

2020
ANNUAL
REPORT

*DEVELOPING
GLOBAL CITIZENS
IN DJIBOUTI*



**RESOURCE EXCHANGE
INTERNATIONAL**

LETTER
FROM THE
PRESIDENT



2020 . . . the year of “closed” signs on the borders of countries around the world. In REI’s target countries, though, the work progressed, and in Indonesia and Djibouti, accelerated.

Ten years ago, at the request of the Indonesian government, our staff introduced fruit dehydration to East Java. The business they started provides livable wages to poor villagers. Our staff have dreamed for years, though, of building a facility where locals could be trained to run their own fruit dehydration businesses. They don’t want to just “give people fish,” but “train them to fish,” and even better, to train them to train others to fish. This dream began to become reality this year when construction began on a training facility, scheduled to be completed in 2021.

In Djibouti, REI staff saw the school that they started grow substantially. In a French-speaking developing country, increasing the number of English-speakers (the international language of business and education) is critical. That is why the Office of the President of Djibouti asked us to start an English-speaking international school. At the International School of Djibouti local students are taught in English, and local teachers and teaching assistants are trained to teach their classes in English. The teachers and T.A.s, in turn, take that ability back to Djibouti’s public schools.

You’ll read a little more about these ventures in this Annual Report. I think you’ll be excited to see enterprises flourishing that are adhering to REI’s core values of “Training Trainers” and “Partnering with Governments and Institutions.”

Warmly,

K. Douglas Erdmann
PRESIDENT & CEO

“
REI SAVES LIVES AND
HELPS PEOPLE GROW
INTO LEADERS ALL
OVER THE WORLD.
”

- ROBERT WATTLES, VOLUNTEER WITH REI SINCE 1992




ABOUT REI


Since 1992, REI has sent resident staff and short-term professionals to emerging countries around the world. They train leaders in the strategic sectors of these countries, who then train others. Their goal is to build these leaders in all aspects of life (professional, social and spiritual).

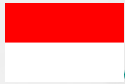
This is where REI is presently focused.





 **CENTRAL ASIA**
REI staff provide training in conflict resolution and English, working in universities and other institutions across the region. They also network region-wide to identify future opportunities for REI resident staff and short-term volunteers.

 **DJIBOUTI**
Djibouti, a French-speaking country, wants to increase the number of English speakers in its country. Founded and led by REI staff, the International School of Djibouti (ISD) is helping achieve this goal by providing both local students and teachers the opportunity to learn and instruct within an English-based curriculum.

 **EGYPT**
REI's staff woman, a certified doula and natural childbirth educator, trains doctors, residents, doulas and pregnant mothers in natural childbirth. Her work is centered in Cairo, where the C-section rate is 82% – double the recommendation of the World Health Organization.

 **INDONESIA**
REI staff introduced fruit dehydration to East Java in 2010 where mangoes and other fruit are now processed, packaged and sent around the world. Construction on a training factory also began, where local entrepreneurs will be equipped to run their own factories.

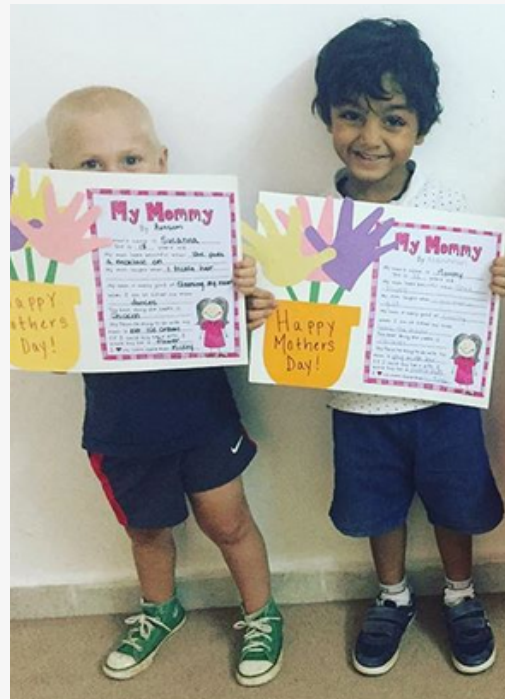
 **LAOS**
Our REI doctor trains local doctors and medical residents in medical procedures. Because critical medical textbooks are written in English, REI staff also developed and use a multi-year medical English curriculum to improve the English of Laotian doctors, nurses and medical students.

