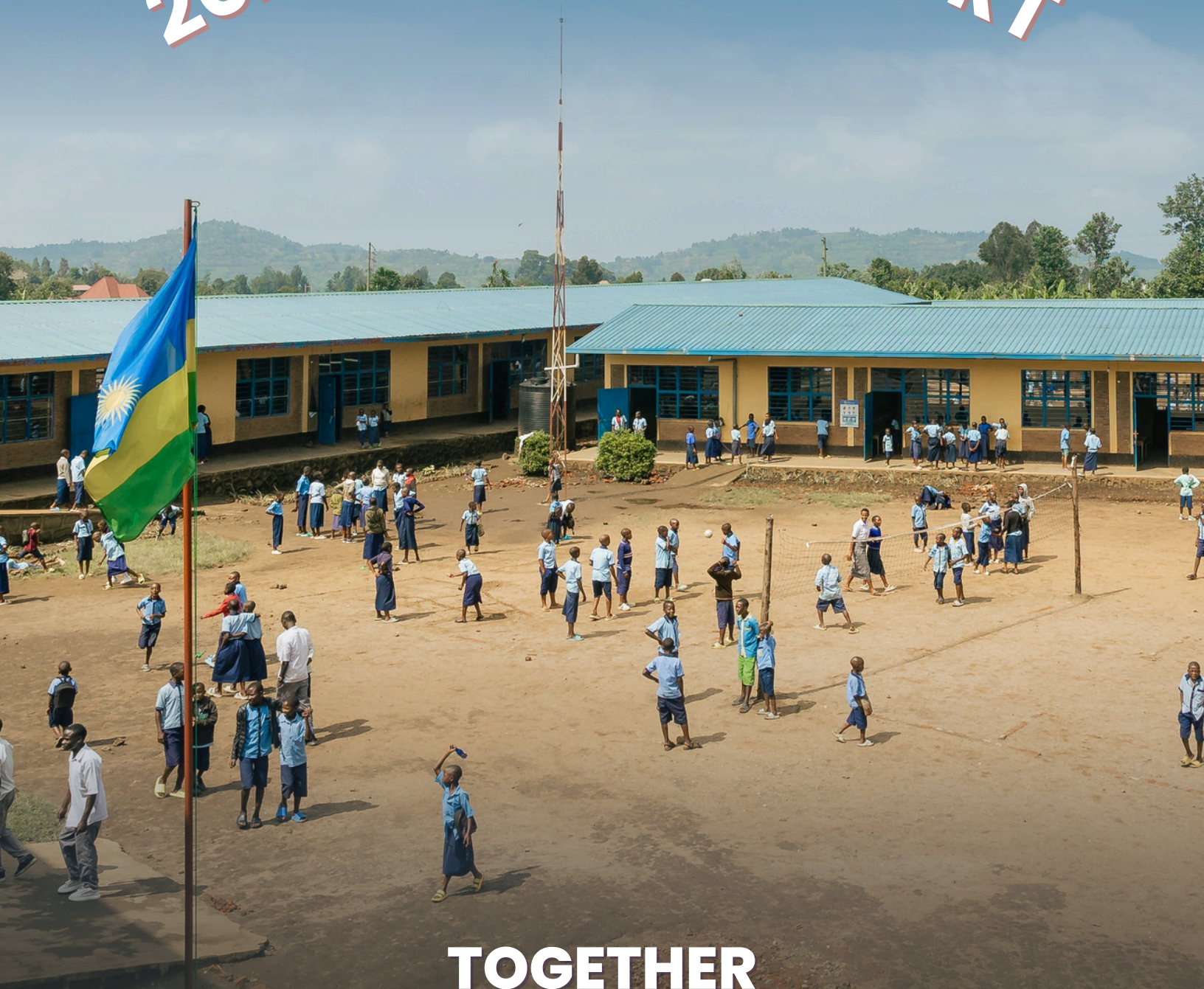




WELLSPRING
EMPOWERING A NEW GENERATION

2025 IMPACT REPORT



TOGETHER
STRENGTHENING EDUCATION THAT NURTURES
CHARACTER, INTELLECT, AND WELLBEING

SPARKING CHANGE STRENGTHENING COMMUNITIES CHAMPIONING CHILDREN



We believe that Rwanda's young generation will serve as a beacon of hope and restoration for the East African region in the decades to come.

