



WELLSPRING
EMPOWERING A NEW GENERATION

2025 IMPACT REPORT



TOGETHER
STRENGTHENING EDUCATION THAT NURTURES
CHARACTER, INTELLECT,
& SOCIAL-EMOTIONAL WELLBEING

SPARKING CHANGE STRENGTHENING COMMUNITIES CHAMPIONING CHILDREN

BUILDING SAFE, FUN, INCLUSIVE SCHOOL COMMUNITIES TO SEE:



supported to stay in school, learn in engaging and nurturing environments, and flourish in their education.



prepared with the skills, character, and resilience they need to reach their full potential and serve their communities.



empowered to be the peace-builders, creative solution seekers, and future compassionate leaders.

The Rwandan government has been investing and making inclusive education available to all to build a generation that is capable and equipped to contribute positively to their communities and the country's development.

At The Wellspring Foundation for Education, we are proud to partner with the Government of Rwanda through the Ministry of Education to make this possible. We work alongside schools, families, communities, and partners to strengthen school communities and education systems so that every child has the opportunity not only to learn, but to thrive and serve their country.

Our 2025 impact strengthened our commitment to continue **equipping school communities to work together** so that **children in Rwanda and neighbouring countries can thrive** through an **education that nurtures character, intellect, resilience, and social-emotional wellbeing**.





GREETINGS FROM OUR EXECUTIVE DIRECTOR

As we reflect on the past year, we have much to celebrate and be grateful for. The stories we share in this report, like those of Alice and Gloria, remind us what drives our work at Wellspring: Every child deserves an education that nurtures their full vibrant potential, and children thrive when the whole school community rallies together to nurture their character, intellect and wellbeing.

Across Rwanda, there is remarkable progress in education and it is inspiring to witness the commitment of the Government of Rwanda, educators, communities, and partners working together to ensure that every child has access to quality learning. At Wellspring, we are honored to be contributing to this collective effort.

In 2025, our work continued to focus on strengthening school communities through training and coaching teachers, school leaders, parents, and community members. These are the people who shape children's daily lives and when they are equipped and supported, meaningful and lasting change becomes possible. It reminded us that change is possible and dreams can become realities - when education nurtures not only knowledge, but also character, resilience, and social-emotional wellbeing, children are better able to learn, grow, stay in school, and thrive.

Looking ahead, our work continues to be rooted in aligning our efforts with Rwanda's education sector strategic priorities. Through collaboration with education stakeholders, including the Rwanda Basic Education Board, district leaders, and sister organizations, we are continuing to contribute to ongoing efforts to strengthen social emotional learning and resilience within schools. These elements are increasingly recognized as essential to improving student engagement, reducing dropout, and supporting positive learning outcomes.

One of the most encouraging aspects of this year has been witnessing the ripple effect of this work.

- Teachers are creating more engaging and supportive classrooms.
- Students are developing confidence, resilience, and a renewed commitment to their education.
- Families are strengthening relationships and prioritizing their children's learning.

These changes, while often starting small, are contributing to stronger school environments and more hopeful futures for children across the communities we serve.

We believe that when we all work together we can go further in building an education system that prepares children not only for exams, but for navigating life.

I extend my sincere appreciation to our partners across Rwanda: government institutions, district leaders, educators, community members, parent committees, and sister organizations for your collaboration and shared commitment to children's wellbeing and education. I also call for everyone to play a part in our children's education.

To our global partners, donors, and supporters, thank you for walking alongside us and supporting this work.

Together, we are contributing to a future where every child in Rwanda can thrive.

TURI KUMWE!

Libby KARANGWA-MILES

Executive Director
The Wellspring Foundation for Education

CELEBRATING IMPACT



2025 IMPACT

BY THE NUMBERS

78

SCHOOL COMMUNITIES
STRENGTHENED

335

EDUCATORS TRAINED AND
COACHED

204

FAMILY ADVISORS EQUIPPED

1,700

VULNERABLE FAMILIES SUPPORTED

1,287

CHILDREN RETURNED TO SCHOOL

4,000

STUDENTS EMPOWERED FOR THE
FUTURE

TOTAL LIVES TOUCHED

7,500+

↑ Growing Impact ·
2025

WHERE WE WORK



OUR APPROACH

Rallying School Communities for Children's Education

Wellspring works with entire school communities, teachers, school leaders, parents, and local leaders to create supportive environments where children can succeed.

