



Wells Mountain Initiative

2018 ANNUAL REPORT

Leaders in the Field



Social Change Through Education and Community Building

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SOCIAL CHANGE THROUGH EDUCATION AND COMMUNITY BUILDING

OUR MISSION

Wells Mountain Initiative works to create social change through education and community building by providing bright young people in the developing world with university scholarships and skills training, building a network of grassroots leaders who are catalyzing community transformation.

OUR VISION

Young people are able to realize their full potential and become leaders in creating the changes they want to see in their communities and, ultimately, the world.

WHAT WE DO

We go beyond providing scholarships by offering continuing training, support and networking opportunities after graduation to ensure our WMI Scholars have the skills and encouragement needed to reach their dreams and create change they in their communities and countries.

We believe educated, empowered, and community-oriented young people are the best drivers of social change.

Cover Photo: Dr. Catherine Nagadya of Uganda, WMI Graduate Scholar and doctor, caring for her patients.

Table of Contents: Deekshanta Sitaula of Nepal volunteers helping farmers with their harvest in a local community.

A Message from the Founders

2018 was another productive year for WMI! We chose 57 new WMI Scholars from more than 1100 applications, bringing our current number of actively studying student scholars to 185 and our total of all student and graduate scholars to 345. Our number of friends and donors is also increasing. By year end, our total donors reached over 230. We deeply appreciate you all!

As we enter 2019, we now have WMI fellowship groups in 11 countries - Kenya, Uganda, Rwanda, Ghana, Nepal, South Sudan, Zimbabwe, Nigeria, Malawi, Sierra Leone and Pakistan. Over 225 WMI Scholars belong to a fellowship! They are all scholar-led and accomplish much-needed projects in their countries.

We awarded six additional micro-grants in 2018 and have now funded a total of 39 scholar-led community development projects. These projects affect thousands of people throughout communities in 12 countries.

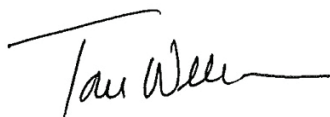
Last July, we held our second Dream Big Conference in Kampala, Uganda. The 2018 DBC included 100 scholars in attendance and more than 20 staff, volunteers and instructors. It was a smashing success with five days of networking, fellowship, seminars, panels, workshops and cultural entertainment. We finished up with our always popular “give back” social learning program. Everyone came away feeling inspired.

As we write this, Tom is heading to Jacmel, Haiti to dedicate yet another YMCA d’ Haiti Container Community Center, our sixth. This latest project is the result of two weeks of work by a group of 17 volunteers we brought to Haiti in January. Our legacy program in Haiti continues to represent one of our single most impressive community-building projects.

On the horizon, is our WMI Academy, a three-week skill-building program for recently graduated scholars, another DBC in 2021 in Accra, Ghana, and the creation of a global advisory board of WMI Scholars. This year, we will select the first four of what will ultimately be a twelve-member advisory board. The goal of the advisory board is to ensure that the scholars have a voice and play an active role in WMI’s future program development and organizational growth.

A word of thanks to our wonderful and extremely dedicated staff, all of whom enjoyed time with scholars this year. Our monthly staff meeting in March (over Zoom) found Jordyn in Ghana, Johnson in Kenya, Nicole in Brazil, Lisa in Costa Rica, Tom in Colorado, and Justine and Carol in Vermont. We may be working in different places, but our commitment to our scholars spans both time and space!

Finally to our friends, volunteers and donors, as always, our sincere thanks for all you do! We could not do it without you.



THOMAS M. WELLS
Founder & President



JORDYN C. WELLS
Co-Founder & Managing Director

Our Programs

Our programs are designed to enhance our scholars' potential to reach milestones along their journey and bring forth their best attributes, enabling them to achieve their goals and influence transformational impact in their communities.



LEAD

Our WMI Graduate Scholars go on to do amazing work, creating positive change in their communities and spurring action in others.



