354,857
TOTAL UNRESTRICTED		13,807,078		12,627,384
Total Net assets		13,807,078		12,627,384
Total Liabilities and Net Assets	\$	23,316,730	\$	\$19,227,523

The Accompanying notes are an integral part of these financial statements

8. Corporate Governance-

8.1. Board of Directors

- **Tsehay Teferra Ph.D. (Chairman)**
President and CEO
ECDC –Enterprise Development Group
Arlington, VA
- **Fred L. Schultz (Vice Chairman)**
Frederick Schultz & Associates, LLC
Takoma Park, MD
- **Allene F. Wright (Secretary/ Treasurer)**
Senior Vice President for Programs and Development
Ethiopian Community Development Council (ECDC)
Arlington, VA
- **Zed Wondemu (Member)**
Former owner: Zed's Ethiopian Restaurant,
Washington DC. and Business Consultant
Arlington, VA

8.2. Management Group

- **Esayas Gebrehiwot**
Managing Director
ECDC_ Enterprise Development Group
Arlington, VA
- **Haddish Welday**
Finance and Administration Manager
ECDC_ Enterprise Development Group
Arlington, VA
- **Feseha Beyene**
Portfolio Manager
ECDC_ Enterprise Development Group
Arlington, VA

9. Ten Questions and Answers about ECDC-EDG

1. What is EDG and what distinguishes EDG from other Micro Finance Organizations?

ECDC-EDG is a 501(c)(3) non-profit organization that aims to help refugees, immigrants and low-income individuals achieve and realize America's promise of opportunity by providing them access to financing to start or expand their own small businesses.

2. What are EDG's programs?

Too many refugees, immigrants and low-income community members are unable to transform their dreams into a reality. EDG was founded with a primary focus on giving these individuals the chance to start and operate successful small businesses. In a nutshell, we serve as a bridge toward self-sufficiency for individuals residing throughout the Washington, D.C. metropolitan area, giving them access to loan capital and helping clients improve their general business skills. There are different types of loans we provide including the following:

2. 1. Business Loans

- Transportation
- Restaurant and café services (up to \$50,000)
- Markets (up to \$50,000)

2. 2. Consumer Loans

- Car loans up to \$15 000)
- SDL (small dollar loans) (\$2500)
- Women business support loans

2. 3. Others (credit builder loans and tax filing services)

EDG also offers additional critical assistance and services beyond microloans. It helps clients create effective strategies and provide training on topics related to the fundamental aspects of operating a small business, business incubator services and offer tips on how to create a viable business plan, tax clinics, marketing, risk management and other services.

3. What kinds of businesses does EDG fund?

EDG funds small businesses encompassing a range of industries, including but not limited to taxis, trucking, food/hospitality, service companies and much more.

4. How much money does EDG offers for small business loans? What is the loan period?

EDG helps emerging business owners get on their feet and move forward with essential, small business loans. Loans range in size from \$500 up to \$50,000 and repayment may last up to five years.

5. What are is qualification requirements to apply for a small business loan?

To qualify, you must be a U S. legal resident, citizen, permanent resident, refugee or have been granted asylum in this country. EDG focuses on community members who are unable to access capital from traditional financing sources.

6. What are the interest rates of EDG's loans?

Interest rates vary from year to year. Your loan officer can tell you the current rate when you apply.

6. What are the interest rates of EDG's loans?

Interest rates vary from year to year. Your loan officer can tell you the current rate when you apply.

7. How do I get started with EDG's micro loan process?

To start, you will need to provide EDG with a good credit history; a business plan projecting anticipated income, expenses and profits; collateral appropriate to the loan size requested; and, a personal investment in your business (Note: EDG does not make loans for 100 percent of the start-up costs of a business i.e. borrowers are required to raise a matching fund as equity contribution).