 **VIETNAM**
Resident staff provide English education and testing services to professors and students. Except for 2020 (due to COVID-19), numerous volunteer medical and business teams travel to Vietnam to provide training at hospitals and universities. In addition Vietnamese regularly come to the U.S. on REI fellowships for training in their fields of interest.

DJIBOUTI: ENGLISH- BASED EDUCATION

The International School of Djibouti (ISD) was founded by REI staff, Tom and Rachel Jones, in 2016 in response to a request from the president's office to develop English-based education for French-speaking Djibouti. Tom brings us up to date here on the school's growth and development.

ISD teachers are a combination of locals and expats, some of whom are REI staff. In addition, REI provides administrative leadership for the school. Starting with only six students, ISD has grown to 59 students in the 2020-21 school year and aims to continue that growth into the future.



WHAT HAS BEEN ONE OF YOUR GREATEST JOYS IN OPENING THE SCHOOL?

"Seeing the community and school develop and grow. Being the head of your own fledgling organization is both daunting and exciting."

WHAT ARE SOME CHALLENGES YOU FACE IN OPENING A SCHOOL IN DJIBOUTI?

"Recruitment of quality teacher and retention of staff is an issue for us. Supplying special care for unique students is also difficult."

INTERNATIONAL SCHOOL OF DJIBOUTI

WHAT HAS MOST HELPED ISD GROW OVER THE LAST FIVE YEARS?

"Great teachers have been key to ISD's growth. We've done little marketing and relied on word of mouth of **satisfied parents** to share about our educational community."

“
THE SCHOOL
DEVELOPS
NOBLE-HEARTED,
GLOBAL CITIZENS
”

WHO DOES ISD SERVE AND WHAT IS ITS IMPACT IN THE COMMUNITY?

"ISD serves a mix of expats and locals, providing the Djiboutian educational landscape with a world-class English-based option for education, which is a desperate need as the country develops and interacts in the global marketplace."






HOW DO YOU SEE THE SCHOOL FURTHERING THE WORK OF REI?

"The school develops noble-hearted, global citizens, **individuals who are imbued with many REI values**. ISD also provides a resource as REI staff can make a significant contribution to the local context through community outreach."

ISD'S MISSION



-  provide students in Djibouti a world-class education in English
-  focused on discovery, creativity, and problem solving
-  to develop noble-hearted, global citizens



INDONESIA: FROM THE GROUND UP

REI has been in East Java for 10 years, dehydrating fruit.

Chuck and Katie Nicholson update us on their next big step . . . construction of a new training and production facility.



A FACTORY FOR ENTREPRENEURS

WHAT IS THE PURPOSE OF THIS NEW TRAINING AND PRODUCTION FACILITY?

"It's a vision to create a new 'Mother Ship' location, intending to bring villagers here to **see and receive** training in how to operate their own dehydration businesses where they live, consistently following standard operating procedures to create export quality product.

In order to build people to build a nation, the Boaz Factory will become an essential place to help villagers learn and understand new ideas, implementing new methods."



WHAT HAVE BEEN SOME OF THE BIGGEST CHALLENGES WITH THIS PROJECT?

"Facing down corruption involved in obtaining the legal paperwork for the land.

Raising money. The upside: We love sharing about the project and don't mind asking for money. The downside: We are always busy with work in Indonesia, so it's hard to balance fundraising with fully investing in the work here. We've been disappointed with lack of interest among institutional donors.

Responding to the contractor's low standards and that subsequent fallout, which created opportunities to emphasize **values of righteousness and justice.** "

WHAT HAS ENCOURAGED YOU SO FAR IN THIS PROJECT?