That's why our commitment is stronger than ever:
to **equip school communities to work together**
so that **children in Rwanda and neighbouring countries can thrive**
through an **education that nurtures character, intellect, and wellbeing.**

BUILDING TOWARDS OUR VISION TO SEE:

CHILDREN

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

YOUNG PEOPLE

prepared with the skills, character, and resilience they need to reach their goals and serve those around them.

GENERATIONS

empowered to be the peace-builders, creative solution seekers, and compassionate leaders our world needs.

REPORT CONTENTS

- 1 Introducing Wellspring
- 2 Greetings from our Executive Director
- 4 Impact: By The Numbers
- 5 Alice's Story
- 7 Highlight: Strengthening Families
- 9 Highlight: Empowering Youth
- 11 Highlight: Partnering for National Impact
- 12 Gloria's Story
- 13 Highlight: Going Miles for Education
- 15 Testimonies
- 17 What Makes Wellspring Unique?
- 18 Financials
- 19 Our Team
- 21 Closing Message from Board Chair



WELCOME



GREETINGS FROM RWANDA!

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**.

For this reason, in 2025, we continued investing in training and coaching teachers, principals, parents, and community members who each play a vital role in children's education.

This past year reminded us that change is possible and dreams can become realities—when potential is unlocked through coaching, wellbeing is nurtured, and people are supported by strong, collaborative communities. We've seen this across the schools we support in Rwanda, and we've even experienced this within our own team.

Looking ahead, we are inspired by the dreams, confidence and energy of students in these schools, and a conviction that **we can go far when we go together**. We will continue to equip school communities through values-based training and coaching; we will strengthen national education systems, contributing training, tools and guidance; and we will equip other teams to provide training and coaching for their schools.

I am immensely grateful to each one of you, our partners and donors, for your generosity as you invest in new generations of compassionate, creative and courageous young people equipped to shape a vibrant future here in Rwanda and our region.

With gratitude,
LIBBY KARANGWA-MILES
Executive Director



CELEBRATING IMPACT



BY THE NUMBERS

YOUR PARTNERSHIP IN 2025 HELPED MAKE REAL CHANGE POSSIBLE

78

SCHOOL COMMUNITIES STRENGTHENED



335

EDUCATORS TRAINED AND COACHED



204

FAMILY COACHES EQUIPPED



1700

VULNERABLE FAMILIES SUPPORTED



1287

CHILDREN RETURNED TO SCHOOL



4000

STUDENTS EMPOWERED FOR THE FUTURE



ALICE'S STORY

THE RIPPLE EFFECT



Our work focuses on equipping everyone involved in children's education to play their unique part in helping children thrive. This change starts within, at the personal level, but the ripple effects extend far beyond.

Listen as Alice, an inspiring school leader from Rubavu district, shares about the personal and professional impact she has experienced, and how the ripple effects have touched many other lives in her family, school, and community:



A THRIVING SCHOOL

We were blessed to have our teachers trained by Wellspring ... to put the child at the centre of all we do as educators. This was very helpful for us.

Children now do their own research and they do so well in their studies. We have introduced a system of giving prizes to children who perform well. This has created friendships between students and teachers and contributed to reducing school dropout.



RESILIENT STUDENTS

The Youth First Rwanda program, focused on social emotional learning and resilience, was so helpful for children in Senior 1.

They now know how to make responsible decisions, set and achieve goals, take care of their bodies, stay clean, and help each other. Now at school I treat all the kids as my own.

“The programs that Wellspring is running here with us, they're really wonderful and I would suggest that they also spread to other areas across the country. Because every Rwandan needs to heal, they need to love their children, they need to be friends of their children.”

ALICE'S STORY

CHILDREN WHO DREAM

My son participated in Youth First and students learned about making decisions that are going to determine their future. My son said he wanted to be a doctor, and so we sat together as a family and said "now you need to pass your chemistry, physics, maths, and biology".

