



Kurumbuka
Leadership Solutions

Impact Report



2023



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Our Vision & Mission

Our vision is to develop and empower 10,000 African leaders by 2030.

Our mission is to use a Christ-centered approach to develop, connect, and equip emerging and executive leaders who have the passion and vision to transform their institutions, organizations, and communities across Africa.

The Problem: Scarcity Leadership

As Kurumbuka co-founder, Phocas Ngendahayo, says: **“Growing up as a refugee and losing family members in the 1994 Genocide against the Tutsi, I experienced what toxic leaders are capable of – violence, corruption, and exploitation. But I have also experienced what visionary Christ-centered leaders can do – promote reconciliation, create economic opportunities, and serve marginalized communities. I deeply believe that local Christian leaders with an abundant mentality will not only prevent future tragedies, but they will unleash the potential of our beautiful continent.”**





Communities across Africa have faced decades of poor leadership rooted in a **scarcity mentality**. From a long history of colonial abuse to modern-day government corruption, the leadership modeled to many has been a scarcity-minded, me-first approach, where leaders take advantage of the citizens and resources in their care. This has led to poverty, marginalization, and division.

Many outside organizations and mission agencies have invested billions to solve the challenges resulting from bad leadership but struggled to produce long-term results. This is because the solutions were not generated by empowered local leaders and local communities. When missionaries and aid agencies left, their solutions left with them.

The Solution: Abundant Leadership

At Kurumbuka, we believe real change, effective change, comes from leaders within Africa. Our goal is to provide marginalized communities with local Christian leaders who can identify abundant potential and bring lasting solutions for their challenges.

We do this in four steps:

-  **Developing** an individual leader
-  **Connecting** them to a network of leaders
-  **Equipping** them to multiply local solutions in their community
-  **Empowering** them to realize their dreams for their country and continent.

We equip **today's leaders through our Abundant Leadership Institute** to make an immediate impact for the most vulnerable while **developing tomorrow's leaders through Trek** to be a community of Christ-centered, abundant, and service-oriented leaders for the future of their continent.

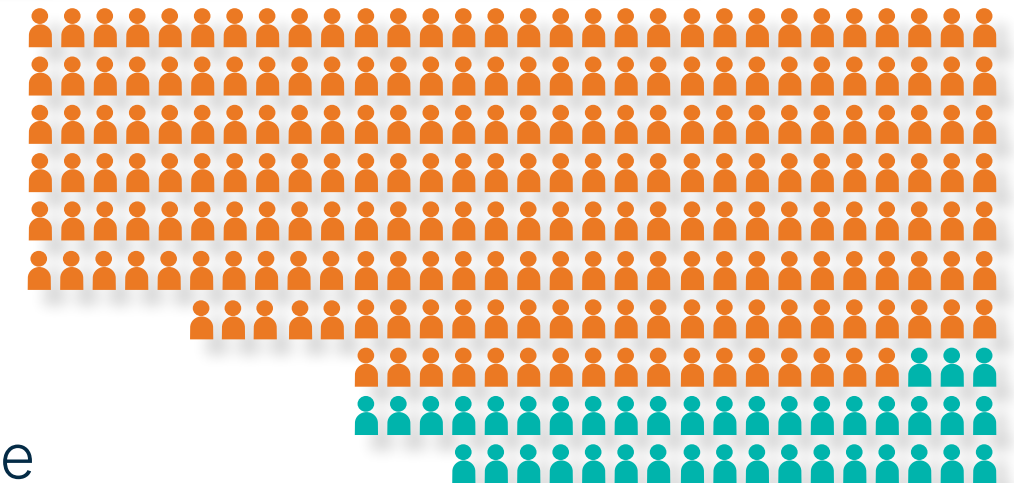


Our Impact

222
ALI Leaders

40
Trek Leaders

Certified to Date



4000
Youth Impacted
Annually



1061
Community
Leaders Trained



9
Countries
Represented

Multiplication from the Margins

Our Kurumbuka community is committed to developing and empowering African leaders.

What we do at Kurumbuka seems simple, but it has a profound impact:

1. Go to the margins.
2. Find faithful leaders.
3. Invest in what God is doing through them.
4. Help those leaders multiply impact in their community.
5. Invite partners to join us.
6. Repeat.

We love investing in Christian leaders who share Jesus' love with communities on the margins because it has a significant ripple effect.

Why do we go to the margins?

