

A purple rectangular box with a green vertical bar on the left side, containing the text "2022 ANNUAL REPORT" in white, bold, sans-serif font.

**2022  
ANNUAL  
REPORT**



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## Our Mission

MindLeaps creates educational paths for children living in under-resourced communities through a creative arts program that is built on data-driven metrics.

# FOUNDER'S NOTE

Dear Friends,

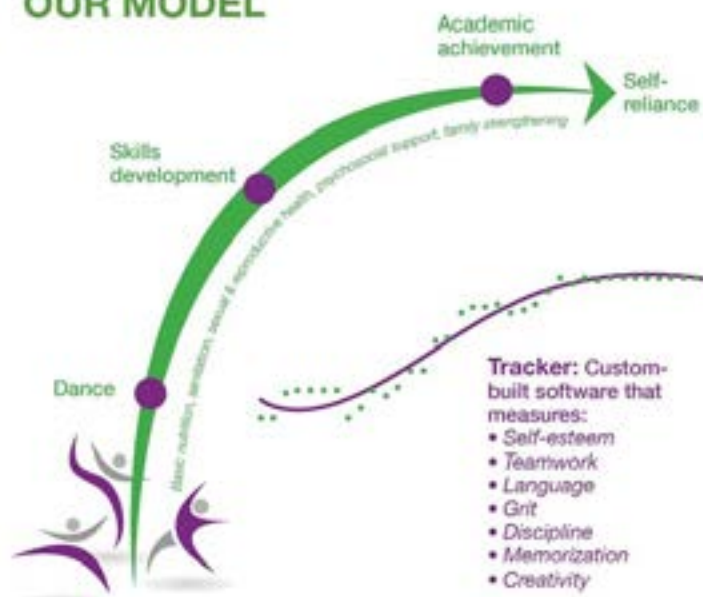
First, I'd like to thank our new acquaintances for taking the time to learn about MindLeaps, and I'd like to thank our returning supporters and champions for following our 2022 journey.

We have two "first-ever" milestones that we celebrated this year: opening our custom-built MindLeaps Center in Guinea and launching our flagship Dance & Data program in the USA!



On January 11, 2022, our New York City program started in partnership with Children of Promise! The impetus for this program stemmed from our country's racial reckoning and the pandemic's universal effect on our social-emotional learning skills. I felt that MindLeaps has a responsibility to adapt and apply our tested model of empowering at-risk youth in American communities impacted by systemic injustices. The 2022 program took place at Children of Promise, which is the only NYC non-profit organization providing after-school programming to children affected by parental incarceration. Today, we celebrate the completion of our first two cohorts of American children who have developed their educational and social-emotional skills through the MindLeaps model.

## OUR MODEL



MindLeaps Theory of Change



Where We Work

This winter, we celebrated the completion of a brand new MindLeaps Center constructed in Conakry, Guinea. We decided to choose West Africa as the first site to build a dedicated center because of the duality of the region, and especially of Guinea: it has one of the richest traditional cultures of dance in the entire world, and it has the fewest opportunities available for out-of-school children. Guinea has undergone a military coup, Ebola and Covid-19 in the last 18 months. Guinea ranked in the bottom 10 African countries on the 2021 Human Development Index, and despite these conditions, MindLeaps has children flourishing in school, a Virtual Academy program serving refugees, and a new Family Strengthening Program to support women-owned businesses.

This has also been a year in which we felt the need to further emphasize inclusion and take stock of how we, as an organization, are doing on Diversity, Equity and Inclusion (DEI). This involved the creation of a Cultural Inclusion Task Force, co-chaired by board member Andrea Gosfield and DEI Officer David Brown from Temple University. The committee's ongoing work is intended to improve our awareness of implicit biases and iterate our Anti-Discrimination Policy.

One of the most exciting strategies that we started this year and will advance in 2023 relates to Leadership. This year, Vedaste Ndayambaje (a refugee from the Democratic Republic of the Congo who was a MindLeaps trainer in Kiziba Refugee Camp) is now the Country Director of MindLeaps Rwanda (pictured below). Omer Hamiti (who was a MindLeaps Virtual Academy student) is now leading the Youth Committee developing the 2023 community-based strategy for MindLeaps North Macedonia. Fiston Sindambiwe (another former student) now runs the IT program at the Jewish Helping Hands Digital Learning Center in Rwanda. With each phase of advancing MindLeaps graduates to leadership roles, we see – and feel – the power of local solutions to global problems.

As always, MindLeaps is incredibly grateful to its foundation, corporate and individual supporters, as well as its staff, volunteers and partners who enable this work to be done every day.

With your support, we celebrate the achievements of 2022 and look forward to the new year.

Sincerely,

*Rebecca Davis*  
Rebecca Davis  
Founder & Executive Director



# IMPACT BY THE NUMBERS

**2,215** Children & Women Served

**1,225** Dance & Data Students

**670** School Sponsored Students

**145** Virtual Academy Students

**175** Mothers in Business Training

**91** Local Staff

**6** Countries

**3** Headquarters Staff

**\$1,054,833** Annual Budget

# ANNUAL HIGHLIGHTS

## USA: NYC Brooklyn Program Launch

In January, MindLeaps launched its first program in Brooklyn. In partnership with the non-profit Children of Promise, MindLeaps serves children whose parents have been incarcerated.

### January



## Guinea: COVID-19 Sensitization

From January to March, MindLeaps Guinea Performing Group danced in a series of presentations to dispel myths about the COVID-19 vaccine and inform Guinean communities about governmental COVID-19 vaccination programs.



### March

## Uganda: Rwamwanja Virtual Academy Launch

Virtual Academy was launched for 40 refugees. The program aims to provide education and training to female youth. Ten of these refugees are now running small businesses.