ACT

The Micro-Grants program, open exclusively to WMI Graduate Scholars, provides grants of \$100 to \$1000 USD to help start or significantly expand an initiative of their design.



CONNECT

Every three years, WMI hosts The Dream Big Conference, which brings together current student scholars and graduate scholars to learn, network, and create in-country fellowship groups.



COLLABORATE

WMI Scholars create fellowship groups, building support systems that provide networking and mentorship opportunities and the creation of group community service projects.



ENGAGE

A fundamental component of the scholarship program is community service. Every WMI Scholar is required to complete and document a minimum of 100 hours of volunteering each year.



EDUCATE

WMI provides education scholarships to highly motivated and ambitious youth pursuing undergraduate degrees in regions with little or no financial resources.

Student Scholars

OUR IMPACT

WMI Student Scholars come from 32 different countries but they all demonstrate a shared commitment to education. They have overcome significant challenges in their journey to obtain a university degree and to improve their lives and the communities in which they live.



185 Student Scholars



Student Scholar areas of study:

45% Healthcare

20% STEM fields of study

10% Community Development & Education

9% Business

5% Law



20 scholars completed their degrees in 2018



75% are the first generation in their family to attend tertiary education



Over 20,000 hours of community service in 2018



80% have leadership positions in community and/or school groups



21% have started their own nonprofit or business



Graduate Scholars

OUR IMPACT

Our graduate scholars improve and contribute to their communities in significant ways, thereby amplifying the original investment in their education and leadership development to impact their countries at large.



160 Graduate Scholars



87% of scholars are employed within 1 year of graduation-87% of them in their field of study



39 scholar-led community development projects funded since 2016



32% of scholars run their own nonprofit or business, employing over 100 people and serving over 5000



Graduate Scholar professional fields:

- 40% Healthcare
- 19% STEM fields
- 11% Community Development
- 10% Education
- 10% Finance/Banking
- 5% Law



80% of scholars currently support the education of someone else



61% of scholars are currently involved in volunteer work, civic and/or community groups



11 country fellowships have been established with 225 members



WMD Scholar Impact **HEALTH**

Scholars in Nigeria conduct a health screening.

Health Issue

Health workers are distributed unevenly across the globe. Countries with the lowest relative need have the highest numbers of health workers, while those with the greatest burden of disease must make do with a much smaller health workforce.

The Need



The African region suffers more than 34% of the global burden of disease but has access to only 3% of health workers and less than 1% of the world's financial resources. (WHO)

34

A country needs 34.5 skilled health professionals per 10,000 people to provide the most basic health coverage. (WHO)

Skilled health professionals per 10,000 population (WHO)

Recommended



Africa



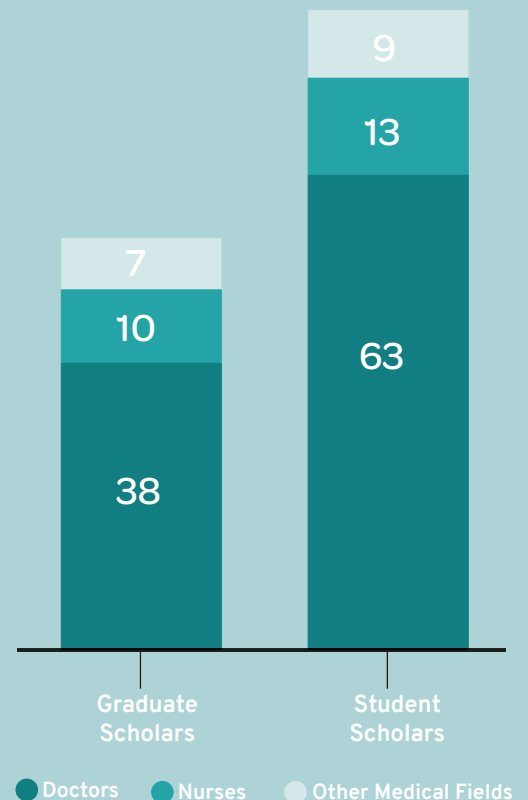
Southeast Asia



United States



WMD Impact



9

Micro-Grants funding health-focused community projects in 6 countries



Lilian Odhiambo of Kenya doing community service in the hospital's Maternal and Child Health Department, where she administered vaccines to children under the age of five and gave health education to mothers on types of vaccines and their importance.

