



**RAYS  
of  
HOPE**

Transformative Education

**Annual Report  
2022**



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# Message from the Executive Director

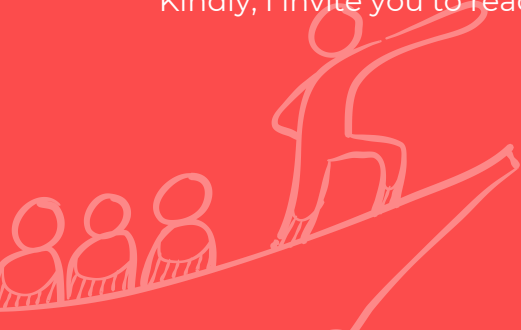
Our team finished 2022 with a retreat to refresh, reflect and reconnect. One word that stood out for me was thankful! I am so thankful to many people who mean so much to the work of Rays of Hope. First, I am thankful to God for the vision of Rays of Hope and what it has done this year. We have served at least 287,000 students. Wow! An idea that started with 40 students, but our current numbers blow our minds.

Second, I am thankful to God for the team at Rays of Hope – such an incredible bunch! I do not spend my time in the field – they do. I do not deal with troublesome students – they do! I do not sit on motorbikes for hours getting to unserved locations – they do! I do not look at confusing numbers on spreadsheets – they do!

Third, I am thankful to the communities we serve including teachers and students. When we do not come with transport or lunch allowances – you show up! When we struggle with troublesome kids – you show up! When we the rain comes unexpectedly – you show up! Thank you for being part of this vision.

Fourth, I am thankful to all our partners. I could write pages about you because your passion, trust, and confidence in us are unthinkable. Thank you for supporting this work. I am here to let you know that we are now serving 287,000 students; over 5,000 teachers receive our support; three education districts have improved in performance, and the cost per beneficiary is now at \$2.50 a year!

Kindly, I invite you to read our 2022 annual report.



*Thank you, and may  
God bless you!*



**Willie  
Mpasuka**



# About Rays of Hope

In Malawi, only 37% of primary school students will transition to secondary school, and of those, only 8% will move onto higher education. With an average class size of over 100, teachers are given an overwhelming burden to teach our future generation with barely any resources.

Rays of Hope is a faith based organization that uses Transformative Education Model to strengthen the skills of teachers, supports learners, and provide financial solutions to youth for a productive life.

We nurture children and youth and empower them with abilities essential for life management, academic excellence, and spiritual development to become competent leaders.

## Our vision

Every child and youth has access to a transformative education.

# Our Board

Rays of Hope is a local Christian nonprofit, legally registered by the Malawi government in 2009. It is mandated to be governed by a group of trustees, collectively as a board of trustees. Their main role is to provide the strategic direction of the organization including taking on fiduciary responsibility. We currently have six Board Members that voluntarily offer their services to the running of Rays of Hope Ministries. They are one of the reasons the organization has grown to this size. We thank God for them.