### April



## Rwanda: Ubumuntu Festival

MindLeaps students performed at the annual Ubumuntu Arts Festival in Kigali. The students performed a new piece by the American dancer and choreographer Chase Johnsey, entitled "As One."



### July

## USA: NYC the Bronx Program Launch

After opening up its first USA program in Brooklyn in January, MindLeaps expanded to the Bronx. The program ran twice-a-week, 2-hour dance classes, for 6- & 7-year-olds.

### August



## Guinea: Completion of New Center

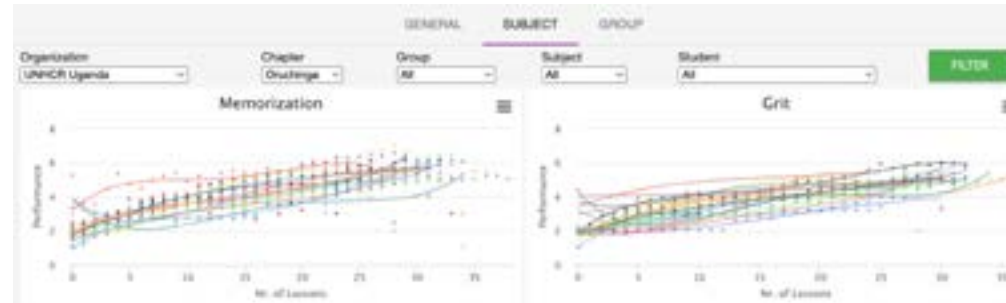
MindLeaps new construction project was completed in December. The space houses two dance studios, three classrooms, sanitation and nutrition facilities, as well as apartments for long-term international volunteers.



### December

# TRACKER: HOW DO WE KNOW DANCING WORKS?

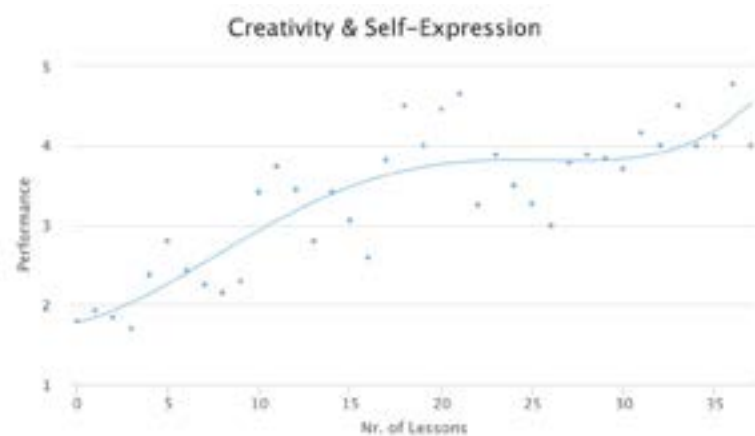
**Tracker** is a data-driven Monitoring & Evaluation (M&E) system that measures changes in cognitive skills and social-emotional learning, used by all MindLeaps' programs.



Developed in collaboration with [Carnegie Mellon University](#), psychologists and software engineers, **Tracker** is an innovative assessment tool to measure a child's learning development. It is a software system that uses a kinesthetic-based rubric to capture and graphically display changes in seven particular skills: *memorization, grit, teamwork, discipline, self-esteem, creativity and language*.

**Tracker** is unique due to the gathering of data from a child's execution of dance moves to visually graph changes in behavioral patterns. Since the assessment relies on actual movements a child performs in the dance space, it reduces subjectivity. The **Tracker** system consists of an Android tablet containing the rubric and an online analytics website. The data from the tablets sync to a front-end web application that stores student and class information. A mathematical model is applied to the data to generate graphs demonstrating learning curves of individuals' achievements. For example, the below graph shows the change in Creativity & Self-Expression for an entire cohort of children over 36 lessons in the USA (NYC/Brooklyn) program, from January to June 2022.

In 2022, MindLeaps made two important updates to the system. Firstly, the *language* rubric was adapted to an American context in order to be used in the NYC programs, and second, adjustments were made to the *memorization* rubric. Both updates will receive external review and validation.



## Carnegie Mellon University

Thank you to the ongoing work of lead software engineer [Tomislav Pesut](#) for iterating and managing the system for improvements and optimization.



# A CHILD'S STORY

Nana Sylla had been out of school for a year and a half when she began the program at MindLeaps Guinea in 2019. She was living with her older sister and spent most of the day selling water, oranges and other items on the street to earn money for her family. With MindLeaps' support, Nana returned to school and has now successfully completed 4th grade, with teachers' comments of "well done" on her report card. She is enthusiastic about beginning 5th grade in the upcoming academic year.



Nana is also a very talented dancer and showed her true passion for dance soon after joining MindLeaps. She loves helping others in dance class as well. Nana was chosen for the MindLeaps Performing Group in Guinea, and jumped right in. She wasn't afraid to try anything new! Her first public performance with the group was in 2020. Moreover, in 2022, she performed with other MindLeaps students for an audience at the US Embassy in Conakry.



Nana with United States Ambassador of Guinea Troy Fitrell at the US Embassy on June 30, 2022

# RWANDA



## JIM BELL CENTRE

The Jim Bell Centre at MindLeaps Rwanda in Kigali opened in 2014. Since then, MindLeaps Rwanda has continued to provide its standardized dance curriculum. In 2022, 80 new students enrolled in the MindLeaps program. In alignment with the Government of Rwanda's national strategy, MindLeaps recruited in-school youth who were at-risk of dropping out and faced challenging circumstances in their home lives.

At MindLeaps, these youth took **dance classes** to improve social-emotional learning, received **daily meals**, and participated in **academic tutoring sessions** in English, mathematics, science, and geography.