Melisa Bhebe

Graduate Scholar
Zimbabwe

Melisa is a proud new medicine & surgery graduate of the National University of Science and Technology. Currently serving as a medical intern with the Zimbabwe Ministry of Health and Child Welfare, Melisa is committed to improving the public health sector in her nation. Her dream job is to participate in policy making on the national level. Melisa is a born leader and in 2018 she co-founded and became the vice-president of the WMI Zimbabwe Fellowship. Believing in the power of education, Melisa sponsored the primary school education of two students. She continues to provide opportunity for others through the Makwika Youth Movement organization founded in 2017. Targeting idle youth on the street, the organization engaged 100 young people this past year in organized sporting activities, career advice seminars, and health education activities.



Maria Elena Canseco Cortes

Student Scholar
Mexico

Maria Elena, one of five siblings from a small village in the Oaxaca region, is the first person in her extended family to attend university. She feels a strong sense of responsibility to show her family and her community the possibilities available through education and has returned home to conduct various service projects since entering school. She is excited about her future profession in nursing, knowing that she can help improve access to good medical care for marginalized populations in Mexico.



Bolaji Oyeniyi Abimbola of Nigeria volunteering during a four-day medical outreach campaign, providing diagnostics and health education, and raising awareness of services available locally.





Martin Mawien

Student Scholar

South Sudan

Martin studies medicine in Uganda at one of the country's top schools, but grew up in South Sudan. His mother was killed during conflicts with the Sudanese army and his father later died as well. Martin's educational journey has been difficult, but he is committed to finishing his degree and helping those in his country. He is in the planning stages of his own community-based organization focusing on maternal and child health care.

Martin is a Generation Change Fellow for the US Institute of Peace (USIP), and has conducted training sessions in different countries. In 2018 he recruited and trained 25 South Sudanese youth leaders from refugee camps in northern Uganda on prejudice reduction and conflict management. He says the youth "continue to engage the communities in the refugee camp into dialogue and conflict resolution in a nonviolent approach as we have trained them." Martin is a finalist for the Mandela Washington Fellowship program in the Young African Leaders Initiative.



Promise Ogochukwu (second from the left) and friends celebrating World AIDS day at an HIV awareness rally to address the fear and stigma around testing for HIV and reduce the transmission of the virus.

The Kenyan Fellowship at a women's prison where they facilitated a health clinic, led discussions, gave motivational speeches, cooked and shared a special meal.



Rwanda Fellowship

Education and Screening Event



The Rwanda Fellowship traveled to the Masaka community to host a one-day non-communicable disease (NCD) education and screening event. Premature deaths due to these diseases are closely linked to the prevalence of poverty. Following the guidance of the World Health Organization, Rwandan scholars collaborated with the Rwanda NCD Alliance, the University of Rwanda, local governments, and medical volunteers to educate, promote healthy lifestyles, and introduce preventive measures to curb NCDs. Over 800 community members were educated about the causes, symptoms, and treatment plans for many NCDs. With meticulous planning, the 26 scholars and partnering volunteers screened 311 patients and provided each with private medical counseling of their results. The goal for their next community event is to not turn anyone away, guaranteeing that they can educate and speak to everyone who is eager to live a healthy lifestyle.

WMS Scholar Impact

GENDER EQUALITY



Catherine Nagadya of Uganda, performing student outreach for her organization "Girls Unstoppable Uganda" which funds secondary education for girls who otherwise could not afford to continue their studies.

