



Annual Report

2013



WELLSPRING
EMPOWERING A NEW GENERATION

Hello and Welcome to the 2013 Wellspring Annual Report

This year marks the tenth anniversary of Wellspring. That is ten wonderful years of achievement and transformation as we have joined with the Rwandan people in their quest to rebuild their country and transform the lives of the next generation.

In that time, we have seen the building of the award-winning Wellspring Academy, and its development into one of the finest schools in Rwanda. We've seen the growth of our School Development Program in the Gasabo district into 48 schools, and through the training given to over 1,200 teachers and educational leaders, we are now affecting the lives of over 70,000 young students.

We've seen the spread of Wellspring's influence as we work with other like-minded NGOs in the education sector, representing them in our ongoing collaboration with the government of Rwanda. We've also had the great privilege of working alongside the Ministry of Education as we play a significant and growing role in helping advance the cause of quality education in the country.

In Canada, we've seen the growth of our support network and the proof that being involved in transformation in Africa changes the lives of those who engage with us. We now operate with a team that has doubled in size in the last year, and have recently opened a new outpost of our work in raising support in Ontario and the East. Our income has increased substantially year over year, which has enabled us to develop the resources required to extend our reach significantly.

Guided by our new Vision 2017 Strategy, we have plans to both deepen the existing work and move forward, as we explore innovative solutions in the field of quality values based education. Soon, we'll be breaking ground in Kigali for the new Wellspring Centre, a regional hub for our work in Eastern Africa that will

provide the space we need as we grow, and that will allow us to invest even deeper in the lives of leaders who can be true change multipliers. We are about to take our first steps in Burundi and are forming deeper partnerships as we work towards our vision to be a catalyst for transforming education in Africa and to foster vibrant communities that address poverty in all its forms.

In all of this, we are always inspired by the God that guides us and the words of Isaiah 58:12 that call us to rebuild the ruins, raise up the foundations and repair the broken walls. We are always thankful to Him for His provision.

We also know that this could not be achieved without all of our stakeholders and partners, both in North America and Africa. So many people give of their time, energy, talents and resources to make our work as successful as it is and we wish to thank every single one of you. Together, we are making a difference!



Andy Harrington
Chief Executive Officer



2013 Highlights

- **Increased Impact in Rwandan Schools:** Our School Development Program continues to thrive in Gasabo District. Our Ignite48 initiative is helping to turn the 48 schools into vibrant communities, and is already directly impacting 1200+ teachers, 70,000+ students, and their families.
- **Wellspring Academy Celebration:** Staff, Board and Partners gathered on the Wellspring Academy campus to celebrate the completion of its infrastructure. The Academy has emerged as one of Rwanda's best Christian schools, dedicated to equipping a new generation of servant leaders. It is Rwandan-run, locally sustainable, and an incredible model of the education that is possible in urban Africa. The Academy currently has 600 students in K-10, and will graduate its first class in 2016.
- **A Time For Transformation:** 17 people joined our 2013 Vision Trip and experienced our work first hand. All 17 participants were challenged and inspired, and each person left changed and determined to make a difference in the lives of this new generation. Maybe you will be part of the next trip?
- **Wellspring Ignite Gala:** Our Ignite Gala was a huge success. Over 500 guests joined us at the Westin Bayshore in Vancouver, BC, where a new short film, *Amani: A Reason to Sing* was premiered, and over \$200,000 was raised for our work.
- **RENCP:** Wellspring continues to co-chair the Rwanda Education NGO Coordination Platform, a growing organization of 50+ members, which serves as a body for NGO representation, information sharing and coordination within Rwanda's education sector.

Partnering The Right Way

By Andy Harrington

A question we often ask at Wellspring is “How could we do this better?” We ask it in all sorts of places and ways, and one key area that comes up repeatedly is the area of partnerships. You see, we believe that collaboration should be at the core of our efforts to transform education in Africa and foster vibrant communities that address poverty in all its forms. But for various reasons, including the competition some organizations feel for resources, it’s not always easy.