8. What are the documents required for EDG's loan processes?

Documents required to apply for a small business loan include, but are not limited to, the following:

- Two IDs (Driver's license & Passport, If Us Citizen – Passport, birth certificate, voter ID, Certificate of Naturalization)
- Refugee proof of Status (if applicable /ORR) I-94 Or Green card
- Pay stubs (if employed) 3 most recent ones
- Personal bank Statement (last 3 months) and or Financial statements (For Business loan)
- Personal (Company) Federal Income Tax (last 2 years)
- Business plan and cash flow statement (for Business loan)
- Business Licenses and EIN (Business formation & ownership) (For Business loan)
- Business valuation (value of asset to be purchased) (For Business loan)
- Lease (applicable for office, market and restaurant) (For Business loan)
- Personal or Commercial Driving License and Record (for transportation Loan)
- Insurance Policy (if applicable) (can be done later on)
- Invoice price quotes
- Title deed copy
- Loan application fee of \$100.00

9. Who are EDG's supporters

EDGs supporters include federal, state and local government agencies, leading public entities, private financial and philanthropic organizations, as well as individuals who share our commitment to helping community members achieve America's dream by providing them access to financing to start their own small business.

10. How can you support EDG's work?

Supporting EDG would mean taking part in the grand objective of transforming the lives of refugees by helping them gain access to loans to start and expand their businesses and serving the significant unmet demand for refugees, immigrants and low-income Washington, D.C. metropolitan area residents to have better access to loan capital.

We rely on organizations and individuals who share our vision of ensuring that all local communities can participate in the economic mainstream. There are numerous ways to support our efforts, including financial contributions, donations and volunteer roles.

10. Acknowledgments and Partnership

We extend our deepest gratitude to our donors and partners for your generous support and partnership. Your commitment and contributions have been invaluable in helping us achieve our mission

Government Agencies

- U.S. Department of the Treasury
- U.S. Department of Health and Human Services
- Small Business Administration
- State of Virginia Department of Housing and Community Development (DHCD)
- Maryland Department of Housing and Community Development (DHCD)
- Arlington County
- Fairfax County
- Montgomery County

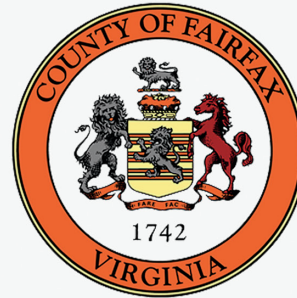
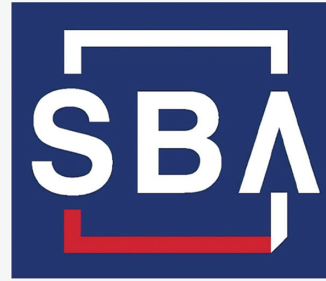
Corporations and Businesses

- Bank of America
- Capital One Bank
- Chesapeake Business Finance Corp
- HSBC Bank
- Morgan Stanley
- Peoples Bank
- Truist
- Wells Fargo

Foundations-

- Intuit Financial Freedom Foundation
- United Way

THANK YOU TO OUR DONORS AND PARTNERS



EDG HISTORY

1983



ECDC was established in 1983 to support refugees coming to USA

1992



Our Microloan program started under ECDC

1994



We started working as SBA microlender

2001



EDG was established as an independent Non Profit 501 (C) organization

2020



EDG supported small businesses affected by the crises caused by the COVID 19 Pandemic

2023



EDG passed the \$7 Million Annual loan disbursement threshold

Future



We will continue to support low-to-moderate income individuals start or expand their business and increase our annual disbursement to \$10 Million

Leadership and Staff of ECDC _ EDG



Tsehaye Teferra, Ph.D.
President, and CEO



Esayas Gebrehiwot,
Managing Director



Haddish Welday,
Finance &
Administration Manager



Habte Michael,
Program Coordinator-
Baltimore Branch



Abnet A. Tessema
ORR –Project Coordinator



Kidan Fekadeamlak
Loan and Technical
Assistance Officer



Hossein Ali Mahrammi
Loan and Technical
Assistance Officer



Nebiyi Teferra
Tax Coordinator



Elsa Desta
Accounting Assistant



Mulualem Asfaw, Ph.D.
Marketing and Program
Implementation Officer



Benyam Ezra
Portfolio Management
Assistant

Not Pictured-
Feseha Beyene
Portfolio- Manager

Birtukan Gebretekla
Senior Loan and Technical
Assistance Officer



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