Gender Equality

Limited educational opportunities for girls and barriers to completing 12 years of education cost countries between \$15 trillion and \$30 trillion dollars in lost lifetime productivity and earnings. (UNESCO)

The Need

20%
increase
of income

For every extra year of primary education, beyond the mean, a girl's eventual wage increases an average of 10% to 20%. An extra year of secondary school can translate to an average increase of 15% to 20%. (World Bank)

Girls who receive education beyond grade 7, on average, marry 4 years later than girls with less education. They also have, on average, 2.2 fewer children. (UN)



A child born to a literate mother is 50% more likely to survive past the age of 5 and every extra year of education reduces the probability of infant mortality 5% to 10%. (UNESCO)

WMI Impact

144

Number of women who have attended university with a WMI scholarship.

27%

Percentage of WMI Scholars who perform volunteer work in areas advancing gender equality and women's empowerment.

107

Number of primary or secondary school girls whose education is funded by a WMI Scholar.



Tawina Kachali of Malawi, giving a talk in a local village about the effects of early marriage, in hopes of empowering communities to end child marriages.

Phoeby Musonda

Graduate Scholar
Zambia

At the age of six, Phoeby had already lost both her parents. In a society that believes orphans are incapable of living successful and productive lives, Phoeby had the conviction to defy odds and realize her dreams. She pursued law, “...after realizing that I cannot accept as the norm the injustices in my country and around the world that are committed against vulnerable populations, namely women and children.” Today, as Project Officer in the legal department for Women and Law in Southern Africa, Phoeby coordinates community projects, manages youth volunteers, and liaisons with stakeholders working to promote the socio-economic, political and legal advancement of women and girls in Zambia. Phoeby has achieved her goal of being the voice of and representing women and children who are survivors of gender-based violence. Phoeby is an active graduate scholar and has attended both Dream Big Conferences in Kenya and Uganda. Her next goal is to secure a WMI Micro-Grant to further uplift her community.

“Although I occasionally battled against a feeling of helplessness, I never lost sight of my goal to empower and give hope to disadvantaged individuals, particularly those whose childhood experiences mirrored my own.”



Alpha Pokharel

Graduate Scholar

Nepal

Alpha is a passionate health advocate for marginalized women in Nepal. As the head registered nurse in a public government health institute, she provides physical care and advocates for the human rights of both women and children. Known as a dedicated leader, Alpha was appointed as the youngest member of the monitoring and evaluation committee within her department.

She will soon complete her post-graduate diploma in Women's Studies from Tribhuvan University in Kathmandu and has secured a full scholarship for her master's degree in International Health. Alpha was recently recognized for her advocacy at the Women Leaders in Global Health conference held in England.

"I will fight until the Maternal and Child Health Service becomes universally accessible to all women despite their diverse financial, social, geographical and cultural needs."



Philip Kabiru

Student Scholar

Kenya

Philip has a strong background in agriculture, having grown up with parents who were coffee farmers. He is currently pursuing a bachelor's degree in community development, to enhance his experience in project planning and management and to directly empower his local community in Kenya. Philip has started a dairy goat project, worked with small-scale coffee farmers and helped establish kitchen gardens for women's groups. He is deeply committed to gender equality, especially regarding access to education. He is very involved in the creation and distribution of reusable sanitary pads to girls in primary and secondary school to enable them to attend class during their monthly cycles, addressing a persistent problem in his country.





Sujan Gautam of Nepal leads a discussion with a group of women as part of a program to empower women to reduce plastic pollution in their households, and become environmental stewards of their communities.

Nepal Fellowship

Empowerment through Education

Inspired by the experiences shared between fellowships at the Dream Big Conference 2018, the Nepal Fellowship returned home committed to implementing more community-based programs for school-age youth. The fellowship was invited by the principal of Green Valley School in Bhatkypati, Kirtipur, to design an awareness training about menstrual hygiene and sexual abuse for 160 students. During the interactive sessions hosted by Graduate Scholars Alpha and Samjhana, the students learned about safe menstrual hygiene practices, were introduced to the topic of sexual abuse, and learned of resources available for victims of abuse in Nepal. With such a positive response from the students, teachers and administrators, the WMI Nepal Fellowship was invited to return and continue with mini-sessions to enrich students' learning.



