



**resonate**

**2022 Annual Impact Report**



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# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



**CLAIRE UWINEZA,  
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,

A handwritten signature in black ink, appearing to be 'CU' with a flourish.

# About Resonate

A group of women are dancing in a circle on a paved area outdoors. They are wearing colorful, patterned traditional African clothing. The background shows a clear blue sky with some clouds, trees, and a building. The scene is bright and sunny.

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

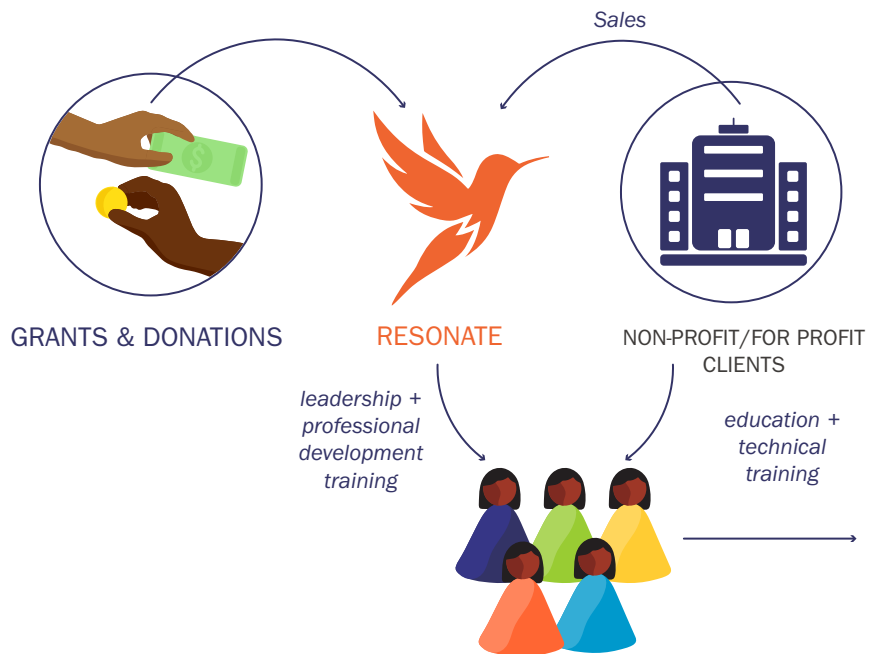
Resonate provides short leadership workshops that allow women and girls to shift their mindsets, turn skills into action, and fulfill their potential.

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.

# OUR BUSINESS IMPACT MODEL

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.



## Outcomes



Take on leadership roles



Start Businesses



Advance professionally & academically

# 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.



## Professional Development

JOB SEEKERS AND PROFESSIONALS LEARN SOFT SKILLS NEEDED FOR SUCCESS.



## 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.



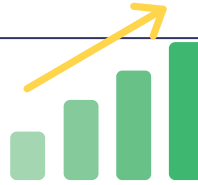
## Training of Facilitators

TRAINS LARGE ORGANIZATIONS TO DELIVER OUR WORKSHOPS THEMSELVES AND AMPLIFY THEIR IMPACT.

# OUR 2022 YEAR IN REVIEW

Participants trained directly since Resonate founding in 2022, **15,458**

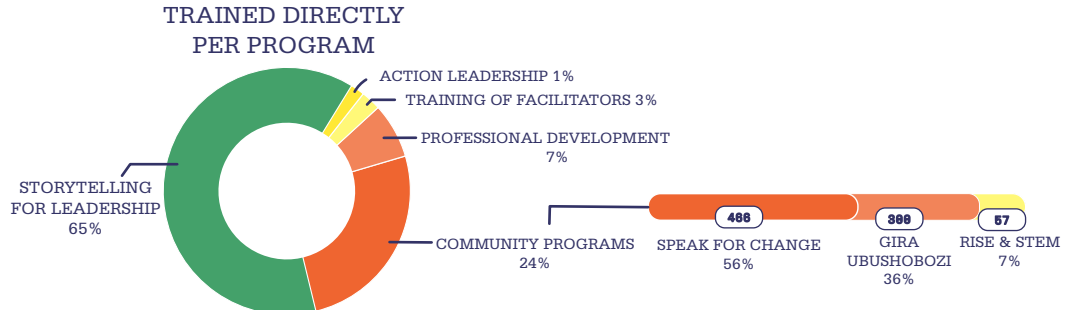
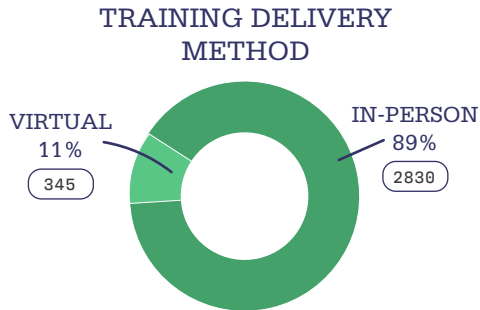
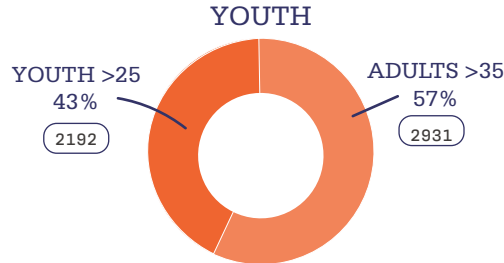
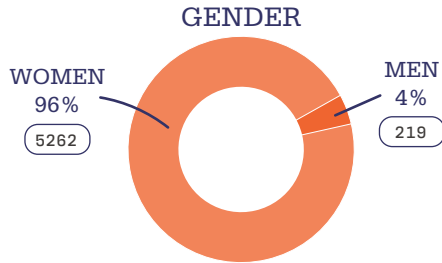
Participants trained indirectly since Resonate founding in 2022, **8,031**



## Participants

Number of Participants trained in 2022,

**5,481**



## Impacts

**89%**

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.