## JEWISH HELPING HANDS DIGITAL LEARNING CENTER

MindLeaps Rwanda opened a brand new computer lab at the Kigali center thanks to support from Jewish Helping Hands. Jewish Helping Hands renovated MindLeaps classrooms to provide an up-to-date digital learning lab, which is providing MindLeaps Rwanda students with 21st century IT skills. Two existing classrooms at the Jim Bell Centre were merged. A new roof and interior ceiling were built to provide an ample space. The foundation also donated 20 new laptops and 10 tablets. MindLeaps students took part in the renovation, choosing colors and helping with the painting inside and out, in order to make the space truly their own.



The **Jewish Helping Hands Digital Learning Center** was inaugurated in May, with classes led by MindLeaps alumni who have recently graduated with IT degrees. Children are enrolled to study MindLeaps IT 101 and 102 curriculum, and a coding course created by MindLeaps alumni's Fiston Sindambiwe. This year, 40 children and youth, in two cohorts of 20, were enrolled. Fiston, currently a university student himself, says "I do love to teach IT at MindLeaps because giving back is a great pleasure".



# EDUCATION

Hundreds of students from MindLeaps Rwanda have been sponsored to attend school since 2012. In the 2021-22 academic year, MindLeaps sponsored 142 students to attend 42 different primary and secondary schools, both day and boarding.

During school breaks and on weekends, these students come back to the Jim Bell Centre to take part in the dance classes, receive meals and attend tutoring sessions. In addition, some of MindLeaps students are now training to become teaching assistants in the dance, IT, and English classes.

## FAMILY STRENGTHENING AND MERCER UNIVERSITY



The permanent center in Kigali is also a hub for programs that reach out into the larger local community. MindLeaps runs a Family Strengthening Program to further identify and deal with challenges stemming from poverty. When they join MindLeaps, each child identifies a caretaker (parent, guardian or older sibling), who is then enrolled in a "Self-Help Group". These groups come to the Jim Bell Centre every Sunday and receive training in basic business skills. Each Self-Help Group identifies a small income-generating project, and MindLeaps makes modest grants to each of the groups, enabling them to

implement their project. The ultimate goal is to help families find a way to support other children in their homes or under their guardianship, so that the impact of MindLeaps goes beyond the individual children receiving long-term school sponsorship from the organization.

For the fourth year in a row, students at Mercer University (Georgia, USA) provided annual training to mothers participating in MindLeaps Rwanda's Family Strengthening Program. The program included 40 Mercer University students teaching classes at a beginner level (for new members of the program) and advanced level (for returning members) across a wide range of topics from basic business practices to business analysis. Six members of last year's program came together to launch a new tailoring business, filling orders from the University, as well as locals and tourists.



# NYABIHU

In Nyabihu, MindLeaps partners with the UK charity Chance for Childhood to run a program aimed at advancing the lives of children and youth with disabilities. MindLeaps adapted its curriculum to the needs of deaf children. Local trainers taught youth mostly from the Nyabihu School for Deaf Children (Empowering Children with Disabilities). In 2022, twelve trainers taught 126 hearing-impaired children and youth from the community.

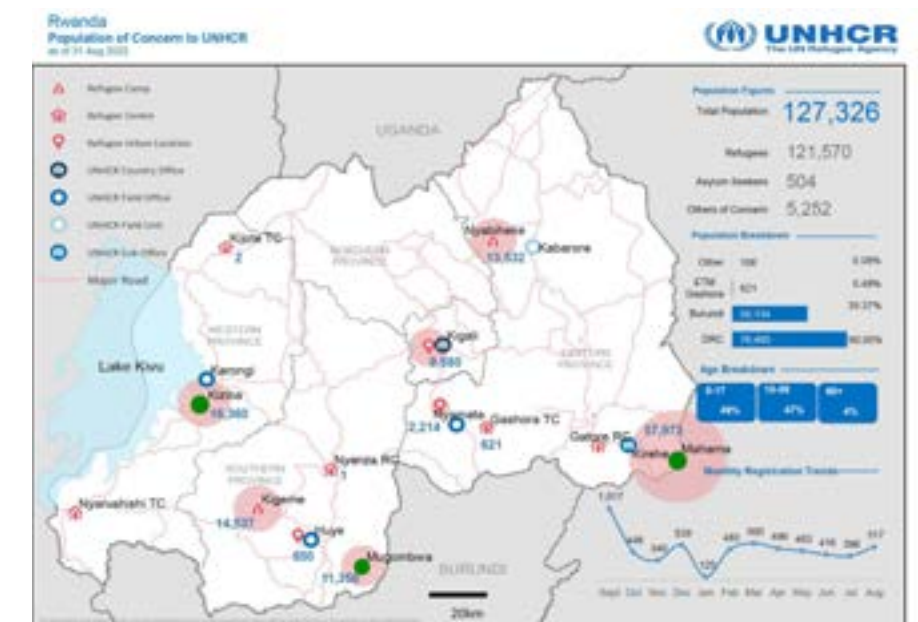


# UNHCR



MindLeaps continues to operate in three refugee camps across Rwanda - Mahama, Mugombwa, and Kiziba - in partnership with the United Nations High Commissioner for Refugees (UNHCR). Since 2018, when the program was launched, 38 refugee youth leaders were trained in the MindLeaps curriculum and hired to run the MindLeaps program in their home camps.

Through 2019, MindLeaps served 450 children and youth in the refugee camps. However, during 2020, in-person dance classes were closed across the camps due to COVID-19. Despite difficulties, trainers throughout the camps continued to participate through the Virtual Academy, and in 2021, these youth began teaching the Virtual Academy to 100 students in the camps. In 2022, MindLeaps was able to reopen classes in three camps and 360 youth completed the core program - Dance & Data.





