



compelled
by love

ANNUAL REPORT
2018-2019





2018 was our biggest year yet. Your personal contribution to Compelled By Love made a tangible difference in the world! **See the impact for yourself.**



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WHO WE ARE

Our mission

We are compelled by love to see things made right where poverty and brokenness exist. We work collaboratively to build capacity in local organisations, in order to release potential, restore dignity and reconcile relationships.

Our vision

Thriving **communities** that support, connect, empower and inspire **individuals** taking steps towards wholeness, full potential and restored dignity, facilitated by effective, local **organisations** who are affirmed, encouraged and increased in capacity through collaboration with **Compelled By Love** living out our calling and unique shape for the service of others, enabled by **supporters** who advocate and give to see lives transformed.

Our values

Love, people, excellence, collaboration, integrity, prayer.

Our point of difference

At Compelled By Love, our strategy is different.

We believe partnering together and working alongside local organisations is the key to effective long-term development. As our mission states, we intentionally work together with local organisations to build their capacity, in order to release potential, restore dignity and reconcile relationships.

‘Community development’, focuses on the long-term progress of a community, such as getting processes and systems operating properly to help a community thrive on its own.

Communities and local organisations already have a wealth of skills, knowledge and resources. They know their own communities, issues and dynamics. At CbL, working together with our partners, we aim to help identify these assets, as well as challenges and blockages, in order to provide opportunities and choices that ultimately lead to individual and community transformation. Empowering people to participate in the decisions that affect them creates longer term solutions!



The year at a glance...



AUSTRALIA

*YaFT Xplore No Limits Process
Phase 2 (2018)*
27 participants

*YaFT Xplore No Limits Process
Phase 1 (2019)*
41 participants

RWANDA

Empower
432 participants

Education sponsorships
32 students
(25 school, 4 tertiary, 3 vocational)

Built a home for
1 ESP Student

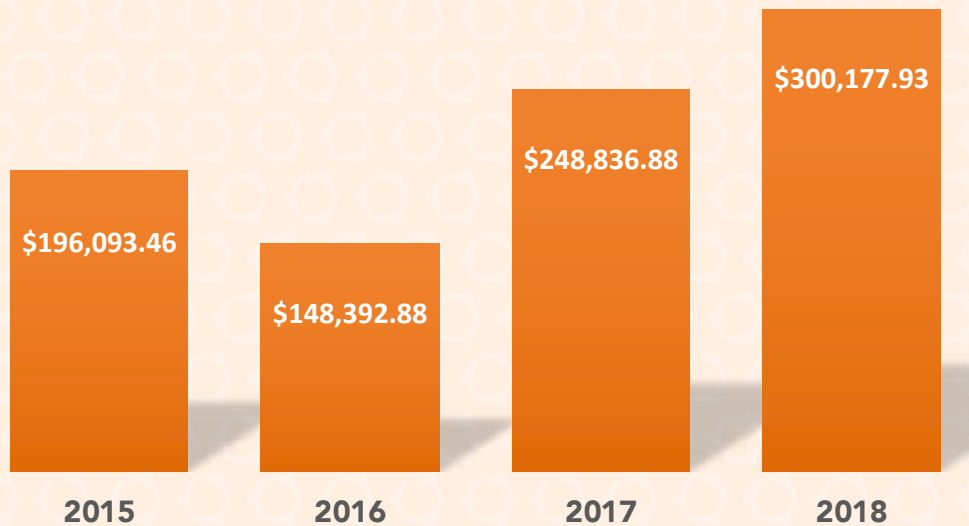


INDIA

Education sponsorships
12 students
(10 school, 2 tertiary)



Financial support to date



Total Investment

\$893,501.15

*This investment over 4 years
has seen many lives impacted,
sustainable change, programs
developed, inner healing
and personal growth!*





Australia

Developing the leaders of the next generation
and helping young people see their own
potential and be empowered to make positive
choices for themselves.

**We supported two Phase 2 processes of
No Limits at Keysborough Secondary
College in terms 3 and 4 of 2018, with 27
students participating.**

**We supported two Phase 1 processes of
No Limits at Keysborough Secondary
College in terms 1 and 2 of 2019, with 41
students participating.**

We contributed support to *Sailing On* 2019.

**We connected one volunteer for
No Limits Phase 1 and 2.**



AUSTRALIA

YaFT Xplore
No Limits Process
Phase 1
41 participants

YaFT Xplore
No Limits Process
Phase 2
27 participants

AUSTRALIA

No Limits

Phase 2, 2018 and Phase 1, 2019



CbL's work in Australia is focused on young people – working to develop the leaders of the next generation and helping youth at risk who face various issues so they can see their own potential and be empowered to make positive choices for themselves. We do this in partnership with YaFT-Xplore (Youth and Family Therapy), who have been working with youth in Australia for over 25 years. The *No Limits* process helps young people to figure out who they are and builds a foundation in them based on the truth that they have value, worth, skills, potential, something to contribute, and that they do matter. This enables them to make positive choices and is taught through action-based learning, bush adventure therapy and family therapy, where they actually experience these things rather than just hearing them.

Each phase of the process runs for approximately 8 weeks, with students who are really benefitting from Phase 1 and challenging themselves, encouraged to go on to Phase 2. Phase 1 includes a day trip to a low ropes initiative course, and Phase 2 includes a high ropes day trip and an overnight hike at Mount Erica.

We also contributed to *Sailing On* 2019 which is Phase 3 of the *No Limits* process and is a Bush Adventure Therapy program. This program aims to assist young people to rediscover their potential, build self-efficacy, resilience and confidence, develop teamwork, and learn helpful behaviours and life coping skills.

Through these processes the young people take the opportunity to go deep and look at the dominant stories that are unhealthy, like the labels we believe about ourselves. Part of their journey is to look at these unhelpful dominant stories and re-imagine new stories.

STORIES FROM AUSTRALIA

Story 1

One young man was very quiet and reserved and did not have many friends. He is a quiet and thoughtful person but would struggle at first to contribute or to speak up. As he grew in security that *No Limits* was a safe space, so he grew in his contribution and exploration of participating in group activities. A significant part of *No Limits* is to discover the leadership traits each person has within them, this young man became one of the quiet, lead from behind leaders of the group. It was wonderful to see him grow in confidence, contributing with ideas, supporting others to be involved and discover his own potential. During *Sailing On*, he thrived with the challenges of the therapeutic group and individual work, learning to sail and navigate solo and with a crew. We were so impressed with his leadership and encouragement of others. His parents have commented on the real changes they have seen in their son and have stated how appreciative they are of the opportunity he has had. He has now asked to return next year as a peer mentor to support other young people.

