





# A Milestone Worth Celebrating. A Future Worth Building.

As we reflect on 2025 and mark 20 years of Congo Initiative walking alongside students and communities in eastern Democratic Republic of Congo, we are reminded that this work began as a bold vision of a transformed Congo from within. Today, that vision has grown into a movement of education and community transformation in Beni, DRC—worthy of both celebration and renewed commitment.



From the beginning, this mission has been grounded in faith—rooted in the belief that the life and love of Jesus affirms the dignity, calling, and potential of every person. A faith that calls us to stand alongside those the world has forgotten, love our neighbours as ourselves, and seek justice with humility and courage.

Our model remains rooted in proximity and belonging. For over two decades, we have seen what is possible when long-term investment meets locally rooted leadership. Through Université Chrétienne Bilingue du Congo (UCBC), we invest in leaders who serve with integrity, humility, and a deep commitment to the common good. Over 1,100 graduates now serve as educators, entrepreneurs, storytellers, engineers, lawyers, and changemakers—advancing hope in communities often marked by fragility. Their lives reflect a powerful truth: lasting change is led from within.



At the same time, we acknowledge the ongoing suffering and injustice in eastern Congo—including the persistent exploitation of its people and resources—alongside instability and economic strain. In a world facing increasing uncertainty and division, the need to form compassionate, courageous leaders who stand for justice and confront oppression has never been more urgent. Headlines continue to reveal how our own country and global economic systems often benefit from the extraction and exploitation of Congo's vast natural resources, while many Congolese communities see little of that prosperity.



This is not a time to step back, but to lean in—with faith, conviction, and hope. As we look ahead, we do so with urgency and a sense of possibility. We remain committed to investing in students, strengthening faculty, and building the capacity needed to sustain this mission for generations.

We are deeply grateful for partners who share this vision. Your faithfulness has helped build something enduring. We invite you to continue with us as we shape the next 20 years of impact—and a lifetime of transformation.



