

REPORT SUMMARY

This project has been well received by all stakeholders. There had been some delays due to recruitment of writers and their contributions to the training manual. However, the manual has now been reviewed and approved, and the first of the training events took place in March. Monitoring and evaluation needs to be strengthened and coaching is being provided before the next round of training.

PROJECT SUMMARY

Background and context

The 1994 genocide was a devastating moment in Rwanda's history. Extremists were able to exploit, manipulate and coerce an entire nation to commit unprecedented atrocities and the church lacked the strength of leadership and the moral courage to protect and intervene.

Rwanda's leaders have done much to restore their country's fortunes and Rwanda is now one of Africa's fastest growing economies. However, the hierarchical nature of society and poor inter-generational communication limits leadership development in the formative years of young adults, many of whom remain traumatised by their infant experience of the genocide.

Alongside this the church is blamed by over 80 per cent of the population for failing to protect civilians and its influence and moral leadership is weakened as a result.

This project will prepare a new generation of leaders with strong Christian values in and through the universities of Rwanda. This is of vital importance for long-term stability and the spiritual and economic health of the nation.

Aims and objectives

- To develop a generation of leaders with strong Christian values
- To develop an effective biblical leadership training programme
- To train over 1000 students per year in biblical leadership
- To influence positive behaviour change and encourage them to live out their values
- To equip and encourage them to become Godly leaders, advocates and evangelists



Target Audience

This project specifically targets university students with genuine leadership potential. These are the people most likely to become future leaders in all areas of Rwandan society within their communities and within their chosen careers.

PROGRESS AND PLANS

Main activities and outputs

Plans have been re-oriented slightly to focus on ensuring the quality and sustainability of the project. This will help to underwrite its impact. Project materials will be tested and refined on an initial group of trainers and a mentoring programme will be integrated throughout.

To date, meetings have been conducted with decision makers and key influencers in all target universities. Michael Gasare, the manager of this project, met with officials from the Ministry of Education and successfully sought their endorsement and support. The project was discussed with other organisations involved in student leadership development including African Enterprise, Compassion International, Campus for Christ, Christian Centre for Documentation and Training, and International Fellowship of Evangelical Students. Their information, advice and materials have been incorporated as appropriate into the project's training materials.

The training manual was compiled by two highly qualified consultants; Dr Aggée M. Shyaka Mugabe and Mr Wandera Gihana Manasseh. A list of contributors to the training manual can be found below. This was intentionally representative of a wide range of perspectives and national bodies. The manual has been reviewed by the manager of our African Biblical Leadership Initiative, Amanuel Mengistu, the General Secretary of Bible Society Slovenia, Matjaz Crnivec, and the Board of Bible Society Rwanda, and has been agreed with the project team.

The first three training weekends have now been delivered, on 1-3 March, 15-17 March and 29-31 March. A total of 55 students, all Christians, attended the events. These students will become the trainers for the next round of decentralised training which is being scheduled in June.

Role descriptions, expectations and responsibilities have been written for all trainers and students undertaking training. This is a cascade model of training supported by a mentoring programme, refresher training and alumni events. A planned baseline assessment of all students entering the programme was substituted by a small sample of exit interviews providing some of the testimonies below. We are trying to redress this and coaching and support will be given to Bible Society Rwanda before the next round of training .



Training

Using the newly-developed training materials, student trainers provided initial training to five, rather than three, students from each of the 11 participating universities thus creating one team of five trained students in each university. The plan is for each team to then train another six to ten students who would organise into two teams, thus creating a total of 33 teams who would then go on to train a further two teams each.

After four rounds of training, there would thus be at least 297 representing a body of 891 leaders, living out their values and influencing the lives of students in universities across the nation. Training of others helps the programme to grow and also helps to consolidate training and encourage application within the trainer.

The training materials were well received. Decentralised training will follow a similar format but will adjust to suit smaller group sizes.