Story 2

One student showed incredible perseverance and demonstrated some helpful positive self-talk skills that were developed through the program which enabled them to not only complete the hike but encourage others to also finish it.

"Friendships were formed amongst those who previously did not associate with each other. The students who went through No Limits are displaying noticeable changes in their confidence and the way they present themselves and represent the school in leadership roles. "

- Cat, School Youth Worker.

"I've seen young men begin to express their emotions and to express them in healthy, authentic ways. I've seen other young people begin to build relationships with people beyond their usual friendship groups and to begin displaying empathy with those who are significantly different to them. Overall, No Limits is supporting young people to recognise their inherent strengths and to act on those strengths in ways that help them transition from childhood to adulthood. "

- Mitch, School Chaplain.



"No Limits made me improve my mindset into a more positive one."



"I can talk to more people without feeling scared and take on new challenges alot better."



"I have higher self esteem."

"I am more self aware."

"I've learnt better to trust people."



*"I know it's
strange, but I
feel I've really
made some good
friends today".*



*"I can talk to strangers where
I couldn't before."*

*"I learnt
that, if I try
hard, I can
overcome
my fears."*



*"I know
I can
succeed
if I try."*



VOLUNTEER REFLECTION

Michael Abbott

2019 volunteer from 3fold Resources Pty Ltd.

This is my third year involved in *No Limits* and it always pleases me to see how some of the students change as the process progresses. It certainly makes volunteering very worthwhile.

One of my main contributions to *No Limits* is to lead the 'crowd breakers' or 'energisers'. We usually have one or two of these during a session and they are used to get both students and facilitators active in between the discussions which form a large part of the session. They are also great bonding tools. These are not 'games' but group activities. They vary from numerous different forms of tag, either in pairs or as a team, to one of my favourites 'Chasing the Hole'. For this the group form a circle of chairs with one chair empty and one person standing in the middle of the circle. The idea is for the person who is standing to try to sit in the empty chair, but the group must move quickly to stop this by shuffling along to close the hole. The person standing has the option to call which direction the 'sitters' can move in to try to create that elusive hole. Some of these activities are a good aid for learning the names of the participants especially at the start of the phase.

The course is full of highlights and one of them has to be the low ropes day trip to Gilwell Park in the Dandenongs. An important part of the day is facilitators travelling on the bus with the students. This time I learnt a lot about the students' different cultures. It's great to learn from the students too! The day started with some trust exercises, some team challenges and short discussions. After a hearty BBQ lunch, during which we had to keep the kookaburras away from the burgers, we



moved onto the ropes activities. First it's whale watching. Where are the whales in the Dandenong's I hear you ask?... but if you jump high enough you may see them! Then Prouty's Landing where we have to try to get as many of us by rope to swing across a red-hot lava pit full of flesh-eating piranhas and onto a small platform. The platform is about 1x1m and considering there were about 25 of us, it was a BIG challenge. The aim of this is to get the students to think about different ways to do this. The last challenge was Mohawk walk. This involves walking on a steel cable, which is about 400mm off the ground, and strung between posts that increase in distance apart. This is all about teamwork and assisting others to cross between the posts and get as far along as possible. This year we managed to get a group across to the 4th post which evidently has never been achieved previously. This is no easy task when you consider the distance between the 3rd and 4th posts is about 5 meters with nothing to hold onto except members of the group.

I am really looking forward to the start of Phase 2 and to meet up again with the students who have decided to continue. Phase 2 culminates in the hike up to Mount Erica. I think we have a group that will work really well together to get everyone to the top!

PARTNER REFLECTION

Robert Coller

YaFT-Xplore



“Young people and families have been significantly supported, loved and experienced safe therapeutic relationships through the ongoing financial, relational, prayerful and physical support that CbL generously offers YaFT-Xplore.” - Robert Coller.

The past year has seen young people make courageous changes to their lives, in some cases choosing life over what seemed to them insurmountable feelings of powerlessness and hopelessness. In one case a young person has moved from being suicidal to emailing last week requesting to be a volunteer leader on a sailing camp for families with children who live with autism spectrum disorder.

Through the support CbL offers YaFT we are able to grow relationships through small group and adventure based therapeutic groups. In these groups young people and

facilitators experience unconditional love, something many young people have not experienced.

CbL's volunteers within our *No Limits* program continue to grow in experience and bring real care, love and challenge for growth into our groups, this has significant impact upon the young people. With the holistic support that CbL so generously offers the young people, through YaFT, many lives have been changed, impacted and grown towards health; the story continues.



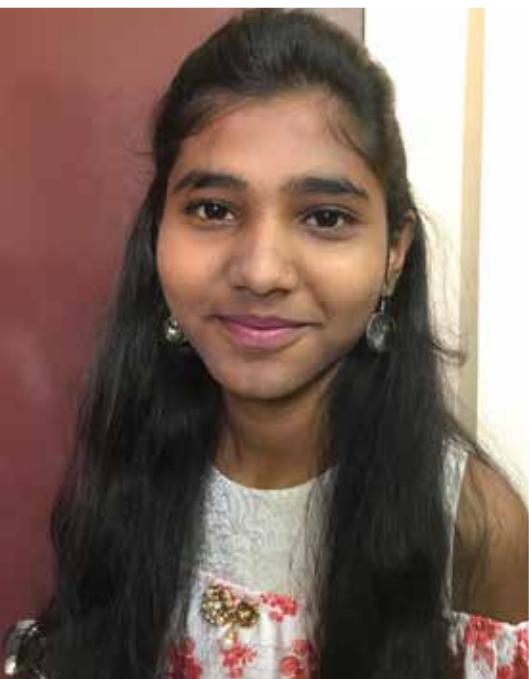
India

Giving children the opportunity to receive an education that leads not only to employment, but to the development of the whole person.

