

2023

ROOTS OF DEVELOPMENT
**ANNUAL
REPORT**



2^{EM} EDISYON FOWÒM
KANM POU

Cover Photo: Benel Léger, member of the Volontè pou Chanjman, at Rasin Developman's "Together for the Betterment of La Gonave" community forum.



Photo: Student Lenseah Bed Louis at a Fanm Djanm Strong Women's Workshop on International Women's Day.

MISSION

Roots of Development's mission is to support and promote a community-driven approach to development—an approach that is based on strengthening local capacity in order to improve the quality of life in marginalized communities.

We help communities acquire the skills and financial resources needed to manage their own development. The communities we work with choose, build, manage and maintain their own projects.

VISION

Our vision is of a world in which the very communities living in poverty are the ones leading the fight against it; a world in which marginalized communities decide their own future and manage their own development.



**Development
without
Dependency**

LETTER

FROM OUR LEADERSHIP

Momentum. That’s the word of the year for Roots of Development. From a 33% budget increase, to more than \$300,000 pledged to the La Gonave Community Leadership & Development Center, to new, exciting programs on the ground in Haiti, this year has been all about growth. We mobilized record numbers of people in support of Development without Dependency, added two new members to our Board of Directors, and laid the groundwork to make 2024 even more successful. In Haiti, Rasin Devlopman’s impact continues to grow, now impacting 90% of the island, and their ability to adapt to changing information and circumstances proves time and time again to be pivotal to that success.

Roots of Development is poised to become a leader in the field, supporting and advocating for community-led development the world over—and it’s all thanks to your support.

We are incredibly excited to share with you all that we have accomplished this year and what we have planned for 2024. We hope you will contribute to Roots in 2024 and beyond as we become a global leader in the fight for a more respectful, sustainable form of development.

Sincerely,



Rudy Brioché
Board Chair



Chad Bissonnette
President & Co-Founder



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2023

IMPACT BY THE NUMBERS

150,000+

PEOPLE REACHED WITH MESSAGES ABOUT
DEVELOPMENT WITHOUT DEPENDENCY

500+ PEOPLE CONVENED
IN WASHINGTON, DC

100+ LEADERS CONVENED IN
PORT-AU-PRINCE, HAITI

\$197,000

IN GRANTS MADE TO COMMUNITY-BASED PARTNERS

100% OF COMMUNITIES ALSO
PROVIDE LOCAL FUNDING

100% OF GRANTS ARE
UNRESTRICTED

75,000+

PEOPLE IMPACTED BY OUR WORK

400+ LEADERS RECEIVED
CAPACITY TRAINING

26 COMMUNITY-LED PROJECTS
SUPPORTED IN HAITI

"Ankadre timoun yo jodi a,
se konstui bon sitwayen demen"

T-shirt reads: "Investing in a child today is building a stronger citizen tomorrow."

PROJECT SPOTLIGHT: THE LA GONAVE COMMUNITY LEADERSHIP & DEVELOPMENT CENTER



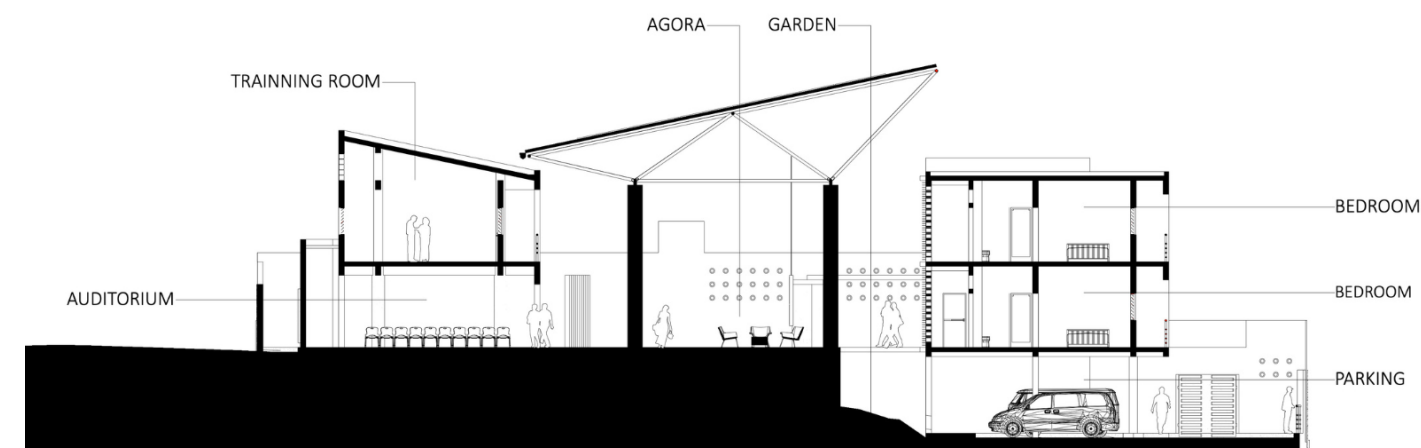
WHAT DOES DEVELOPMENT WITHOUT DEPENDENCY MEAN?