# Impact Stories



## 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 agetmates 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.

# Partner Impact Story

## AVSI - ASSOCIATION OF VOLUNTEERS IN INTERNATIONAL SERVICE

### BEFORE RESONATE

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.



### AFTER RESONATE

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.



# SUCCESSSES



1.

## COMMUNITY PROGRAMS GRADUATION

a.

400+ teen mothers graduated from our Speak for Change program.

b.

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

c.

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.



# SUCCESSSES



2.

## MONITORING AND EVALUATION TOOLS DIGITIZED

3.

## 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.



4.

## TEAM GROWTH



COMMUNICATIONS &  
DEVELOPMENT ASSOCIATE  
Ines Reine Ishime



PARTNERSHIPS ASSOCIATE  
Sandrine Uwase



PROGRAMS FACILITATOR  
Scovia Ampumuza



PROGRAMS ASSOCIATE  
Hafsa Halidi

- 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).





# CHALLENGES

1.

## TEAM UNDER CAPACITY

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)

Youth Impact Mission (YIM)  
National Youth Council (NYC)  
Kirehe district  
Akazi kanoze  
SNV  
Impanuro  
Haguruka

## PARTNERS IN LEARNING



SAP



WAKE INTERNATIONAL



FOSSIL FOUNDATION

## FUNDING PARTNERS



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

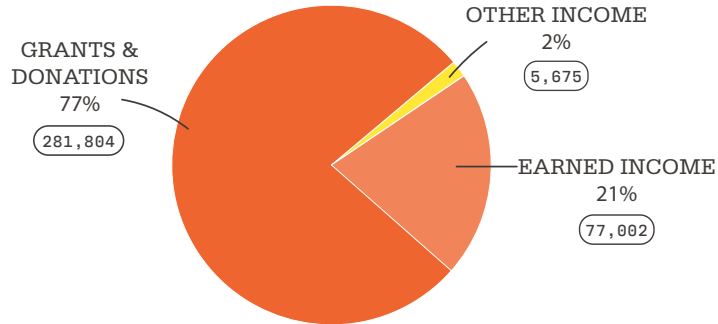
Lisa and Ted Williams  
Natalie Rekstad  
Robert Warner  
Yasu Fukui  
Mr & Mrs Thomas Remington

# 2022 FINANCIALS

**TOTAL REVENUE: \$364,481**

TOTAL REVENUE IN YEAR PRIOR, 2021: \$375,507

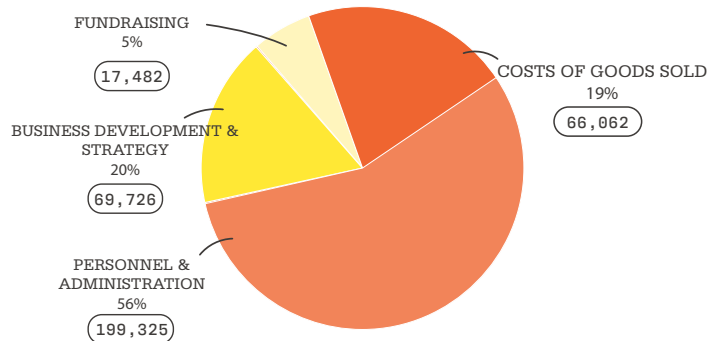
## REVENUE —



**TOTAL EXPENSES: \$352,595**

TOTAL EXPENSES IN YEAR PRIOR, 2021: \$403,107

## EXPENSES —



## KEY FIGURES

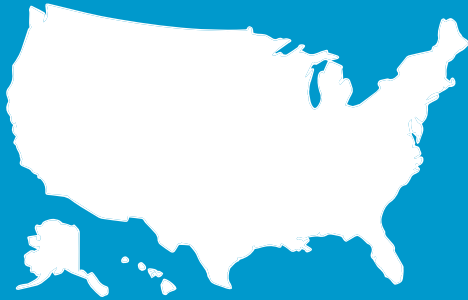
### CAPACITY

- 12 TEAM SIZE
- 7 VOLUNTEERS — RWANDA ADVISORY BOARD MEMBERS
- 32 RESONATE PART-TIME FACILITATORS

### RESONATE PARTNERS

- 28 TRAINING PARTNERS
- 9 FUNDING PARTNERS
- 3 PARTNERS IN LEARNING

# U.S and Rwanda Advisor Board Members



## 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.



resonate

[resonateworkshops.org](https://resonateworkshops.org)

We could not have come this far without you.