Students were selected on the recommendation of the student body and in particular the student representative, otherwise known as the Guild President, in each participating university. There are no formal selection criteria although the following will be used as a guide. Each team must include at least one woman. Acceptance in African culture is based on relationships, character and trust. Bible Society Rwanda and Guild Presidents will be looking for gender balance, opinion formers and people who can demonstrate the ability to train others.

Facilitators and Mentors

Facilitators also act as mentors. They are all mature Christians, well educated, with outstanding testimonies. Each has practical leadership experience applying Christian values in a variety of roles in both public and private sectors.

- Mr Manasseh Wandera - the former National Programme Director for Compassion international in Rwanda, a consultant and leadership and management specialist.
- Mr James Tumwine - a committed Christian and the National Director of EDPRS (Economic Development and Poverty Reduction Strategy) in the Ministry of Economy and Finance.
- Mr Darius Kankiriho – Bible Society Rwanda (BSR) Chairman of the Board of Directors
- Father Hildebrand Karangwa - a BSR Board member and university lecturer
- Bishop Samuel Kayinamura - Bishop of The Free Methodist Church of Rwanda
- Dr Aggee Mugabe - Senior Lecturer at National University of Rwanda and good governance specialist.

TESTIMONIES

David Getete, Guild president at the Kigali Institute of Science and Technology, said, 'I can simply say that the Developing Future Leaders project is very relevant to shape the future leaders for integrity, and base our leadership efforts on the reality of the Word of God. I am very glad to be part of the project.'

Dr Haggai Mugabe, Senior Lecturer at the National University of Rwanda, said, 'This project has come right on time and thus is relevant. We need committed people to come up with quality topics, so that future leaders will grasp them and influence the leadership system with the culture of integrity. Especially, they need to influence the policy makers in matters related to many social, ethical and moral issues.'

"I have heard before the Bible Society of Rwanda but not much on its functions. Then, I was excited by DFL training Sessions that we acquired maximum on Leadership and good governance principles, all basing on Bible ethics. I decided to become a servant leader, to sensitize my fellows and to be a real transformative agent of my Country, Rwanda." Said Justine MUKOBWA, Gender – Minister, KIE/ KIGALI

"During the DFL Training sessions, I discovered the real truth of the godly Leadership on which could be applicable in our daily life. I am committed to share those I have learnt to my colleagues especially leaders in different areas of services by following biblical values". Said Fred RUTAYISIRE, NUR-BUTARE

Evariste Ndengejeho from level 5 in INES Ruhengeri, in the Faculty of Applied Statistics to Economy says that he gained power to think of his duties as an upcoming leader led by the Word of the Lord. "Knowledge gained from here will help us to become helpful for our fellows telling them how to become good leaders who have a vision for their country and value the Bible in everything what they do", he said.

EXPENDITURE AGAINST BUDGET

January – December 2011	Budgeted	Expenditure
Scripture costs	8,092	0*
Training materials	3,414	3,097
Mobilisation, monitoring and evaluation	7,949	5,646
Launch	913	0
Training of trainers	7,675	434*
Exit and handover	999	0
Total	29,042	9,177



*This does not include the cost of Scriptures distributed during the March training

Some scenes from the training sessions

SUMMARY CONCLUSION

This project is investing in short and medium term initiatives that seek much longer-term returns. It has experienced some delays in its first year, largely due to the need to ensure the project is sustainable and effective. However, it is now poised to move into the roll-out phase. The project has been well-received among key influencers and stakeholders and is now well underway.

It is hoped that this serious investment in a generation of future leaders will have a lasting impact on the development of Rwanda as a nation. The Bible's message of justice and equality will be at the heart of Rwandan leadership, and influential positions will be held by people of integrity and faith.

Thank you for your support for this project. Thank you for your generous gift and prayers. Your support is helping to rebuild a nation with God's Word at its heart.

Please continue to pray for this project. Pray for the university students leaders, that they would retain all that they have learned and would share this effectively with others as they deliver decentralised training within their own universities. Pray that the workshops will be thoroughly conducted, informative and inspiring. Please pray for the team managing this project, for energy, wisdom and creativity as they roll out the training and strengthen their monitoring, evaluation and monitoring procedures.

Thank you.

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