We have been conditioned to believe change starts from the center, that it is driven by people and networks of power, influence, and wealth but **at Kurumbuka, we believe Jesus has a different model: Lasting change starts from the margins.**

God chose the humble way of the manger, the carpenter, the fishermen, and the cross to transform broken humanity. **In God's economy, an offering of 5 loaves and 2 fishes multiplies, overflowing baskets of food.** Uganda Bishop and Theologian Dr. David Zac Niringiye said it well: "God is often working most powerfully far from the center."

Kurumbuka seeks out leaders in Africa who are already working to bring Jesus' hope and healing to some of the most marginalized people in the world. They serve in or

come from communities that have suffered from conflict, poverty, and injustice. They come from often-overlooked countries like Burundi, Cameroon, the Democratic Republic of the Congo, Ethiopia, Kenya, Rwanda, South Sudan, Tanzania, and Uganda.

Why do we focus on faithful local leaders?

We believe effective change comes from within.

Many generous business-minded people have told me they don't see the point of investing in Africa, that it doesn't work. It's hard to hear this, but I understand the skepticism. Billions of dollars spent on solutions from outside experts have not changed much.

That's why at Kurumbuka, **we seek out local Christian leaders who are faithfully working on the margins but face significant barriers and challenges. We also invest in young emerging leaders from disadvantaged backgrounds with high potential.** These leaders won't appear in the Time's 100 Most Influential People but are truly changing their countries.

They are leaders like:

- Yohannes and Cara Yadagne (ALI Cohort 8) with Hiwat Ministries. They are reaching thousands of people in Ethiopia with the gospel and bringing reconciliation in war-torn areas on a shoestring budget.
- Kristen Nicholas Nzungu (ALI Cohort 11) with Voice of Hope Radio in Burundi. He reaches tens of thousands of Burundians with his evangelism and discipleship programs.

- A young man named Keintin (Trek Cohort 2), who grew up in a refugee camp, attended our Trek program and is now pursuing a business degree at university so he can go back and help his people.

With your help, we have invested deeply over the past four years in **222** established Christian leaders like Yohannes, Cara, and Kristen in 9 countries who are working on the margins. We have also invested in **40** emerging leaders like Keintin. We do this primarily through our **Abundant Leadership Institute** and our **Trek** program. To learn more about our programs see page 9.

How we help leaders multiply impact in their community:

We have worked with leaders in ALI and Trek to train over 1,000 other community leaders using our online platforms and resources and an asset-based approach. Through a partnership with a local organization called Youth Impact Mission, we invest in approximately 4,000 student leaders each year who impact 70,000 secondary students in 300 schools across Rwanda and Burundi. **We seek to multiply everything we do through leaders who understand their local context and are committed to their community long-term.**

Ways for you to join us in 2024:

Our vision is to develop and empower 10,000 leaders by 2030, we're doing this by training 1,000 leaders through our programs who will collectively train 10,000 community members, leading to transformation across the continent.

Hundreds of people like you in North America and Africa are making a big difference through generous giving, prayer, recommending and training leaders, and volunteering to host events. Your partnership makes our work possible.

Here are some key ways you can help us multiply from the margins in 2024:

1. Join the Rafiki Coalition and help sustain our core work as a committed monthly donor who wants to see Kurumbuka thrive long-term.
2. Invest in emerging leaders (ages 18-23) through the Trek Scholarship Fund.
3. Recommend an African leader from your network or organization to join the Abundant Leadership Institute and financially support their tuition costs.

May God bless you abundantly in all he has called you to in his upside-down Kingdom!



Richard Taylor
Co-Founder | Executive Director

Where We Work

We currently serve leaders from nine different countries in Sub-Saharan Africa. The Abundant Leadership Institute is available for leaders from Africa serving anywhere in Africa; Trek is available for emerging leaders from East Africa.

To help you understand the context we work in, we've included descriptions of each country from leaders - local experts - who are deeply familiar with the challenges of their homeland.

CONTINENTAL LEGEND:

- | | |
|---|----------------|
| 1. Burundi | 6. Rwanda |
| 2. Cameroon | 7. South Sudan |
| 3. Democratic Republic of the Congo (DRC) | 8. Tanzania |
| 4. Ethiopia | 9. Uganda |
| 5. Kenya | |



Maureen Muchiri
ALI Cohort 10
School Behaviour Interventionist

Burundi is characterized by its landscape, tea, coffee, and hospitality. It also faces fuel and sugar shortages, high food prices, and difficulties accessing healthcare and education. We are grappling with unstable leadership and detrimental policies. Pray for our leadership (for the president to have good advisors), the economy, and the people to remain resilient and focused on God.