WMI Scholar Impact
EDUCATION



Justine Mukeshimana of Rwanda volunteering with "Give Them a Chance - Mumponze" a program founded by WMI Student Scholar Jean Aime Musabyemungu to reduce the primary school drop-out rate.

Education & Youth Development

About 262 million children and youth are out of school, according to UNESCO Institute for Statistics data for the school year ending in 2017. The total includes 64 million children of primary school age, 61 million of lower secondary school age and 138 million of upper secondary age.

The Need



Of all regions, sub-Saharan Africa has the highest rates of education exclusion. (UNESCO)



In sub-Saharan Africa, where the demand for education is rising, countries are facing a huge shortage of teachers.

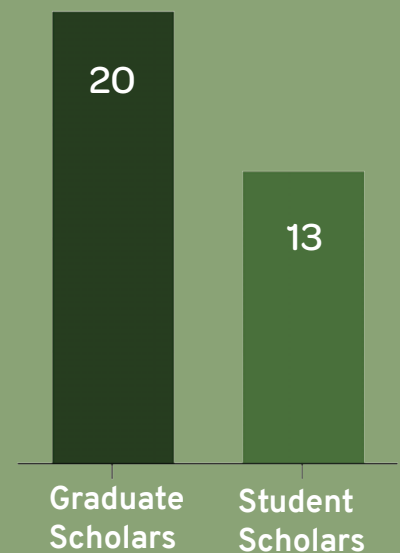
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To achieve universal primary and secondary education by 2030, the region needs 7.6 million new teachers to fill posts left vacant by those leaving the profession. (UNESCO)

WMI Impact

80%

of graduate scholars support the education of someone else



WMI Scholars in fields related to education and youth development

17

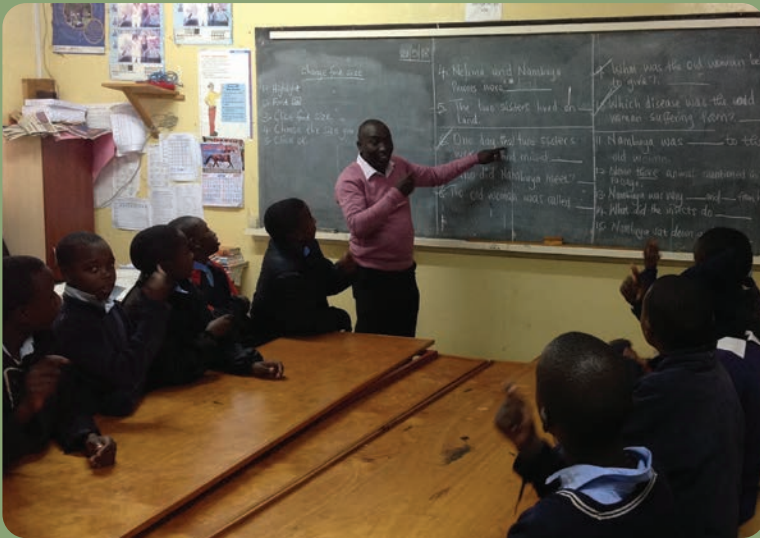
Micro-Grants funding community projects focused on education and youth development in 6 countries



Peter Kabethi with his students at the Tumutumu School for the Deaf.

Peter Kabethi

Graduate Scholar
Kenya



You would never know that due to an illness at an early age, Peter lost his hearing. No barriers have impeded his success. With a degree in special needs education from Mount Kenya University, Peter is an accomplished teacher at the Tumutumu School for the Deaf. He is the head of his department, and the leader of the institution's monitoring and evaluation team. He is an active Kenya Fellowship member and was awarded a micro-grant to assist the Ndege Self Help Women's Group implement an income-generating project. Peter founded the Mathira Deaf Self Help Group which works to improve the local deaf community's economic welfare and access to education.