**Bayana Chunga**



**Pililani Chuma**



**Emmanuel Gondwe**



**Gilford Kadzakumanja**



**Madalo Samati**



**Ronard Chimchere**

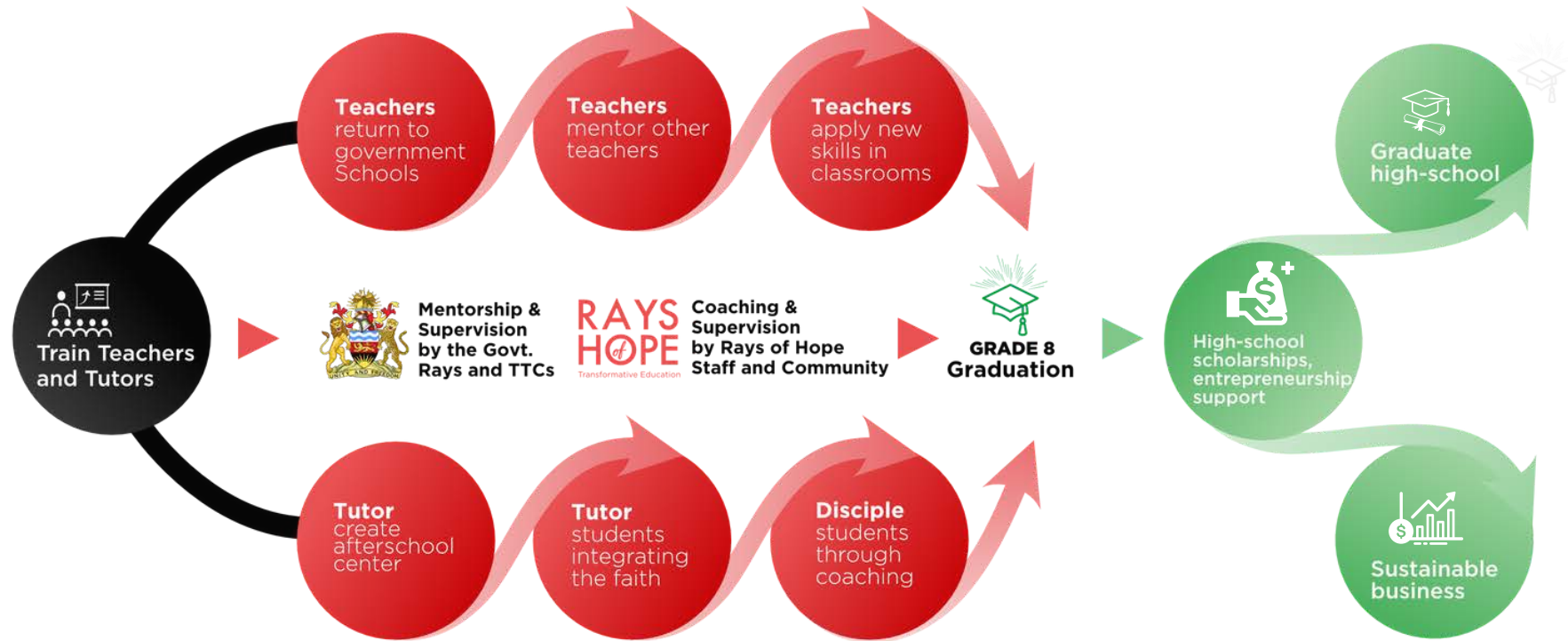
# Our Team

We are thankful to God for blessing us with a group of dedicated team members who give their endless efforts to ensure that we serve communities well. This team is spread across six education districts implementing different activities that translate our theory of change. God has given us resources to grow our team so that we can serve our communities better.

The team has grown to commensurate with the workload. Last year we had 33 team members working in various districts. Today we have 45 team members present in six districts. It can only be God! Our hearts are full, and we know that this is only possible because of His provision.



# OUR MODEL



Rays of Hope Malawi

**Our** Model



# OUR APPROACH & GOALS

How it's done?



## Academic Innovation

We focus on quality in providing education with the integration of faith to students in public primary schools through:

1. Teacher Skill Strengthening Initiatives
2. Tutoring Initiative that includes remedial classes, science projects and discipleship.

1



## Academic Inclusion

We ensure secondary school students access quality education. Specifically, we remove financial and non-financial barriers through:

1. Provision of bursary/scholarships to needy secondary school students
2. Provision of mentorship, coaching and biblical counseling to those on the bursary

2



## Economic Integration

We provide a platform to out-of-school youth to gain economic independence through:

1. Business training and discipleship
2. Coaching and leadership.
3. Provision of soft loans capacity strengthening

3

approach



Run after-school programs across 10 primary schools in Blantyre district and work with 1100 learners.

Maintain 95% primary school completion rate among the 10 targeted primary schools in Blantyre.

Train 4000 teachers in 6 education districts to reduce technical gaps.

Support 300 secondary school students with bursaries that will guarantee access to secondary school education in various secondary schools.

Run coaching and mentoring activities with 200 secondary school students on our bursary initiative to remove the non-financial barriers to access secondary school education.

Reach out to 70 young people to increase their ability to engage in economic activities through entrepreneurship training and soft loans.

Support 26 youth with spiritual nourishment lessons, leadership and basic computer skills.

# goals

# What we achieved in 2022

Our achievements?

**5K+**

Teachers trained benefiting over 300k learners in 242 primary schools

**99%**

Pass rate in our tutoring classes that serves over 1,000 students

**3**

Education districts move up in performance through our teacher training

**100%**

Grade 10 pass rate (JCE)

**34**

Bursary students graduated from secondary school

**100%**

Secondary school students remain in school through our bursary initiative

**47**

Youths trained in professional business tactics,

**\$3,846**

- Servings in 12 youth serving groups
- 9 youth graduated from vocational training

**\$1k**

Dispersed to youth for business start-ups



pe

*Thinking differently to provide education*

# **Academic Innovation**

→ Tutoring and Teacher Training

A photograph of a classroom scene. A male teacher in a bright blue long-sleeved shirt is leaning over a desk, writing in a notebook with a red pen. He is looking down at the notebook. A young student in a blue school uniform with a white collar is sitting at the desk, looking down at the notebook. In the background, other students are seated at desks. The classroom walls are made of wood and have some graffiti or drawings on them. The lighting is natural, coming from the side.

Tutoring

99%

**"We have broken a new (PLSC) pass rate record!"**

Allow me to quote a recent university graduate, who demonstrates the complete model of Rays of Hope Ministries. Edward Tchale, started our programs when he was in standard six - he says, "Sincerely, it has been Rays of Hope Ministries that made my academic journey so enjoyable." He continues, "...you continued to love me and provided for my upkeep and expenditures in college. Now I have completed my university with excellent grades".