Dr. Victor Manyim
ALI Cohort 10
Foundation Director

Cameroon ("Africa in Miniature") is diverse in culture, rich in biodiversity, and loves soccer. It's facing a socio-political crisis in its minority English-speaking regions, causing migration and disruption of education. There is also a threat of Boko Haram in the far north. Additionally, Cameroon is experiencing inflation and high costs of living. In 2025, there will be an election, which could potentially result in a volatile transition of power from a 92-year-old president who has been in power for 42 years. Pray for peace and stability.



Tombo Ushidi
ALI Cohort 10
Communications Director

DRC is full of natural beauty and abundant resources. Due to its mineral wealth, our land has been an envied commodity by those seeking power. Our people were born and raised in war and remain in poverty. Civil war, political unrest, unaffordable education, economic instability, and poor leadership challenge us. Hope remains in Christ Jesus. Pray continually for our leaders and the future generation and that God brings peace and integral development to our communities.



Sosena Shiferaw
ALI Cohort 10
Non-Profit Director

Ethiopia has an ancient culture with a long history of indigenous political and religious leadership, and profound diplomatic relations through trade. We have suffered social, political, and economic crises for over half a century, with increasing complexity as the population grows and leaders fail to learn from the past. A focus on differences has caused regional conflict and division. The new generation brings hope as they learn from other cultures. Pray for unity and good leaders to empower young people.



Faith Mwende Kavithi
ALI Cohort 11
Microfinance Executive Assistant

Kenya is known for its wildlife, culture, and athletic achievements. However, the country faces ongoing corruption, poverty, inadequate drainage systems, huge debt, and tribalism. In 2024, Kenya will celebrate 60 years since independence.

Pray for transformation in leadership, financial stewardship, and upholding godly virtues and values.



Gisele Rwaka Umupfasoni
ALI Cohort 10
Executive Leaders Program Assistant

Rwanda is known for its thousands of hills, friendly people, and cleanliness. Agriculture is a major source of income, but our country faces challenges such as climate change and youth unemployment and needs to reimagine the education system. In 2024, we celebrate 30 years since our nation's rebirth after the horrific 1994 Genocide Against the Tutsi and how far we have come. Pray for unceasing unity, reconciliation, peace, and prosperity.



Joseph Angok Mayath
ALI Cohort 10
School Director

South Sudan celebrates its 13th anniversary in 2024. It is rich in resources and wildlife with lush savannas, swamplands, and rainforests but is plagued by conflict between the government, militia groups, and inter-communal violence, causing deaths, injuries, and the displacement of thousands. Civilians bear the brunt of the widespread attacks, with children in fighting forces, systematic violence against women and girls, and state-sponsored extrajudicial killings. Pray for our leadership, economy, peace, civilian protection, and people to know God.



Kelvin Honorat Mshingie
ALI Cohort 11
Non-Profit Training Coordinator

Tanzania is at peace and home to Mount Kilimanjaro, national parks with the "big seven" animals, and the Maasai Tribe, which maintains its unique culture. However, we face high fuel and sugar prices, poor electricity, and economic instability. In 2024, we are celebrating the 60th union of Tanganyika and Zanzibar, which formed Tanzania. Pray for upcoming elections, sufficient rainfall, electrical issues, and economic stability.



Stephen Okalebo
ALI Cohort 11
School Section Head

Uganda is diverse, with the source of the Nile, beautiful national parks, and snow-capped mountains in Rwenzori National Park. The healthcare system is dilapidated, lacking human resources and medicine. Many young people struggle to access quality education. In 2024, Uganda will have an election and celebrate 65 years of independence. Pray for our leadership, economy, and the population's security.

Milestones to Date

2020-2023

September 2020:

ALI's first (and only) fully virtual cohort starts in response to COVID-19 restrictions

March 2022:

Open a branch in Uganda to serve as a regional hub

October 2022:

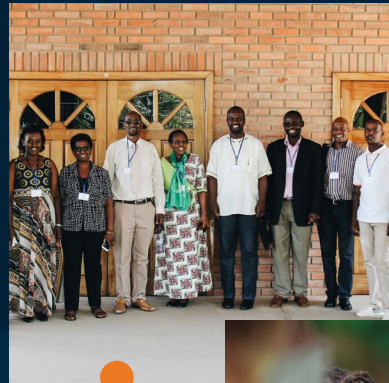
Purchase 6.5 acres of land for a Leadership Hub in Kigali, Rwanda

February 2023:

Launch Trek, our training program for emerging leaders

December 2023:

Our Academic stream officially launches



May 2020:

Official launch!