Today he scores 100% in these courses and has started behaving like a doctor. He is now a leader of the hygiene club at the school, and he even helps me as a school leader to train children to maintain hygiene!

CONNECTED FAMILIES

I appreciate the work that Wellspring is doing to support families because what we learn actually contributes to our own development. This training has contributed to me building my own family.

Now we involve our children in decision making and sometimes we realize that they are the ones making the decisions and we are just implementing them! They will sometimes come to me and say, "Mom, you are well dressed," and they give me prizes for that!

HEALTHY HOMES

I have now visited several families, and many of these had conflicts between spouses that had an impact on children and their studies.

So I talked to some of them, indicating that whatever assets their households have can help them to take care of their children effectively. Many of them have changed, and some of them are helping me to support other families to change positively.

IMPACT HIGHLIGHT

STRENGTHENING FAMILIES



A SIMPLE APPROACH WITH FAR-REACHING IMPACT

It takes a whole community to see education transformed for children today and for generations to come. We have been so inspired over the past year to see the tangible difference that is being made in the lives of parents and children as we invest in healthy families for healthy learning.

In 2025, your support allowed us to train and mentor over 200 family coaches to support over 1,700 of the most vulnerable families in their communities, and to equip parents with the tools to create home environments where children can thrive!

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 coaches, who have helped us and mentored us and been close to us as a family.



The family coaches 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.
Fathers are communicating with their children.



FAMILY COACHES

are trusted members of the school community—pastors, school leaders, health workers, teachers, parent committee members, village leaders—who are deeply embedded in the life of their communities. Through training and mentoring, Wellspring equips these coaches to come alongside parents, helping them to strengthen their family relationships, develop positive parenting skills, and prioritize their children's education.



IMPACT HIGHLIGHT

EMPOWERING YOUTH



BUILDING RESILIENCE & SOCIAL EMOTIONAL WELLBEING

In Rwanda today, there is so much to celebrate, including tangible progress in education. And yet, young people face numerous obstacles that affect their physical and mental health, emotional wellbeing, social relationships and, as a result, their educational progress.

Realities such as poverty, family breakdown & intergenerational trauma are leading to a rise in mental health challenges among adolescents. Strengthening a positive mindset and developing skills in resilience are key to addressing these challenges.

In 2025, your generosity enabled us to train and coach 120 teachers to facilitate, and 68 school leaders to support, wellbeing sessions for 4,067 students in 4 districts!

34

**School
Communities
Impacted**

120

**Teachers
Trained &
Coached**

68

**School
Leaders
Equipped**

4000+

**Students
Empowered for a
Brighter Future!**



Before, I did not like to study. I was discouraged because I failed and repeated the year. I felt like dropping out. But it is different now, after attending these SEL and Wellbeing sessions.

I like studying and I am no longer ashamed of repeating because I can now be well prepared to move to the next year. I am committed to succeeding in my national exams, and I dream to become a great leader.



WE CELEBRATE THE POWER OF PARTNERSHIP

Thanks to our partnership with **WorldBeing** and the **Rwanda Basic Education Board**, and informed by the results of baseline research 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

Through weekly Youth First Rwanda sessions, students are developing a healthy identity, understanding how to manage emotions, showing empathy, resolving conflict, building positive relationships, setting goals for their future, and receiving the tools they need to reach those goals.



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—and Wellspring’s reputation as a trusted partner in education, we are thrilled to be invited to join with the Rwandan government in strengthening social emotional learning in the country’s education system.

We will be co-creating **nationwide training** for teachers and school leaders to improve classroom and school culture around resilience, wellbeing, problem solving, leadership, and social emotional health.

In addition, we are facilitating the policy dialogue and drafting of **social emotional learning and wellbeing guidelines** to inform nationwide practices for grades 4–12, in partnership with the Ministry of Education, with inputs from other local and international NGOs.

This is an incredible opportunity to contribute to seeing
4.7 Million Students
123,000 Teachers
ACROSS RWANDA
eventually equipped with the tools they need to build a vibrant, peaceful 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 as a grade 12 student stepping into a grade 7 classroom, Gloria struggled to find her place. Instead of celebrating that her learning could continue, she felt lost, alone, and uncertain about her future.