# GUINEA

## GUINEA

In 2022, 80 new students joined the MindLeaps program in Conakry. MindLeaps Guinea ran its daily dance, English, and French classes, as well as served meals. In addition, a new Family Strengthening program was launched for the parents of MindLeaps students. The women's Digital Dreams Center has continued to offer internet literacy and computer software courses to women in the community. Since 2017, MindLeaps Guinea has been sponsoring the students who have completed the dance program to attend school. In the 2021-22 academic year, 188 students were sponsored to attend 28 schools across Conakry.

## WOMEN'S DIGITAL DREAMS CENTER

The Women's Digital Dreams Center opened at MindLeaps in Conakry in late 2021. This was made possible through the generous support of La Fondation Orange Guinée, which provided technological equipment including 20 new tablets, 10 computers, 2 Wi-Fi antennas, a projector, a printer and more. Over the course of the first year of operation, 75 young women have been taking courses in digital literacy and the internet.

The curriculum includes the IT101 and IT102 courses that have been taught in Rwanda for the last seven years. The curriculum was translated into French in May 2022.



## Education

MindLeaps currently sponsors 188 children to go to school, tracking their progress and providing tutoring support. In 2022, Tracker showed that some children struggled to achieve emotional regulation and stable improvement in key social-emotional learning skills, such as Grit and Teamwork. These students are repeating the Dance & Data program while continuing to access the other holistic activities at the MindLeaps Center.



## FAMILY STRENGTHENING PROGRAM

This year, MindLeaps launched a new Family Strengthening Program in Conakry, modeled after the same program at MindLeaps Rwanda. The program involves parents to be partners in the progress and advancement of their children while also creating opportunities for single mothers to gain financial independence. Similar to Rwanda, the mothers join a self-help group where they save and invest in income-generating projects. MindLeaps provides each group modest grants that, in addition to deposits made by the caretakers themselves, can help the parents create or expand their small businesses.



## COVID-19 SENSITIZATION PERFORMANCES

In 2022, MindLeaps Guinea, supported by the U.S. Embassy in Conakry, presented a series of performances aimed at encouraging local communities to get vaccinated and protect themselves from COVID-19. The eight performances included the use of dance and song to dispel myths about the COVID-19 vaccine. In addition, the performances reached leaders of six public schools across Conakry who then helped MindLeaps collect survey information about the community's knowledge of government-sponsored COVID-19 vaccination programs.



## NEW CENTER NEARS COMPLETION

Throughout 2022, MindLeaps Guinea has been building a new center to house all of its programs and operations. The center will be the head office of MindLeaps Guinea and have two large dance studios, three classrooms (English, French and Computer Lab), multiple bathrooms, dressing rooms, a cafeteria, a green space and apartments for volunteers.



*The land was secured in September 2021, and construction began in April 2022. The 38,000 square foot compound is ready to be officially opened in 2023!*

# UGANDA



## KAMPALA

Since 2018, MindLeaps programs in Kampala, Uganda, have worked with refugee youth and children in extreme poverty to help build a path to education, positive life decisions, and community integration. MindLeaps works primarily through partnerships in Kampala, meaning that the Dance & Data program is taught by MindLeaps dance trainers at different community centers. In 2022, MindLeaps partnered with Save Street Children Uganda (SASCU), Agape World Ministries, Karibu Youth Performers Africa, and Collaborative Art Development Initiative.



Classes were led by trainers Annet Kapule, Abdulbast Dumba, Pius Kiberu, Zanny Bagura, and Jonathan Zagabe. The Dance & Data programs promote social-emotional and cognitive development through a comprehensive core curriculum developed by professional dancers, psychologists and educators.

Through these partnerships, 197 children completed the Dance & Data program in Kampala in 2022. In 2023, some of them will join MindLeaps Performing Group to stay connected to one another; others will receive school sponsorship support.



## ORUCHINGA REFUGEE SETTLEMENT



In partnership with the United Nations High Commissioner for Refugees (UNHCR) and the Office of the Prime Minister, MindLeaps continued to run dance classes and support children in school in Kids Refugee Settlement. In 2022, 297 completed the Dance & Data program, which always consists of a minimum of 72 hours of classroom instruction. Following the completion of the dance program, 168 children were sponsored to attend the local school in the refugee settlement.

## VIRTUAL ACADEMY



MindLeaps Uganda Local Board of Directors

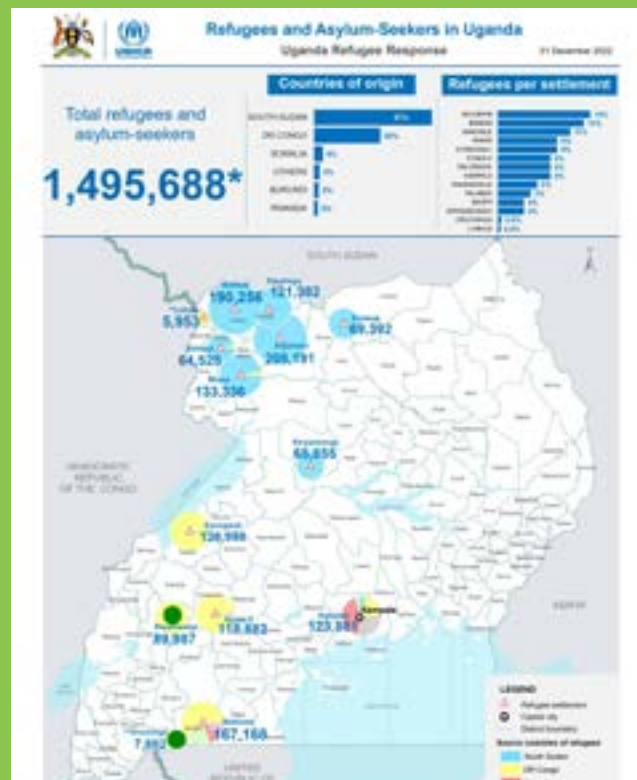
MindLeaps launched the Virtual Academy in Oruchinga Refugee Settlement in 2020 to deliver classes while Covid-19 forced closures of schools and MindLeaps dance programming in the settlement. Youth from Oruchinga Refugee Settlement studied seven courses: Digital Literacy,

Business Entrepreneurship, Communication, Project Management and Budgeting, Sexual and Reproductive Health, Child Development, and Inclusion, equipping them with the skills and knowledge to increase their independence. In February of 2022, MindLeaps graduated 36 young women from the Virtual Academy.