He also serves as the executive secretary of the Deaf Empowerment Society of Kenya, enabling deaf adults with a passion for business to access entrepreneurial education and business resources. In 2018, Peter was selected to travel to the United States as a Mandela Washington Fellow for Young African Leaders. He spent six weeks immersed in the civic leadership track at the University of Delaware. Looking forward, Peter plans to create a deaf education campaign to raise funds so other bright students can continue their education at the university level.

Promise Ugochukwu

Student Scholar

Nigeria



Promise, a medical student from Nigeria, credits Wells Mountain Initiative with pushing her to try new community service activities. She says, "I worked as a volunteer in Slum-2-School (S2S), a non-profit initiative aimed at improving access to education for children who live in hard-to-reach slums across Nigeria. WMI has inspired me to contribute to someone's education, thus joining the fundraising team of the initiative and seeing first-hand how challenging it can be to raise funds for education. My admiration for WMI has only skyrocketed."



Fortunate Onzia of Uganda tutoring primary school girls.



Anne Ishimwe

Student Scholar

Rwanda

Anne is a determined young woman, the oldest of nine children born to illiterate and underemployed parents. Despite debts and family struggles, Anne has continually worked toward her goal of going to university. She began paying for her own studies starting at the age of 9 by selling sweets and reselling their packaging. She chose to study education because with such a degree she plans to help transform her community and lift it out of extreme poverty. Anne says, “I want to become the pillar that my community will lean on to improve its welfare.”



Molly Grace Apio

Graduate Scholar
Uganda

Amolatar Secondary School students have never performed well on the Ugandan National Exam (UCE), leading to the school's low ranking, so many parents sent their children to surrounding districts in search of better programs. Recently Molly Grace launched a micro-grant funded E-learning project to improve the Amolatar Secondary School. Teachers were trained by a national organization on how to support students with additional study materials to reinforce math, physics, chemistry and biology lessons. Students gained access to lessons recorded on DVDs to watch after school. They were able to replay difficult lessons or to catch up on lessons they missed. Since news of this E-learning project has spread, the senior enrollment at the Amolatar Secondary School has risen from 40 to 72 students, resulting in an 80% increase. For the first time in over a decade, a student from this school achieved the highest grade possible on the national exam.