We implement remedial Initiatives in under-resourced communities (Machinjiri and Chilomoni) that seek to increase completion and retention rate in public schools from grade five through eight. Every year we see over 1,000 students, helping them with their academic work, feed them, and disciple through the Bible. This year we have worked with 1,048.

Our tutors are the pillar of this program. They do a tremendous job helping the learners catch up in school and become top students. When we were starting the year in January 2022, we aimed to maintain a 95% pass rate record, and surprisingly we have beaten our target with a 4% increase.

The design is holistic and informed by the communities. Beyond classroom work, we visit the children we serve in their homes. This is where we learn and improve the program. In this year alone, we carried out 780 visits.

This work may not sound a big deal to someone, but for these communities, it is a treasure. Apart from our program, the only alternatives available are private tutors. They are usually expensive that none of these kids can afford.

**We are**  
**servicing 1k+**  
learners in the after-  
school initiative

**780**  
"Home visits"

## Tutoring Activities

### Remedial Classes

Our tutors continued their weekly routine to work with the students in our centers, even during school breaks. We prepared take-home assignments to keep the learner busy in their homes, parents monitored them, and brought completed assignments to tutors. This is a rare practice among Malawian parents. Such a practice helped the team to assess the program. Overall, we recorded 95% at the tutoring center level; excitingly, at the national level, we scored a 99% pass rate.

### Competitions

During the year, we organized spelling bee contests in selected primary schools in Blantyre. The initiative won the hearts of learners and the school administrators. The competition started at the school level, where we identified contestants (learners) for the final contest. At the final contest, we worked closely with the ministry of education through the District Education Manager's (DEM) office, where some government officials were present. Successful learners received awards such as school supplies. Obviously, a number of our students made it to the final - attesting to the value of our program.



## Tutoring Activities cont...

### Science Camps

Rays of Hope provided 604 learners with an opportunity to engage and appreciate Science as one way of motivating them to love Science and solve problems. To that end, we took the learners to the Malawi University of Science and Technology. The fun continued in our camps where the learners engaged in science projects such as: creative paperwork, making musical instruments, conducting density experiments, and experiments on states of matter, making shoe and floor polish, and popping balloons with various mixtures such as vinegar and soda.

### Integration of Faith

The initiative integrated faith in all activities carried out in the remedial initiatives and summer camp. These were done through devotions, Bible fun day, quizzes, competitions, favorite Bible characters, and guest speakers. Through the implementation of these spiritual nourishment initiatives, our learners' behaviors positively changed. This was evidenced by the narrative from parents, teachers and other members in the communities.



## TaRL introduced in Blantyre rural

Rays of Hope desires to expand its programs to reach more children in Malawi. In 2022, the organization took a bold step to introduce a new tutoring model to two schools in Blantyre rural - Lunzu but with a unique approach - Teaching at the Right Level (TARL).

TARL is an adopted idea with immense praise from countries using this practice in their primary education spaces. It originated from India, and it works by assessing children's learning levels using a simple tool; grouping children based on learning levels rather than age or grade.

Then, we use a range of engaging teaching and learning activities, focusing on foundational skills and competency progress rather than solely on the 'grade' standard measurements.

We are still in the pilot phase with 392 learners from Chilala and Likulu Primary Schools with the help of tutors from the community.

**392** Slow learners  
identified from 2  
schools in BT rural ←





We are dedicating efforts to strengthen **foundational skills**, rather than focusing solely on 'grade' expectation.





# Teacher Training

**"increased adoption of skill  
and practice in methodologies**

**81%** ←

Our teacher skills strengthening program continues to grow, even more towards the end of the year - thanks to our partners. We now reach out to over 5,000 teachers, in 6 educational districts in Malawi.. In 2022 we added Thyolo district to our list and grown the Blantyre Urban reach.. This initiative is one of our flagship programs, and has substantial dividends. It is cheap, simple, and has an impressive impact as follows.

- Zomba Rural Educational district moved in performance to number 2 nationally from position 10.
- Blantyre Rural Education district moved from the last position in the nation, 34, to position 27.
- Blantyre Urban Education district also moved to position 24 from 30 out of 34 education districts at the national level.

School enrolment in 60 schools in Mchinji increased by 1.3% from 8075-8180 in lower classrooms. While that of Ntchisi (40 schools), enrolment increased by 6.8% from 6336-6770 between 2021 and 2022. In Thyolo, the initial target number of learners is 12,000. However, currently, 19500 learners have been reached. In Blantyre Rural, over 32,000 learners are reached against the set target of 30,000.



## Teacher Skill Strengthening Activities

The team Trained at least 5,000 teachers in different contemporary professional gaps. We promoted ownership of the program by the schools, and 96% of the schools commit budgets to continue training teachers who did not attend the training.