CbL Board Members Peter and Fiona visited partners in India in January 2019 - a great time of sharing, reflecting and spending time with the beautiful students!

We continued to support 12 students to receive an education, with students in primary school, secondary school and university.

Nine of the students we support aren't able to live with their families, and so also receive accommodation in a loving home environment during school terms.



INDIA

Education sponsorships
12 students
 (10 school, 2 tertiary)

INDIA

Education Sponsorship Program (ESP)



Our Education Sponsorship Program (ESP) is a long-term investment in the development of the whole person to change not only their future but that of their family and the generations to come. The program not only invests in a child's schooling, but it is our hope that each child will learn to think for themselves and mature physically, mentally, socially, emotionally and spiritually, that they will develop sound values and be empowered to make considered decisions and become contributing members of society. It is about each child being in a position at the end of the sponsorship to go onto employment, independence and self-sustainability.

In India, our primary goal is to provide opportunities for those from poor, vulnerable and marginalised backgrounds to receive quality education and where needed to provide accommodation in a loving, caring and supportive family environment for students who are unable to study at home.

Our current program in India has 12 students, 3 in primary school, 7 in high school and 2 studying a Bachelor of Commerce as part of their tertiary education.



INDIA

CbL Visit

Peter and Fiona visited Aasara, our India project, in January this year as part of our follow up, project management and strengthening of partner relationships. Our intention was to engage with the leaders of Aasara and the students and see firsthand how they and the program were developing.

A Short Reflection by Fiona Grech

As always, the trip was worthwhile and fruitful in reconnecting with the children. It was great to learn a little more about their dreams and aspirations and see how much they have grown in maturity and understanding. They diligently study, attend tuition classes and help with household chores. In fact, some of the beautiful homemade food we ate was prepared by the children.

During our visit, the children experienced a few 'firsts'...they learnt a few new games, went on an escalator and enjoyed their first proper restaurant dinner after going to the movies. It was such a fun day getting to know them more and just laughing and enjoying their company. All the children's English has improved a lot and we were able to talk quite easily. This is the result of most of them now attending English medium schools. The children aspire to have a good career and live independent lives and give back in thanks for the blessings they have received.

Monitoring and evaluation (M&E) trips are integral to the development of a project or program, as they enable an ongoing process of learning for all involved. They help us ascertain how the program is being implemented and if our goals and vision are aligned. They help us to collaborate with our partners, learn more about their vision and make any necessary changes to the program. Continual assessment of any program is essential in ensuring that intended outcomes are being developed and are effective. Sometimes the outcomes are hard to measure because they deal with complex social and cultural constructs but the key to any M&E visit is that it is approached with a spirit of participation, collaboration and open discussion. I am glad to say that our visit with Aasara displayed this spirit.





Rwanda

Seeing individuals and communities transformed through trauma counselling, education sponsorship, leadership development, socio-economic enterprise and special projects.

Empower - building resilience and alleviating physical and psychological symptoms of trauma.

Education sponsorship - a long term investment in the development of the whole person, to change not only their future, but that of their family and the generations to come.

Special projects - restoring dignity and value by responding to housing, counselling and medical needs.



RWANDA

*Empower
432 participants*

*Education sponsorships
32 students
(25 school, 4 tertiary, 3 vocational)*

*Built a home for
1 ESP Student*



RWANDA

Empower

Building resilience and alleviating physical and psychological symptoms of trauma.

We supported 12 *Empower* programs, which saw 432 people receive access to trauma counselling.

We supported 12 Eighth day programs for *Empower* facilitators, at which they received further training as well as debriefing and support.

We supported 12 Follow Up programs, connecting with 432 previous *Empower* participants to track their journey and provide ongoing support and input.

In Rwanda, CbL partners with CARSA who lead and facilitate the *Empower* program, education sponsorship and any special projects that arise.

The trauma healing and rehabilitation work of the *Empower* program is central in assisting survivors and perpetrators of the 1994 Rwanda Genocide against the Tutsi to experience recovery that enables them to make transformational life changes, that in turn holistically impacts their mental, emotional, physical, social, relational and spiritual wellbeing.

Empower is run over 7 days and its aim is to alleviate the effects of Post-Traumatic Stress Disorder (PTSD) and build resilience in people's lives, particularly those from poor communities who do not have the resources to seek help on their own. The program is followed by an 'Eighth Day' which is for the ongoing care, training and development of the facilitators. The participants then join the Follow Up program 3 months later and share about any life changes that have occurred as a result of the initial *Empower* learning. These

testimonies are so powerful because they show that transformation is happening slowly but with impact, one participant describing *Empower* as medicine. Through the inner healing, which is so powerful, we love hearing about the practical changes that also occur, like job and income creation, restored relationships and family life, and renewed community connections.

Once people have journeyed through *Empower* we are then able to offer complimentary interventions of education sponsorship and social-economic enterprise to help them continue in their healing journey and lift themselves out of material poverty.

This year, as part of developing our partnership, we were honoured to have CARSA leaders, Christophe and Diane, visit us in Melbourne in March 2019. This was such a great time to get to know them better, deepen our relationship and work on strategies and processes for the programs we partner in. We can already see the fruit of this time spent together with new programs under development.



Empower Outcomes

Some tangible outcomes we have seen this last year have been:

- broken family relationships restored
- being able to offer true forgiveness to those who have hurt them
- understanding the consequences of unforgiveness
- rebuilding bridges and renewing relationships
- restored sleep
- marriage reconciliation
- from fear to feeling safe
- increased self-confidence
- better money management
- reduction in bitterness and deeply held hatred
- resolution of family conflicts

STORIES FROM EMPOWER PARTICIPANTS



John

John* is a Genocide survivor who lost many of his family members and friends in the 1994 Rwanda Genocide against the Tutsi. During the *Empower* program John testified in front of everyone how *Empower* made him a different man who is needed in his family and society.

He reminded everyone listening that he was a very quiet and careless man at home because of the effects of the Genocide.

He said: "I used to be so angry. I can remember, there is a time I spent a whole month without talking to anyone at home. For so long, I did not want to live with my wife, as I did not love her anymore. I have experienced losses because of my anger that was leading me to the misuse of my income and misbehaving. I can remember that because of anger and fighting, I was punished and imprisoned for 4 months before I attended the *Empower* program.