September 2021:

Expand ALI to serve over 50 leaders from across East Africa each year

April 2022:

Partner with Youth Impact Mission to reach over 70,000 youth annually

January 2023:

Launch our Kumi Mara (x10) strategy

Kumi Mara is our multiplication model for helping ALI alumni train members of their community and part of our strategy for developing and empowering 10,000 African leaders by 2030. Our goal is to equip 1,000 leaders through ALI and support them with the tools and resources to train at least 10 other leaders.

October 2023:

ALI's academic stream receives accreditation through Trinity Western University

In addition to our competency-based certification, qualified leaders will now be able to receive a Graduate Certificate and pursue an affordable Masters in Leadership degree through Trinity Western University.



The Abundant Leadership Institute

Executive Leaders

Africa is full of Christian leaders with God-given dreams for transformation. They are leaders running organizations, leading teams, churches, starting businesses, employing community members, founding schools, and providing essential medical care. Leaders with unmatched potential and vision for change.

Through our program for executive leaders, we equip them with the knowledge, tools, and network necessary to bring long-term solutions to challenges in their community, country, and continent.

The Abundant Leadership Institute

Leaders serving anywhere in Africa are invited to join the Abundant Leadership Institute (ALI). Through this one-year advanced leadership certificate program, leaders tackling some of the most daunting challenges in the world, like marginalization, ethnic conflict, and poverty, are equipped to

address the root cause, scarcity leadership. These leaders are empowered to lead their teams and communities and bring lasting solutions that are locally grown and sustainable.

ALI is accredited by Trinity Western University (TWU), and provides graduates from our Academic Stream opportunities for further education through TWU's Masters in Leadership.



Scan the QR code to hear more about the [Abundant Leadership Institute](#)

Trek

Emerging Leaders

Africa has the most youthful population in the world (meaning it has the lowest average age). By choosing to invest in Africa's emerging leaders, you are choosing to invest in the development of the next generation of godly leaders; the ones who will help shape the future of their continent.

Through our program for emerging leaders, we develop and empower young people to live fully and freely as followers of Jesus. This is accomplished by knowing self, others, and God, and by growing in discipleship, leadership, citizenship, and stewardship.

Trek

East African youth ages 18-23, high school graduates or equivalent, are invited to join Trek's transformative leadership program.

Trek develops character, skills, and faith through experien-

tial learning, service projects, and mentorship. Through an intensive three-month program, young people build strong friendships through intentional community while living at the Kurumbuka Leadership Hub, engage in immersive learning experiences across Rwanda's stunning landscapes, grow in their faith and understanding of God, and build a wide network.

Trek equips young visionaries to make a meaningful impact in their home community and in their country as future leaders.



Scan the QR code to hear more about the [Trek program](#)

ALI *Testimonials*



**Anita,
ALI Cohort 8**

“ALI has changed my perspective greatly. **After learning about shifting from a scarcity mindset to an abundant mindset, I began to view things differently and started respecting the actions and opinions of others more.** It has helped me understand my own team much better. I’m learning to make successful plans, positively influence others, and create safe environments of trust. **I now believe a humble servant understands her abilities and uses them to lift up others.**”

**Isaac,
ALI Cohort 9**

“At ALI I learnt that abundant leadership is all about coming up with **a shared vision and using the gifts and talents of everyone to achieve that vision. As a leader, one needs to find ways of encouraging everyone’s participation and contribution.** ALI challenged me to be proactive, innovative, and forward-thinking in my leadership. Kurumbuka’s programs are a great growth space for both emerging and executive leaders.”



Trek *Testimonials*



**Melissa,
Trek Cohort 2**

“**In Trek, I discovered who I am** and my part to play in my community; I made sense to myself for the first time. Today, I live fearlessly and in freedom, and I can live expecting greatness in my life. **I now know that I am called to lead, serve, and love like Jesus,** and every day, there’s the reassurance that God’s got me, always!”

**Claude,
Trek Cohort 1**

“Through the strength and wisdom God has given me in this time, I can make positive contributions to society. More than anything, I want to be a leader in name and deed. **I used to be self-centered, but Trek has changed my life completely: my actions, how I think, and how I am in the community.** Trek has given me a new perspective on leadership and that I have great value. We draw very close as a community, like family. The people care about me and ask how I am. **At Trek, I experienced the love of a father I never had.**”





Choosing Abundance

Raan Clement
South Sudan | ALI Cohort 9

"In 2010, I was chosen for a peacebuilding training in Switzerland, put on by the British Council of Switzerland, for young leaders from conflict-affected countries around the world. Near the end of the training, some of the students from other African countries came to me and said that **they were planning to walk out of the hotel and disappear into Europe instead of returning to the challenges of Africa.** They asked me to join them.