With gratitude,

Justin Hubbard

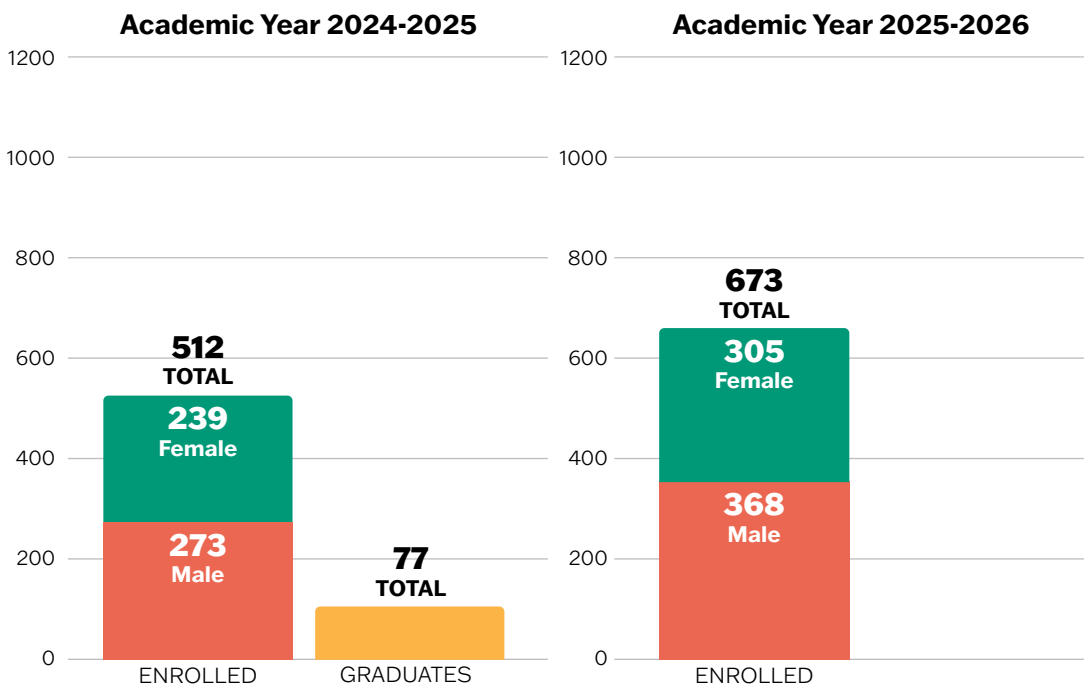




## Education Rooted in Belonging and Faith: Where learning begins with—and belongs to—the community

Congo Initiative’s education programs—from primary schools (Académie Bilingue du Congo and La Charité Primary School) to the Université Chrétienne Bilingue du Congo (UCBC)—create a holistic pathway for developing future leaders in eastern Democratic Republic of Congo. Beginning with strong academic, social, and spiritual foundations in primary school, students continue at UCBC, where Christ-centered education integrates academic excellence, leadership development, and service. Across every stage, students are equipped to apply their learning to advance education, health, peacebuilding, and economic development in their communities. By investing in students with financial need and cultivating a vision for service, Congo Initiative is raising leaders for long-term, locally rooted transformation.