Our approach goes beyond the classroom, recognizing that a child's ability to learn is shaped by relationships, wellbeing, and the broader community around them.

Through training, coaching, and ongoing support, we help build strong school cultures where learning, care, and accountability go hand in hand.

By strengthening the people and systems surrounding the child, we contribute to lasting improvements in both education outcomes and student wellbeing.

Building Local Capacity for Sustainable Impact

We are committed to approaches that build long-term, locally owned solutions that do not create dependency. Rather than delivering short-term interventions, we equip educators, school leaders, and community members with the skills, tools, and confidence to lead change within their own contexts.

We do this by partnering with schools and local leaders, training family advisors, walking alongside families and communities, and identifying and building on existing strengths to develop lasting solutions.

Our goal is to ensure that impact in schools and for children continues — driven by communities themselves, even long after our training and coaching interventions have ended. Because when communities are strengthened, children's wellbeing is sustained.

ALICE'S STORY

THE RIPPLE EFFECT

At Wellspring, we work to create meaningful and sustainable change in education by equipping school leaders, teachers, and communities to work together—creating conditions where children can thrive both academically and personally. While this transformation begins at the individual level, its impact extends across schools, families, and entire communities.

A School Leader's Journey

Alice, a school leader in Rubavu District, has been part of Wellspring's training and coaching programs focused on strengthening school leadership, improving teaching practices, and fostering positive learning environments. Through this experience, she has seen significant changes in both her professional practice and personal life—demonstrating how impact at one level can ripple outward.

"Our teachers were trained to put the child at the centre of learning and everything we do. This has been very impactful for us."

As a result, students are now more engaged and proactive in their learning. They conduct their own research, perform better academically, and benefit from a positive school culture that recognizes effort and achievement. Initiatives such as student rewards have strengthened relationships between teachers and learners, contributing to improved retention and reduced dropout rates.

Building Resilient and Responsible Students

In addition to strengthening teaching and leadership, Wellspring supports the development of students' social and emotional competencies through the Youth First Rwanda program, particularly for Senior 1 learners. The program focuses on helping adolescents manage difficult emotions, build healthy relationships, and develop resilience and good character.

"The integration of social-emotional learning through the Youth First Rwanda program has played a key role in shaping our students' behavior and wellbeing. Students now know how to make responsible decisions, set and achieve goals, take care of their health, and support one another."

"My son participated in the program, and I saw how it changed him. He began to think differently and set goals for his future. He now wants to become a doctor."

"As a family, We rallied around him to support his aspirations. Today, he is excelling academically and demonstrating leadership at school as the head of the hygiene club, applying both the knowledge and values gained through the program."

Strengthening Family and Community Engagement

Beyond the classroom, after Wellspring's training Alice has also taken initiative to engage with other families in her community, particularly those facing challenges that affect children's wellbeing and education.

"In working with families in the community, I have seen real transformation. Families are resolving conflicts, supporting their children's education, and even helping other families to improve."

At Wellspring, we envision school communities where everyone plays a role in supporting children's education. It is not the responsibility of one actor alone—it is a shared commitment. Stories like Alice's demonstrate that when this collective effort takes shape, it leads to stronger communities and children who are able to thrive.

IMPACT HIGHLIGHT

STRENGTHENING FAMILIES

A SIMPLE APPROACH WITH FAR-REACHING IMPACT

Children's education is not only a teacher's responsibility, and it does not begin and end in the classroom. It takes a whole community to see education transformed for children today and for generations to come. We have been inspired over the past year to see the tangible difference that can be achieved when children are supported by stable, nurturing, and healthy, engaged families and responsible communities.

The impact numbers from our **2025 collected data** on our work in strengthening family environments to ensure children are supported both at school and at home revealed what a collective responsibility towards children's education can achieve.