## RWAMWANJA REFUGEE SETTLEMENT

In partnership with United Nations Federal Credit Union Foundation, and following the success of the Virtual Academy in Oruchinga Refugee Settlement, MindLeaps launched the Virtual Academy in Rwamwanja Refugee Settlement. The program received overwhelming interest with over 100 applicants for just 40 spots. Most applicants were young mothers, some of whom were illiterate.

Courses were taught by MindLeaps experts from different countries in English with materials translated into Swahili and French. These aspiring entrepreneurs completed all the subjects, and 10 of them received seed funds to start small businesses. Nine of the businesses were already showing profits by the end of the year.



# MAURITANIA



## MAURITANIA

MindLeaps Mauritania has partnered with local NGO SOS Pairs Educateurs since 2017, providing MindLeaps dance programs to vulnerable youth in Nouakchott. Together, the organizations provide a safe space for children, share project staff, and facilitate programs and school sponsorships.



In 2022, a total of 120 children enrolled in the Dance & Data program, and the dance classes were taught by 8 local youth who underwent the MindLeaps training program to become dance teachers. Students also received French and Arabic classes, plus daily meals.



In the 2021-22 academic year, 57 students were sponsored by MindLeaps to attend school. As the academic year came to a close in July, seven of these students in their last year of primary school took their national exams in order to be promoted to secondary school. MindLeaps organized and held a graduation ceremony for the graduates. In October 2022, the next academic school year began with MindLeaps sponsoring 82 students to attend school.



## EDUCATING YOUNG GIRLS



In Mauritania, not only are 58% of females illiterate, but they are also subject to child marriage, prostitution and child labor. Since 2018, the MindLeaps program in Mauritania has addressed the specific challenges that girls and young women face. MindLeaps' Dance & Data program helps to develop young girls' cognitive and life skills, such as creativity and self-esteem. These girls will have the opportunity to go to school, receive psychosocial counseling, and get the nutritional support they need, allowing them to gain the power to make change in their communities. In addition, MindLeaps' trainers work closely with the families of the girls to ensure the support of their daughters' participation in the MindLeaps program. They can change the way women are viewed in Mauritanian society in order to create a more equal environment for themselves and generations to come.

## HUMAN RIGHTS

In 2022, MindLeaps launched the Human Rights Defenders project, supported by the US Embassy in Mauritania. This included training young women on the Child Protection and Gender-Based Violence national laws for their own empowerment as well as to inform others in their community. In August 2022, a training workshop was held for 20 females selected to be the Human Rights Defenders. Key articles in the Family Status Code were covered in the training, allowing these young women (aged 18-30) to learn about the protections, such as medical treatment, they are entitled to regarding rape, sexual harassment and domestic abuse. They were also able to learn about the laws in place regarding child protection, including information about protection against exploitation in the workplace. SOS and MindLeaps also ran a Sexual and Reproductive Health (SRH) course for 60 girls. Some of the main topics covered included sexual diseases, puberty, and the biological process of reproduction.



# NORTH MACEDONIA



## DANCE & DATA

In 2022, 40 students were enrolled in the Dance & Data program aimed to foster social-emotional learning among isolated youth who are vulnerable to extremist messaging. In February, classes began in Shuto Orizare at the primary school, “July 26th”, with two groups of 20 youth taught by teachers Xheneta Zeneli and Avni Zeneli. In the spring, a second cohort began at the school, “May 25”, in Hasanbeg with two new groups of youth. Youth showed skill improvement over the classes based on data collected in Tracker.

## ALUMNI NETWORK



The MindLeaps Youth Alumni Network, sponsored by the U.S. Embassy in Skopje, seeks to build a permanent and motivated group of youth leaders from different backgrounds and indirectly decrease the likelihood of youth extremism and discrimination. The program holds several events a year and connected 67 youth regularly in 2022.

### MARCH

In March, the Youth Alumni Network held their first event of the year, bringing together Albanian and Macedonian youth to spend time with one another.

### APRIL

The Alumni Network organized a physical game in North Macedonia’s new Escape Room to build teamwork skills between Albanian and Macedonian students.

### MAY

In May, the Youth Alumni Network visited Vodno, a mountain southwest of Skopje, and discussed the country’s natural resources and beauty.

## CYBERSECURITY AND FAKE NEWS

MindLeaps has run the Virtual Academy in North Macedonia since 2020. In 2022, the Virtual Academy ran a course on Cybersecurity and Fake News led by MindLeaps North Macedonia Project Coordinator, Shpetim Latifi, with support from the U.S. Embassy in Skopje. The free online course was open to high school and university students in North Macedonia and focused on cybersecurity capabilities and critical information infrastructure in North Macedonia.

Through the course, students became skilled in media literacy and identifying fake news that can spark radicalization. Students showed significant interest and interacted during the Zoom class as well as in the WhatsApp group. In June, a graduation ceremony was hosted for the first cohort of 23 students who completed the program.





# UNITED STATES

## NYC PILOT PROGRAM: BROOKLYN

In January, MindLeaps launched its first program in Brooklyn, New York, in partnership with a community-centered non-profit, Children of Promise, serving children who are affected by parental incarceration in Brooklyn and the Bronx.

The 6-month-long program enrolled 25 children, ages 8 to 9, and concluded in June with overall improvement in seven specific social-emotional and cognitive skills: memorization, grit, teamwork, discipline, self-esteem, creativity, and language. Trainers Caitlyn Casson, Rebecca Davis, Sadiya Ramos, and Kevin Zambrano taught classes alongside visiting instructors Fatima Logan-Alston, Apollo Levine, Key'Aira Lockett, and Toshia Jackson to prepare students for a successful final performance.