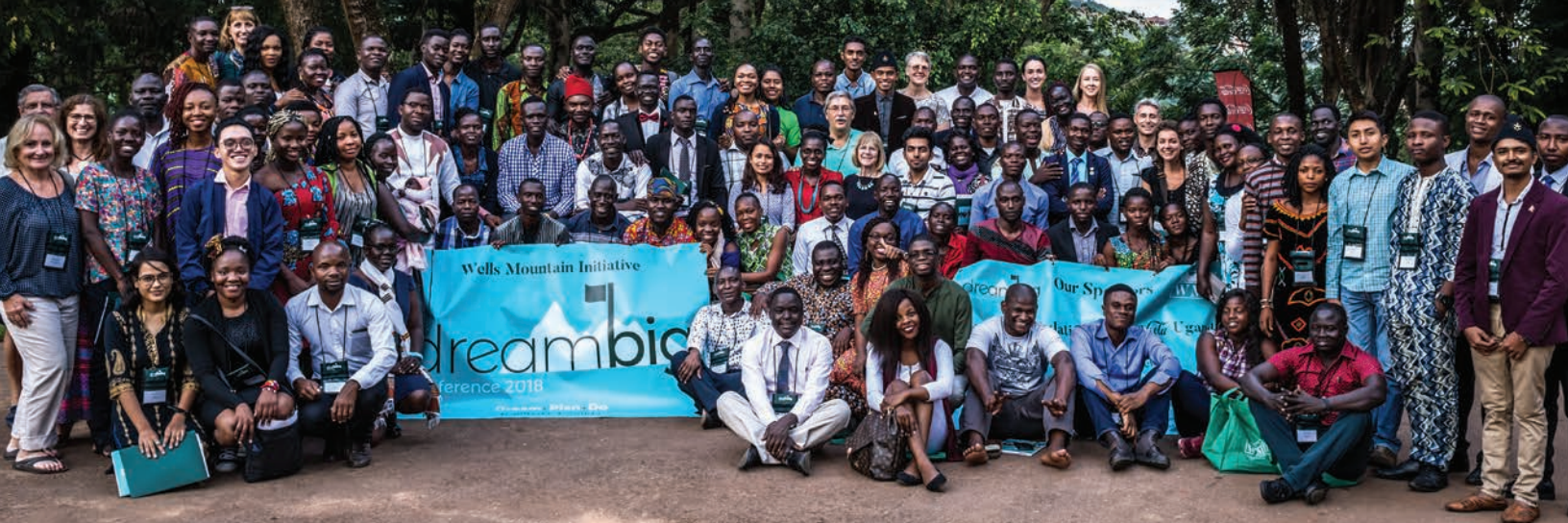


Abdul Koroma of Sierra Leone performing community service teaching high school math during his winter break.

dreambig

conference 2018

At A Glance



The second Dream Big Conference was a huge success, with over 100 WMI Scholars from 19 nations coming together in Kampala, Uganda. Open to all WMI Student and Graduate Scholars, the Dream Big Conference provided scholars the opportunity to learn, network with each other, and create or strengthen their in-country fellowship groups. During the five-day event, scholars heard inspirational keynote speakers and took part in skill-building workshops, panels, team-building activities, entertainment by the scholars and community service projects. The Dream Big Conference is held every three years with the next one scheduled in Accra, Ghana, in 2021.



Kenyan Fellows during DBC fellowship workshops



Maybe we cannot in our small corner eradicate all the world's suffering or uplift thousands of people, but if we each offer our own tiny portion of goodness, right where we are, the people around us are lifted and inspired to be uplifters too! Isn't that beautiful? Thank you to WMI. - Collins Emery Kivumbi, Uganda



Scholars working on community service projects



We can win if we work together and the proof is our Dream Big WMI family. What a lovely experience it was to meet with all the lovely people from around the world. It was a complete package to learn through workshops, leadership, and motivation, public speaking, pitch, critical thinking skills, raising funds, microgrants. Community service at the Malayaka House and hearing the keynote speakers were other wonderful experiences. Thanks to sponsors, staff members and the graduates and students of our family for making it successful.

- Sujan Gautam, Nepal



Scholar panel on community service projects



DBC 2018 was packed with amazing programs. I learned a lot from workshops on social enterprise, critical thinking, interview skills, writing personal statements, public speaking and applying for microgrants. It was a humbling experience to learn what other young leaders are doing around the world. Thank you WMI and Wells Family.

- Melisa Bhebe, Zimbabwe



Scholars during the evening festivities

Legacy Programs Container YMCA



WMI, in partnership with Ridgewood, NJ YMCA and YMCA d'Haiti, has just built the 6th container YMCA Community Center erected since 2012. These buildings provide the local community with access to a diversity of resources previously unavailable.



This year, 17 construction volunteers traveled to Jacmel, Haiti, to build a community center in memory of Andy Topp, who was instrumental in the Container YMCA project since its beginning and who died tragically piloting his single engine mission plane last May.

Thanks to the hard work and support of many, the new Andy Topp Community Center YMCA will celebrate its grand opening on Saturday, March 30th.





BUILDING FOR CHANGE



JACMEL 2019





Dream Big 2018 workshop, How to Start Your Own Business with Solomon Kayiwa Mugambe.