However, I have started stopping the poison (bad thoughts) from invading me, so I will not fall in the same trap." He added: "Because of the Genocide consequences, I could not greet anyone from the offenders but due to the *Empower* lessons, I forgave them. I also took responsibility to avoid anything that may create conflicts but build peace." John applied the lesson of how to live a purposeful life. He said: "When we completed the 7 days of the *Empower* workshop, I went home and started a project of chicken rearing. Though the chicken died, I was not discouraged. Today, I am rearing pigs and I see success ahead. I have a daughter who had stopped going to school, but after *Empower* I sent her to tailoring school and I bought her the machine to use." John's family is no longer scared of him, he is no longer isolated but is a good example in his village.

*names have been changed

STORIES FROM EMPOWER PARTICIPANTS



Felix

Felix* is one of the perpetrators of the 1994 Rwanda Genocide against the Tutsi, who attended the *Empower* program. After the Genocide he was arrested and spent 13 ½ years in jail. Once released he continued being the same person full of bitterness and hatred to everyone and refused to pay back what he had destroyed. In the *Empower* follow up he testified that he experienced a lot of change. He applied the *Empower* lessons in his life and started to change his behaviour. He started being a good father to his three kids and a good husband to his wife. This change brought happiness in his family and to the community in general.

Moreover, he decided to pay back all the property he destroyed during the Genocide as a bridge of peace between him and all the people he hurt. He sold his two cows and with that money he went to each survivor and humbly asked them for forgiveness. The Genocide survivors forgave him, and many did not require him to pay for the destroyed property, while others reduced the amount or accepted total repayment. He is now contributing in his community by training other Genocide perpetrators from the *Empower* manual, using his knowledge to try and rebuild his nation.

Esther

Esther* is one of the 1994 Rwanda Genocide against the Tutsi survivors who attended the *Empower* program in July 2018. She lives alone and is still single. She lived a traumatised life because of what she experienced during the Genocide. She suffered from insomnia and had to use medicine to help her sleep. The sector provided security people to guard her. She said she had no friends and did not feel comfortable to talk to anyone.

Three months after the *Empower* program, Esther is now a happier person who has

started to make friends around her. She is now able to sleep without taking any medicine and there is no security personnel. She can now earn an income doing some domestic work which she couldn't manage before. "The program has extremely helped me. I am now a new person and I have changed for good. I am making new friends and started enjoying talking to people around me. I am very happy and optimistic for life. I can say I am the happiest person".

She now visits those she attended *Empower* with including the Genocide perpetrators.

RWANDA ESP

Education Sponsorship Program (ESP)

The ESP is also facilitated in Rwanda where providing education is a strategy to ensure that students have the best chance for a better and self-sufficient future.

We supported 32 students to receive and continue education:

- 20 students in secondary school
- 5 students in primary school
- 3 students undertaking vocational training
- 4 students at university



Our partners commit to ensuring that the children receive a quality education by attending good schools, receiving tutoring if needed. They work alongside the students to develop their goals and aspirations and advise them on appropriate pathways. Our goal is that these children can develop lifelong skills and reach their potential, as well as going on to employment that secures their future, and the

futures of their existing families and families to come. We celebrate when our students do well in their studies, graduate and find employment.



STUDENT STORIES

Ruth



Ruth has lived through some extremely difficult circumstances throughout her life and was unable to finish high school due to challenges outside of her control.

Despite her situation, Ruth was very determined to be financially independent and she had started her own small business creating and selling jewellery. She is very creative and had previously experimented selling and making other items, however the income she generates from selling her crafts is not enough to keep her self-sufficient.

Ruth's goal was to work in a kitchen and she was accepted to study at Boucherie Charcuterie De Kigali starting at the end of February 2019. We were able to support Ruth by covering the costs of school fees, uniforms and materials which empowered her to complete the course successfully. This qualification has been a game changer for Ruth and she has already received some work opportunities and has also been able to train other people in cooking. This course has helped Ruth on her journey to living an independent life!

STUDENT STORIES

Diane



Diane is a student in Rwanda who Compelled By Love has been sponsoring with education and counselling. Like many others in Rwanda, she has grown up in challenging circumstances, however she has always been determined to get to the point where she could support herself financially.