## SUMMER PROGRAM: BRONX



Following the conclusion of the program in Brooklyn, New York, MindLeaps launched another program in July. The program was held in a studio space provided by Children of Promise in the Bronx, New York. The class of 25 children, ages 6 and 7, was taught Caitlyn Casson, and professional dancer educator, Key'Aira Lockett. The children showed enthusiasm through their questions, led sections of class as early as the second week, and showed development across the skill areas.

## ARTISTIC AMBASSADORS

The MindLeaps Artistic Ambassadors have continued to make an impact throughout 2022. Artists travel to the countries where MindLeaps programs are active and participate in how dance is used to attract youth to safe spaces. Artists learn about each country, share their experiences with people around the world, and help MindLeaps invest in positive pathways for at-risk children.



This year, Mark Caserta and Kevin Zambrano traveled to Guinea and were able to work with MindLeaps dancers and trainers to choreograph four original dance pieces. They shared their experiences through their video journals. Mark Caserta, who has toured internationally with such companies as *Complexions Contemporary Ballet* and *Les Ballets Jazz de Montreal*, is currently Artist in Residence at *University of the Arts* in Philadelphia. Kevin Zambrano made his Broadway debut in the revival of *West Side Story*, and is now a trainer with the MindLeaps New York City program. Watch their video journals [online](#).



Every year, the **Ubumuntu Arts Festival** occurs in Kigali to mark the ending of the horrors of the 1994 100-day Genocide Against the Tutsi. MindLeaps has been able to bring together Rwandan youth and American choreographers every year to perform in the festival. This year, American choreographer and dancer Chase Johnsey, who is a former classical ballet dancer with *Les Ballets Trockadero de Monte Carlo* and current Artistic Director of *Ballet de Barcelona*, was funded by the U.S. Embassy in Rwanda to create an original piece for MindLeaps students. The piece celebrated the importance of human rights.

## ALUMNI PROGRAMS

The MindLeaps Performing Groups, overseen by MindLeaps trainers, allow students who have successfully completed the MindLeaps Dance & Data program to pursue dance as a creative outlet, in addition to their academic studies in school. The groups create original choreography that entertains local communities as well as conveys vital messages. The MindLeaps Performing Groups in Rwanda, Guinea, Mauritania, and most recently, the Oruchinga Refugee Settlement in Uganda, have performed at a variety of different events this year.

The MindLeaps Performing Group in Guinea presented a series of performances aimed at informing the local Guinean population about vaccination programs in the surrounding areas, and encouraging them to get vaccinated. The performances, supported by the U.S. Embassy in Conakry, dispelled myths about the COVID-19 vaccine and helped collect survey information about the community's knowledge of government vaccination programs. The MindLeaps Performing Group in Mauritania performed an original piece by Lalla Towiloum, a MindLeaps dance trainer, on International Women's Day. The piece was designed to improve students' knowledge of gender-based violence.



### Alumni programs extend beyond dance

performances to include social activities organized by Virtual Academy graduates, student councils formed around the MindLeaps centers to facilitate communication with staff, and teaching assistant/employment opportunities with MindLeaps and partner organizations.

# FY22 FINANCIALS

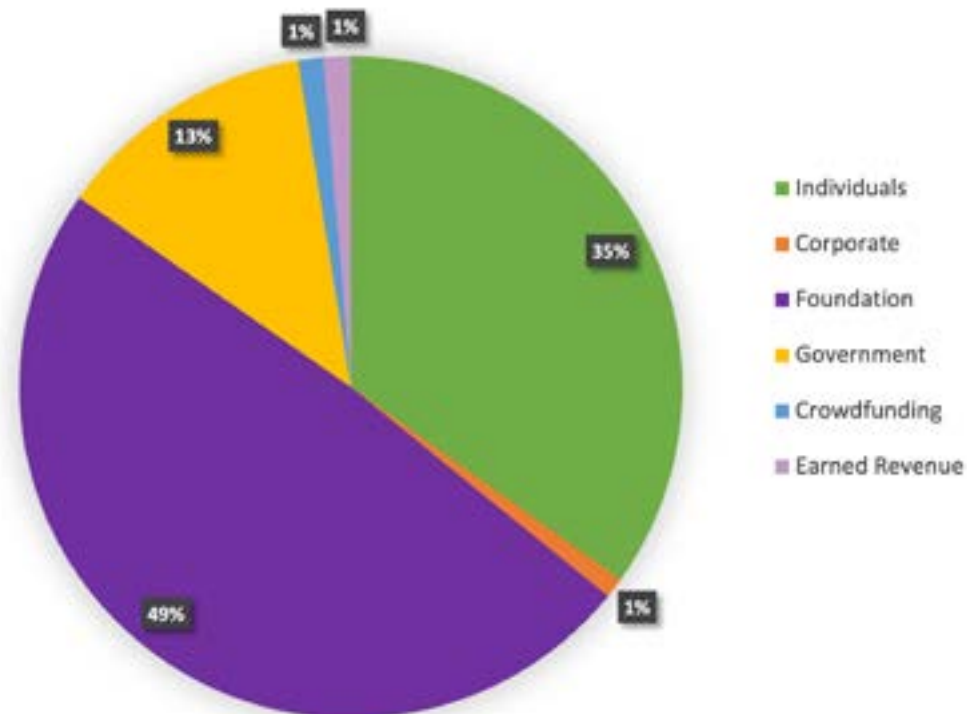
## MindLeaps Statement of Financial Position As of December 31, 2022

| ASSETS                                  | Total            |
|---|------------------|
| Bank Accounts                           | \$528 126        |
| Prepaid Expenses                        | \$19 021         |
| Other Assets                            | \$3 522          |
| <b>TOTAL ASSETS</b>                     | <b>\$550 669</b> |
| <b>LIABILITIES AND EQUITY</b>           |                  |
| <b>Liabilities</b>                      |                  |
| Current Liabilities                     |                  |
| Deferred Grant Revenue                  | \$14 915         |
| Accounts Payable                        | \$16 747         |
| <b>Total Liabilities</b>                | <b>\$31 662</b>  |
| <b>Net Assets</b>                       |                  |
| Beginning Net Assets                    | \$449 758        |
| Change in Net Assets                    | \$69 249         |
| <b>Total Net Assets</b>                 | <b>\$519 007</b> |
| <b>TOTAL LIABILITIES AND NET ASSETS</b> | <b>\$550 669</b> |