Partnership is one of our core values at Wellspring, especially when it comes to working with other Non Governmental Organizations. That’s why we’ve been a key mover in forming the Rwanda Education NGO Coordination Platform (RENCP), a group of 50+ NGOs working in the field of education in Rwanda. RENCP allows these organizations to coordinate and partner on activities across the education sector, and represents education based NGOs to the Government of Rwanda with a clear and unified voice.

As well as general assemblies where all the organizations meet and dialogue, RENCP has created five working groups in areas ranging from Early Childhood Care and Development to Teacher Development and Educational Leadership. Chaired by member organizations, these working groups organize learning labs, field visits to areas of operation, provide input into policy dialogue, and much more.

I had the great privilege of attending the recent general assembly in Kigali, Rwanda, and was so excited to hear about all the collaborative projects that are going on and the way that dialogue is making cooperation possible. From childhood play initiatives to new partnerships for female education, joint research projects on school costs for parents, to community working groups on Early Childhood Education, there is so much happening through this collective. I had the key leader of one project tell me how RENCP was opening all sorts of collaborative possibilities with the



Rwandan government that had previously been impossible to imagine. There is a lot going on that wasn’t before and it’s all because we are working together!

Wellspring has had the privilege of playing a leading role in the creation and operation of RENCP and as co-chair, facilitates collaboration at many levels within the group. The resulting dialogue with the Rwandan Ministry of Education has allowed for a strong participation in the formation of the next five-year strategic plan for education and feedback into the national policy-making framework. Perhaps even more importantly, it fosters a culture of cooperation and NGOs across the education sector are learning to truly respect and appreciate each other.

So maybe we can be part of ending the cycle of competition by showing that partnering together is a better way. Because in the end, not only do we need each other, but for the sake of those we work with, we need to get along!

Visit www.rencp.org to find out more about the Rwanda Education NGO Coordination Platform

Room For Surprises

by Richard Taylor

How do you prepare for a moment you have worked toward for almost a decade?

Apparently, by leaving room for surprises.

Believe me, we tried our best to prepare.

We marked a special day for celebration: March 10th, 2013. We agreed that the Wellspring Academy community would come together to thank God for the physical completion of their school and reflect on the six years since the school started: to stand together on the once empty Rwandan hillside, now filled with the laughter of hundreds of children.

We invited a team of supporters from Canada, we made sure the banners and pictures were hung, the community was invited, the tour was scheduled, the program was selected, and the refreshments were ordered. The school grounds were at their Sunday best. Everything was ready to go. No surprises.

Except for Samantha Kagabo.

Officially, Samantha is a fifteen-year-old young woman who was selected by her peers to speak on behalf of the Academy students. We had prepared for a few scripted words from a semi-awkward teenager, a nice little addition to a litany of adult sentiments.

Unofficially, Samantha was a revelation. As this beautiful young woman stood, composed and secure at the lectern, I remember thinking: "that's it!" As she put into her own poetic words what Wellspring Academy meant to her and her fellow students, I saw the vision and mission of a school embodied in her and a group of fellow young people: They want to change their nation.



Samantha reminded me that we were not there primarily to celebrate the completion of physical buildings. Or even the attainment of academic excellence. We were there to celebrate the process of changed hearts. And when eager parents spoke to our team after the ceremony about the real difference they saw in their children, how they could not find what they found at the Academy anywhere else, I realized exactly why you couldn't prepare for these moments.

I guess I won't long remember what we did prepare for: the banners, the refreshments, the number of guests or the adult sentiments.

But I will always remember a young woman named Samantha, with tears in her eyes, as a school community and her fellow classmates gave her a standing ovation.

Thank goodness for surprises!



Scan with your mobile device to watch
Samantha's speech

When Parents Take Ownership

There is something powerful that happens when parents take ownership over their child's education and actively work together to improve their community school.

Wellspring Program Manager Rachel Mahuku has been working closely with four of our schools, to help them improve early childhood education using an asset-based approach. Asset-Based thinking helps communities utilize what they already have to get what they want, instead of depending on outside agencies to improve circumstances for them.