Surprisingly, Thyolo District Education office adopted our model as a standard practice by attending our training and on their own resources continue to train teachers in their district — a sign of sustainability and continuity of the program.

We have seen an 81% increased adoption of skill and practice in methodologies in schools as evidenced through monitoring and coaching in schools across the projects and programs on teacher skill strengthening.





→ **5k+** teachers trained

### Teachers' Skill adoption

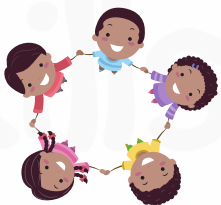
We promoted cascading approach and achieved an average rate of 96% in schools training teachers. Thyolo District Education office adopted our model as a standard practice by attending our training and on their own cascading the training to other zones—a sign of sustainability and continuity of the program even after the project phases out. 81% increased adoption of skill and practice in methodologies in schools as evidenced through monitoring and coaching in schools across the projects and programs on teacher skill strengthening.



→ **17** peer to peer groups formed

### Peer-Peer Learning Groups

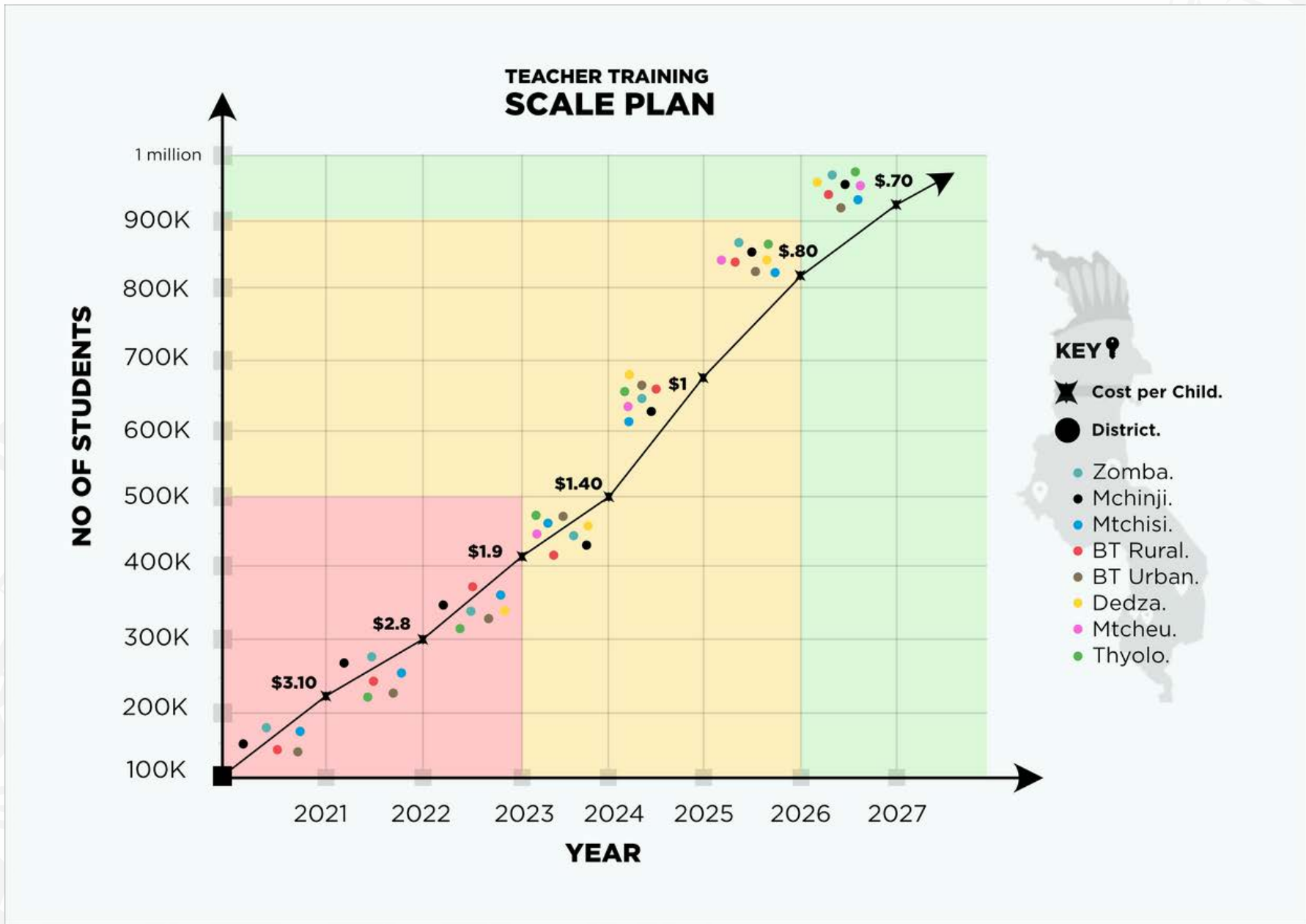
In the past year, we have been experimenting ways to train teachers organically. To that end, together with teachers we created 17 peer learning groups and assigned teacher-mentors to facilitate the learning process. So far it has been quite a success. We believe that such organic and local communities of practice helped in the adoption of the skills and practices in their service.