Our Board and Staff

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Didier Blesin

International Training Consultant & Coach

JT Bolger

President, Bolger & Co

Rick J. Claydon

CEO Emeritus, Ridgewood YMCA

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Retired, The Rink at Bergenfield and Montvale

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Ernie Lamour

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Christopher Lutz

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Gail Nystrom

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Dr. Mary Clark Romney

Retired, Doctor

Denis J. Salamone

CEO Emeritus, Hudson City Bancorp

Nicole Schmitz

Graduate Scholar Coordinator, WMI

Leanne Tingay

Senior Associate of Programs, Orton Family Foundation

Philip Wells

Architect, Peter Raymond Wells Architects

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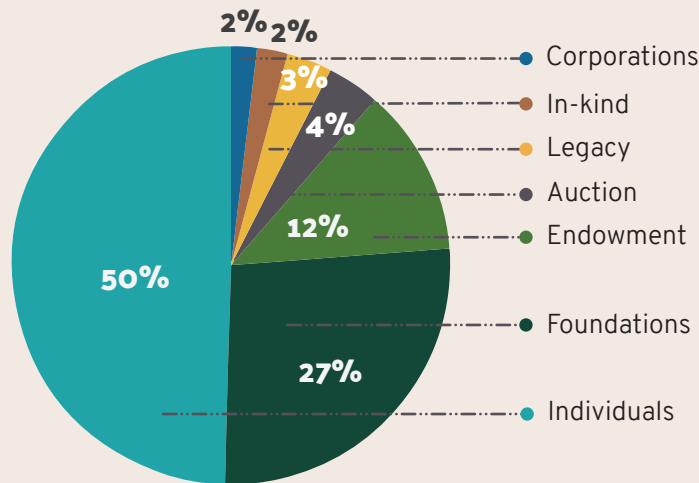
STUDENT SCHOLAR COORDINATOR

Lisa McLaughlin Wyncoop

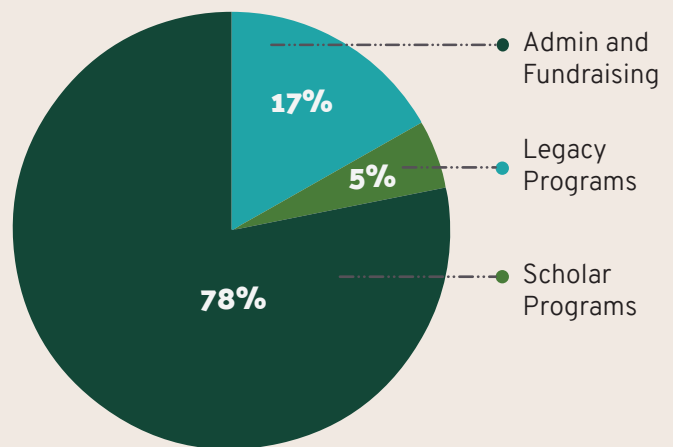
GRADUATE SCHOLAR COORDINATOR

Nicole Schmitz

Our 2018 Financials



REVENUE
\$525,372



EXPENSES
\$503,083

2018 APPLICATION REVIEWERS

Mike Abernethy
Holly Aman
Juliann Aman
Lizzie Aman
Peter Aman
Robert Aman
Anissa Amidon
Gwenael Apollon
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Dave Wood
Carrie Youmans
Ali Zimmer
Maja Zimmerman
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Jane Boisvert
J.T. Bolger
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Farmhouse Chocolates
Ken Forester
Chris Griggs/Eastview Electric
Linda Harmon/ Mary's Inn at Baldwin Creek
Melissa Hernandez/Recycled Reading
Cheri Jackman/Snaps Restaurant
Kim Jacobs/BFIT
Jim Jaworski
Cindy Kimball/Kimball Office Services
Ernie Lamour
David Livingston/Livingston Farm
Greg Lutton/802 Print & Marketing
Chris Lutz
Maple Landmark
Julie McLaughlin/ Ben & Jerry's
John Monks/Vermont Tree Goods
Northern Daughters Fine Art Gallery
Denis Salamone
Nicole Schmitz
Mona Sullivan/Provisionary
Carlyn Wells
Phil Wells
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Scott Gaines/Gaines Insurance
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Stan Burritt/Burritt Plumbing
Tae DeGray
VBT Bicycling & Walking Vacations
Vermont Soap Company
Vicky Forrest
Wag on Inn
Yarn & Yoga

\$249 AND BELOW

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