President’s Message

Dear Colleagues, Friends and Supporters,

Last year, my message centered on the implications of Sustainable Development Goal #4 on education, specifically how we can be more responsive to and representative of a more global perspective as an organization. This year I would like to focus our attention on organizational sustainability for small NGOs. In this current economic climate, a lack of resources for small NGO’s will always present a challenge. That is why I was a strong advocate in my role as co-chair of BCCIC to support the executive director in his push to rally the other councils to formalize and present to Global Affairs Canada the need for a national fund specifically for small and mid-size organizations. This drive was successful when Minister Bibeau announced a $100M fund in May 2017.

Funding will always be a challenge for small organizations and force us to work more collaboratively and innovatively. However, I want highlight another trend that we are observing – a seemingly dwindling volunteer pool. It has become increasingly difficult to find committed adults who are willing to spend 4 weeks of their summer to work on one of our programs. This does not necessarily mean that they are not out there, but changing demographics, lifestyles and technology are all impacting our human resources and the ways in which we can engage committed volunteers. Here are some observations impacting our human resources:

1. **An ageing population:** We know that the population is ageing and living longer, which means in the next 10 years there will be a dramatic shift upwards in the number of those with the time and energy to volunteer. While people are healthier, active for longer and view themselves as younger for longer, many retirees might find the regions in which we work a bit out of their comfort zone. There is definitely a lack of men and those aged 45 to 64 volunteering.

2. **Shorter time commitment:** There is a growing demand for short-term volunteering opportunities, as people feel the pressure to be able to do it all. Work, childcare, socializing, going to the gym, hobbies, ‘me time’ are all encroaching on people’s time and ability to make long-term commitments and people feel increasingly time poor. This has led to organizations offering more opportunities in what is being called “micro-volunteering”. In an effort to attract more millennials, more nonprofits are emphasizing how they offer diverse ways to add purpose to people’s lives through volunteering.

3. **Virtual volunteering:** With the increase in technology in many areas of our lives, a completely new form of volunteering has been created, virtual volunteering. This is now the most popular form of micro-volunteering. In contrast to traditional volunteering opportunities, where people come together to complete a task at a specific time and place, virtual volunteering is open to anyone, any time and anywhere.

While we have always prided ourselves on offering our volunteers an experience that not only provides reciprocal learning and invaluable professional development, we know we will need to modify the way we recruit and engage volunteers to better meet their needs and the sustainability of EBB.

Noble Kelly
President & Founder

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A BIG Thank You to:

**Our Board of Directors**
Noble Kelly, President, Vancouver, BC Kin Lo, Treasurer, Vancouver, BC
Carolin Rekar Munro, V. Pres. Victoria, BC Jen Marran, Secretary, Calgary, AB
Kimberly Brown, Secretary, Regina, SK Dawn Popatia, Vancouver, BC
Chiara Cautillo, Toronto, ON

**Our Operational Volunteers**
On behalf of the EBB Board of Directors and all the educators and students that were positively impacted by their efforts, I would like to extend a huge thank you to all our volunteer leads and Kayunga facilitators who were instrumental in making this year’s work a great success!

**Program Facilitators**
Maureen Hillman, Sherbrooke, QC Kimberly Brown, Regina, SK
Ji Ai Cho, Squamish, BC Jan Siegel, Toronto, ON
Courtney Doldron, Toronto, ON Noble Kelly, Vancouver, BC

**Our Mission**

Incorporated in 2007, Education Beyond Borders is a non-profit, non-denominational NGO devoted to closing the global education divide through teacher professional development and community education. Our organization focuses on the building of teacher leaders as the key to quality education for all. We work primarily, but not exclusively, in under-resourced regions, in order to build self-reliance, health and capacity.
Our Program

Uganda 2017
This year marked the start of our facilitator training phase of our model in Kayunga District. Following team and host recommendations, we continued to include a leadership conference to garner support and move towards systemic change to better deliver quality education. Principal, Head Teacher & District Officer Conference: 94 Head Teachers, Principals, as well as a District Education Office representative from the Kanyunga District attended the conference. During the day we familiarized participants with EBB and the work done in their schools. We discussed ways in which student-centered learning methodologies increase student achievement and benefit their schools; we identified ways to motivate teachers and support their use of student-centered methodologies; and we exchanged ideas about how Principals, Head Teachers and Education Officers can exercise their leadership in implementing these approaches in their schools.