→ **60** child driven clubs established

### Child-driven Clubs

These are groups of students present in the location where we run the teacher skill-strengthening activities. The purpose of these clubs is to ensure that they help in holding duty bearers (teachers) responsible for the work they do daily. In addition, they also respond to the needs of students in their schools so that no one is left behind. So far we have 30 new child-driven clubs established in Thyolo and are operational, with an average of 10 leading members in each group.



The cost per student was \$2.2 in 2022, projected to drop to \$0.70 in 2027



*No learner is left behind*

# **Academic Inclusion**

Scholarships and Coaching / ←  
Mentorship



# Scholarships

**"We have achieved a  
100% graduation  
rate"**



100%





Our theory of change simply implies that it is not enough to provide the basic education, which is free in Malawi. The first program - Academic Innovation - addresses the quality gaps that are present in the provision of basic education. The second program, Academic Inclusion is designed to provide resources to students from humble background who may fail to access secondary education because it is not free.

Our team recruits only those students with a solid case that they deserve this assistance. We conduct a thorough due diligence that involves parents, friends, teachers/schools, at times, churches to ensure that we are putting resources where they are supposed to be. Once they get into the bursary program, students live to meet conditions of the program. The first one is that they need to keep excellent grades.

In 2022, we hoped to support 300 students with secondary school bursaries but only managed to register 261 students from different secondary schools in Blantyre and other districts. One of the reasons we failed to hit our target is that the on-boarding process took longer than expected. Again, speaking to our comprehensive due diligence.

