



**2021  
ANNUAL  
REPORT**





## Our Mission

MindLeaps creates educational paths for some of the most vulnerable children in the world through a creative arts program that is built on data-driven metrics.



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# DIRECTOR'S NOTE

Dear Friends,

At the start of January 2021, the promise of Covid vaccines and the end of the pandemic has given way to the realization of continual new variants and a constant ebb and flow of the virus. MindLeaps has been able to continue our programs and to grow despite the challenges of the pandemic. We served 1,965 children in fourteen programs across five countries, engaged 90 local staff, trained 40 new dance trainers, and sponsored 432 students in school.

However, the pandemic was not the steepest challenge MindLeaps faced this year.

On September 5 2021 in Guinea – where we had 125 children dancing at our center, 140 kids in school, and international teachers leading up a new training – there had just been a coup d'etat.



As the streets filled out with violence and then went eerily quiet, MindLeaps kept its staff, students and trainers safe. Within 48 hours, the MindLeaps team in Guinea had restarted its work of serving all our children in dance, English, French, and health classes, and providing daily meals.

The events made me see the mission of MindLeaps: protect children and their futures. Peace and unity are needed most in times of uncertainty. When we gather together to build our minds and bodies through dance, the ethnic tension of the streets disappears and we fight for our future.

Throughout the world, the plagues of Covid-19, ethnic conflict, radicalization, and social injustices will continue into 2022, but MindLeaps will always respond in the same way: with commitment, data-driven methods, and teamwork with our staff and the local community to serve our students in their holistic development. Through this, a way forward of academic skill-development, emotional resilience, opportunity, and peace will be the future for all our children.

Of course, none of this would be possible without our friends, supporters, staff, volunteers, foundation partners, and corporate donors who continue to help us to fulfill our mission of helping vulnerable youth overcome adversity. Thank you for being with us.

Sincerely,

Rebecca Davis  
Executive Director





# IMPACT

BY THE NUMBERS

**1,965** Students Served

**1,215** Enrolled in the  
Dance & Data Program

**432** School sponsorships

**318** Enrolled in the Virtual  
Academy / Acceleration  
Programs

**90** Local staff employed

**5** Countries

**\$779,220** 2021 budget





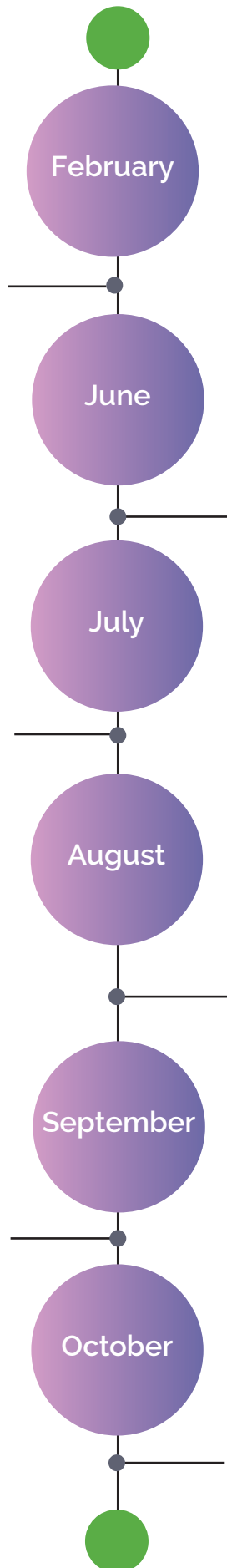
In February 2021, a permanent MindLeaps program in the Rwamwanja Refugee Settlement was secured. The settlement hosts almost 76,000 refugees, primarily those who have fled violence in the Democratic Republic of Congo.



In July 2021, MindLeaps hosted Kirven Douthit-Boyd, former dancer with Alvin Ailey American Dance Theater. Kirven traveled to the Jim Bell Centre in Rwanda to choreograph a dance piece for the Ubumuntu Arts Festival and host five artistic workshops.



In September 2021, MindLeaps partnered with Chance for Childhood and Empowering Children with Disabilities to launch a new program that focuses on D/deaf girls from the Nyabihu School for Deaf Children in Rwanda.



In June 2021, 600 MindLeaps students completed their academic year. In addition, 116 of these students began preparing for their national examinations in July to graduate from Primary or Secondary School.



In August 2021, local Guinean youth began a 12-week intensive Train The Trainer program. In November, 13 Guineans were certified in MindLeaps methodology and will be hired by MindLeaps in 2022.



In October 2021, MindLeaps opened the Women's Digital Dreams Center at MindLeaps Guinea. This center is made possible through the support of Fondation Orange Guinée.



## MONITORING & EVALUATION

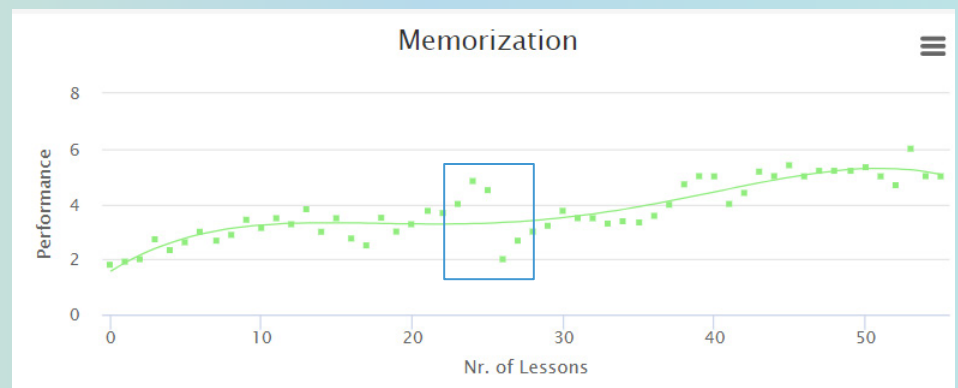
All of MindLeaps' dance programs use Tracker, a data-driven Monitoring & Evaluation (M&E) system that measures changes in cognitive skills and social-emotional learning.