I told them...

I grew up in a grass-thatched house in a remote village without running water or electricity. No matter how glittering Europe is, it doesn't please me because I don't see my contribution in it. I am going back to South Sudan to make my contribution to a better future for my children and the great-grandchildren of my country.

I know I will not make a huge difference that will immediately make my country look like Europe. **Still, I want to be among those who will lay the foundation for a better future.** Our forefathers did their part; it is now our turn, and we all have to continue to do our work wherever we are called. Today, each of those leaders who were on the verge of giving up are still serving in their home countries."

Being called does not mean that it is easy, that we don't think about giving up, or that glittering options don't tempt us. Sometimes, we try to justify or rationalize that, really, God has asked enough of us already, and it's someone else's turn.

Raan works as the Outreach and Learning Manager with the Conflict Sensitivity Resource Facility (CSRF). CSRF is a joint venture of two international peacebuilding organizations, Saferworld and Swisspeace, based in London and Basel.

At the Conflict Sensitivity Resource Facility, his team helps educate aid organizations on delivering aid without causing or exacerbating conflict and tensions.

Aid organizations are also overwhelmed by the complexity of the situation, particularly when long-standing local conflicts are mixed with poverty. Imagine this scenario, which Raan sees regularly: **Communities A and B have real needs, and people are dying.** An aid organization wants to help but only



has the capacity to support one group, so they focus on Community A. Community B is angry and attacks Community A to take those resources...so **the well-intentioned aid escalates the conflict.**

Raan attended the Abundant Leadership Institute with Kurumbuka and returned with a fresh determination to seek hope. "I am so grateful to Kurumbuka for all the learning. I need to continue to learn more about leadership.

My supervisor said that she's seen a lot of changes in how I conduct myself, and I know it's because of what I learned from Kurumbuka. I work with a team that provides training for donor organizations providing aid and a team researching conflict sensitivity. We are influencing how aid is delivered across our country."

An Abundant Leadership mindset makes all the difference. **"I'm a peace-builder by career, and the Kurumbuka training built on my studies. Shifting from a scarcity mindset to an abundant mindset was so powerful. People are so dependent on aid that they forget they are rich in resources that the aid organizations are not bringing."**

Raan says, "When aid actors fill the government's gaps with health services or education on a permanent basis, that continuous pumping of resources shifts the responsibility from the government to the organizations. This is the biggest disease we can have from aid. **Aid should only bridge temporary gaps, not replace the local government's responsibility.**"

When we see South Sudan on the news, the pictures and stories portray a bleak situation for one of the poorest countries on earth. But from Raan's perspective, "whatever goes into the news about South Sudan is driven by the interest of getting aid money. It portrays suffering and misery. But they don't report the hope. There is a lot of abundance that people forget to talk about. There is a better future ahead of us."

"The future needs to be made by us in the forefront, with the aid actors behind us, giving us a little energy when we need it most.

Change will come, but it has to be driven by the South Sudanese.

I haven't lost hope because of my faith. What we see today will soon be history, and things will change."

"For me, this is home. All we need is technical knowledge. We may not realize this in our lifetime, but our children will see the difference. It is our turn to make the sacrifices, and we should not shy away from that."

Raan's prayer requests: to have good health to continue my work, a peaceful environment without conflict, and to make more progress in building a future for my country and community



Empowering Solutions

Peace Bureshyo
Rwanda | ALI Cohort 8



Peace Bureshyo was 12 when her family moved to Rwanda. Her grandmother had described their homeland as a country flowing with milk and honey, but after crossing the border, Peace had to shield her eyes from the bones strewn along the road.

It was 1994. Two months earlier, approximately 1 million Rwandans were murdered in the Genocide Against the Tutsi. **Peace's family had been living in Uganda as refugees, but they returned to Rwanda to help their nation rebuild.**

Rwanda has rapidly developed since the devastation of genocide three decades ago, but despite its growth there is large disparity between urban development and rural development, where most Rwandans still live as subsistence farmers.

Resettling was hard for Peace, but her mother regularly challenged her, **"What are you going to do to help carry our country to another level?"**

Peace was determined to help others by solving the problems she saw around her. After initially pursuing a career in healthcare, Peace discovered a passion for fixing inner problems that prevented people from reaching their potential. She says, "I wanted to solve as many problems as possible so people could enjoy the lives that God had given them."