# We enable youths

access secondary school education

**261** students supported in 2022

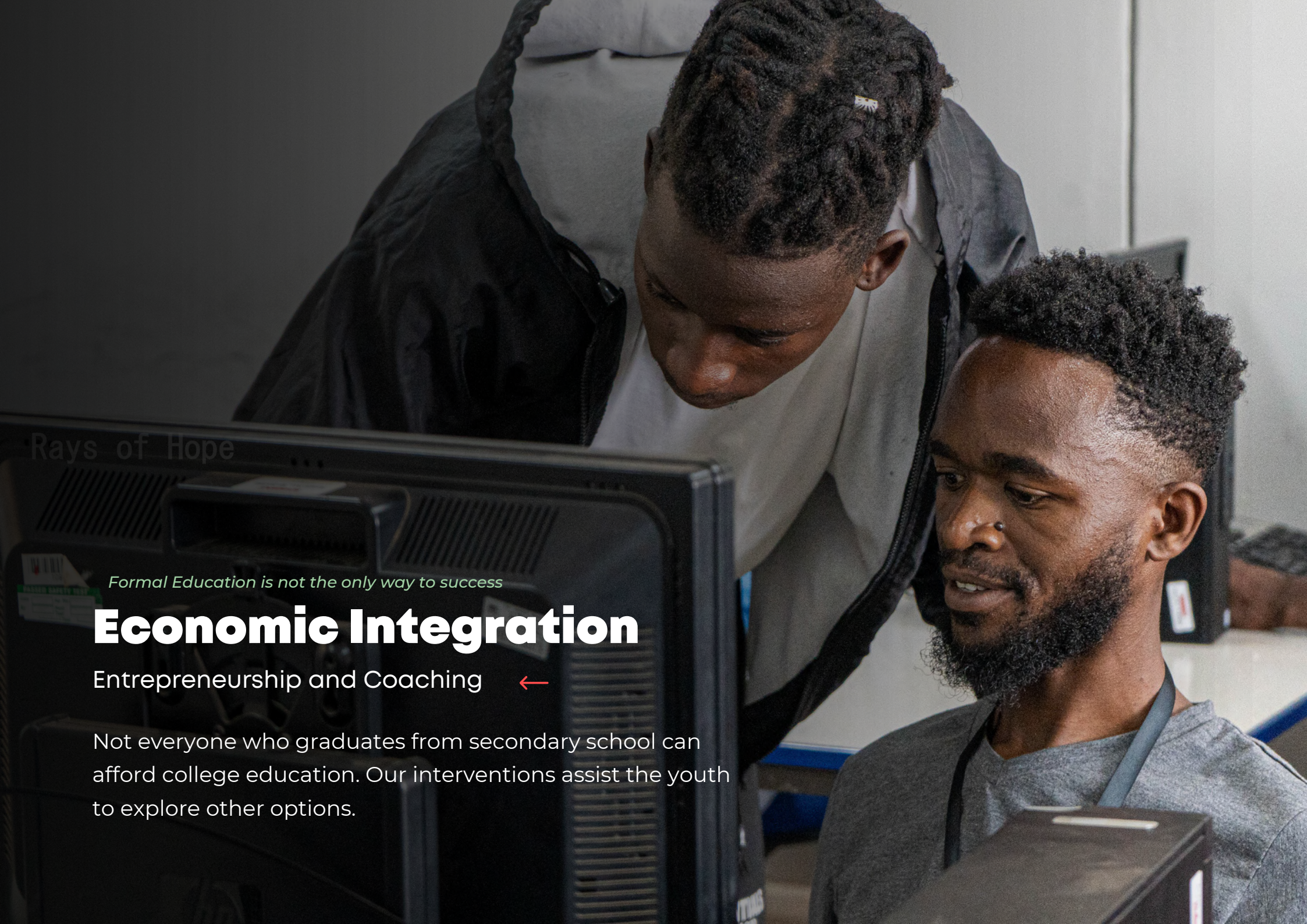
## Coaching & Mentorship

Initially, we thought we will only be providing school fees and supplies to these students. However, along the way, we realized that we have solved one problem. The students have way more needs than just finances/supplies. The majority of the students struggled with a sense of direction and purpose mainly because they are coming from broken family backgrounds.

In response, alongside the provision of scholarships, we introduced a mentor/coaching piece to the program. So, twice a school term we bring mentors to walk with them navigating the challenges they face. A central piece to this is the biblical counseling that is interwoven throughout the program.

We find this working! Students open up to the mentors and get help to navigate other non-monetary pressures. During these interactions, we introduced study circles that have improved their grades. With all these program tweaks, we can proudly say that we manage to keep all our selected students from 9th - 12th grade in school for the whole year. Thanks to all the partners who supported us in keeping this program alive again this year. As a reminder, high school in Malawi has two (2) standardized exams, and in both exams our students aced them!





Rays of Hope

*Formal Education is not the only way to success*

## **Economic Integration**

Entrepreneurship and Coaching ←

Not everyone who graduates from secondary school can afford college education. Our interventions assist the youth to explore other options.

# 14



**"Youth went through tailoring, and computer science courses.**

## Entrepreneurship

Our third program, Economic Integration responds high unemployment among the youth. We do this using two key interventions. The first one is entrepreneurship and vocational aptitude. The Youth engage in business activities, entrepreneurship training, vocational training, and job training as one way of empowering them to be economically independent.

In 2022 we planned to reach out to 70 young people with activities meant to increase their ability to engage in economic activities through entrepreneurship training and soft loans. We received a decent interest from the youth in our communities and offered several pieces of training with practical entrepreneurship exercise. It is with joy that we witnessed youth conceptualizing and running small scale businesses.

In the entrepreneurship piece, we served 66 youths. We saw 36 young people creating their own youth saving groups, where apart from saving they get trained on investment concepts. In addition, at least 20 youth were involved in all kinds of entrepreneurship activities such as getting soft loans for their businesses with a maximum amount of \$250. Other youth explored vocational trainings. In partnership with the Beehive, a local social enterprise training center, we sponsored 14 youth went through tailoring, and computer science.

Apart from these, we also convened several youth training sessions where various professionals met cumulatively 100 youth sharing their journey of career development.



# 100

**youth entrepreneurs served**

## Coaching & Mentorship

The second piece in this program borders on coaching and mentorship of youth. This is a recurring intervention that is run every year. We work with 30 young people who help us tutor students in our tutoring programming.

Inside this program, we provide soft skills to the youth to confront 21st century challenges that require such skills. Some of these soft skills are leadership, communication, critical thinking, teamwork, and problem-solving.

The initiative runs for a year. This means that every year we see about 30 youth learning these skills and be introduced to a world of employment.





Grace Mwafongo

## From a Tutor to Staff →

Grace Mwafongo mirrors yet another version of the children and youth Rays of Hope dedicates to serve. Usually, they are the first generation in their families to complete primary schools, in rare fashions, get to university.

Her story appears to follow the same trajectory. We share this story with so much pride the work that the Lord has done to her, especially that we are part of this exciting story.

Grace narrates that her time as a tutor in our program was the defining moment of her life. She points out to the life enriching moment at Rays of Hope such as Bible studies, leadership lessons, life management, counselling and much more, setting career goals.

Our tutor program challenges youth to rethink about life choices, reset their career goals, and live their purpose-driven life. Grace did just that.

She was one of the first paid tutors when Rays of Hope was only a dream in 2009. After going through our one-year tutor program she took the lessons home.

Grace went back to high school and proceeded to enroll at a teacher training college in Blantyre. She is now a teacher and has just been recruited as one of our program officers. She will now lead the program she supported as a tutor years ago.

