Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Message from the Chief Executive Officer</td>
<td>1</td>
</tr>
<tr>
<td>About Resonate</td>
<td>2</td>
</tr>
<tr>
<td>The Problem and the Solution</td>
<td>3</td>
</tr>
<tr>
<td>The Business and Impact Model</td>
<td>4</td>
</tr>
<tr>
<td>Our Programs</td>
<td>5</td>
</tr>
<tr>
<td>2022 Year in Review</td>
<td>6</td>
</tr>
<tr>
<td>Impact Stories</td>
<td>7</td>
</tr>
<tr>
<td>Successes</td>
<td>9</td>
</tr>
<tr>
<td>Challenges</td>
<td>12</td>
</tr>
<tr>
<td>2023 Goals</td>
<td>13</td>
</tr>
<tr>
<td>Thank You’s!</td>
<td>14</td>
</tr>
<tr>
<td>Financials</td>
<td>16</td>
</tr>
<tr>
<td>Board Members</td>
<td>17</td>
</tr>
</tbody>
</table>
MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Friends,

Looking back at 2022, I am inspired by the growth and resilience of our participants and everyone at Resonate. After two years of restrictions and challenges due to the COVID-19 pandemic, 2022 allowed us to expand our impact further than ever before and show what we are capable of.

Through government partnerships we have expanded our programming to deliver our leadership training where it is most needed – in rural and underserved communities. We worked closely with the Rwandan National Youth Council to launch our Community Programs in Kirehe and Gakenke districts. Our initial success led to an invitation by the district authority to work in an area with high risk of dropout rates to deliver our leadership training as part of an effort to prevent teen pregnancy and school dropouts. These collaborations have allowed us to reach more people than ever – delivering leadership training to 5,481 participants in 2023.

Each year Resonate grows, we create a ripple effect where our participants return to their communities and start businesses, become leaders, and spread our message of resilience.

To date, we have reached over 23,000 participants cumulatively. This would not be possible without our funding partners, program partners, the Resonate Board of Directors, and Advisory Board for their unwavering support that enables us to make a meaningful impact in the communities we serve.

This year, we are excited to celebrate Resonate’s 10th anniversary. I invite you to join us as we reflect and celebrate through a series of events in Rwanda and the US this Fall (click here to sign up for an event closer to you). And I invite you to plan with us and support us as we grow toward expanding and deepening our impact in the next 10 years.

With gratitude,

CLAIRE UWINEZA,
CHIEF EXECUTIVE OFFICER
About Resonate

Resonate unlocks the leadership potential of women and girls in East Africa so they can create the changes they want to see in their lives and communities.
THE PROBLEM

The “confidence gap” for women is pervasive globally which translates to missed opportunities for social and economic advancement.

When organizations deliver programs that solely focus on hard skills or education, they are leaving impact on the table.

THE SOLUTION

Resonate provides short leadership workshops that allow women and girls to shift their mindsets, turn skills into action, and fulfill their potential.

By complementing hard skills and education with leadership training, we ensure that women and girls not only have access to opportunity, but also have the confidence to be leaders, start businesses, and advance professionally and academically.
Resonate works closely with non- and for-profit partners on programs that benefit women and girls.

These programs have all been proven to facilitate increased opportunities for leadership roles, entrepreneurship, and promotions for our participants.
OUR PROGRAMS

**Storytelling for Leadership**
- Participants learn self-confidence, comfort speaking up, decision-making, and leadership skills.

**Action Leadership**
- Students learn leadership through community projects.

**Community Programs**
- Reach women and girls in hard to reach rural areas through partnerships with government entities to equip them with the skills needed to advance economically or academically.