"A recent, spontaneous surge of Indonesians who we have known for decades giving financially to the Boaz Project. Beautiful and unexpected!

Our Muslim supervisor who watches over the Christian contractor and continues to hold **a high standard we believe pleases God and is a blessing to us!**

REI apprentice staff Jesaja and Sarah were asked to design and build a cold storage building on the Boaz Factory land. A challenging opportunity that taught them more about working as REI engineers and grew their confidence that they can contribute professionally through their gifts and determination."

“
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”

HOW DO YOU ENVISION THIS PROJECT WILL IMPACT THE COMMUNITY?

"We have so many ideas. Since 2016, we've dreamed about our future investments into the surrounding community like English clubs, after-school tutoring, dental screenings, or groups especially for women. Of course, **jobs created by the factory will have a direct impact.** In December 2020 we hired four local women for three days when we were testing the cold storage facility. These women expressed much gratitude, and we learned this particular area is known for how Christians and Muslims get along very peaceably."

2020 SHORT TERM TRIPS - COVID STYLE



With borders closed due to COVID-19, all REI short-term medical and business team trips had to be cancelled in 2020. Even so, REI's well-developed relationship with both our professional teams and with Vietnam allowed us to retool how to provide some much-needed training for professionals there.

The work of our business and medical teams moved forward through virtual, online training. REI continued building people to build nations through these partnerships with professionals who normally participate on short-term trips.

In the fall, REI hosted eight weeks of online nursing seminars and conferences at six of Hanoi's leading hospitals with **1,157 participants**, including department heads, doctors, and nurses, as well as many from provincial hospitals in northern and central Vietnam. Pictured above is one of these seminars being taught by an REI volunteer nurse using Zoom.

REI also hosted six weeks of online business training seminars and conferences with **464 participants** at the Foreign Trade University and Hanoi University, covering relevant topics such as "Building a Successful Startup" and strategic planning to leadership and "The Challenges of Communicating Across Cultures."

These REI volunteers demonstrated "loving your neighbor" through their preparation, sacrifice of time, work with technology across time zones, and commitment to share leading-edge practices with our Vietnamese friends and partners.



NEW STAFF SPOTLIGHT: JAKE & HANNAH SPIER

HEADED TO VIENTIANE, LAOS

Jake was born in Chattanooga, Tennessee and raised in Georgia, where Hannah was born and raised.

They met at Georgia Southern University where Hannah earned a degree in Spanish and Jake received his degree in Nursing. Later Jake went on to earn a master's degree as a family nurse practitioner and has worked as an ICU nurse for over seven years, but has most recently has been working as a hospitalist.

HOW DID YOU FIRST HEAR ABOUT REI?

Jake: A friend invited me to meet with Doug Erdmann and Brian Teel when they visited his home to talk about the work that REI is doing in Laos.

WHAT KIND OF WORK WILL YOU BE DOING AS REI STAFF?

Jake: We will be partnering with Craig and Patsy Kent in Laos. I will be working at Mittaphab Hospital in the ICU, training nurses and residents. I also hope to work with the neonatal department and hospitalists helping develop protocols and **advancing the medical skills of Laotians.**

WHAT ARE YOUR BIGGEST HOPES FOR YOUR FAMILY AND WORK IN LAOS?

Jake & Hannah: We desire that our family grow together in love and faith as we live in a different culture and share our lives in the community. We want to see the Lao people grow in the medical profession and in the life-saving services they can provide. **We want to invest in people holistically, developing and equipping them to help others the same way.**

Hannah: I will continue homeschooling our children (5 years old and newborn) while building relationships in the community and possibly tutoring Laotian students who need improved English for their medical studies.



MEET
OUR
FUTURE



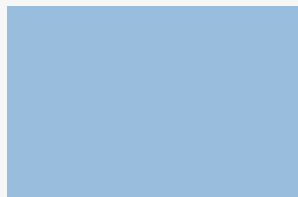
NAOMI HAWORTH



RYLEE MARCHBANKS



SHANIKA MUSSER



We want to introduce you to our new REI staff recruited in 2020 - each one bringing their own unique skillset to their professional contexts on the field.