Development without Dependency® is more than our tagline—it's a philosophy. Because of poor practices in international development and aid work throughout the last several decades, many communities around the world have become dependent on aid handouts. We believe in practicing development that makes communities more self-sustaining and independent, so they can lead their own development.

Roots of Development is helping our partner in Haiti, Rasin Devlopman, build a permanent community leadership and development center on the island of La Gonave.

After fifteen years of sustainable, community-led development in Haiti, we are making a large investment in the future of our work on the island. The La Gonave Community Leadership & Development Center will be a state-of-the-art facility dedicated to community-led development in Haiti and around the world, solidifying Roots and Rasin's commitment to the success of the island for generations to come.

The 10,000 square-foot center will include office spaces, training rooms, an auditorium, and more—each specifically designed for the needs of community-led programming. Inside the center's walls, Rasin Devlopman will convene community leaders and partners from across Haiti to plan and organize initiatives designed to improve quality of life on the island.



A HUB FOR LOCAL LEADERSHIP

In July 2023, Rasin Devlopman brought 15 community leaders, many of them elected officials, to the site of the future La Gonave Community Leadership & Development Center for a presentation of the design for the facility. Staff also presented the plans to the Deputy Mayor of Anse-à-Galets (pictured left).

PHASE 1 OF CONSTRUCTION

The construction of the La Gonave Community Leadership & Development Center will be carried out in two phases. We are currently taking pledges for Phase 1 of construction. We have already raised more than \$130,000 toward Phase 1 and received a \$200,000 matching pledge! [Click here to learn more about the center and make your pledge.](#)



Photo: Leadership Center Architect Daniel Elie

SPRING TO ACTION

In March and April of 2023, Roots of Development mobilized our network of donors and supporters to reach our goal of \$36,000 to fund the drilling of a well for the Leadership Center. Six teams led by top supporters competed to raise the most funds, and the team led by our own board member, Luc Castera, prevailed. The team raised more than \$7,000 that was then matched by longtime supporters Mark and Jamie Summers. The six teams raised a total of more than \$37,000!

PROJECT SPOTLIGHT: THE LA GONAVE COMMUNITY LEADERSHIP & DEVELOPMENT CENTER



PHASE 1

Building A (2 levels): \$200,248

- 70-seat auditorium
- 26-person dining room
- 3 training rooms

Building B (2 levels): \$85,189

- Kitchen
- Storage area
- Laundry and drying room

Building D (1 level): \$34,897

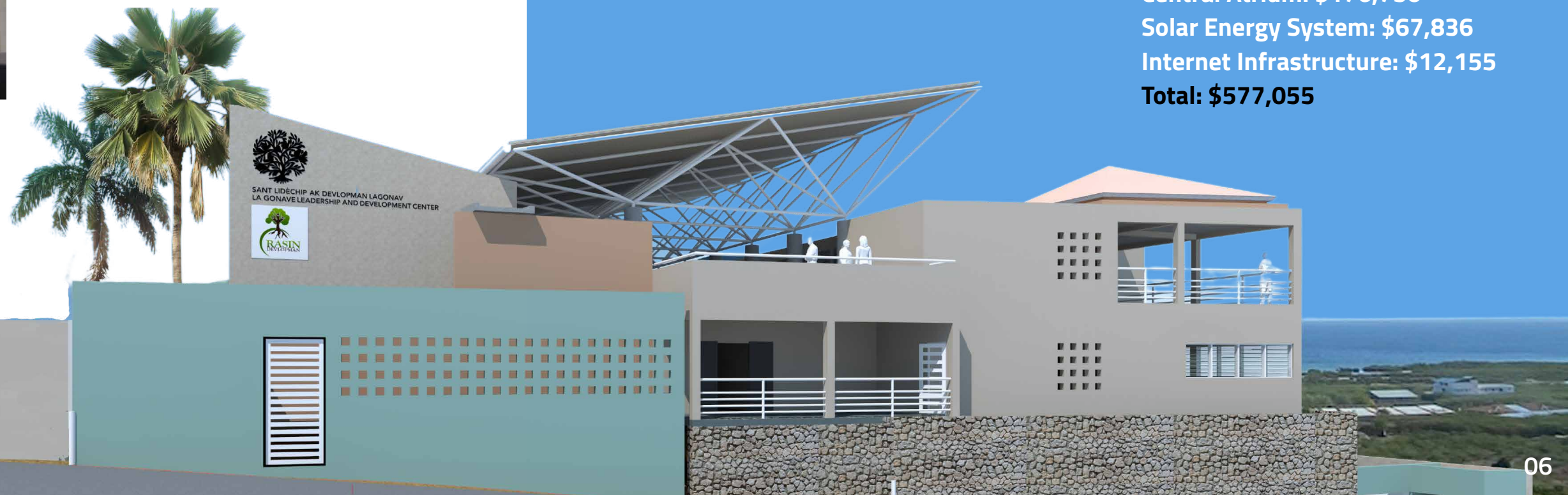
- Veranda
- Reception area
- Office space