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 because it gathers data from a child's execution of dance moves to visually graph changes in behavioral patterns. Since the assessment relies on actual movements the 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.

In 2021, MindLeaps launched a quarterly research newsletter written by MindLeaps' lead researcher, Dr. Janelle Junkin. In addition, a slack discussion group was set up to discuss matters related to quantitative and qualitative research processes for social-emotional skill development. MindLeaps is also currently exploring the possibility of licensing Tracker for outside use.

This graph is a sample analytics report from Tracker. It displays the rise in average skill level of one group of kids at the MindLeaps program in Uganda from March 2021 to November 2021. The x-axis is the number of dance classes taken and the y-axis is the average of the memorization skill level across all kids in the class on a scale from 1 to 7. In addition to seeing the development, you can also see the decrease - around lesson 25 (see square box in above graph)- during the second government-directed lockdown in Uganda due to Covid-19 (July 2021) when dance classes were shutdown.





# A CHILD'S STORY

Before coming to MindLeaps, Berthe had been moving from house to house – from her mother's home, to her aunt, to her uncle. Her family had been unable to continue paying her school fees, so she was forced to drop out. She spent her days doing household chores and sometimes selling food at her aunt's shop to help support the family. When she arrived at MindLeaps, she had been out of school for the better part of three years.



Berthe joined MindLeaps in 2018. She has a passion for dance, but her early days at MindLeaps were not always easy. She was the oldest student in class and everything was new to her – the other students, the instructors, and the structure and discipline of the program. She was exhausted and overwhelmed, and didn't want to return to class. But her older cousin, who had gone through the MindLeaps program, pushed her to stick with it. His encouragement and her attraction to dance kept her coming back, and soon things began to change. As she adapted, she began to thrive as she not only mastered dance skills, but also acquired the core competencies needed to return to formal schooling.

Through her dedication to the MindLeaps program, Berthe not only excelled at dance, but she also grew stronger in the cognitive skill areas that are incorporated in the curriculum. In 2019, she was ready to return to school with MindLeaps' sponsorship, beginning 4th-year primary school at Groupe Scolaire Emmaüs. She has now moved on to year 5, and is doing especially well in math and reading. At the same time, her passion for dance has only grown. When her school schedule allows, she assists instructors in dance classes at MindLeaps' Center. With her enthusiasm and talent as a dancer, Berthe is being encouraged to learn more of the teaching curriculum, with an eye to one day becoming a MindLeaps instructor herself.



# RWANDA





# RWANDA

## JIM BELL CENTRE

MindLeaps Rwanda's Jim Bell Centre in Kigali opened in 2014. Since then, MindLeaps Rwanda has continued to provide its standardized dance curriculum that targets critical learning skills: memorization, language, self-esteem, creativity & self-expression, discipline, teamwork and grit. In 2021, 113 students attended regular dance classes, received daily meals, and participated in academic tutoring sessions in mathematics, physics, chemistry, biology, and geography.



In 2021, the Jim Bell Centre team prepared 90 students to take the national exams. Out of these students, 10 students from MindLeaps Rwanda placed in Division I (top scorers in the country).

Dance Training	Holiday Program	Daily Meals	Health Awareness	School Sponsorships
MindLeaps' dance curriculum targets seven skills: memorization, teamwork, creativity, discipline, self-esteem, language and grit.	The Jim Bell Centre runs a series of activities during the holiday period for 70 kids daily, including Science Club, English Class, IT Class, Chinese Class, Arts & Crafts, Music Class, and weekly Fashion Shows.	A daily meal program improves learning capacity and reduces the issue of food insecurity that many children and their families face.	Through the Sanitation and Sexual and Reproductive Health Programs, children learn about proper sanitation, how to practice safe sex, and how to prevent diseases and unwanted pregnancies.	MindLeaps is proud to sponsor 166 students in formal education this year. They are sponsored in a variety of primary, secondary, and vocational training schools, which are daytime or boarding schools depending on the students' needs.



## Jewish Helping Hands Digital Learning Center

Thanks to the generous support of Jewish Helping Hands, MindLeaps is renovating its large classroom into a digital learning lab. Equipped with modern technology and electronic devices, The Jewish Helping Hands Digital Learning Center will be a technology-based classroom lab that will help some of the world's poorest children learn 21st century skills. It will be led by MindLeaps alumni who have recently graduated with IT degrees. Children will enroll to study MindLeaps IT 101 and 102 curricula, and a coding course created by MindLeaps alumnus Fiston Sindambiwe. The lab will open in 2022.



### Masoro Leaping Forward



The “Masoro Leaping Forward” program was designed by MindLeaps and the Masoro community to develop agency among youth leaders, women, and girls, and improve health, the economy, and educational opportunities. MindLeaps ran a three-part program: a leadership academy for 30 youth, a data-driven dance program for 100 youth to improve academic performance and social-emotional learning, and a series of community dance classes accessible to all residents of Masoro.

Despite the huge challenges met with the Covid-19 pandemic, “Masoro Leaping Forward” has had a sustained positive economic impact on the community. By raising the academic achievement of youth, employing women in leadership positions, and engaging community members, the project has directly impacted beneficiaries while growing local leaders and partnerships to build new programs and serve multiple generations in Masoro.