Allen and Tracy Pickett will join REI at headquarters in Colorado Springs.

Rylee Marchbanks will teach in Djibouti.

Naomi Haworth, Shanika Musser, Aren Thomas, Seth Vidrio, and Caleb Walton will serve in Indonesia.

Jake and Hannah Spier and Gwen Thomas will work in Laos.

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PEOPLE OF EMERGING
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AND THEIR LIVES
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”



JAKE & HANNAH
SPIER



ALLEN & TRACY
PICKETT



AREN THOMAS



GWEN THOMAS



SETH VIDRIO



CALEB WALTON



“ IT IS AN HONOR
TO PARTNER
WITH THEM IN
THEIR WORK ”

2021 marks the 20th year of Dr. Austin and Sara Raunikar's REI investment, both professionally and financially. As a Pediatric Cardiologist, Austin has made a dozen trips to Vietnam to train his counterparts. Even though Sara has not traveled with him, she has hosted visiting Vietnamese in her home with such remarkable grace that she is well known in Vietnam.

WHAT WOULD YOU SAY TO SOMEONE WHO IS CONSIDERING GIVING FINANCIALLY TO REI?

“From my first trip in 2001, REI gave detailed accounting of the investment for my trips. Being in country helped me to see first-hand the investment I could make in my work as well as witnessing REI’s stewardship and the fruits of our shared labor.”

YOU HAVE GIVEN REGULARLY TO REI OVER THE YEARS, BUT THIS YEAR YOU INCREASED YOUR GIVING. WHY?

“With COVID-19, we have been unable to travel but stayed in touch with Vietnamese physicians and their work. Knowing many charities have struggled, we applied the budget I would have used to travel there to help sustain REI initiatives.”

WHAT REI DISTINCTIVES ASSURE YOUR FINANCIAL GIFTS ARE MAKING A LASTING IMPACT?

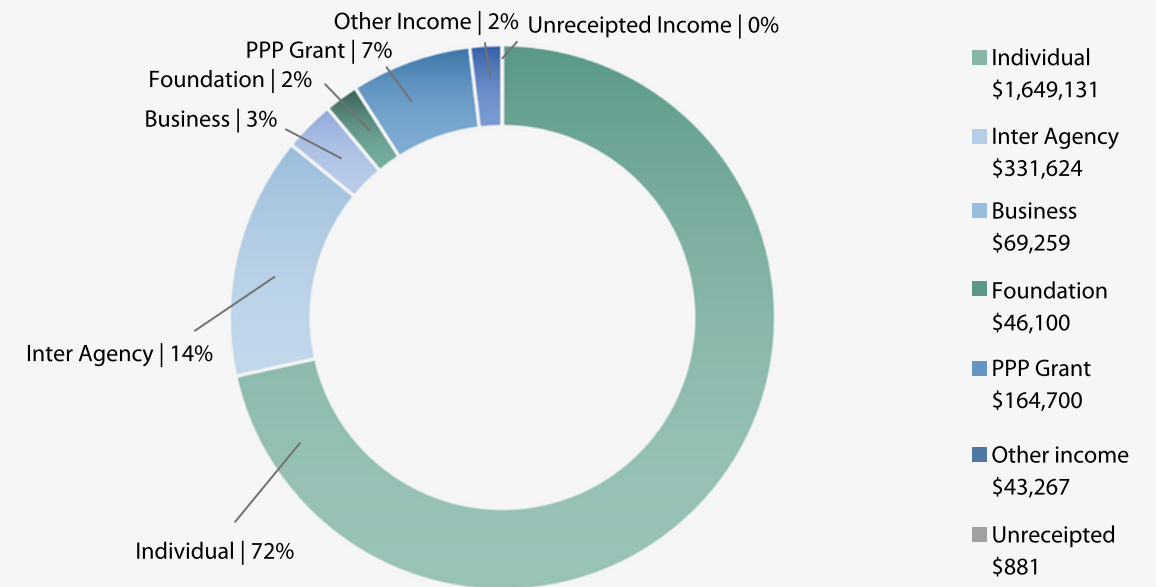
“Personal relationships. Frequent communications. Staying connected with Vietnamese leaders and American team members. Providing honest follow-up on investments including successes and rare setbacks. Passion for the work. Integrity and candor in stewardship. Understanding that failing to earn investments leads to resources drying up and the work wilting away.”