23

**School
Communities
Impacted**

204

**Family
Coaches
Trained**

1700

**Vulnerable
Families
Supported**

1287

**Children
Returned
To School**



We want to thank Wellspring for training family advisors, who have helped us and mentored us and been close to us as a family.



The family advisors taught us how to manage our conflicts and encouraged us to put our kids back in school.



WE CELEBRATE THAT IN THESE RUBAVU SCHOOL COMMUNITIES:

Many more children are returning to and staying in school.
Coaches are experiencing healing in their own marriages & families.
Harmful physical punishment is ending.
Children who have been abandoned have been taken in by families.
Spouses are sharing household responsibilities.
Communities are rallying around child-headed households.
Parents are communicating with their children.



A smiling woman in a blue jacket and a smiling child in a yellow hoodie are shown from the chest up, facing each other against a textured, light-colored wall. The woman is on the left, wearing a blue jacket over a patterned top. The child is on the right, wearing a yellow hoodie. The background is a textured, light-colored wall.

A COMMUNITY BASED APPROACH

WHO ARE FAMILY ADVISORS?

To achieve sustainable, healthy families and responsible communities that support children's education, Wellspring identifies, coaches, mentors, and walks alongside family advisors who are trusted members of their communities. These include village leaders, health workers, school committee members, Isibo leaders, and others who serve their communities and are deeply embedded in community life.

Through our four modules on building healthy families for healthier learning, we continuously coach and mentor selected family advisors, ensuring they are fully equipped to support their communities in strengthening family relationships, improving parenting practices, and prioritizing children's education.

IMPACT HIGHLIGHT

EMPOWERING YOUTH



BUILDING RESILIENCE & SOCIAL EMOTIONAL WELLBEING

The Government of Rwanda has been promoting and investing in education, and today we celebrate the achievement of education for all. Every school-aged child goes to school and has access to a meal.

However, across different schools, young people face numerous obstacles that significantly affect their wellbeing and ability to learn effectively. These include mental health challenges, emotional distress, difficult social relationships, economic poverty, family breakdown, and intergenerational trauma. Together, these factors are contributing to a rise in mental health challenges among adolescents, poor social-emotional wellbeing, and increased dropout rates.

Over the past five years, in partnership with WorldBeing and Rwanda Basic Education Board, we have been implementing a social-emotional wellbeing program across the country. Through this work, we have seen that equipping young adolescents with skills to manage difficult emotions, build positive relationships, and develop resilience & strong character is vital in addressing these challenges.

In **2025**, we trained and coached **120 teachers** to facilitate, and **68 school** leaders to support, social-emotional well-being sessions, reaching **4,067 students** across four districts.

34

**School
Communities
Impacted**

120

**Teachers
Trained &
Coached**

68

**School
Leaders
Equipped**

4000+

**Students
Empowered for a
Brighter Future!**

WE CELEBRATE THE POWER OF PARTNERSHIP

Thanks to our partnership with **WorldBeing** and the **Rwanda Basic Education Board**, and informed by the results of a thorough impact evaluation in 2023, and additional research in 2025 across these 34 schools, thousands of Rwandan students are developing confidence, emotional health, and strong relationships – leading to greater resilience, less school dropout, meaningful learning, and hope for the future!



SOCIAL EMOTIONAL LEARNING CLUBS

In partnership with the Rwanda Basic Education Board (REB), and in alignment with Rwanda's Education Sector Strategic Plan (ESSP) priorities(#1), Wellspring is contributing to ongoing efforts to strengthen student social-emotional wellbeing and positive learning environments across schools.

In collaboration with our partner Worldbeing, and with our partner schools, we established Social Emotional Learning (SEL) Clubs for senior one and primary six students to provide structured, student-centered spaces for continued learning and support.

Through regular weekly sessions, students cover 18 sessions throughout the academic year where they develop practical life skills that help them to thrive and succeed both in life and academics.





Republic of Rwanda Ministry of Education

Our partnership with the Ministry of Education is highly valued, and we are grateful for its leadership in shaping the direction of education in Rwanda. In alignment with its vision and ESSP to strengthen the quality and relevance of education, we are honoured to contribute to this shared mission working alongside national efforts to support holistic student development and ensure that every child has the opportunity to learn, grow, and thrive both academically and in their overall wellbeing.