MindLeaps officially completed the “Masoro Leaping Forward” project on June 19, 2021. On June 20th, 80 children graduated from the Dance & Data program.

### Mercer University



MindLeaps offers business entrepreneurship training through the Family Strengthening program to help parents start and manage their own small businesses. In 2021, the Family Strengthening Program consisted of 144 MindLeaps students' parents, 98% of whom are female. 43 parents have received seed funds from MindLeaps to launch or expand their small businesses.

This year, MindLeaps Rwanda partnered with Mercer University to support the Family Strengthening Program. In May 2021, a group of 28 students and teachers from Mercer University provided a one-week business training program to MindLeaps staff, and made investment plans for the Family Strengthening Program. This includes providing materials and equipment for the creation of the mother's tailoring workshop, which now produces thousands of dollars in sales.





MindLeaps operates in six refugee camps in Rwanda in partnership with UNHCR. Throughout the past year, MindLeaps staff have been conducting regular home visits to the children in our programs across the six camps, which helps the students to stay safe, happy, and encouraged. During Covid surges, most in-person classes were suspended. In 2021, children in Nyabiheke Refugee camp were able to resume outdoor dance classes, while MindLeaps staff conducted home visits to maintain connection and emotional support with our students in the other five refugee camps (Gihembe, Kiziba, Kigeme, Mahama, and Mugombwa). During summer 2021, MindLeaps launched a Virtual Academy across the six camps that reached 85 vulnerable youth. This Virtual Academy was led by our existing dance trainers in the camps, who had previously completed the Virtual Academy in 2020.



# UNHCR



## NYABIHU



MindLeaps partnered with Chance for Childhood and Empowering Children with Disabilities to adapt the dance program to improve inclusion, participation, and protection of D/deaf children in Rwanda. In order to provide MindLeaps dance classes, an adapted inclusive version of the curriculum was created. The adapted curriculum was written by Dance Movement Therapist Andee Dooley.

The beneficiaries of this curriculum are 126 D/deaf and hearing-impaired youth ages 15 to 21. Specifically, the program focuses on D/deaf girls from the Nyabihu School for Deaf Children (NSDC) who are at risk of sexual exploitation and abuse, and who may be experiencing stigma and discrimination due to their gender and disability. As of 2021, 63 kids were enrolled in the program.



# GUINEA





# GUINEA

## CONAKRY CENTER



In 2021, 125 new students joined MindLeaps program in Conakry. MindLeaps Guinea ran its daily dance, English, and French classes, as well as served meals daily. In addition, this year the Sexual and Reproductive Health program was offered to all female students taught by MindLeaps staff Mariam Sylla and Jenneh Jabie. Students who had previously graduated the program were able to restart school following Covid shutdowns and they performed well. For the report cards collected in August, 69% of students ranked in the top 20% of their classes at the end of the school year.

This year, MindLeaps Guinea provided these ongoing programs:

Sanitation Program	Social Services	Dance Training	Daily Meals	Academic Sponsorship
In partnership with <i>Vertice</i> , MindLeaps delivered sanitary napkins and hygiene kits to the students at the Conakry Center who are participating in the After-School Program.	MindLeaps conducts home visits and provides opportunities for families to receive social services.	MindLeaps' unique dance curriculum helps to develop cognitive and social-emotional skills that are vital to success in school and work.	A daily meal program ensures that children do not face food insecurity while learning at MindLeaps. In 2021, Mindleaps Guinea served over 26,000 meals.	After completing the MindLeaps Dance and Data program, sponsorships are provided for students to enter formal education. In 2021, 203 students from MindLeaps Guinea were sponsored.

Since 2017, 400 children have completed the MindLeaps Dance & Data program through the MindLeaps Center in Conakry. MindLeaps currently sponsors 203 of these children to go to school, tracking their progress and providing tutoring support. The children who were not ready yet for school enrolled in the Dance & Data course again for continued advancement in the seven social emotional learning skills, and they continue to access the other holistic activities at the MindLeaps Center.





# GUINEA

## JULIA TAFT GRANT

Established in 2000, the Julia Taft Fund awards grants every year with the goal of closing gaps in refugee aid, by issuing grants to local nonprofit organizations for quick-impact projects.

Supported by the Julia Taft Fund, MindLeaps Guinea provided 32 refugee and returnee youth with the MindLeaps Virtual Academy. They completed six subjects: Digital Literacy, Business Entrepreneurship, Project Management & Budgeting, Communications, Child Development and Inclusion.



During this period, youth demonstrating the most promising work and commitment to their businesses/community projects were selected for two special events showcasing their talents: A Pitch Session with Judges (February 26th, 2021) and Conversations with MindLeaps (April 2nd, 2021). Students received useful feedback from the judges. At the conclusion of the project, ten youth received \$350 USD each in seed funding to start their businesses.



# GUINEA

## WOMEN'S DIGITAL DREAMS CENTER

The Women's Digital Dreams Center opened in late 2021 at MindLeaps Guinea. This center is made possible through the support of Fondation Orange Guinée. The foundation is providing the technology materials, including 20 new tablets, 10 computers, 2 WIFI antennas, a projector, printer, and more. MindLeaps is teaching 75 young women digital literacy courses at this new center. Amina Abou Khalil of the Foundation presented the new materials for the lab in a ceremony on October 23rd, 2021.





# GUINEA

## NEW BEGINNINGS

In August, MindLeaps Guinea secured land measuring 18,300 square feet (1,700 square meters) to build its own center – the first time in MindLeaps history! This land will become the new MindLeaps Center for arts and education (estimated completion in summer 2022) - the heart of dance within the entire organization in the years to come.