### Changemakers: Leaders in the Making Higher Education – UCBC



\*Note: Academic year runs from around October through August

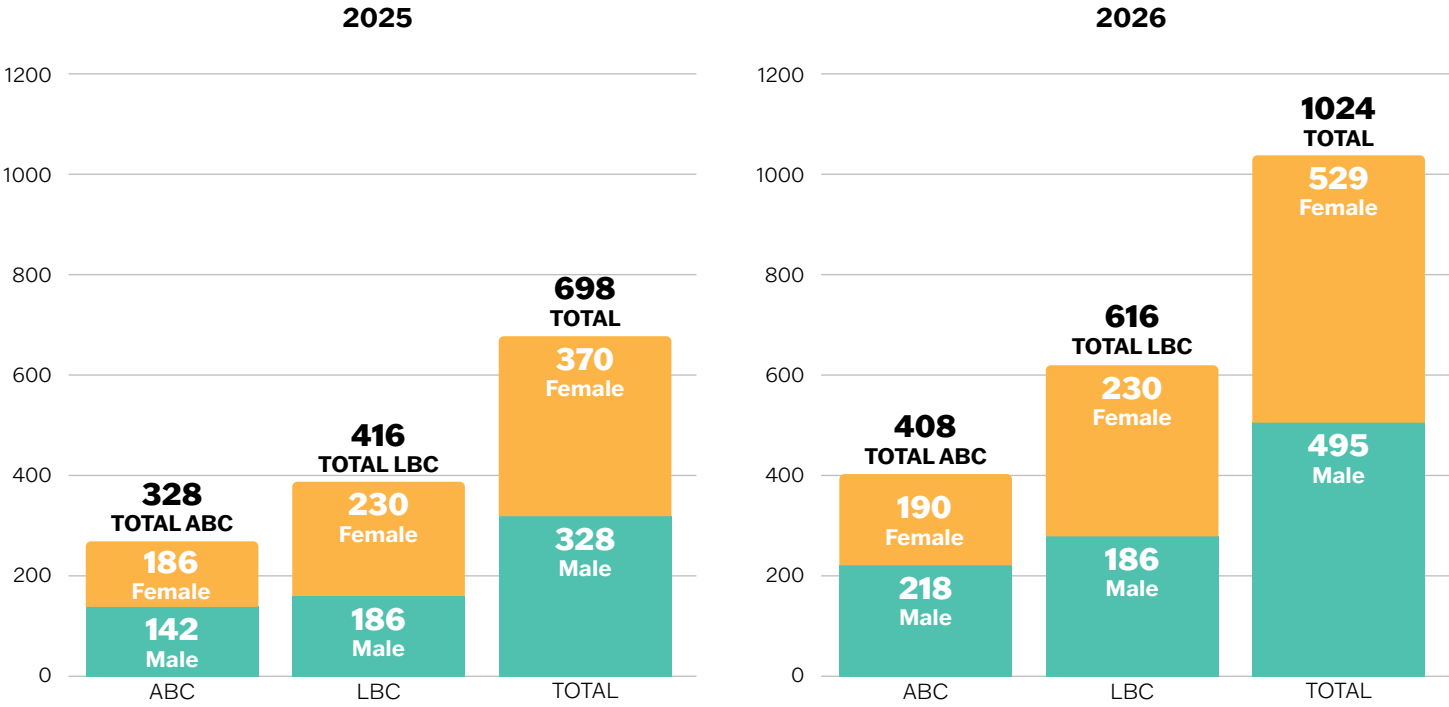
**FACULTY**

**59**  
Permanent Faculty

**89**  
Adjunct and Visiting Faculty

# Strong Foundations, Bright Futures

## Primary and Secondary Enrollment



# Learn. Return. Lead.

Congo Initiative's Advanced Studies program is a strategic investment in the future of UCBC—identifying promising faculty and staff and equipping them with advanced degrees so they can return to teach, mentor, and lead. Rather than relying on outside expertise, this program strengthens the university from within by developing scholar-practitioners who are deeply rooted in vision of CI-UCBCt and committed to long-term service. These leaders go on to shape curriculum, elevate academic excellence, and disciple the next generation of students, creating a multiplying impact that extends far beyond the classroom. By investing in people who will stay, teach, and lead, the Advanced Studies program ensures that UCBC's growth is both sustainable and locally led for years to come.



**19**

**faculty/staff members**

participated in advanced studies programs (MA/PhD).





# From Campus to Community

CI's work does not end at the classroom door. We believe lasting transformation happens when education, leadership, and development are deeply connected to the everyday life of the communities we serve. Our community engagement initiatives are designed to meet real needs, strengthen local systems, and walk alongside families, churches, and leaders as they pursue holistic change.

Whether through restoring dignity and emotional well-being, strengthening accountability in public life, or equipping families to thrive, this approach is both practical and relational. We seek not only to address immediate challenges, but to help cultivate resilient, empowered communities that can sustain their own growth and flourishing over time.

The following initiatives reflect this integrated commitment to community transformation in action.



*Guarding What Matters:*  
**Natural Resource Governance**

**5** major governance tools and action frameworks adopted or validated, providing sustainable mechanisms for mediation, coordination, and land management.



**34** conflict and land governance cases documented and tracked, strengthening local conflict-resolution systems.



**280** stakeholders trained and engaged in peacebuilding, mediation, land reform, and governance processes.



**15+** organizations AND **32** parliamentarians

mobilized, advancing collaboration on land reform and peaceful resource governance.

*Pursuing Justice, Restoring Dignity:*  
**Justice Initiative**

**115** people benefited from pro bono legal services



**46** FEMALE

*Healing the Whole Person:*  
**Bethesda Counseling Center**

**2,005** children, women and men received services including individual counseling, group/family counseling, healing music

**516** FEMALE



*Faith That Moves:*  
**Church Renewal & Global Mission**

**86** couples trained through Church Leadership Workshops



*Supporting Families to Flourish:*  
**Vocational and Literacy Training**

Literacy training provided to **53** people

**40** FEMALE



Vocational training (sewing, culinary arts, carpentry) provided to **82** people

**64** FEMALE



# When Women Rise, Communities Thrive: Unlocking potential, multiplying impact

CI equips and empowers women and girls through a holistic model that integrates education, healing, skills development, and leadership formation. We expand access to primary and secondary education, helping more girls stay in school, complete their studies, and pursue new opportunities. CI also provides vocational training and literacy programs that equip women with practical skills for economic independence and long-term stability.

Recognizing that transformation also requires healing, CI offers counseling and psychosocial support that foster resilience, restoration, and renewed dignity. Through the Nyota Leadership Program, emerging women leaders receive mentorship and formation to lead effectively in their families, churches, workplaces, and communities.

Together, these efforts reflect CI's commitment to generational transformation: education opens doors, healing restores wholeness, skills create opportunity, and leadership multiplies impact.