PARTNERS

Our close collaboration with the Rwanda Basic Education Board is instrumental in strengthening teaching and learning across schools, particularly through teacher training and the advancement of social emotional learning. Working together, we strive to enhance learning environments by promoting student wellbeing, fostering positive school culture, and supporting the integration of social emotional learning in alignment with national priorities.



REB | **RWANDA BASIC
EDUCATION BOARD**



Through our active engagement with the Network of International NGOs (NINGO), Wellspring is proud to be part of a broader community working together to strengthen development efforts in Rwanda. We value the platform NINGO provides for collaboration and shared learning across the sector, and contributing to more aligned and effective impact.

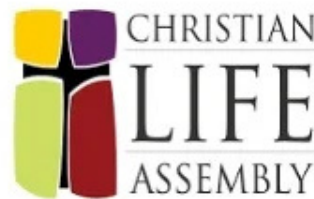
"Wellspring's service as Vice Chair of NINGO helped to bring a stronger sense of togetherness and shared purpose among INGO leaders. Through consistent encouragement and communications, Wellspring helped to remind us of the value of working together to share leadership challenges, celebrate innovations and successes, and build trusted relationships that enabled mutual support and investment in our wellbeing and practice as leaders."

Geoffrey Kayonde, Chair of NINGO



WorldBeing

Our technical partner, WorldBeing, plays an important technical role in strengthening our work in social emotional learning, and we are grateful for their contribution to advancing student wellbeing. Their expertise in youth resilience, research and instructional design enhances our ability to understand impact, refine our approaches, and ensure that social emotional learning initiatives for Rwandan students are both effective and responsive to the realities within schools and communities.



IMPACT HIGHLIGHT

PARTNERING FOR NATIONAL IMPACT



STRENGTHENING NATIONWIDE SUPPORT FOR STUDENT WELLBEING

As a result of the proven impact of the Youth First Rwanda program – demonstrated in the results of a thorough evaluation and ongoing monitoring, there is growing recognition that academic success is deeply connected to students' social and emotional wellbeing.

When students are equipped with the skills to manage emotions, build resilience, healthy relationships, make responsible decisions, and navigate challenges, they are more likely to remain engaged in school, perform better academically, and contribute positively to their communities.

When integrated effectively within schools, SEL contributes to:

- Decreased student dropout
- Improved student engagement and retention
- Positive school culture and relationships
- Increased resilience and confidence among learners
- Stronger alignment between education and life skills development

These outcomes directly support national priorities outlined in Rwanda's Education Sector Strategic Plan (ESSP), including improving quality of education, promoting inclusive and safe learning environments, and strengthening learner competencies.

At Wellspring, we envision a future where every student in Rwanda has access to learning environments that support not only academic achievement, but also their wellbeing and character development.

By continuing to work together as government, schools, communities, and partners, there is an opportunity to further embed approaches that support the whole child, contributing to an education system that prepares Rwanda's young people for a vibrant and sustainable future.



GLORIA'S STORY

BUILDING A BRIGHT FUTURE



Meet Gloria, a high school student, a young woman of incredible courage, and someone who demonstrates the power of an education that builds skills, character, and resilience.

After spending five years out of school due to illness, Gloria made the bold decision to return. But at the age of a senior 6 student, stepping into a senior 1 classroom, Gloria struggled to find her place. Instead of celebrating that her learning could continue, she felt lost, alone, and uncertain about her future due to the discouragements and being shamed by her community.

But Gloria's story didn't end here.

Everything began to change when Gloria had the opportunity to join Youth First Rwanda. Every week, Gloria and her peers attend dynamic youth clubs at school where Wellspring-trained teachers help them build essential life skills, such as discovering strengths, managing emotions, resolving conflict, solving problems, and building healthy relationships. These teachers, and their leaders, have also been equipped by our team to build healthy school cultures that put children at the centre and prioritize student wellbeing.



Today, Gloria is finding her voice.

She's learning to communicate her emotions & prioritize her wellbeing.

She dreams of becoming a heart surgeon, and is developing the skills and knowledge to work towards her goals.