### The draft architectural plans include:

- 2 main dance studios
- 3 classrooms for French & English lessons
- Covered outdoor area where children take meals
- Long-term housing for international volunteers
- Main office of MindLeaps Guinea



MindLeaps Guinea trainers created a land dedication dance, which you can view online at <https://bit.ly/land-dance>

In late 2021, MindLeaps Guinea launched the "Dancing – Learning – Healing" program sponsored by the US Embassy. The program aims to increase awareness of Guinea's Covid-19 vaccination initiatives, boost local knowledge of public health matters, and involve women and girls as leaders. A dance performance group from MindLeaps Guinea will be touring the country throughout 2022 with a performance designed to increase community awareness about the importance of Covid-19 vaccination.



# 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. In Kampala, MindLeaps works in partnership with Save Street Children Uganda and Agape World Mission. In 2021, MindLeaps opened its own center in Kampala where 44 children are enrolled in the Dance & Data Program.

Also this year, the board of MindLeaps Uganda was formed. Members include Caroline Abwola, James Aguma, Devota Nuwe, Babu Ramadan, and Irene Rita Nassolo.



## UNHCR

MindLeaps partners with the United Nations High Commissioner for Refugees (UNHCR) in Uganda. Uganda hosts 1.5 million refugees, more than all other African nations. These refugee children are among the most vulnerable groups as they have often been through trauma, interrupted schooling, and forced relocation. In partnership with UNHCR, MindLeaps has programs at Rwamwanja Refugee Settlement and Oruchinga Refugee Settlement.

### Oruchinga Refugee Settlement:

Throughout 2021, MindLeaps was able to continue running its Virtual Academy in Oruchinga, where youth took courses in eight subject areas. In July, 36 women in the Virtual Academy presented their business plans on zoom, concluding the Business & Entrepreneurship course taught by Vesna Jovikj and Berat Haxhiu from MindLeaps North Macedonia. In October 2021, the Dance & Data Program resumed in the Oruchinga Refugee Settlement with an enrollment of 200 children following almost 1.5 years of shutdowns due to Covid-19.



### Rwamwanja Refugee Settlement:

MindLeaps' newest program is growing in the Rwamwanja Refugee Settlement in Uganda. The Refugee Settlement hosts almost 76,000 refugees, primarily those who have fled the violence in the Democratic Republic of Congo. MindLeaps began by running a training and hiring six youth from the settlement to become MindLeaps dance trainers. Classes officially started at the settlement in March, with a total of 150 refugee children enrolled in the Dance & Data program.

# MAURITANIA







# MAURITANIA

MindLeaps Mauritania has partnered with 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, leverage their female community leaders to recruit girls into the program, and facilitate school sponsorships.

In 2021, with low Covid-19 infection rates, the government reopened schools and MindLeaps dance classes resumed. A total of 213 children enrolled in the Dance & Data Program and the dance classes were taught by seven local youth who underwent the MindLeaps training program to become dance teachers. In addition to the Dance & Data Program, 20 youth from the community also enrolled in and completed the MindLeaps Virtual Academy.

Both the dance classes and Virtual Academy were funded by the U.S. Embassy in Mauritania with the goals of reducing poverty, promoting an inclusive society, and increasing cultural exchange between the U.S. and Mauritania.



As the 2020-21 school year came to a close in July of this year, students in their last year of primary school took their national exams in order to be promoted to secondary school. At MindLeaps Mauritania, 59 students were sponsored in school and six took the exams.

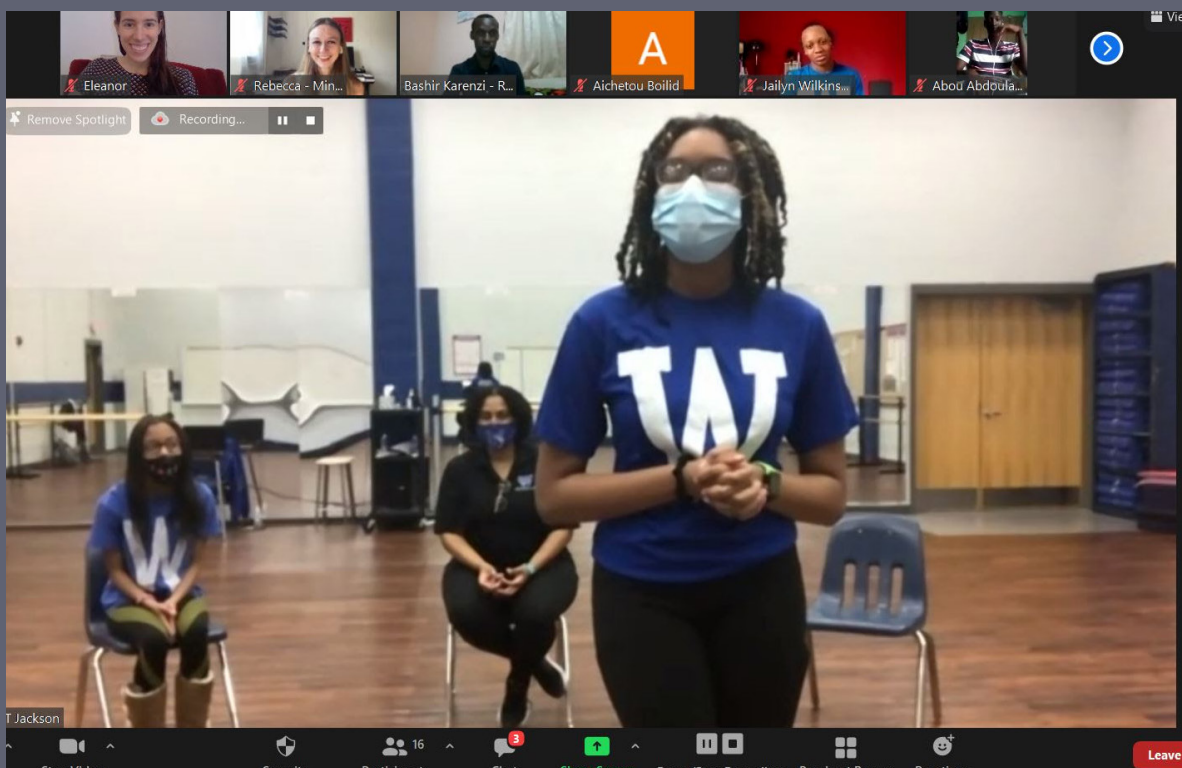
In September, MindLeaps organized and held a graduation ceremony for two groups of graduates. The first group consisted of girls graduating from Vocational Training School, and the second consisted of 20 students who completed the MindLeaps Virtual Academy.