Thank you, friends, for the support you give to these youth. You can only imagine where she would have been without your support!



We use advocacy and partnership to educate children and youth.

**PARTNERSHIP**  
**+ ADVOCACY** ↓

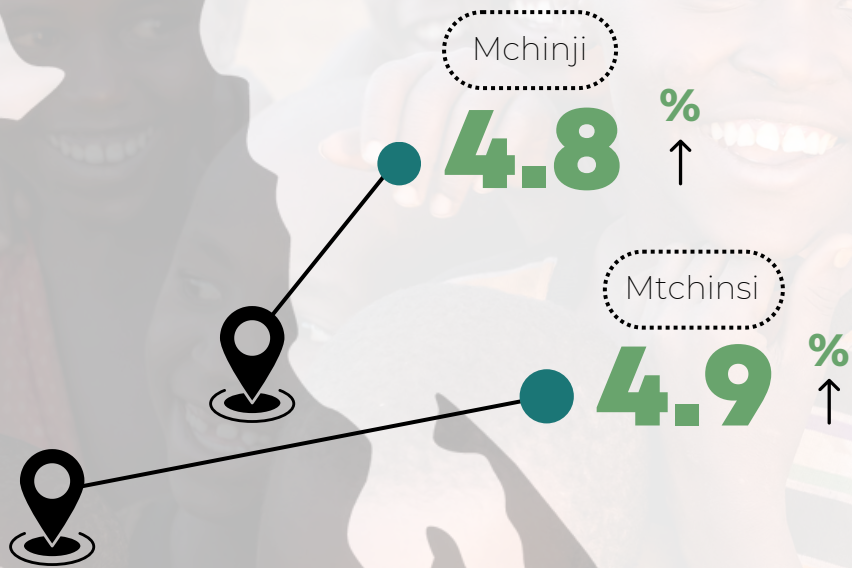
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Employing advocacy and partnership into our remedial tutoring and feeding initiatives has kept students in school weakening the ugly child labor practices.

**We believe in →  
ZERO Tolerance to Child Labor!**



**we are taking them back  
to where they belong**







**20%**

...of all African children are in child labor

The 2016 Global Estimates of Child Labour indicate that one-fifth (20%) of all African children are involved in child labor, a proportion more than twice as high as in any other region.

Nine percent of African children are in hazardous work, the highest of all the world's regions. Malawi as a country is never righteous on this subject. Child labor cases are mainly high in Tobacco growing areas such as Mchinji & Ntchisi.

Our remedial tutoring and feeding program helped to keep the children in school reducing their vulnerability to child labor practices.

When students knock-off from school they come to our tutoring centers where they meet tutors and keep them engaged in schoolwork. The goal is to get them at speed to what their teachers teach them. We believe that this is a motivation to stay in school.

In addition, we provide porridge supported by our home-grown school feeding initiative. We provide farm inputs to communities who farm and feed students for free.

The school attendance rate increased in the past year! Mchinji recorded 4.8 increase rate, and Ntchisi did 4.9 increase rate.

This is a pure fruit of our advocacy work.

Advocacy continues to be integrated into our programs. Rays of Hope leads a consortium of 4 organizations from Malawi (Rays of Hope and Fount for Nations), Tanzania (Shule Direct), and Kenya (Kesho Kenya) on a project named Pamodzi for Inclusive Education in Southeast Africa (PIESEA).

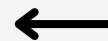
The project is an advocacy initiative to promote inclusive education in the region. The team has developed a geo-mapping app that provides real-time data for inclusive education research and interventions.

This piece had the implementing team moving across our target districts to engage with policymakers, government officials, and village members, asking for their support in pushing the project's agenda.



**" There are an estimated 240 million children with disabilities worldwide.**

Over 1.5m  
persons with  
disabilities in  
Malawi





**"Inclusive education unlocks educational dividends."**

We are building a Solid Foundation for **Inclusive Education** with communities •



# RAYS OF HOPE — ACADEMY —

*Think different Learn different*

Investing in science and spiritual formation to  
produce innovative responsible citizen

Rays of Hope Academy is a fee-paying school located in the ghettos of Chilomoni township in Blantyre that opened in 2019. It started with just a single class, grade 9. Today, that class has grown into the full school with all the grades getting the quality education we envisioned.

The academy is unique in the way it sees education. First the model is holistic. It brings quality educational resources to the poor. Second, we focus on science and Technology to prepare the students for an ever-growing technological world. Third we place emphasis on faith. We believe that faith an important piece to the formation of responsible citizens. We hope to see students who fear the Lord. Lastly it is commitment. We commit to hire teachers with a relevant degree as a minimum qualification. This is different from the majority of private institutions.

We are proud to have maintained a 100% pass rate record in grade 10 exams; our students represented Malawi at the global robotics competition in Switzerland, and now the Malawi National Examinations Board has registered us to administer grade 12 examinations.