## MindLeaps Statement of Activities January - December 2022

| Revenue                      | Total              |
|------------------------------|--------------------|
| Unrestricted Donations       | \$624 322          |
| Restricted Donations         | \$340 988          |
| Government Grants            | \$143 735          |
| Earned Income                | \$15 034           |
| <b>Total Revenue</b>         | <b>\$1 124 081</b> |
| <b>Expenditures</b>          |                    |
| Rwanda                       | \$150 076          |
| Guinea*                      | \$471 953          |
| Uganda                       | \$105 244          |
| Mauritania                   | \$59 104           |
| North Macedonia              | \$29 441           |
| USA Program                  | \$58 324           |
| Salaries and G&A             | \$107 406          |
| Fundraising                  | \$42 658           |
| Tracker, Research & Training | \$30 624           |
| <b>Total Expenditures</b>    | <b>\$1 054 832</b> |

FY2022: Sources of Revenue



# PRESS

## 15 February, 2022

MindLeaps was featured in the [United Nations Federal Credit Union Foundation's press release](https://www.unfcufoundation.org/unfcu-foundation-names-2022-grant-recipients/) announcing its 2022 grant partners. MindLeaps was recognized for its Virtual Academy program providing young women business entrepreneurship training and life skills in Rwamwanja Refugee Settlement. <https://www.unfcufoundation.org/unfcu-foundation-names-2022-grant-recipients/>

## 4 August, 2022

MindLeaps was featured in an article by [The St. Thomas Source: U.S. Virgin Islands](https://stthomassource.com/content/2022/08/04/rwanda-journal-2022-a-mystical-journey-part-three) by journalist Shaun A. Pennington. The article explains how MindLeaps' work in Rwanda is positively impacting children in the country and aiding Rwanda's continuing rebirth after the 1994 Genocide Against the Tutsi. <https://stthomassource.com/content/2022/08/04/rwanda-journal-2022-a-mystical-journey-part-three>

## 21 August, 2022

MindLeaps's Founder and Executive Director, Rebecca Davis was featured in [Episode 77 of Christy Neal's podcast, Everyone Has A Voice](https://everyonehasavoice.libsyn.com/website/size/5/?search=rebecca+davis). The podcast was titled "MindLeaps: Dancing Toward Academics with Rebecca Davis" and features Rebecca sharing how MindLeaps' program in Rwanda allows Rwandan children and youth to fuel their hopes for the future with dance. <https://everyonehasavoice.libsyn.com/website/size/5/?search=rebecca+davis>



Photo Credit: St. Thomas Source: U.S. Virgin Islands



# LEADERSHIP & BOARD

MindLeaps dedicated staff make all the programs possible across six countries. Many are former MindLeaps students or dance trainers who were part of the program and grew into leadership roles.



**Martha Bua Peace**  
Uganda Country Director



**Vedaste Ndayambaje**  
Rwanda Country Director



**Martin Mamadou**  
Guinea Country Director



**Yves Bisina Akonkwa**  
UNHCR Uganda  
Coordinator



**Emmy Turikumwe**  
UNHCR Rwanda  
Coordinator



**Younoussa Camara**  
Guinea Coordinator



**Aliou Dioum**  
Mauritania  
Coordinator



**Moussa Cissokho**  
Mauritania  
Coordinator



**Omer Hamiti**  
North Macedonia  
Coordinator



**Rebecca Davis**  
Executive Director



**Bashir Karenzi**  
Africa Director



**Olivier Twagirimana**  
International Coordinator

## BOARD OF DIRECTORS

*MindLeaps' Board of Directors & Advisors provides essential guidance, strategic planning, and oversight. Among the Board's activities are fundraising, financial management, legal counsel, strategic planning, and monitoring & evaluation.*

Board of Directors:

**Ramie Arian** - Ramie Arian Consulting  
**Michael Maguire** - Sumitomo Mitsui Banking  
**Kathleen Bakarich** - Hofstra University  
**David Hartman** - David Hartman Consulting  
**LaMar Baylor** - Conga Kids  
**Andrea Gosfield** - Gosfield Law LLC  
**Robyn McLeod** - Chatsworth Consulting  
**Catherine Smith** - Dance Facilitator

Board of Advisors:

**Misty Copeland** - American Ballet Theatre  
**Neil Kleinman** - University of The Arts  
**Joel Soffin** - Jewish Helping Hands

*MindLeaps' volunteers provide considerable and vital support to its operations. The many roles they undertake include graphic design, translation, research and analysis, video editing, and much more. The Board is grateful to the following for their commitment and wonderful contributions:*

Briana Peet, Clement Kigelulye, Dan Penn, Elyssa Sena, Greg Litt, Harold Slamovitz, Jagneet Kaur, Jenny Weightman, Kathie Kelly, Megan Smith, Olivia Fanders, Ombeni Mtanga, Rachel Wyman, Sage Meghann Miller, Taylor Jordan, and Vrushali Agashe