# MAURITANIA

## AMERICAN-MAURITANIAN CULTURAL EXCHANGE



From January to May of this year, as part of a project funded by the U.S. Embassy in Nouakchott, youth enrolled in the MindLeaps Virtual Academy in Mauritania participated in a total of ten cultural exchange sessions with high school students across the United States.

Through these cultural exchanges, students from both the U.S. and Mauritania presented their respective cultures, discussed their families and hobbies, and shared their poetry, visual art, and dance.

### Participating US Schools

- Avon High School (Connecticut)
- St Mary's High School (Maryland)
- Dobson High School (Arizona)
- Westlake High School (Atlanta)
- Terre Haute South School (Indiana)
- Mounds View School (Minnesota)
- Dallas Conservatory (Texas)
- Washburn Rural High (Kansas)
- International Ballet Greenville (S.C.)
- Wilmington Friends (Delaware)



*"I thought it was very valuable to see the many different aspects of their culture. It is very important to not just see different cultures as a single story and this really inspired me to try to learn more... I plan on making maffe this weekend."*

*- Sonya, Student at Terre Haute South School in Indiana*



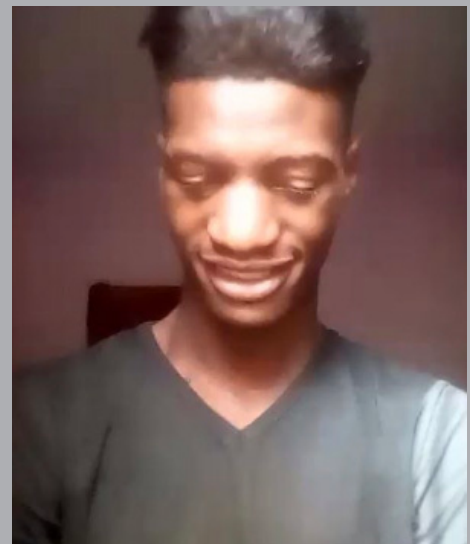
## HOME VISITS

In addition to teaching dance class, MindLeaps dance trainers also conduct weekly home visits throughout the year. These home visits are important in helping MindLeaps trainers ensure students are progressing, are safe, and are maintaining their focus on education. Furthermore, the home visits allow MindLeaps trainers to reach out to parents to increase community confidence and educate them on the importance of staying in school. With one of the highest child marriage rates in the world, this is particularly salient for maintaining the participation of the female students in the program.



## TRIBUTE TO MOHAMED SEYID

In April 2021, one of our beloved trainers at MindLeaps Mauritania, Mohamed Seyid, sadly passed away. At the graduation ceremony in Mauritania in September, Rebecca Davis and Bashir Karenzi, Executive Director and Program Director of MindLeaps, and Sy Djibril, Director of SOS Pairs Educateurs, held a special tribute for the family of Mohamed Seyid. In addition, over 40 dancers from around the world remembered Mohamed through dance with the video *In Memoriam*, which can be viewed here: <https://bit.ly/mohamedseyid>





# NORTH MACEDONIA





# NORTH MACEDONIA EDUCATION

## MINDLEAPS DANCE & DATA PROGRAM

In 2021, 110 students were enrolled in the Dance & Data Program. Twelve-week courses took place at one Macedonian and one Albanian school: Kiril Pejcinovic and Emin Duraku. The local dance trainer team included Avni Zeneli, Djellza Saiti, Xheneta Zeneli, and Andi Emini. Tracker data showed increases among the seven skills, including teamwork, promoting inter-ethnic tolerance.



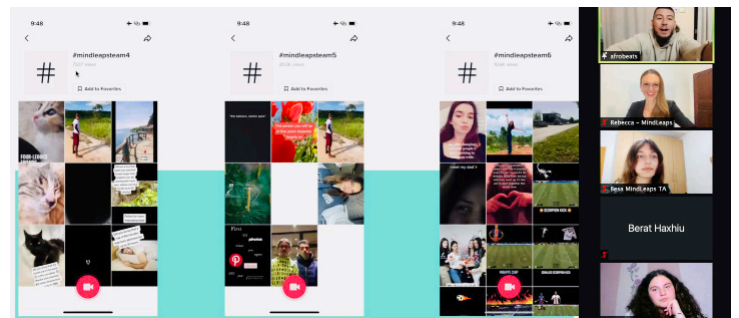
## CYBER-SECURITY COURSE

In 2021, MindLeaps launched cyber-security courses led by MindLeaps North Macedonia Project Coordinator, Shpetim Latifi. The course involves the energy and finance sectors in the process of building cyber-security capabilities in North Macedonia, and provides a mapping of the critical information infrastructure in North Macedonia. In addition, students become skilled in media literacy. Through this program, MindLeaps hopes to take youth in North Macedonia to the next level of resilience when faced with religious and ethnic radicalization risks, both in-person and online.