Facilitator Training: 51 teachers and Head Teachers took part in 4½ days of training that helped them to:

- define Collaborative Learning, explain the rationale for the methodology, identify and use some appropriate activities for the classroom, taking into account local context, etc.;
- define Differentiated Instruction, explain the rationale for the approach, and identify some appropriate ways of differentiating in their classrooms;
- co-design a workshop for teachers, with Canadian support, (Collaborative Learning or Differentiated Instruction);
- provide some peer support and mentoring: describe the role of a mentor and how to give some helpful feedback;
- identify some basic principles of evaluation; administer and compile surveys completed by colleagues; and identify some future directions for program sustainability.

44 completed the required content for certificates – 9 from St. Stephens (a district 7 hours from Kayunga). Redfern Kegonge, one of the trainers from Kenya, joined us during this week to support the training and add context and personal experience for the new facilitators.

Teacher Workshops: We delivered four 1-day conferences to 222 teachers that covered both Collaborative Learning and Differentiated Instruction. The format of the teacher workshops was altered to allow the 35 Kayunga facilitators to all have a chance at delivering one workshop. The facilitators were divided by geographical region and then by collaboration or differentiation workshop. The rationale was to have facilitators in each region who had experience facilitating one or the other topic, which meant 4 or 5 facilitators per workshop. This modification was discussed while in Uganda and prior to start of the program. Three of the four days were hosted at Uganda Martyrs’ Secondary and one day was hosted at Busaana R/C Primary (30 minutes away) to relieve the inconvenience of travel for those teachers. At the end of each day, the EBB team debriefed with the newly trained facilitators and provided feedback.

A big thank-you to the EBB Canadian and Kenyan volunteers and our new Ugandan facilitators!
Our Impacts

2017

- 13,300 Students Engaged
- 367 Teachers Trained
- 6 Travelling Volunteers
- 1 District in 1 Country

Since 2007

- 128,000 Students Engaged
- 2,640 Teachers Trained
- 122 Travelling Volunteers
- 9 Districts in 6 Countries
The organization’s financial position is stable but continues to be challenging. With the end of a series of major grants in 2015 ($30,000 per year), total revenues have been halved to about $30,000. This amount was roughly sufficient to cover the cost of programs, which total approximately $32,000.

Administrative expenses totaled $862, or just 2.6% of total expenditures. With over 97% of expenditures on program delivery, EBB is a very lean organization.

For the year, we incurred a small deficit of $2,612, leaving an end-of-year accumulated surplus of $16,838 that is available for future operations.

To engage, educate and empower

EBB is very proud of the strides we have made in recent years as a wholly volunteer organisation in the area of peer-led teacher professional development. Our success reinforces the power of building professional relationships and the use of collaborative approaches on which our model is based. We will continue to promote the foundation of strong partnerships, multi-stakeholder participation and grassroots involvement as the means to sustainable development. This approach has become extremely crucial in light of the prominent trend of lower revenue streams that are plaguing our sector. In education, the focus needs to be on quality delivery and engagement. This can be achieved when teachers have the opportunity to share best practices, to provide input and to support one another.

We will continue to empower teachers to develop local expertise and find solutions to improve standards of education in order to meet national and global goals, while continuing to be role models for life-long learning. With over 2,000 members from 87 countries, we cannot underestimate our power to engage the public to inform and act on the important issues that will support and guide the delivery of quality education on a global scale. So start the conversation!