Her sense of insecurity is being replaced with confidence.

TODAY, GLORIA IS THRIVING.

GOING MILES FOR EDUCATION

In 2025, Wellspring launched the Miles for Education walkathon as a way to bring people in Rwanda together around a shared purpose: recognizing, supporting, and taking ownership of children's education in Rwanda.

This initiative is designed as a platform that encourages individuals and communities to reflect on their role in ensuring that every child has access to quality, inclusive education in a supportive environment where they can truly thrive.

Miles for Education was created to:

- Encourage individuals, families, and communities to value and prioritize children's education
- Raise awareness about the importance of prioritizing students' social-emotional wellbeing and support in schools
- Inspire action — whether by supporting a child, engaging with a school, providing corporate sponsorship, or advocating for education within communities

At its core, this initiative is a reminder that small actions, when multiplied across communities, can lead to lasting change.

LOOKING AHEAD

Miles for Education is a growing annual initiative, continuing to serve as a platform for awareness, engagement, and collective action.

As we look ahead to the **2026 edition, scheduled for September**, we invite individuals, institutions, and partners across Rwanda to take part in supporting education in meaningful ways.

Because when communities come together, children are supported, schools are strengthened, and the future becomes brighter for all.



2026 MILES FOR EDUCATION

This is more than a physical challenge.
It's a challenge with purpose, to see:

**POTENTIAL UNLOCKED
WITH EVERY MILE WALKED**

WHAT TO EXPECT?

- A month-long campaign (**August 15 – September 12**)
- Participants commit to **personal goals**: walking, running, cycling, or hiking and share their progress through a dedicated online community
- A **final 10km** community physical challenge on **Saturday, 12th September**, bringing participants together.
- A **fun community celebration** of a month of collective effort and renewed commitment to children's education
- A **globally connected movement**, with participation beyond Rwanda

LEARN MORE HERE [@wellspring.ngo/miles4education](https://www.wellspring.ngo/miles4education)



"As a teacher, I've been transformed. I now build positive relationships with students. I help them to manage their emotions, and when they face challenges, they trust me and come to me for advice. This helps them to get out of that situation without despairing. They feel supported, which helps them get good grades. It gives us hope that these young kids we are educating will have a better future because of participating in Youth First."

RULINDO DISTRICT TEACHER & YOUTH FIRST RWANDA FACILITATOR

"Wellspring's program impacts not only the students who are part of Youth First, but also impacts the entire school community. Because of the assistance I gave to one pregnant teenager, today she is alive and thankful to me. I, too, am thankful for the attitudes and the values I acquired from Wellspring's teacher training & Youth First program."

BUGESERA DISTRICT SCHOOL LEADER

"Thanks to Wellspring, I now plan and deliver my lessons with confidence. When you train a teacher, you make a huge impact, not only on students, but on the country. There are two things I now love about being a teacher: having an engaging classroom where students challenge me and knowing teaching is a calling of transformation."

RUBAVU DISTRICT TEACHER

"Wellspring's program came just in time. People were talking about bringing students back to school, but those were just words. Wellspring put words into action. I was trained to find children who had dropped out of school and equipped to teach their parents about the importance of education."

RUBAVU FAMILY ADVISOR

"I learned to communicate with my husband and my kids, and the importance of coming together and sharing information as a family. Whatever we are going to do, we now discuss it. And we resolve conflict in my family and ask for forgiveness."

RUBAVU FAMILY ADVISOR & SCHOOL LEADER

WHAT MAKES WELLSPRING UNIQUE?

OUR FAITH

As a Christian organization, our faith in Jesus shapes everything we do. It is the place from which we hope, discern, and act.

This foundation shapes how we engage with children, families, and communities. We believe every child carries dignity and possibility, and deserves an education that nurtures their full, vibrant, God-given potential. Our faith guides our steps; it does not limit our embrace. We are committed to serving all communities with dignity, openness and respect. We work alongside partners from all backgrounds, united by a shared passion to see children succeed and communities flourish.

OUR VISION

A compassionate, creative, and courageous generation, shaping a vibrant and peaceful future.