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.

IMPACT HIGHLIGHT

GOING MILES FOR EDUCATION



RESOURCING THIS WORK WITH ENERGY AND CREATIVITY!

In 2025, it was time to think outside the box, and to breathe some fresh approaches into our international fundraising efforts. As we continue to build a community of children’s champions across the continents, our global team has not only innovated, but (literally) stepped up.



In June, we launched our first **fundraising and awareness walkathon** in Rwanda, where staff and local partners hiked a scenic and challenging 13.5km trail on Mount Jali that connects four of the schools Wellspring has supported in recent years.

Miles for Education was covered in national and local media, raising significant awareness of our work and impact, and the power of communities rallying together for their children’s education. In addition, our team raised \$6,300 through our first Rwanda-based peer-to-peer fundraiser!



MEANWHILE IN CANADA

It was a joy to gather in various locations across Canada with many of you—in event venues, in homes, in churches, in coffee shops, at our first Ontario Car Rally, on Zoom for “fireside chats”, and for partners like Edgar, Graham, and Jim: on the beautiful bike trails of BC.

However and wherever you showed up for Wellspring in 2025, we couldn’t be more grateful to have you as part of this community of partners who are willing to go miles for education!



MILES FOR EDUCATION

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

POTENTIAL UNLOCKED WITH EVERY MILE WALKED

Miles for Education aims to raise funds, both within and outside Rwanda, build community, and increase awareness of the role of communities in improving student wellbeing and educational success.

MORE INFO ABOUT OUR 2026 EVENTS COMING SOON!





PARTNER PERSPECTIVES

“Most people say ‘knowledge is power’, but Wellspring believes that ‘character is authority’. Putting values at the heart of everything they do positions Wellspring’s approach as powerful, allowing them to address quality education challenges in a way that meaningfully meets real community needs.”

Stephane: Wellspring Board Director



“I appreciate Wellspring’s intentional association with the Rwandan government to bring about systemic change that fully empowers children through education in Rwanda. Education, for me, still remains a formidable tool for changing outcomes. I greatly value contributing, even in a small way to my motherland.”

Moses: Monthly Donor

“I support Wellspring because I truly believe they are serving Rwandan children, their educators and their families through quality education centred on the love of God. I love how Wellspring breaks down barriers that hinder children by helping communities understand that every child has a right to education. From the ashes, God is doing a “new thing” and Wellspring is a part of that. How could I not want to be a part of that myself, knowing the funds are being well invested into Kingdom work in this beautiful land for these precious people?”

Hanne-Lise: Donor



“In 2023, I was able to visit Rwanda to see first-hand the impact of this work on students in the classroom, on teachers and parents, and I had the privilege of meeting the talented and incredibly dedicated staff team. I love Wellspring’s focus on working with the Rwandan school system to train their teachers, provide educational resources, and encourage parents to give Rwandan children (especially girls) an opportunity to thrive and fulfil their God-given potential.”

Janis: Wellspring Board Director

“Wellspring’s service as Vice Chair of NINGO (Rwanda’s Network of International Non-Governmental Organizations) helped to bring a stronger sense of togetherness and shared purpose among INGO leaders. Through consistent encouragement and communications, Wellspring helped 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: Chair of NINGO



TESTIMONIES



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 COACH

"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 COACH & SCHOOL LEADER

WHAT MAKES WELLSRING UNIQUE?

OUR FAITH

**Our faith in Jesus shapes everything we do.
It is the place from which we hope, discern, and act.**

The life of Jesus shows us a way that was marked by radical love, generous mercy, and justice that restores dignity. It is this example that teaches us to reach out with open hands and hearts to our neighbours, whether near or far. Our faith guides our steps; it does not limit our embrace. It simply calls us to love boldly, serve humbly, and help create the conditions for hope to take root wherever we are invited to stand.

LOCALIZED LEADERSHIP

With our Executive Director providing strategic leadership from within Rwanda, Wellspring is rooted in the context in which we serve, investing in growing a dynamic team of Rwandan leaders, and shaping a vibrant global team.



LOCAL EXPERTISE

Our team of dedicated and passionate local trainers are respected educators, whose local knowledge and deep understanding of the Rwandan context ensures that change comes from within.