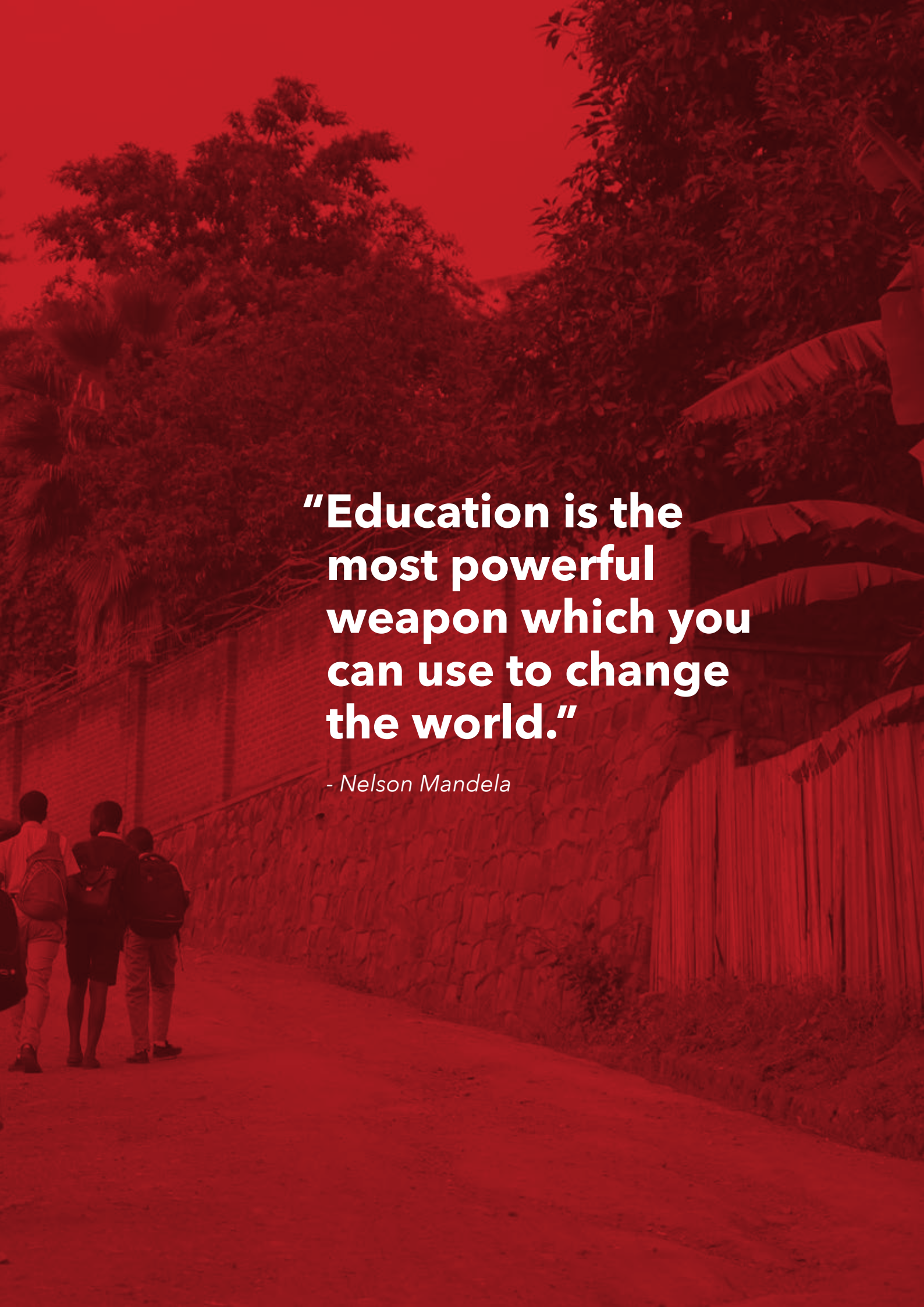
Diane completed a kitchen and pastry course and is currently studying a bachelor of hotel and restaurant management. Last year she found a full time job in a hotel kitchen, but unfortunately it closed down leaving her without consistent work. Not giving up, she prepared a project presentation to set up her own cafe and approached several people to invest in her idea.

Running her own restaurant has always been her dream. Diane found someone who was happy to offer her a loan which allowed her to cover the initial set up costs. The cafe is in a town called Remera and she currently has 3 staff, 2 paid and a volunteer. She will continue with her studies and complete her final year of university while running the business.

We love seeing people reach their full potential and reach a place where they can offer others opportunities to be independent too!







**"Education is the
most powerful
weapon which you
can use to change
the world."**

- Nelson Mandela

RWANDA ESP

Student Gathering



Our Education Sponsorship Program (ESP) is all about the holistic development of students, empowering them to be effective citizens and having the opportunity to reach their full potential. With these goals in mind, we had our first Student Gathering in December 2018 - bringing together ESP students for workshops, sports, social interaction, and learning - a four day gathering where the students stayed together, got to know each other and had the opportunity to be exposed to new experiences. The focus of this first gathering was to share stories about the 1994 Rwanda Genocide Against the Tutsi, giving our students the chance to learn the history of the genocide, ask questions, and explore how it has impacted them personally as individuals, within their families, and within their communities. This also created the opportunity for students to discover shared experiences with each other.

To further support the student's learning, we invested in a fun student day. Gilbert, one of the students summarised the 4 days beautifully:

"We learnt a lot during this training. We learnt how to listen and talk to different people in order to interact well with others. We learnt in brief how 1994 Rwanda Genocide against the Tutsi was planned and its effect on Rwandan society. We learnt what forgiveness is, when to ask for forgiveness, and when to forgive. We also learnt that the burden of not forgiving is heavier than what happened to us. We found that forgiveness is the medicine to our heart's wounds.

We have learnt how to set goals and work hard to achieve them. Based on what we have learnt from this training, I believe that there will be an increase or improvement in the next year's results. It seems that we are starting a new journey, we are going to change our behaviour and try to work on our weaknesses, and we believe that it is possible."

RWANDA ESP

Parent Gathering



In March, we partnered with CARSA to host a gathering for parents of the students in our Rwandan Education Sponsorship Program (ESP). As a result of the 1994 Rwanda Genocide Against the Tutsi, many children were born out of rape which caused an immense amount of emotional damage. Many parents who are affected by emotional scars struggle to provide a loving and caring environment for their children to grow up in. Children living in these difficult circumstances are further challenged when it comes to their studies and often require additional support from programs like our ESP.

At the gathering, parents were taught how to engage in their child's schooling, given tools to help improve their parenting styles and encouraged to develop loving relationships with their children. By engaging with the parents, we can holistically support students in the sponsorship program by ensuring

their home environment is the best it can possibly be. All the parents who attended the day have committed to improve their parenting in order to positively shape the future for their children.

One of the parents who attended the Parent Gathering commented:

"After the Genocide, my tomorrow was dark. I was having inside and outside wounds caused by perpetrators. One of the inner wounds was the process of my son's birth. I got pregnant out of rape in the 1994 Rwanda Genocide against the Tutsi and some of my body parts are not functioning well. In short, I did not have any reason to love my son and I wanted to die. In that darkness, that's where CARSA found me and my healing journey started from the *Empower* workshop".

STORIES FROM SPECIAL PROJECTS

Gilbert's House



Gilbert is one of Compelled By Love's Education Sponsor students based in Rwanda. His mother was often unable to afford food for Gilbert and his four siblings, meaning they would regularly go hungry. It became a constant struggle for Gilbert's mother to cater for the children's needs on her own after their father abandoned the family. They were unable to afford a place to live, leaving the family with no other option other than searching for free accommodation and continuing to move from place to place. Gilbert's family consists of his three sisters and one younger brother - five children in total. Gilbert's father left the family in 2013 and they have since adjusted to living without him. Being the eldest child, Gilbert faced enormous pressure to take on responsibility for the family and become 'the man of the house'.

This was increasingly hard for Gilbert to manage while studying. Gilbert and his family have lived in six different houses throughout the eight years they have resided in Mukinga, Rwanda. In the last two years, Gilbert's family moved houses three times due to being unable to afford the rent.

Gilbert would always worry about finding more permanent accommodation to live in. He said "My mother looked traumatised; people would scorn us and speak badly about us. She would tell it to me when I would get home. I would try to ignore them because I did not want those words to break my heart."