These are some of the results:

- **Kayanga Primary School:** Between 50-95 parents showed up voluntarily to the meetings. Parents focused on providing better nutrition to their children. Every parent brought 500 RWF (less than \$1) and they got flour, sugar, a big saucepan, plastic cups, and mats. They budgeted for that. Some ladies put time for the preparation and paid a little bit for their time.
- **Rusororo Primary School:** Parents walked through all the steps and built a vision. Parents have now organized to bring materials that children will be using for their learning, things like balls from banana leaves, bottles tops for counting, tissue for cleaning, empty water bottles, and beans to learn music and rhythm. A young father learned how to apply this to learning for a three year old within his own home.
- **Kabuga Group Scholaire:** The play area was not conducive to children and had a lot of long grasses. First they cleaned the area to make it safe for their children. They found and killed a snake while they were doing it. There are very few seats for many children. They are going to gather money to buy seats



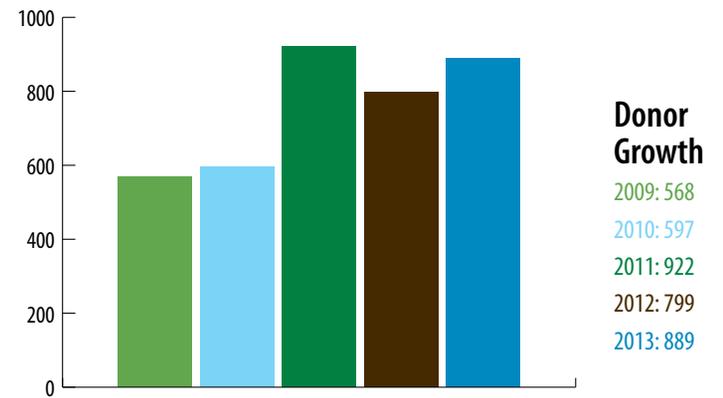
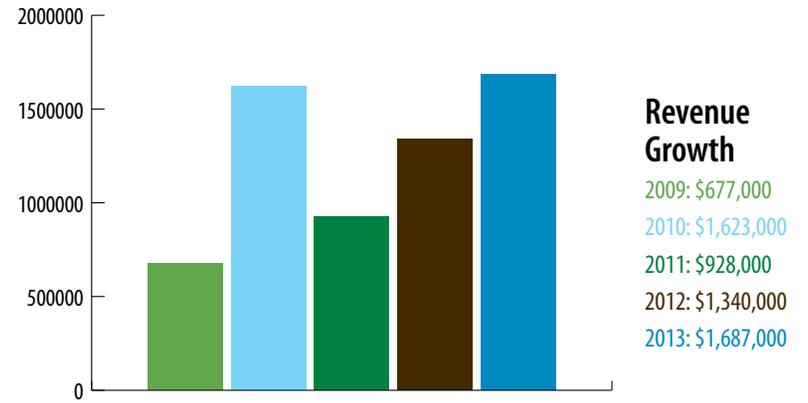
for their children in the class. The connectors here are very good and they are taking their own initiative. They realized that their young children needed different toilets from the older children and they needed doors. One older mother came with two balls she had made herself for them and encouraged others to do the same.

- **Gasabo Primary School:** Gasabo Primary has started the training but not yet moved to the action phase. Parent participation has been a bigger challenge than in the other schools because another organization has given the parents everything they need and this is much easier for them than Wellspring's call to collective responsibility. We will continue to work with parents here to foster greater ownership.

All of these results have happened in a short time frame without any financial investment from Wellspring. They are an encouraging example of what is possible as more parents take ownership over the school community.