## MARKETING & SOCIAL MEDIA COURSE

In 2021, MindLeaps North Macedonia launched its new course, Marketing & Social Media, and over 50 students enrolled. The Teaching Assistants for this program were Igor Stojkov and Besa Krasniqi.

In addition, Javier Aranzales, TikTok influencer and a member of the MindLeaps International Trainers, guest lectured in the Marketing & Social Media course. The TikTok challenge for the course with #mindleaps hashtags generated over 69,186 views on TikTok!



**In 2021, Mindleaps North Macedonia registered locally and its board was formed. Members include Shpetim Latifi, Vesna Jovikj, Roger Webb, and Amber Lucero-Dwyer.**



# NORTH MACEDONIA ALUMNI NETWORK

The “MindLeaps Youth Alumni Network”, which started in October 2020, is the second MindLeaps project also sponsored by the U.S. Embassy in Skopje. It seeks to build a permanent, motivated group of youth leaders from different backgrounds, indirectly decreasing the likelihood of youth extremism and discrimination through the coordination and execution of ongoing programs and events. The project reaches 50 youth and empowers up to 6 youth leaders from the Alumni Network to take on its leadership.

## ALUMNI NETWORK EVENTS

### MARCH

In March, the MindLeaps Youth Alumni Network hosted their first-ever online event - a quiz game that brought together 15 youth from North Macedonia, Uganda, Rwanda, Hong Kong, Canada and the USA. In addition, the MindLeaps Youth Alumni Network organized an outdoor event to connect with youth in-person while still respecting Covid-19 measures across the country.

### JUNE

In June, the MindLeaps Youth Alumni Network organized a football/soccer game.



### AUGUST

In August, the Youth Alumni Network held a beach volleyball event and organized a Movie Night featuring the film, The Social Dilemma.



### SEPTEMBER

In September, the Youth Alumni Network hosted an event entitled “Job Skills”, with guest speaker Max Lockie, current LinkedIn Engagement Editor and formerly with Facebook and MSNBC.



# UNITED STATES OF AMERICA PILOT PROJECT

In 2021, preparations began for MindLeaps' first ever permanent program in the USA.

In 2022, the first pilot project will begin in Brooklyn, New York, in partnership with the community centered non-profit, Children of Promise. Four MindLeaps dance teachers will work with 20 students ages 8 & 9 years old twice per week for two hours each class over three months. The program will support children affected by parental incarceration in their development of skills and emotional resilience to be successful in school and make positive life decisions.

MindLeaps first teaching team in the USA program includes Kevin Zambrano, Rebecca Davis, Sadiya Ramos, and Caitlyn Casson.



MindLeaps' partner in 2022 is Children of Promise, the first and only after school program and summer day camp in NYC specifically designed to meet the needs, interests, and concerns of children left behind by a parent serving time in prison.

MindLeaps is very grateful to Children of Promise for their partnership and support in developing our first USA program:

Sharon Content, Founder and CEO

Monique Newton, Vice President of Programs

Theresa Hamman, Executive Assistant

Howard Williams, Program Director, Brooklyn

Jannelle Mowarin, Assistant Director, Brooklyn

Special thanks to Ms. Naeemah, Ms. Nacia and all the counselors and staff at Children of Promise for their consistent support.



**MindLeaps' International Artists' Fund (IAF)** is a way for artists to use their talents to bring hope and recovery to future generations. Through the program, artists are able to travel to MindLeaps' programs and see in practice how dance is being used to attract youth to safe spaces and to help them succeed in formal education. Artists learn about the country's history and see first-hand the impact of investing in at-risk children. By sharing their experiences, the artists bring a critical level of awareness to these children's plight to people around the world.

# INTERNATIONAL ARTISTS' FUND



## KIRVEN DOUTHIT-BOYD

This year, MindLeaps had the privilege of hosting Kirven Douthit-Boyd, former dancer of Alvin Ailey American Dance Theater. In July, Kirven traveled to the Jim Bell Centre in Rwanda. There, he met students and staff at MindLeaps Rwanda, observed all the activities, hosted five artistic workshops, and visited cultural and historical sites in Rwanda. Kirven also choreographed a dance piece for the Ubumuntu Arts Festival. The Ubumuntu Arts Festival is a celebration of arts and humanity held annually at the Kigali Genocide Memorial Centre in Kigali, Rwanda. In partnership with Gisimba Memorial Center, Kirven choreographed a piece entitled "Ritual", which was performed by eight selected students from MindLeaps and Gisimba at the festival on July 16. The performance of Ritual can be viewed online here: <https://bit.ly/mindleaps-ubumuntu-2021>

*"My time here in Rwanda with MindLeaps was really transformative...To learn about the depth of all the work MindLeaps is doing in supporting children and families and building the community was just incredible. I could not be happier to have learned all that I was able to learn about this great nation. It was such a joy to work with such inspiring students and watch them light up during the performance."*

- Kirven Douthit-Boyd





# TRAIN THE TRAINER

MindLeaps must continuously develop highly-qualified dance teachers adept at the MindLeaps methodology to support an ever-growing number of community Dance & Data programs. Through the Train The Trainer program, potential trainers learn about MindLeaps' curricula and pedagogy, study the M&E system Tracker, meet with MindLeaps' staff across the different program locations, and practice teaching students.