Gilbert's sponsors were moved by his situation and wanted to help more, so they started raising funds to purchase a plot of land for the family, with a goal of eventually helping them to build a permanent home.



In 2018, we were able to purchase a house for Gilbert's family and restored it to suit the needs of the whole family and this changed everything for them!

Gilbert said, "I am very happy and thankful to CbL for this house. I will never again hear conflicts with the neighbours and the taunts of being poor. They have saved me a lot. I used to wonder how I would finish school and find my mother a house where she will not have to move all the time."

Gilbert now looks forward to having his friends visit and no longer feels ashamed of his living situation. He said, "It is a very nice house which is very clean, it is spacious, I have a room with my brother and the girls have theirs, my mother has another, and we have a seating room and a store. Outside we have space for the goats. In the previous house, we had to request a neighbour to shelter them for us."

The whole family is very grateful for the new house. Gilbert's younger brother Shema is also studying. He expressed his joy saying that now he can study without any problems because there is electricity. The money his mother used each month to pay rent is now going towards supporting Shema's studies. He recently received his school grades back and achieved 73% for the year!

"Thank you so much. May God bless you because we cannot afford anything that would express our gratitude to you" - Gilbert

EMPOWER

Partner's Reflection



The 1994 Genocide against the Tutsi in Rwanda has destroyed communities, broken trust and shattered relationships, leaving vulnerable people without a safety net. The process of reconciliation requires individual trauma healing, forgiveness and truth telling.

At CARSA, we've been supporting communities in their journey towards healing, forgiveness, reconciliation and sustainable holistic transformation. In this process, CbL has been partnering with CARSA through the *Empower* program, Education sponsorship as well as providing houses for vulnerable families.

Their support has not only impacted lives but has become a strong foundation for sustainable change.

In 2018/2019, over 400 genocide survivors and their direct perpetrators have been able to start their journey towards healing and forgiveness. This has enabled CARSA to continue its contribution towards rebuilding a society where peace, solidarity and unity are established.

Christophe

Executive Director of CARSA



COMPELLED BY LOVE

Our Board

Our Board is a diverse and experienced group of incredible people who are passionate about making a difference! The key function of our Board is to provide governance and oversight to the organisation, ensuring that Compelled By Love is living out its purpose, achieving its objects and working towards its mission and vision.

Each Board Member joined the team with careful consideration, understanding the gravity of responsibility and being excited and committed to playing their role. Our team come from different backgrounds - each bringing a unique skillset that helps CbL to grow and continually learn. Our Board seek to live out our values constantly - every time they meet and in every decision they make. Positions on our Board are voluntary, and therefore we are so grateful for the amount of time, love and energy each of our Board Members give!



Hollie Boniface

What I love most about being a part of CbL is being part of an organisation that changes lives. We get to hear first hand about the difference that the *Empower* program makes to the participants. We can follow students through their studies, seeing them succeed in finding a career and changing the projection of their life. Because we are small, we can have that personal interaction and influence. I love it that we partner with in-country organisations in our overseas work. People who are experts in their country and culture. It is such a blessing to know them, to work through issues and to see them blessed through CbL's support.

For me personally, I am growing through this interaction, learning more about partnership and development. Following this thought, a highlight this year for me was meeting our partners Christophe and Diane. Hearing about the work that they do, seeing their passion and learning through what they shared was inspirational and made me so thankful to be on the journey with them.



Fiona Grech

This last year as a CbL Board Member has shown me how much of a deeply caring and faithful team I serve with. We have had to wrestle with some tough decisions and engage in some difficult conversations but through it all we diligently prayed and worked on solutions together. A highlight was the visit to Melbourne by our Rwandan partners, CARSA. We spent lots of time together sightseeing, in collaborative meetings and getting to know each other more. This is a team that showcases steadfast commitment and generosity of time. I am excited to see the growth of some of our new programs and the increased engagement of supporters and donors in new spaces.



Rod Scott

I really love being part of a team of people who are both passionate and compassionate in the work of reaching out to make things right for many poor and broken people. It is wonderful to be able to work with local organisations in bringing restoration, education and hope for so many. Being part of CbL helps to keep me grounded and to realise how blessed I am by God.

Without doubt the highlight of the year for me was the great privilege for Sandra and I to share our home with Christophe and Diane during their visit to Melbourne. It was wonderful to share times of serious conversation and times of fun together. We learned more about the challenges of their ministry and life in Rwanda and grew to love them very much. I believe their visit had great impact on many people and benefitted the work of CbL substantially.



Peter Vanderzaag

I love being part of a team and an organisation that lives out its purpose to help others be the best that they can be. Standing beside partner organisations with a purposeful intent and a humble spirit to see them thrive resonates so well with CbL and my own personal aspirations. The highlight CbL moment for me this past year was spending a week in India together with Fiona visiting Aasara and connecting with the children, some of whom I have seen growing up over 10 years. I know that our support is merely a spec in the population of India but to see a real difference being made in a young person's life is truly heart-warming.



Karen Visser

The thing I love the most about being part of CbL is having the privilege of seeing people's lives be transformed, and knowing that through CbL, I personally was a part of that - that I had a role in facilitating or creating an opportunity for someone to move forward - it truly doesn't get any better than that!

I also absolutely love being part of an amazing team of dedicated people, building relationships, collaborating, being challenged, and being stretched and grown as a person. It's pretty tough to pick one highlight moment from the last year! But one of my favourites was a visit to Australia from our Rwandan partners, Christophe and Diane, from CARSA. Their visit was an incredible time of reflecting, sharing amazing stories, deepening relationship, dreaming and planning for the future. We are already moving forward in fantastic ways as a result of this face-to-face time and lives are being impacted through the work we are developing together.

COMPELLED BY LOVE

Our Team



Karen Visser

I have the huge privilege of being CbL's Chief Executive Officer, providing leadership to our team and managing the overall operations of the organisation. My day to day involves a lot of conversation - communicating with the team, the Board and our partners - as well as research, spreadsheets, reports and emails! My role involves making decisions and recommendations, which requires prayer, thought, discussion and asking lots of questions. I am engaged in the management, monitoring and follow up of our projects, which involves spending a lot of time with our partners - whether that be on the phone or on the ground locally. This requires building relationship, being honest and vulnerable, asking hard questions and learning to work effectively cross-culturally - this is the most challenging, rewarding and favourite aspect of my role.