**Professional Development**
- Job seekers and professionals learn soft skills needed for success.

**Training of Facilitators**
- Trains large organizations to deliver our workshops themselves and amplify their impact.
Participants trained directly since Resonate founding in 2022, 15,458
Participants trained indirectly since Resonate founding in 2022, 8,031

Number of Participants trained in 2022, 5,481

GENDER
- WOMEN: 96% (5,262)
- MEN: 4% (219)

YOUTH
- YOUTH >25: 43% (2,192)
- ADULTS >35: 57% (2,931)

TRAINING DELIVERY METHOD
- VIRTUAL: 11% (345)
- IN-PERSON: 89% (2,830)

TRAINED DIRECTLY PER PROGRAM
- COMMUNITY PROGRAMS: 24%
- SPEAK FOR CHANGE: 56%
- GIRA: 36%
- UBUSHOBOZI: 76%
- RISE & STEM: 87%

Impacts
- There was an 83% increase in leadership!
- 88% took on leadership roles (formal or informal).
- 30% started businesses or income-generated activities.
- 7% advanced professionally and academically.
Pascaline gave birth when she was 15 years old and she dropped out of school. When she wanted to return, she couldn't get past the humiliation from her community and the fact that one of her parents was unsupportive. In addition, her agemates were already ahead of her in school.

The workshop taught her the importance of believing in herself and how it can affect her life. She remembered her dream of going back to school and all the dreams she is striving to realize. She confidently faced her parents and asked for support to get back to school. With the help of the supportive parent, the other one finally gave in. She is now back to school and her dream is to become a Mechanic Engineer.

Claudine, 42

BEFORE RESONATE

Claudine, being illiterate, always underestimated herself and did not think she had anything to offer in the cooperative and savings group she belonged to, so she would keep all ideas to herself.

AFTER RESONATE

She learned the definition of a leader and from the reflection sessions, she realized how powerful she is and started participating in the savings group. Her fellow members, impressed and inspired by her, elected her to be their leader. She also teaches her three daughters what she learned from the workshops and hopes it will help them face challenges in their life.

Pascaline, 18

BEFORE RESONATE

Pascaline gave birth when she was 15 years old and she dropped out of school. When she wanted to return, she couldn't get past the humiliation from her community and the fact that one of her parents was unsupportive. In addition, her agemates were already ahead of her in school.

AFTER RESONATE

The workshop taught her the importance of believing in herself and how it can affect her life. She remembered her dream of going back to school and all the dreams she is striving to realize. She confidently faced her parents and asked for support to get back to school. With the help of the supportive parent, the other one finally gave in. She is now back to school and her dream is to become a Mechanic Engineer.
AVSI Rwanda, an organization that works with single mothers and their children was struggling with their beneficiaries not being able to talk about their problems, especially the violence they endured because they felt worthless to the point some of them had suicidal thoughts.

Resonate training helped them know their worth and rights and they also regained hope for the future. They started seeing themselves as leaders. They spoke up, shared their stories, and set goals.
400+ teen mothers graduated from our Speak for Change program.

Six groups from Speak for Change Program received seed funding to expand their income-generating activities.

Our partners from government institutions, international non-profit organizations, and local non-profit organizations attended the graduation.

Those included: National Youth Council, Embassy of Israel in Kigali, Segal Family Foundation, Rotary International, among others attended the graduation.
SUCCESSES

Pricing Model Developed

a. Developed our pricing model in partnership with pro-bono consultants from the SAP social sabbatical team.

b. Signed up to the CAF American Donor Fund platform, which will allow us to receive funding from American citizens living abroad to donate to us and get tax benefits.
Increased our pool of Facilitators to 32 which increased the capacity of our Programs team to deliver five workshops simultaneously.