Peace began working for – and eventually leading – the HR department at a local bank. She completed her MBA and earned a certificate in coaching. Her team became more effective through staff development and training, and Peace became an experienced problem solver. After ten years, Peace was ready for a new challenge, and God opened a door.

In 2020, Peace was invited to join Kinvest Impact Foundation, a start-up NGO working to help rural African communities develop by empowering rural entrepreneurs to learn, develop,

and farm in addition to partnering with community members to build marketplaces for people to gather, sell goods, build relationships, and share knowledge, ultimately building a thriving local economy. As Kinvest piloted economic initiatives, the team recognized the critical role of local leaders. Peace was hired to build a leadership development program that would catalyze every area of Kinvest's work.

Peace dove in headfirst. Even as COVID-19-related



disruptions swept across the country, Peace found creative ways to engage, challenge, and train leaders.

Yet, over time, Peace became increasingly aware of the overwhelming needs in rural communities. She wondered, "Will Kinvest ever have enough resources to help all of these people? Will I have the right solutions?"

Peace started to spiral into a scarcity mentality, focusing on the roadblocks and lack of resources. After previously finding creative ways to develop the leadership team within Kinvest, Peace hit a dead end and succumbed to the scarcity mentality of not having what it would take to help Kinvest build thriving local communities. She felt lost, depleted from giving and ultimately in need of help. This is when Peace was introduced to Kurumbuka and was accepted into the Abundant Leadership Institute.

ALI's first module on developing an abundant mentality challenged Peace to her core. She says, "I realized that I had a scarcity mindset that had trapped me..."

My 'giving syndrome' prevented me from seeing that the people I work with actually have solutions."

It took Peace two months of continual self-assessment to realize that her scarcity mindset was influencing every decision she made. Simultaneously, ALI was equipping her with a new mindset.

"Adopting an abundant mindset changed my life completely. It removed the burden I had to solve every problem I saw. Now, I empower the people I work with to realize their own solutions."

Suddenly, leadership became simple. Peace returned to her work with renewed vigour and clarity. She sought to empower instead of fix. **She saw the abundance in rural communities instead of the scarcity.** Her new mindset quickly spread throughout her team and, ultimately, to the villages where Kinvest serves.

Last year, 350 community members in 30 villages participated in Kinvest's leadership development program. Peace's investment is helping create generational economic change through local ownership and provided community members with more jobs, food, positive community networks, and enough capital to send their kids to school.

By serving as an agent for transformation, Peace is seeing her impact 'kurumbuka' (meaning 'multiply') in every area of her life. **Inspired by her ALI experience, Peace has a new dream: "to empower catalytic leaders wherever I serve to create a generational impact that will endure long after I'm gone."**

Peace's prayer requests: "1) that the Lord in his infinite grace provides resources to abundantly flow into these communities, enabling them to continue their vital work with even greater impact and effectiveness, 2) that the Lord will sustain all community champions and renew them each day as they pour out their love and compassion for others."





Discovering Purpose

Andrew Ssentongo
Uganda | Trek Cohort 2

“I thought life was about academic excellence and me. I was so selfish that I was not bothered about other people’s concerns and needs. I was full of selfish desires, unforgiveness, comparisons, and self-doubt. But God had a plan for me,” says Andrew.

That plan included the next step: joining the Trek program at the Kurumbuka Leadership Hub. He says, “I was so touched by courses like Keys to Freedom, Lead Like Jesus, God’s Will, and Self-Leadership. **Through Trek, I got to connect more with God, and my life changed.**”

During Trek, for the first time, Andrew really thought about why God created him.

“I found God speaking so much into my life, especially about other young people. So many are affected by HIV, teen pregnancy, and other challenges. They need someone to talk to. I realized that I needed to do something, so I started a program called Teens Talk to advise teens on how to make better choices and help them with resources to stay in school.”

If you’ve been part of a startup organization, you’ll know it is not easy, especially for a teenager. “Most of the funds are from my own pockets,” says Andrew. “I believe that if I can provide even three packets of sanitary pads or a few notebooks for a young girl, I can help her continue with school.”

If God was so good to me, helping me become who I am today, it’s also good for me to give back the little I have.



That’s how God can use me to build his kingdom.”

Andrew is studying in the evenings and on weekends to become a medical laboratory technician and volunteering at a hospital in Masaka, Uganda, to gain experience. As the youngest of five with a single mom, poverty prevented him from studying until he won scholarships to attend primary and secondary school.