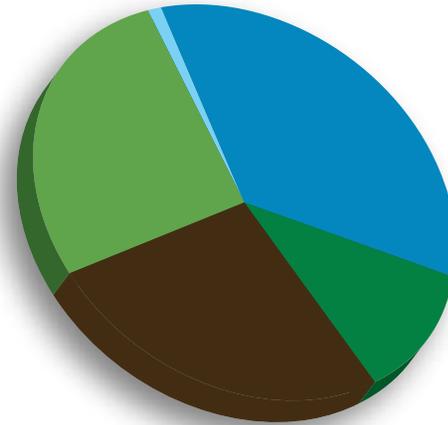


By the Numbers





By the Numbers



Revenue

\$1,686,564

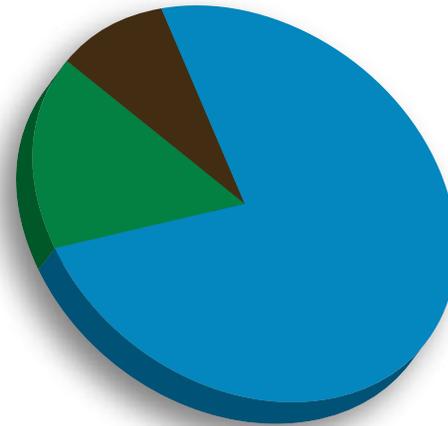
Individuals 34%

Events 12%

Institutions 26%

Government Grants 27%

Other 1%



Expenditures

\$1,418,677

Education Programs 74.3%

Fundraising 16.3%

Administration 9.4%



Our Vision Moving Forward...

Ignite48: Building Vibrant School Communities

As our dedicated team of Teacher Trainers and Program Managers continue to work alongside the 48 schools, 1200+ teachers and 70,000+ children in Rwanda's Gasabo District, it is our goal to see each school become a vibrant community where children can thrive and fulfil their God-given potential. It is also our dream to see each school fully supported through our Ignite48 initiative, a monthly giving programme which gives partners here in North America the opportunity to be part of this transformation, and to engage in a meaningful way with one of these schools.

Burundi Expansion

Wellspring has listened to the hearts of Burundian believers for rebuilding education in their country. We have seen the clear need to strategically expand our operations to support the efforts of Burundians, help the local church gain a vision for what is possible in education, and invest into improving local schools for Burundian children.

Wellspring Centre

We will soon begin building The Wellspring Centre, which will serve as our regional headquarters and training hub. The facility will include residential, office, and training space for our work in schools, and for our leadership training program. It will also have facilities for visiting teams, Vision Trips, and short-term volunteers.

Abundant Leadership Institute

Wellspring is already investing strategically in educational leaders with the passion, vision, and values to empower the next generation. Over the next two years, we are working to establish the Abundant Leadership Institute which will begin with a one-year mentorship based program focused on leaders with a strong vision and huge potential to make a lasting impact.



How can you help?

Are you interested in giving of your time and talents to help with Wellspring's work? We need volunteers for everything from making our events happen to sending out donor packages and stuffing envelopes. Whether you have an hour to spare, or an entire weekend, we have opportunities for you!

- Make a difference in a specific school community by supporting an entire classroom for \$55 per month (less than \$1 per student) through our Ignite48 initiative.
- Serve as a volunteer at our Lake2Lake Ride for Rwanda.
- Host a Wellspring event in your home or in a local venue.
- Share Wellspring's story with your friends as an Ignite48 Champion, with your wider community as a regional Wellspring Ambassador, or join a local Wellspring Ambassador Pod in your area to stay connected.
- Host a table at our Gala in May.
- Join us on a Vision Trip to Rwanda, see our work first hand.
- Join our Prayer Team and support and encourage those involved in our work, in North America and Africa.
- Come up with a creative idea to raise funds for Wellspring's work. Maybe you're climbing a mountain, walking the Camino, celebrating your birthday or riding a motorbike the length of Africa—let us know how you would like to support Wellspring while crossing something off your bucket list.

Whatever your idea or availability or location, we invite you to engage with the work of transforming lives in Rwanda and beyond. Please contact us to discuss any of the above opportunities at 604-427-4808 or canada@thewellspringfoundation.org



Wellspring is passionate about real life change in all members of the Wellspring community, as we show the love of Christ by empowering a new generation of leaders in Central and Eastern Africa and beyond. We believe we are uniquely placed to be a catalyst for transforming education for hundreds of thousands of African children and fostering vibrant communities that address poverty in all its forms.

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