**305**

women  
students  
at UCBC



**24**

women completed  
the Nyota  
Leadership  
program



**529**

girls in primary school

**17** women  
attended

Women of  
Hope Retreat



**40**



women received  
Vocational and  
Literacy Training



**516**

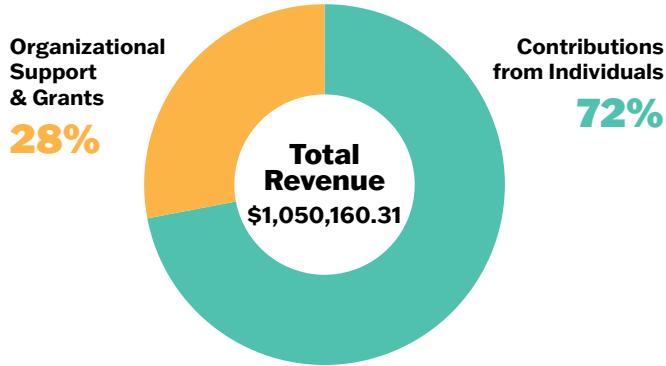
Women/girls receiving  
psychosocial support

# Financial Overview

## Transparency and stewardship in action

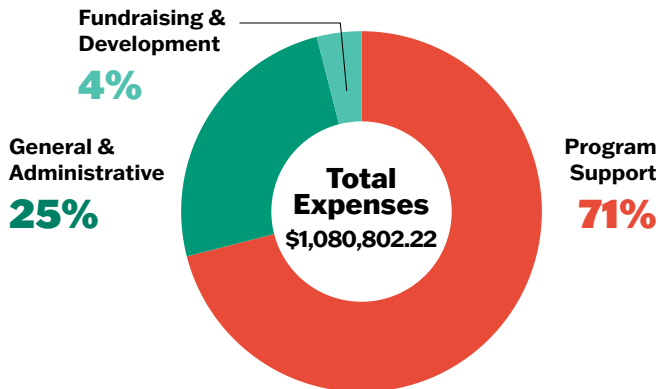
### 2025 Revenue

Contributions from Individuals	\$752,680.57	72%
Organizational Support & Grants	\$297,479.74	28%
<b>Total</b>	<b>\$1,050,160.31</b>	<b>100%</b>



### 2025 Expenses

Program Support	\$764,422.81	71%
General & Administrative	\$269,147.13	25%
Fundraising & Development	\$47,232.28	4%
<b>Total</b>	<b>\$1,080,802.22</b>	<b>100%</b>



\*Audited financials will be available by July 31, 2026



# Beyond 20: A Future We Can Build Together

The next chapter of vision,  
growth, and possibility

As we look beyond this 20-year milestone, we do so with both clarity and conviction. The foundation has been laid. The impact is visible. And the opportunity ahead is significant.

The next chapter of Congo Initiative is not simply about growth—it is about sustainability, depth, and long-term resilience. It is about strengthening the systems, people, and partnerships that will ensure this work endures for generations to come. This means investing in students who will lead, in faculty who will teach and mentor, and in the institutional capacity required to support a growing and dynamic university and community engagement initiatives.

It also means building pathways toward greater financial sustainability—through diversified revenue streams, mission-aligned enterprises, and a stronger operational foundation both in Congo and in the United States. These investments are not peripheral; they are essential to ensuring that UCBC and Congo Initiative remain stable, locally rooted, and equipped to navigate an increasingly complex global environment.

We believe the future will be shaped by leaders who are grounded in faith, committed to service, and prepared to address the challenges facing their communities with wisdom and courage. This is the kind of leadership being formed today—and it is the leadership that will define the next 20 years. We are grateful for all who have walked with us thus far. And we invite you to continue building with us—investing not only in what has been, but in what is still possible.

Together, we can help ensure that the next chapter is marked by deeper impact, greater sustainability, and a future filled with hope.

**Tuko pamoja.** Together, we are creating a brighter future for Congo and the world.

# A closing note of thanks

As we reflect on the year, we extend our deepest gratitude to the many people who make this work possible. To our Board of Directors, thank you for your wisdom, guidance, and steadfast leadership. To our staff and partners, thank you for your dedication, perseverance, and daily commitment to serving students and communities with excellence. And to our supporters and friends around the world, thank you for your trust, encouragement, and generosity. Together, you are helping nurture leaders, strengthen communities, and build a brighter future for Congo and the world. We are profoundly grateful for your solidarity and accompaniment.