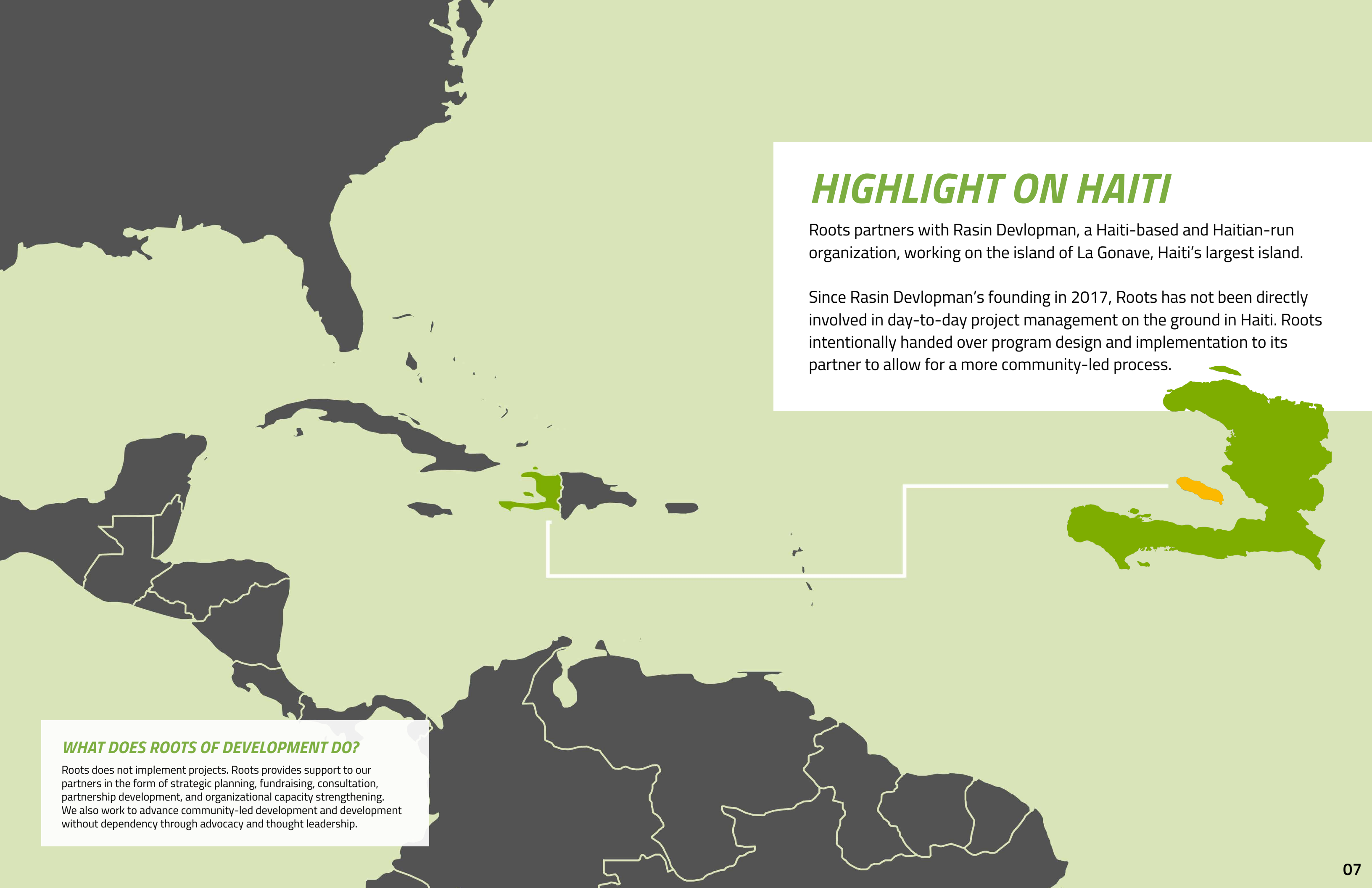
Central Atrium: \$176,730

Solar Energy System: \$67,836

Internet Infrastructure: \$12,155

Total: \$577,055





HIGHLIGHT ON HAITI

Roots partners with Rasin Devlopman, a Haiti-based and Haitian-run organization, working on the island of La Gonave, Haiti's largest island.