As he says, “Kurumbuka saw something in me, when Uncle Mike Richardson met me. Then Uncle Sam (Birondwa) and Uncle Denis (Akandwanaho) called me. God and our leaders had a plan for me before I knew.”

“Many people I know don’t have hope - to go to school, to get a job, to be someone in life,” says Andrew. **“I realized that my story can be another person’s solution, and God needs to use it to benefit others.”**

“It’s through Trek that I was able to realize the potential of what I can do for God. I am so proud to be part of the Kurumbuka family.”

Andrew’s Prayer Requests: “pray that God will use me for what he wants me to do. Pray for the young people of Africa living without hope because I came from that life, and if it wasn’t for God’s grace to put these leaders in my life, I don’t know where I would be now. They gave, for my sake.”



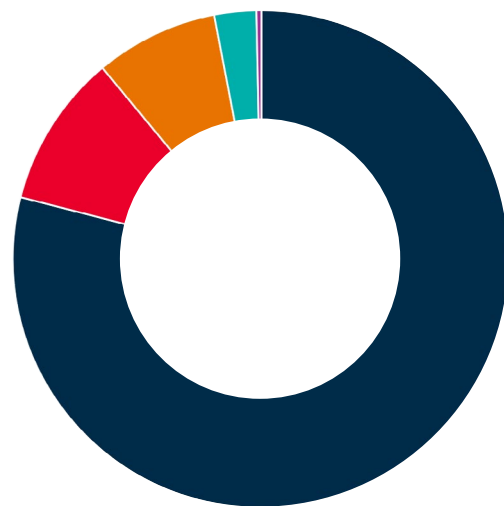
Finances

Total Raised in 2023

\$956,562

Source of Funds

- Individuals: \$746,179
- Foundations & Churches: \$110,866
- Program Income: \$76,454
- Vision Trips: \$26,123
- Foreign Exchange Loss: \$3,060



Allocation of Funds: \$1,085,928

- Leadership Programs: \$799,876
- Capital Projects: \$79,965
- Admin & Fundraising: \$206,087



Cash Position:

January 1, 2023: \$236,939

December 31, 2023: \$166,086

To be carried into the next fiscal year for future projects



Our full 2023 financial audit will be available April 30, 2024.
Scan the QR Code to read or visit kurumbuka.org/finances.



The Rafiki Coalition

Rafiki is a Swahili word meaning friend.

The Rafiki coalition is Kurumbuka's group of friends who care about **empowering local leaders to fight poverty, support marginalized groups, and facilitate reconciliation.**

These friends believe in our mission so strongly that they commit to giving monthly, and we're so grateful for their support.

Each year, monthly donations help...



50 executive leaders complete our year-long accredited training through the Abundant Leadership Institute



500 community leaders receive training from the 50 executive leaders



40 emerging leaders complete our 3-month training through the Trek program



4,000 youth receive training through Kurumbuka and Youth Impact Mission

A monthly gift allows us to confidently train leaders who are courageously tackling the pressing issues of poverty, marginalization, and regional conflict. Once trained, these leaders are equipped to go back to their communities, make an impact and train even more abundant leaders, leading to a ripple effect of impact.

This year, 22 people joined the Rafiki Coalition! You make our work possible and we're so thankful for you.

Monthly commitment allows us to plan ahead and invest in more leaders who will bring hope to communities and drive transformative change throughout the continent.

To learn more about becoming a monthly donor, visit kurumbuka.org/rafiki



Scan the QR code to learn more about the [Rafiki Coalition](#).

By the Numbers

Members:	63 Individuals, 2 Churches
New Monthly Donors in 2023:	22
Monthly Revenue:	\$11,968.36
Annual Revenue:	\$82,965.50

*As of December 31, 2023



"Whenever we're looking at a ministry or somebody who is looking for funding for some cause, we're looking for accountability and responsibility, not just a big, passionate vision, but something that is sustainable. We have a high level of comfort that Kurumbuka uses their resources in a positive and accountable fashion."

— Bob & Renae Kuhn



"I support Kurumbuka because they empower local leaders. The vision isn't pushing Western ideas; it's to use the things already working on the ground and give locals the tools to improve people's livelihoods. Whether young or old, male or female, they can seek training and mentorship to grow what they've already started."

— Sarah Patterson-Cole



"Kurumbuka's feet-on-the-ground, hands-on training is the ideal situation for creating the very best leaders. I choose Kurumbuka because I want a good return on my investment and the testimonies of the graduates are just so encouraging because they're developing into being Christian Servant-Leaders, which is what Africa needs."