Fiona Grech

I am the Project Manager at Team CbL. My role is to assist with the administration of the organisation - developing and implementing the Board directed strategies, developing programs and projects, and collaborating and deepening our relationship with our partners. So practically speaking, I follow up Board decisions, I oversee the communications team and liaise with our membership, donors and supporters. I develop our budget and strategy, take meeting minutes, submit reports, communicate regularly with our partners, visit our projects, assist with events and so on.

Do I love what I do? Heck yes! I love being part of team - it energises me! I love how collaboration is at the heart of who we are, because it is in the together that we can achieve so much more. I love people, so I get to chat and learn from our team, our partners, our donors, volunteers and supporters. This is just as fulfilling as chocolate! Developing these relationships has really enriched my life. Being a part of something bigger than yourself and knowing that you are making a difference by coming to work each day is... well... simply fantastic!



Marten Visser

It's my honour to serve as Director and Board Advisor with Compelled By Love. I enjoy sharing my knowledge and ideas to help develop our programs with our many partners. Together with Karen, I have been fortunate to spend time engaging on the ground with many of CbL's projects. I am grateful to be able to stand with those who are marginalised and vulnerable in our global community and to see hope, justice and dignity restored in the lives of many.



Erin Boutros

I am the Communications Co-Ordinator at Compelled By Love, providing a way for people and organisations to connect and engage with the work we do. I joined the team at the end of 2018, and have loved my time working with the team here. My work is liaising with all of our donors and sponsors and showing them the amazing impact they have contributed to. Anything from events to social media to emails is what I have the privilege of looking after. I have loved working alongside such passionate and skilled people on the CbL team – the dynamic we have here is incredible and I never take their wisdom for granted.

The most challenging aspect of my role is finding different and creative ways to engage new audiences with our work. There are many organisations who are doing great things, however it can be overwhelming for Western audiences to see all the problems happening in our world and people are starting to avoid engaging with non-profit marketing to protect themselves. The highlight of this year for me was the members brunch and hearing from Christophe and Diane about the work CARSA has been doing in Rwanda. I absolutely love working for an organisation which operates with complete integrity and transparency. I have a feeling that this is only just the beginning for CbL – expect big things from us!



Eliane Coller

Eliane has been a huge asset to the CbL team this year in her role as Communications Assistant. She worked incredibly hard to create beautiful content to help spread the word about the hard work our partners are doing on the ground. Her willingness to share her gifts and abilities has strengthened our team this year and we value her contribution greatly! Eliane has an incredible heart for community development and we are sure she will continue to be an amazing blessing to Compelled By Love in the future.



Renzil Pinto

Renzil, as Accounts Manager, has been a huge asset to our team using his financial knowledge and expertise in providing efficient, effective, transparent and accountable management of funds, assisting CbL to build resources and credibility. He has assisted in the payroll, superannuation, ATO reporting, receipting, audits and meeting a host of other financial requirements. This coupled with his soft and generous heart has made him a valuable team member.

Our Community

We have some incredible supporters who have worked hard and given their time, energy and efforts to raise funds for CbL!



Melbourne Marathon

In October 2018, an amazing team of people ran in the Melbourne Marathon and raised a total of \$4,760! Because of these donations, we are able to fund a full *Empower* program, including the 8th day for facilitators and a follow-up for all participants! This will impact the lives of 36 people! The program not only provides trauma rehabilitation through teaching coping techniques, but also works through forgiveness to help participants move forward from their trauma and experiences. This program enables people to break out of poverty and begin living full lives.



Thanks again to our team who ran in the 5km and 10km run! Your time and effort is greatly appreciated, as it allows us to continue the work we are passionate about!



Bunnings

WE RAISED OVER \$550!

In May, we were given the opportunity to host a sausage sizzle fundraiser at Bunnings. All thanks to some of our amazing volunteers who worked hard to make the day a success, we raised over \$550 - what a great outcome!



200



COMMUNITY GRANT
2018 RECIPIENT

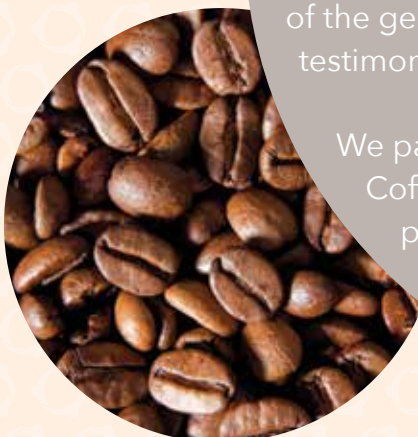
Westpac Grant Winners!

Compelled By Love was very excited to be one of the Westpac Foundation Community Grant recipients. The \$10,000 grant helped to fund the *No Limits* process at Keysborough Secondary College. We really valued the opportunity to partner with Westpac and enjoyed working together to make a difference in our community!

Brunch Event

To commemorate the 25th memorial period of The 1994 Rwanda Genocide Against the Tutsi, Compelled By Love hosted a Memorial Event for our Members. It was a wonderful morning of connecting with our supporters and learning about Rwanda. Christophe and Diane from CARSA were with us in Melbourne for this important time and we had the opportunity to hear from them. Christophe spoke about the history of the genocide and shared some powerful testimonies from the *Empower* program.

We partnered with First Crop Coffee & Inglewood who provided all our Members with Fairtrade Rwandan coffee to take home!



FINANCIALS

We are maximising your impact by working strategically. 98% of every donation we receive goes directly to local projects we partner with. We have administration costs, just like any organisation does, but we are incredibly privileged to have these supported by a generous donor, 3fold Resources. 3fold's support includes staff wages and costs, donation of office space, equipment and stationery, and expenses related to project visits. In addition to donating administration funds, 3fold also give over and above that into our projects as well as donate volunteer hours - amazing!