**We are serving the vulnerable.**



# OUR MODEL



**Deconstruct the narrative**  
Resources for the poor

1




**Reconstruct the narrative**  
Innovate and Create

2



**Anchor the narrative**  
Mentors for Life

3



**Showcase the narrative**  
Lifetime Opportunities

4

- Our Model is Holistic -

# OUR GOALS

Enroll 20 new students in grade 9 to have a complete high school for the first time!

Support 10th Grade student towards their National Standardised Tests.

Employ and groom new teachers, adding forces towards the next academic year.

Get Grade 12 Examination Center status with the Malawi National Examinations Board.



# MILESTONES

Our achievements?

5

Teachers recruited

100%

Grade 10 pass rate at National Standardised Test (JCE)

2

students appeared in an International scene for robotics competition in Geneva

Our academy is now complete!  
- 4 classes in session -



# Our New Strategic Plan

Our strategic plan phased out last year. This prompted us to craft a new strategic plan that will guide our operations from 2022 to 2025. We are very excited to launch this new strategic plan in the first quarter of 2023. Here are a few strategic goals on our cards.



By 2025, **700k** students are educated through Rays of Hope programs.



Raise **US\$5.2** Million for operations and program implementation



Train **10k** in-service teachers in 450k public primary schools



Expand the teacher skill strengthening to **3 additional districts.**

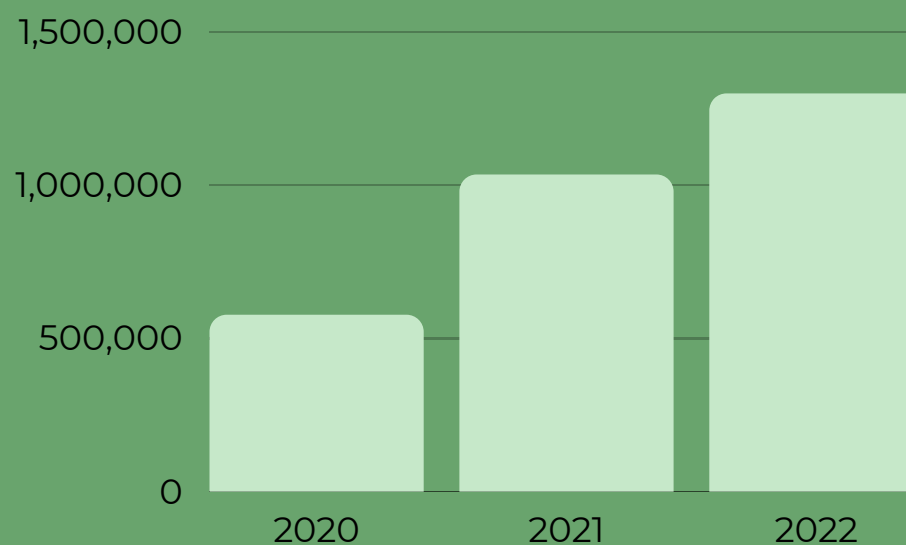
# Financial Update

In the year 2022, our budget was capped at US\$1,508,652. At the end of the year, we managed to raise US\$1,297,760. We still have multi-year commitments, and some of the raised funds will honor such needs.

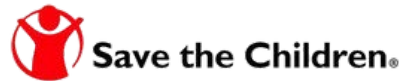
## Income and Expenditure for January 2022 - December 2022

<b>INCOME</b>	<b>MK</b>	<b>USD</b>
Funding for the Year	1,343,182,053.68	1,297,760.44
<b>EXPENSES</b>	<b>MK</b>	<b>USD</b>
Program	672,773,242.58	456,785.74
Operations	149,296,813.44	144,248.13
<b>EXPENDITURE</b>	822,070,056.02	794,270.59
<b>ASSETS</b>	<b>MK</b>	<b>USD</b>
Furniture	5,890,571.00	5,691.37
Equipment	12,788,875.00	12,356.40
Motorcycle & Vehicles	2,950,000.00	2,850.24
	-	-

## Income snapshot for past three years



# OUR PARTNERS



## New Partners ✨

Join us in welcoming the SAS-P, GNU Foundation, and Kindernothilfe (KNH) to our incredible group of partners.

We continue to be humbled and amazed at God's provision toward our work. We hugely appreciate the support we get from various strategic and financial partners who support our work.

In 2022, we got funding from our new partners - their funds will go a long way in educating children and youth in Malawi. Youth will have improved livelihoods.

## Thank you for your support!



**THANK YOU!**

Zikomo

**Connect with us...**

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Floor - Anadkat House, Along  
Glynn Jones Road, Blantyre  
[www.raysofhopemalawi.com](http://www.raysofhopemalawi.com)

    <https://raysofhopemalawi.org>