— Don Page



"We are thankful for Kurumbuka's work throughout Africa. Their commitment to developing and empowering local leaders is outstanding and positively contributing to the growth of families, communities, and nations. As a church, we're passionate about the development of leaders that affects broader change. Kurumbuka has helped us expand our imagination for what it looks like to influence social change in our context and beyond."

— The Way Church



Thank You!

Hello dear partners,

As I reflect on 2023, I am deeply grateful for you. We live in a broken and challenging world, and at the global, continental, regional, country, and community levels, people from every culture and context long for visionary, authentic leaders who strive for the common good. I am confident you share our vision of developing and empowering African leaders who will transform the continent.

From the heart of Africa in the country of a thousand hills, I seize this opportunity to express our gratitude for your prayers and financial generosity. It was my joy to host some of you as guests on the 2023 Vision Trip. It was a blessing to be with you again in person in October 2023 in Canada, where I met with Kurumbuka community members. Your presence at our Fall fundraiser, the Harvest, was a present to us and encouragement in our mission. You help us reach and teach executive and emerging leaders from various African countries. **Each year, I see the profound impact of our Christ-centered programs on these leaders, who graduate inspired, empowered, and equipped; their lives forever changed.**

One of our young Trek students, Gasagure Tuyishime, came to us with a unique idea before graduation: plant

four fruit trees at the Kurumbuka Leadership Hub to memorialize their learning time at Kurumbuka. **The memorial signifies the impact that continues to multiply as our alumni return to their communities and plant seeds of transformation.**

When I think about when Richard and I launched Kurumbuka in 2020 - during COVID-19 - I thank God that we followed the call the Lord placed on our hearts despite uncertainty and challenging circumstances. **Our goal is to develop and empower 10,000 Christian African leaders by 2030, and we see the hand of God helping us reach this goal through dedicated and faithful partners like you.** When I think about how you have walked with us, this Swedish proverb comes to mind: "Shared joy is double joy, and shared sorrow is half sorrow." **Thank you for your partnership in all seasons of life.**



Phocas Ngendahayo,

Co-Founder, Africa Technical Lead and Rwanda Country Director

Get Involved

The Rafiki Coalition

Consider joining our monthly donor community. More information on page 21.

Prayer Partners

Join our monthly prayer newsletter so you can stay updated on prayer requests.

Church Partnerships

Are you a globally minded church interested in supporting Christian leadership development? We customize church partnerships that align with your congregation's skills, interests, and priorities. Choose how you want to financially partner with us. As mutual partners, we provide meaningful opportunities for your congregation to engage through prayer, awareness, travel, and/or teaching.

Volunteer Opportunities | Canada or Rwanda

Interested in using your skills to help further the mission of developing and empowering African leaders? Contact us if you'd like to use your skillset to help with or host an event, web development, data-management, and more. If you're interested in a one to three month volunteer position at our Leadership Hub in Rwanda, we can work with you to develop a custom volunteer position working alongside ALI alumni or with our Trek program.

Vision Trips

Join us in Rwanda to see the impact of the Abundant Leadership Institute and Trek in person. Your visit will include exploring the cultural vibrancy of Rwanda, visiting ALI Alumni organizations, meeting emerging leaders attending our Trek program, going on safari, and learning about the history of the region and reconciliation process.

School Trips

Interested in bringing a high school or college group for an outreach trip? We facilitate a collaborative itinerary planning process, coordinate travel, transportation, accommodation, and more. Connect with local leaders in Rwanda, experience their ministries first-hand, and engage with emerging leaders attending our Trek program.

Student Practicums

Interested in learning more about non-profit organizations and international development? Our staff team can curate a practicum to suit your University needs and give you hands-on professional experience, whether you're studying communications, international studies, business, or more.

Contact us at info@kurumbuka.org for more information.

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Volunteers: Dave MacDonald, Jared La Mar, Michaella La Mar, Kathy Richardson

Facilitators: Rev. Dr. Antoine Rutayisire, Yohannes Yadagne, Claudio Morelli, Rev. Dr. Carson Pue, Sam Birondwa, Rev. Dr. Mike Richardson, Dr. Jack Taylor, Racheal Ngabane, Nabintu Mujambere, Dr. Barbara Ofwono, Florence Ofwono, Erica Asimwe, Flavia Nakujjuga, Richard Taylor, Phocas Ngendahayo

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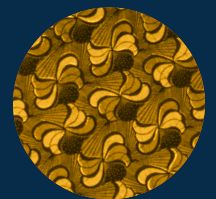
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Developing & Empowering African Leaders.



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