Profit and Loss Statement

Compelled By Love - 1 July 2018 to 30 June 2019

Income

Bank Interest	\$179.53
Donations	\$233,992.40
Admin support donation	\$66,000.00
Other Revenue	\$6.00

Total	\$300,177.93
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Expenditure

Projects	\$153,220.79
Operating Expenses	\$7,612.50
Staffing	\$49,906.81
Project Management	\$7,947.50
Depreciation	\$1,570.58

Total	\$220,258.18
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Surplus for future planning	\$79,919.75
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FINANCIALS

Balance Sheet

Compelled By Love - As at 30 June 2019

Assets

Bank

Compelled By Love	\$219,774.78
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Total Bank	\$219,774.78
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Fixed Assets

Computer Equipment	\$2,683.55
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Less Accumulated Depreciation on Office Equipment	(1,570.58)
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Total Fixed Assets	\$1,112.97
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Total Assets	\$135,980.51
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Liabilities

Current Liabilities

GST	(255.38)
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PAYG Withholdings Payable	\$532.00
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Superannuation Payable	\$1,713.67
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Total Current Liabilities	\$1,990.29
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Total Liabilities	\$1,990.29
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Net Assets	\$218,897.46
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Equity

Current Year Earnings	\$79,919.75
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Retained Earnings	\$138,977.71
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Total Equity	218,897.46
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THANK YOU

Letter from the ceo



The last year has been a huge one of growth for Compelled By Love, on many different fronts. We've had our biggest year ever in terms of the scope of our projects, and the number of lives directly impacted by our work. We've also been able to go above and beyond in some special projects, including purchasing land and constructing a house for a family from our Education Sponsorship Program, providing one-on-one trauma counselling to a few individuals, continuing our support of Prosper in his ongoing rehabilitation and providing vocational training, leading to employment and new businesses for women.

The reach and impact of *Empower* is growing. The testimonies are mind-blowing and reading each of these stories astounds me every single time and is an encouragement as to why we do what we do.

Our team grew phenomenally in our small context - we added a new Member to our Board, and for the first time took the bold step of employing two staff members, to ensure ongoing growth and excellence. This has been a huge financial commitment for us, but one we feel has been essential to ensure our work is sustainable, efficient and effective. Fiona joined the team as a Project Manager, and Erin came on as the Communications Co-Ordinator, and both

have worked incredibly hard and are a huge asset to CbL. We've also had Renzil Pinto join the team more formally as a volunteer to provide accounts support which has been a wonderful help.

We've had some amazing highlights including spending time with our partners. Fiona and Peter visited Aasara in India in January. It was incredible to spend time with the students and to see how they are growing and developing. To spend time with our partners in their context is always invaluable and Peter and Fiona were able to do a lot of work in further understanding and helping Aasara articulate their vision and strategy.

We had the honour of hosting Christophe and Diane from our partner CARSA in Rwanda, here in Australia for the very first time. It was fantastic for our team to meet and engage with them. We had some long and in-depth discussions, growing our understanding and planning for the future, particularly as we seek to continue to journey alongside those who have participated in the *Empower* program and the families in the Education Sponsorship Program.

Hosting an event to commemorate the 25th Anniversary of the Rwanda Genocide Against the Tutsi was a special and significant moment. We loved the opportunity to share more in depth

the journey of Rwanda, the need but also the transformation that is happening through *Empower*. We had many of our Members and supporters there, as well as some new to CbL.

Our students always amaze us with their hard work and determination. We've been delighted this year to see three students graduate high school.

In Australia, we have been so encouraged seeing significant changes and hearing about the incredible inner transformation take place in the lives of young people participating in *No Limits* and *Sailing On*. We love hearing from the students about how they can now give voice to their feelings and the changes they see in themselves. We also love hearing from families, teachers, youth workers and volunteers, as they testify to the changes they have witnessed.

The nature of our work means we continually face challenges on all fronts. We work relationally in partnership and collaboration, so one of our greatest challenges is continuing to work cross-culturally and growing in our understanding of our partners. Alongside that, we are constantly evaluating and looking at how we achieve long-term impacts for those we work with, beyond the immediate benefits, so that people's lives are transformed and expanded in an ongoing way. This is not easy work, either for us or for the individuals who are addressing the hard issues they face. To see the change deepen and continue, we need to find ways to keep journeying with people, supporting both them and their communities.

Another big challenge is taking CbL forward here in Australia, expanding our network and support for sustainability into the future. As well as the physical and practical help and opportunities we provide, we recognise the need to address people's inner struggles, with trauma playing a huge role in holding people back – and that's across all our projects. This internal work is profoundly vital and is key to seeing real, long-lasting change – but it's not easy to capture. You can't take a photo of someone's inner transformation the way you can a house or a small business. It takes time to listen and connect with someone's story – to understand where they have come from and where they are now and the role that CbL was able to play in that. Finding like-minded people who value our model and the value we place on the individual and seeing genuine, long-term, deep change is a challenging space for us. We love seeing more people engage with us, understand the

complexities, and get excited about supporting work that is holistic and goes beyond the surface level.

We have so many plans and dreams for the future! We'd love to spend more time with our partners, and provide opportunities for supporters to visit our projects and learn by engaging with the amazing people we work with. We hope to increase the reach of *Empower*, providing more programs each year, as the need is so incredibly great. We also want to expand our support of *Empower* participants beyond the program to assist them to address issues of relational and material poverty. We'd love to see more students receive life-transforming education through our education sponsorship programs. We hope to be involved in more special projects, reaching the most vulnerable and marginalised with housing and medical support. We want to see *No Limits* offered at more schools and see more trained facilitators in order to impact more young people.

We are all about relationship in our values and approach – and that's the best way that you can get involved and support CbL – by engaging in relationship with us. Have a conversation with us, share your passion and help us connect you with areas of our work that resonate with you. Take a friend out for coffee, tell them why you love CbL and give them a copy of this report to take home and read for themselves. We need funds, yes – the need is so great, so we have great big plans for impact! But other forms of support are just as vital – advocacy, simply showing up, prayer.

All of the growth we have experienced in this last year in so many ways, comes back to each person that supports CbL in whatever way, shape or form. Without you, we can't continue. With you, the possibilities are endless as it is in the together that impact comes. 'Thank you' never seems like a big enough word to say, but we mean it deeply, genuinely and humbly. Thank you for believing in the work we do, thank you for trusting us, and thank you for putting your hand up to be a part of the solution and not leaving it to someone else.

With love,



Karen Visser



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