OUR MISSION

We equip school communities to nurture children's character, intellect, and wellbeing — helping children in Rwanda and East Africa to thrive.

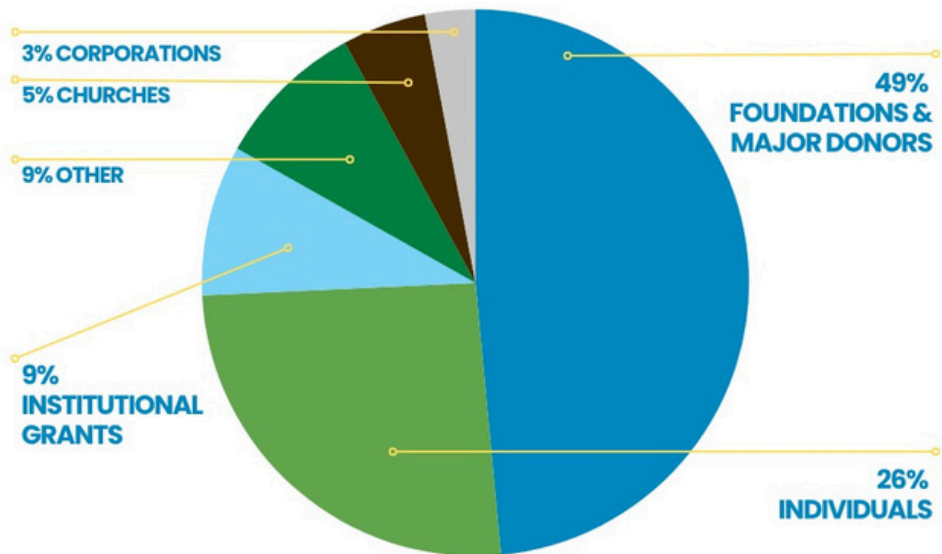
ABCD APPROACH

We believe in the God-given potential within each person, and so we take an Asset-Based Community Development (ABCD) approach in all of our work that helps whole school communities identify and unleash their existing strengths and resources for the benefit of children's education without creating dependency.

PARTNERSHIP MODEL

We work in community and with whole school communities, knowing that we are strongest when we come together. Through partnerships with government, local networks, and other organizations who share our passion for education, we build change that lasts.

FINANCIALS



REVENUE: \$1,608,489 CDN

2025 was a year of building strong foundations for a sustainable future.

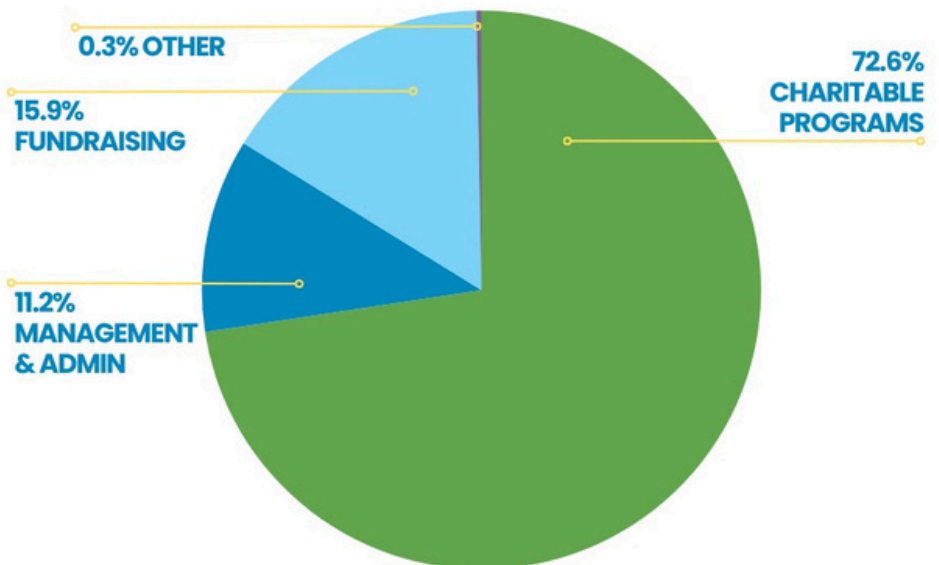
Our leadership and Board engaged in a collaborative process to develop a new and exciting strategy for the years ahead, and to shape the team we need to bring this vision to life.