## UGANDA

In Uganda, MindLeaps ran a Train The Trainer program led by Annet Kapule for 15 refugee youth living in Rwamwanja Refugee Settlement, and subsequently hired 6 trainers to run the MindLeaps program.



## GUINEA

In Guinea, International Trainer Emmanuel Osahor from Nigeria and MindLeaps Rwanda Project Coordinator Olivier Twagirimana led a Train The Trainer. The program began in August and ran for 12 weeks. Sixty trainers began the program, and after a series of eliminations, 13 were certified to become MindLeaps teachers. This included four young women - MindLeaps first female Guinean trainers - who will begin teaching classes at MindLeaps Guinea in 2022.

## RWANDA

In Rwanda, five international teachers from Canada, the USA, and Nigeria participated in a Train The Trainer program. They studied the curricula and practiced teaching classes at the Jim Bell Centre and in the Masoro program.



## NORTH MACEDONIA

In North Macedonia, MindLeaps ran its first-ever hybrid Train The Trainer. The training took place simultaneously online and in-person, with half the participants attending virtually and half attending in-person in Skopje, North Macedonia. Included in this year's cohort were American Ballet Theatre dancer Virginia Lensi, international relations specialist Gözde Bosnalı, and local trainers from North Macedonia.



We thank our institutional supporters for helping us in providing more children with the access, programs, opportunities, and education that they need to succeed and leap forward in life.

# OUR SUPPORTERS

## Foundations



The ChangeBox Foundation



Communities Foundation of Texas



Lacewing Foundation



Chance for Childhood



GlobalGiving Foundation



Jewish Helping Hands



Segal Family Foundation



UNFCU Foundation



Issroff Family Foundation



Fondation Orange



Tides Foundation

## Corporations



AllianceBernstein



Colgate-Palmolive



Fitch Group



## Government



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



# FY21 FINANCIALS

## AUDIT IN PROGRESS

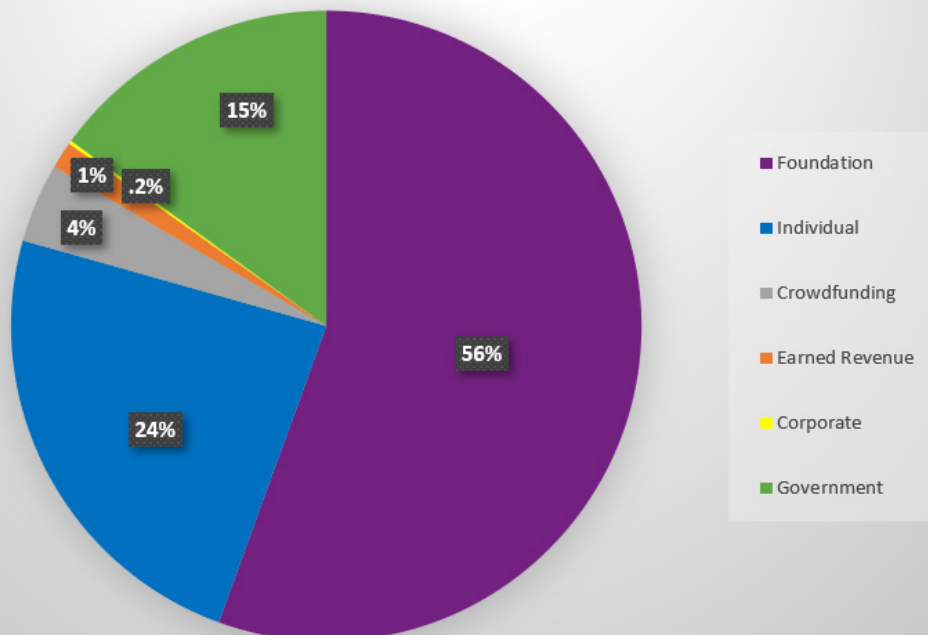
### MindLeaps Statement of Financial Position As of December 31, 2021

<b>ASSETS</b>	
Cash	\$ 413,079
Contributions Receivable	19,908
Prepaid Expenses	20,081
Donated Supplies	18,216
Property, Plant & Equipment, net	2,206
Security Deposit	1,400
<b>TOTAL ASSETS</b>	<b>\$ 474,890</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>LIABILITIES</b>	
Deferred Grant Revenue	\$ 310,209
Accrued Compensation & Expenses	1,836
<b>TOTAL LIABILITIES</b>	<b>\$ 312,045</b>
<b>NET ASSETS</b>	
Beginning Net Assets	\$ 71,226
Change in Net Assets	91,619
Ending Net Assets	\$ 162,845
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 474,890</b>

### Statement of Activity January - December 2021

	<b>Total</b>
<b>Revenue</b>	
Unrestricted Donations	\$ 551,083
Restricted Donations	307,500
Earned Income	11,759
In-Kind Donations	500
<b>Total Revenue</b>	<b>\$ 870,841</b>
<b>Expenditures</b>	
Rwanda	\$ 180,449
Guinea	204,212
Uganda	100,773
Mauritania & North Macedonia	74,986
USA Program	13,750
Salaries and G&A	90,239
Fundraising	62,038
International Artists	16,832
Virtual Academy & Teacher Training	35,943
<b>Total Expenditures</b>	<b>\$ 779,222</b>
<b>Change in Net Assets</b>	<b>\$ 91,619</b>

### Revenue Sources



## 23 February, 2021

Rebecca Davis, Founder and Director of MindLeaps, was featured in Fulbright Stories – A Foundation For The Future – Russia 2004 and The Crimea 2012. The full article is available at this link: <https://fulbright.org/2021/02/23/a-foundation-for-the-future-rebecca-davis-russia-2004-and-the-crimea-2012/>

## 23 March, 2021

In March, MindLeaps North Macedonia collaborated alongside MindLeaps Rwanda and MindLeaps USA to participate in an event with Temple University entitled "Global Dialogue: Race & Access in World Education." Speakers included Vedaste Ndayambaje and Nadia Isimbi from MindLeaps Rwanda and Vesna Jovikj from MindLeaps North Macedonia. They, as well as students from Temple University, spoke on their personal experiences with access to education and participated in breakout room conversations with Temple students on the topics discussed.