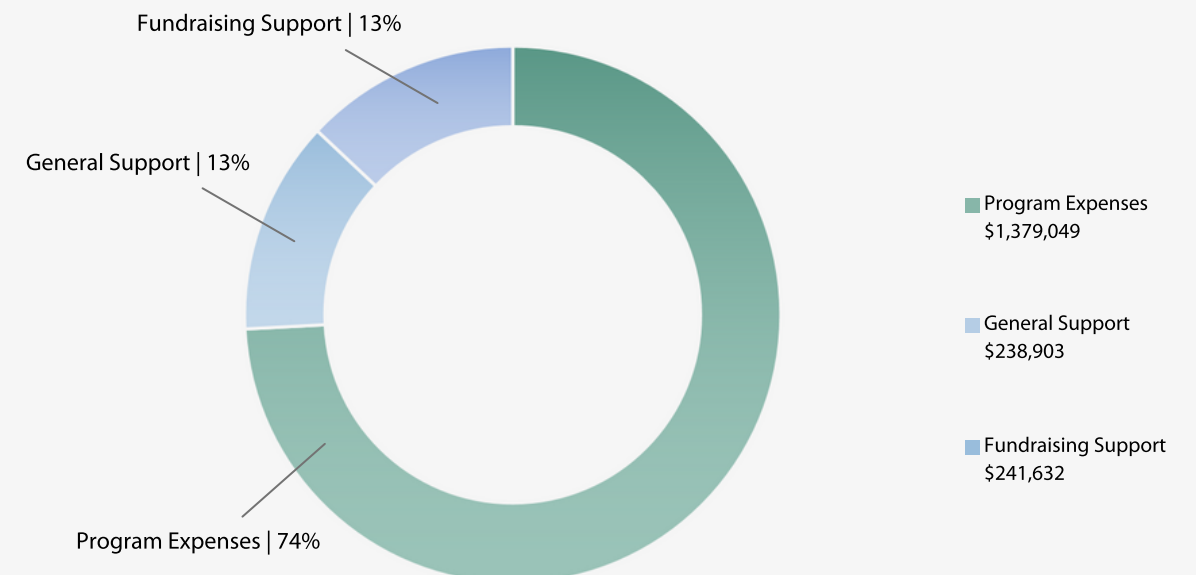
AS AN ACTIVE PARTNER IN THIS, SARA, WHAT ENCOURAGES YOU ABOUT GIVING TO REI?

“It is always a privilege to contribute to organizations and people with whom we have personal relationships and first-hand knowledge of the work being done. Over the years we have come to know, trust and love people in REI leadership positions, REI in-country personnel, and Vietnamese national medical professionals. It is an honor to partner with them in their work.”

2020 INCOME - \$2,304,962



2020 EXPENSES - \$1,859,584



Building People to Build Nations



CORPORATE OFFICERS

K. Douglas Erdmann
President and CEO

Brian Teel
Senior Vice President

Jay Smidt
Vice President for
Administration & CFO

BOARD OF DIRECTORS

Ken Gray, Chairman
Member since 2012

Leon Neumann
Member since 2018

K. Douglas Erdmann
Member since 2018

Dr. Brent Senior
Member since 2014

Linda Bruce
Member since 2021

Zachary Sparks
Member since 2017

Bryan Gibbs
Member since 2020

Peter Udall
Member since 2021

Gail Jones
Member since 2014

Paul Yankey
Member since 2016



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