Strategic shifts during the year to position Wellspring for maximum impact, in the midst of shifting funding climates in Canada and beyond, are reflected in the numbers we share here. In 2026, we look forward to moving ahead, in partnership with you, into a future filled with more meaningful impact.

VIEW OUR STRATEGIC PLAN
wellspring.ngo/sp26

We are committed to stewarding your support with care, transparency, and a focus on impact.

Every year we engage external auditors in Rwanda and Canada to audit our finances and internal processes in line with CRA & RRA requirements, and to ensure that we are stewarding our resources well and continuously learning and improving.



EXPENSES: \$1,763,669 CDN

Full audited financial statements are available on our website.

Scan the QR code to view:



OUR TEAM

GLOBAL LEADERSHIP



LIBBY
Executive
Director



THÉOGÈNE
Education
Programs Lead



BARB
Director of
Finance



AMINA
Director of People
and Operations &
Country Manager



PHILIP
Senior Director
of Advancement



LOUISE
Director of Grants
& Program Quality

PROGRAM

PROGRAM LEADS



THÉOGÈNE
Education
Programs
Lead



RACHEL
Education
Program
Quality Lead



EGIDE
Bugesera Program
Implementation
Lead



JEAN CLAUDE
Rubavu Program
Implementation
Lead



SIXTE
Education Systems
Program
Implementation Lead

RUBAVU TRAINERS & COACHES



ANSELME



AMANI



MODESTE

BUGESERA TRAINERS & COACHES



AIMABLE



MUKESHIMANA



DAVID



TUYISENZE

OUR TEAM

OPERATIONS

OPERATIONS LEADS



ERIC
Logistics &
Operations Manager



BLAISE
IT & Data
Management Lead



SARAH
Canada Operations
Manager



AMINA
Director of
People & Operations

SUPPORT STAFF



ANNIE
Driver & Logistics
Assistant (Rubavu)



DAMAS
Driver & Logistics
Assistant (Rubavu)



DAVID
Driver, Facilities &
Visitors Assistant



ALEXIS
Fleet & Store Assistant /
Driver (Kigali/Bugesera)

FINANCE



MUGISHA
Finance & Compliance
Manager



SCOVIA
Finance &
Admin Officer



BARB
Director of
Finance



BERTRAND
Communications &
PR Coordinator



LOUISE
Director of
Communications

COMMUNICATIONS

DEVELOPMENT



KRISTY
Recurring Gifts
Coordinator



MICHELLE
Donor Experience
Director



LOUISE
Director of Grants
& Program Quality



PHILIP
Senior Director
of Advancement

THANK YOU

A MESSAGE FROM OUR BOARD



On behalf of our wonderful Board of Directors, I want to share our gratitude to you—our incredible community of donors and partners—and to everyone who played a part in making 2025 such a significant year of impact.

We give thanks to God for His faithful provision over this past year, and His guidance and favour since Wellspring's inception over 20 years ago. We thank our hardworking and dedicated staff in Rwanda and Canada, whose commitment to this work and passion for the children we serve motivates us all to give our very best. And we are so grateful for you, our financial and prayer partners, as this work would not be possible without your generosity and belief in the vision to see children thrive.

2025 marked an exciting new season for Wellspring as we welcomed our new Rwanda-based Executive Director and saw our leadership localized for the first time. As a Board, we are united in our excitement for this new chapter in Wellspring's story, and look forward with great anticipation to all that God has in store for us in 2026 and beyond!

With appreciation,

Janis Ryder
Board Chair

FOLLOW OUR IMPACT IN 2026

wellspring.ngo



wellspringfoundation



wellspringfdn



wellspringfdn



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Wellspring is committed to upholding the worth and dignity of all those with whom we engage and to doing no harm by safeguarding children throughout our work. As such, all images and stories in this report are shared with informed consent and with the use of pseudonyms.





VIEW THIS REPORT ONLINE
wellspring.ngo/2025rwanda