Hired 16 enumerators to help with impact collection. (10 Internal and 6 from our Speak for Change program Kirehe district participants).
Our team was under capacity with the transition of the former Executive Director, who was instrumental in building partnerships and fundraising and it has taken the organization quite some time to hire a new senior leader. We are grateful that our current funder continued to support our work and proud that we reached our program's goals. However, it was challenging to bring on board new funders and reach our revenue goals.
2023 GOALS

1. INCREASE REACH
   Reach 30,000 participants cumulatively.

2. EXPANSION STRATEGY
   Create Resonate Community Program Sustainability plan.

3. 10 YEAR ANNIVERSARY
   Celebrate Resonate’s 10 years of impact anniversary
THANK YOU TO OUR PARTNERS

TRAINING PARTNERS

Abahizi CBC
African Management Institute
Agaseke
AVSI Rwanda
Building Learning Foundations/
Education Development Trust
Empow'Her
Girls Leaders Forum - GLF
Integrated Polytechnic Regional College
Ministry of ICT and Innovation
National Women’s Council
OurSisters’ Opportunity
PowerHer / WIRE
Rwanda Polytechnic
Rwanda We Want
Safi Life
SOS Children’s village
Sustainable Growers
The Catholic Archdiocese of Kigali
The Girls Foundation of Tanzania
Youth Empowerment Program Initiative (YEPI)

FUNDING PARTNERS

IMAGO DEI FUND
ISSROFF FAMILY FOUNDATION
SEGAL FAMILY FOUNDATION
FOSSIL FOUNDATION

PARTNERS IN LEARNING

SAP
WAKE INTERNATIONAL

FOSSIL FOUNDATION

IMAGO DEI FUND
ISSROFF FAMILY FOUNDATION
SEGAL FAMILY FOUNDATION
FOSSIL FOUNDATION

FIVE TOGETHER FOUNDATION
WORLD CONNECT
ROTARY CLUB INTERNATIONAL
U.S EMBASSY KIGALI
EMBASSY OF ISRAEL
THANK YOU TO OUR DONORS

Andrea Woodside
Andrew Rubinger
Anjuli Solanki
Ayla Schlosser
Brett Wiley
Chantal Uwizera
Claire Evans
Daniele Viappiani
Dawn Hofberg
Deborah Dean
Dyonna Ginsburg
Francis X Tracy
Emily Edwards
Evan Hofberg
F-Prime Capital
Katherine Conway
Katie Bunten-Wamaru
Kevin Jessup
Kimberly Agan
Lamiaa Laurene Diaf
Lisa and Ted Williams
Natalie Rekstad
Robert Warner
Yasu Fukui
Mr & Mrs Thomas Remington
**2022 FINANCIALS**

**TOTAL REVENUE:** $364,481

- **TOTAL REVENUE IN YEAR PRIOR, 2021:** $375,507

**REVENUE —**

- **GRANTS & DONATIONS:** 77% $281,804
- **OTHER INCOME:** 2% $5,675
- **EARNED INCOME:** 21% $77,002

**TOTAL EXPENSES:** $352,595

- **TOTAL EXPENSES IN YEAR PRIOR, 2021:** $403,107

**EXPENSES —**

- **COSTS OF GOODS SOLD:** 19% $66,062
- **FUNDRAISING:** 5% $17,482
- **PERSONNEL & ADMINISTRATION:** 56% $199,325
- **BUSINESS DEVELOPMENT & STRATEGY:** 20% $69,726
- **FUNDRAISING:** 5% $17,482

**KEY FIGURES**

- **TEAM SIZE:** 12
- **VOLUNTEERS — RWANDA ADVISORY BOARD MEMBERS:** 7
- **RESONATE PART-TIME FACILITATORS:** 32
- **RESONATE PARTNERS:**
  - **TRAINING PARTNERS:** 28
  - **FUNDING PARTNERS:** 9
  - **PARTNERS IN LEARNING:** 3
US Board Members

Ayla Schlosser
Chantal Uwizera
Lamiaa Laurène Daif
Deborah Dean
Florian Rudolph

Rwanda Advisory Board Members

Adam Kyamatare
Aline Kabanda
Brice Gakombe
Isabelle Sindayirwanya
Janet Karemera
Justin Ngoga
Marie-Claire Dushimumukiza
A sincere thank you from all of us here at Resonate.

We could not have come this far without you.

resonateworkshops.org