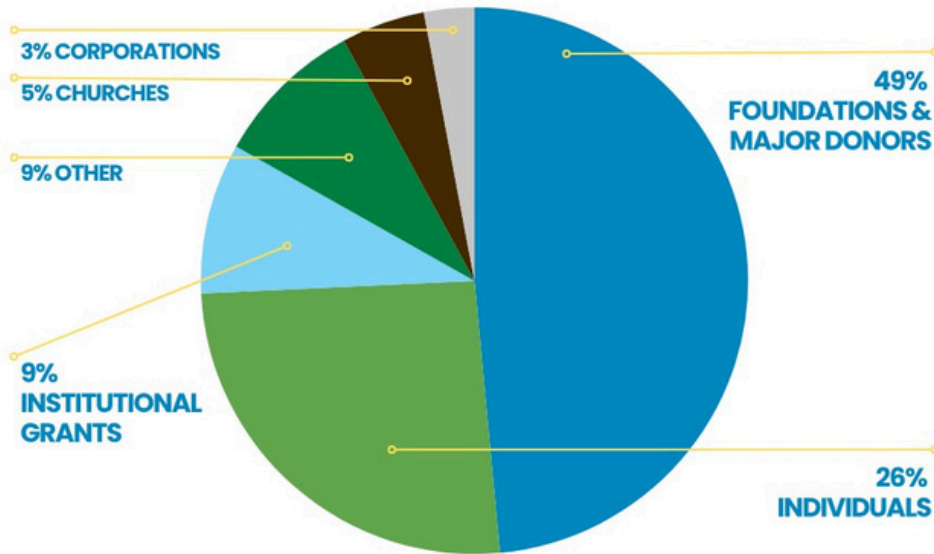
PARTNERSHIP MODEL

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 organizations like Kuwasha and WorldBeing who share our passion for education, we build change that lasts.

ABCD APPROACH

We believe in the God-given potential within each person, and so we take an asset-based 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.

FINANCIALS



REVENUE: \$1,608,489*

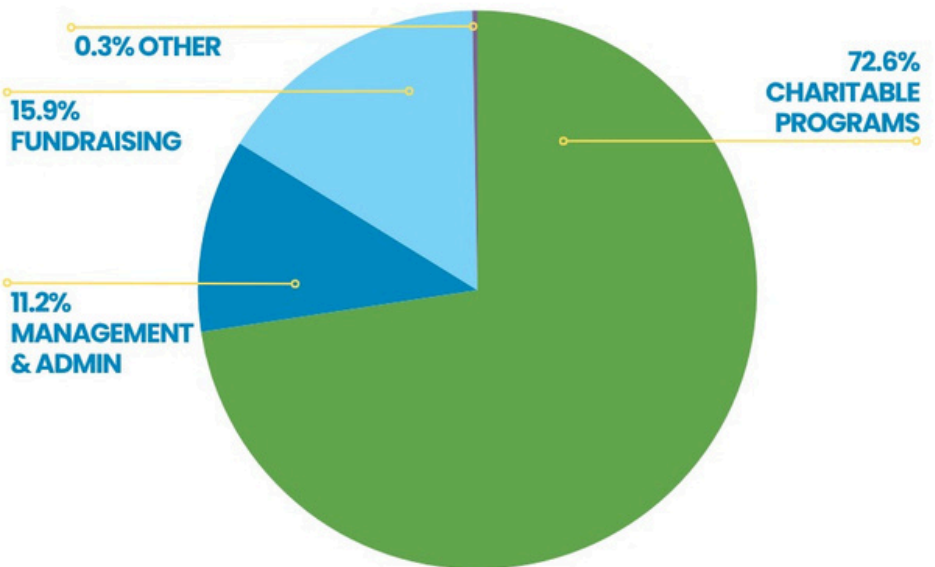
We are committed to stewarding your support with care, transparency, and a focus on impact.

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.

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.



EXPENSES: \$1,763,669*

*Interim figures.

Full audited financial statements will be available on our website on April 30, 2026. 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,
Mark Thiessen
Board Chair

FOLLOW YOUR 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.