## 8 April, 2021

MindLeaps was featured in Let's Talk Dance! Episode 5 with Rebecca Davis, Founder and Executive Director of MindLeaps, hosted by American Ballet Theatre dancer Virginia Lensi. The podcast episode is available at this link: [https://www.youtube.com/watch?v=faoKOLE\\_hfE](https://www.youtube.com/watch?v=faoKOLE_hfE)

## 16 April, 2021

MindLeaps North Macedonia was featured on Konaku, a national television program. The feature highlighted the MindLeaps Dance & Data Program presented by our Albanian dance instructors and Program Coordinator Shpetim Latifi. Watch the feature on YouTube: <https://youtu.be/lnpTOLsoovQ>





## 29 April, 2021

In May, Program Director Bashir Karenzi and students from MindLeaps Rwanda presented at the Together We Remember virtual event and performed a dance for Kwibuka (the commemoration of the 1994 Genocide Against the Tutsi).

## 15 June, 2021

MindLeaps was featured in *Ballet Rising*, in an article entitled "MindLeaps Uses Dance To Support Marginalized Children Across Africa". The full article is available at this link: <https://balletrising.com/2021/06/15/mindleaps-uses-dance-to-support-marginalized-children-across-africa/>.

## 27 June, 2021

MindLeaps was featured in EP30 of Ballet Rising's video interview series. The full interview is available at <https://balletrising.com/2021/06/27/ep0030-mindleaps-global/>.



## 8 July, 2021

MindLeaps was featured on the HarmonyTALK podcast with host Lisa Champeau interviewing Rebecca Davis. The full episode is available at this link: <https://omny.fm/shows/harmonyfoundationtalk/harmonytalk-with-dreamer-rebecca-davis>.

## 26 August, 2021

MindLeaps' participation in a virtual conference by the Cape Town Holocaust and Genocide Center was featured in the *South African Jewish Report*, in an article entitled "Artists explore dance's power in war and peace". The full article is available at this link: <https://www.sajr.co.za/artists-explore-dances-power-in-war-and-peace/>.

## 29 August, 2021

MindLeaps was featured in Episode 108 of the Stages Podcast with Stephanie J. Block and Marylee Fairbanks. The episode - titled "MindLeaps ~ Doing Good The Right Way" - spoke with Rebecca Davis and members of MindLeaps team: Martin Mamadouno, LaMar Baylor, Bashir Karenzi, and visiting dancer Kirven Douthit-Boyd. Available online at: <https://www.stagespodcast.net/podcast/episode/29f73530/episode-108-mindleaps>.

# LEADERSHIP AND BOARD

In founding and serving as the Executive Director of MindLeaps, Rebecca is responsible for the strategic direction, fundraising and management of an organization currently operational in five countries and with headquarters in New York City. Prior to MindLeaps, Rebecca worked for The Carter Center, Stage Holding Russia, and Lincoln Center for the Performing Arts. For five years, she ran a professional dance company and a pre-professional training program in Philadelphia known as RDDC: Rebecca Davis Dance Company. Rebecca graduated summa cum laude with a Bachelor's in Business Administration in Entrepreneurship from Temple University, and she holds a Master's in International Relations with a concentration in Peacekeeping from American Military University. She received a post-graduate certificate in Ballet and Choreography Studies during her Fulbright year in Russia. A sought-after speaker whose accomplishments are frequently noted in various news media, Rebecca has most recently spoken at The World Bank's Human Development Week (2019) and Segal Family Foundation's Annual General Meeting (2019), and chaired the Arts & Resiliency Panel for the Ubuntu Arts Festival with panelists Reggie Van Lee, LaMar Baylor and Royce Zackery.



Rebecca Davis  
Founder & Executive Director

MindLeaps' Board of Trustees & 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  
**Dr. Kathleen Bakarich** - Hofstra University  
**LaMar Baylor** - Conga Kids  
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## Board of Advisors

**Misty Copeland** - American Ballet Theatre  
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*MindLeaps' volunteers provide considerable and vital support to its operations in the U.S. and internationally. 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 contribution:*

*Anne-Sophie Matichard, Belkis Alvarado, Caroline Vokas, Christelle Smith, Giulia Coti Zelati, Marie Windal, Barry Fitzsimmons, Chris Papa, Fred Mandeville, Josie Lucien, Olivia Fanders, Peter Graylin, Valerie Grabill, and Marleen Moore.*



# 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 getting kids off the street and educated in order 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 predictably improve behavior. These earlier stages of endeavor allowed MindLeaps to test, refine and perfect its methodology – to build a model that demonstrably worked.

Today, MindLeaps works in East Africa, West Africa, the Balkans and is building a pilot program in the USA.

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.

As of 2021, MindLeaps serves over 1,900 children annually and supports these youth on a multi-year journey to achieve self-reliance.





Photos by: Miki Powell & Stacy Acker

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