# OUR SUPPORTERS

## Corporate



## Foundation



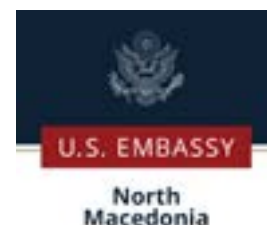
*Tully Sennett Charitable Fund*

*Kehillat Israel Reconstructionist Congregation*

*Bulova Gale Foundation*



## Government



*U.S. Embassies in Rwanda, Guinea, Mauritania and North Macedonia*

# ORGANIZATIONAL HISTORY



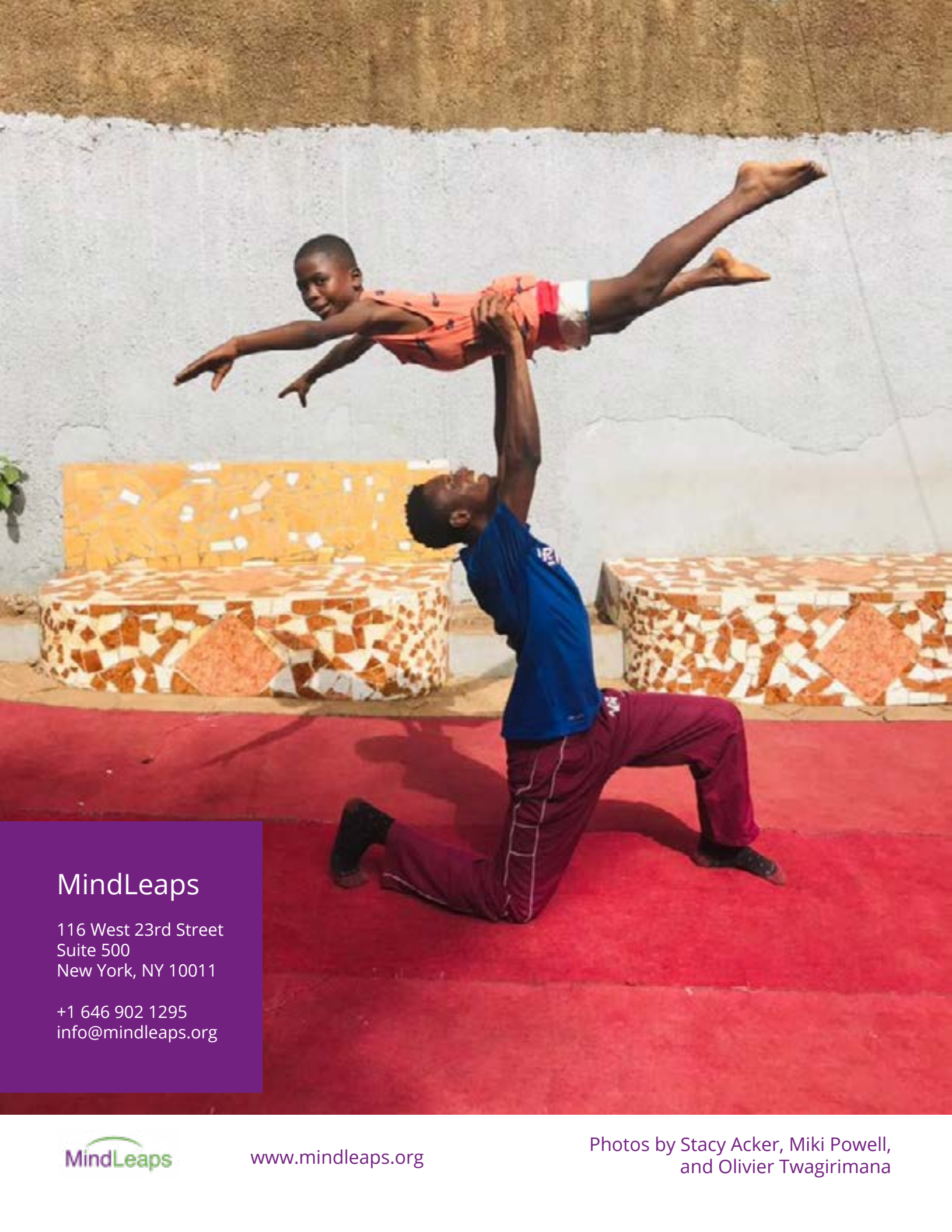
MindLeaps is the second iteration of a 501(c)3 organization founded in 2005 as Rebecca Davis Dance Company. In 2014, it underwent a mission change to reflect today's international work serving children. The stimulus for the mission change began in 2008 when Rebecca Davis choreographed a full-length ballet about the genocide in Darfur. The creative process of transforming Brian Steidle's book "The Devil Came on Horseback" into an aesthetic presentation was an all-consuming experience and left Rebecca wondering what happens in post-genocide countries. She traveled to Rwanda to answer her lingering questions about genocide and reconciliation. Instead of finding answers, she found hundreds of kids living on the streets who loved the same thing she had built her entire company around – dance. Since that trip, Rebecca has committed her life to building an organization that leverages the power of dance to break the cycle of poverty.

The evolution of the MindLeaps model is the result of step by step research and development in the field, collaborating on projects beginning in 2009 in Bosnia-Herzegovina, Rwanda and Guinea. Artists, educators, psychologists, child development specialists and data scientists worked together to determine how movement patterns can demonstrably improve social-emotional learning skills and cognitive development. These stages allowed MindLeaps to test, refine and perfect its methodology.

Now, MindLeaps begins work in a new country through local partnerships. As experience is developed, the organization establishes its own local entity or registers as an international NGO to expand its staffing, services and impact.

Today, MindLeaps works in East Africa, West Africa, the Balkans and the USA.

As of 2022, MindLeaps serves over 2,000 children annually and supports these youth on a multi-year journey to achieve self-reliance.



## MindLeaps

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Photos by Stacy Acker, Miki Powell,  
and Olivier Twagirimana