Since Rasin Devlopman's founding in 2017, Roots has not been directly involved in day-to-day project management on the ground in Haiti. Roots intentionally handed over program design and implementation to its partner to allow for a more community-led process.

WHAT DOES ROOTS OF DEVELOPMENT DO?

Roots does not implement projects. Roots provides support to our partners in the form of strategic planning, fundraising, consultation, partnership development, and organizational capacity strengthening. We also work to advance community-led development and development without dependency through advocacy and thought leadership.

GROWING RASIN'S INTERNAL CAPABILITIES

FÈ RASIN PI FÒ AK PLIS ENDEPANDAN

90% OF THE ISLAND

Rasin reached 10 out of 11 communal sections of the island through trainings, projects, and grants, impacting more than 75,000 people.

10 NEW PARTNERS

Rasin initiated 10 new partnerships with other organizations on the island, working together to implement projects that will improve quality of life.

141 HOURS OF TRAINING

Rasin conducted almost 150 hours of capacity strengthening training on the island of La Gonave, reaching 422 people.

1 NEW STAFF MEMBER

Rasin hired a new Field Coordinator, Etienne Josué, who was a member of Rasin's Volontè pou Chanjman program before being hired as a fulltime staff member.

90K PEOPLE REACHED

Rasin reached more than 90,000 people through their independent social media channels on Facebook and Instagram.

WHAT IS TWA WOCH DIFE?

Twa Woch Dife is the name for Rasin Devlopman's work on La Gonave. Every project and program falls under the broader umbrella of "Twa Woch Dife" (three fire stones) which refers to the three stones needed to prop up a cooking pot over a fire. In Rasin's program, the three stones are: community members, local elected officials, and nongovernmental organizations.

Photo: Rasin Devlopman staff member Andy Vibert presenting at a meeting in Port-au-Prince, Haiti.



WHO ARE THE VOLONTÈ POU CHANJMAN?

The Volontè pou Chanjman (or VPC, Agents of Change in English), are a group of dedicated community members that represent different communal sections of La Gonave. The VPC undergo extensive training, and at the end of each training, work together to plan and implement projects in their area. After three years, in 2023, Rasin graduated members of the original cohort from the program!

Photo: Agronomist Wilner Occule, co-founder of AAPLAG, one of the oldest organizations on La Gonave, at Rasin's "Together for the Betterment of La Gonave" forum.

STRENGTHENING THE CAPACITY OF LA GONAVE'S LEADERS

RANFÒSE KAPASITE LIDÈ LA GONAVE YO

VOLONTÈ POU CHANJMAN - AGENTS OF CHANGE

In 2023, **28 of Rasin Devlopman's Volontè pou Chanjman (VPC) received 46 hours of training** on four topics: Conflict Management, Agriculture on La Gonave, Social Entrepreneurship, and Project Management. The VPC also implemented 9 Community Impact Projects throughout the island, 8 of which were co-implemented with local elected officials.

FANM DJANM - STRONG WOMEN

Throughout March and April, Rasin held 9 Fanm Djanm (Strong Women) Workshops on the role of women in agriculture. **The workshops reached 226 women from 9 of La Gonave's 11 communal sections.** The Fanm Djanm program began in 2022 and has since reached almost 400 women with trainings designed specifically by and for the women of La Gonave.

LOCAL AUTHORITIES

Rasin and the VPC worked closely with local authorities in 2023, holding **11 consultation meetings between groups and co-implementing 8 Community Improvement Projects.**

ISLAND-WIDE FORUM

2023 saw the second annual "Together for the Betterment of La Gonave" island-wide forum, this year focusing on food security and agriculture. Workshops covered fishing, plant production, animal breeding, and infrastructure. **80 people representing 10 communal sections and 27 organizations attended the two-day forum.**

COMMUNITY OUTREACH & ECONOMIC EMPOWERMENT SENSIBILISATION KOMINOTE AK OTONÒM EKONOMIK



PASE MAYÈT

Through the Pase Mayèt program, the Volontè pou Chanjman recreate trainings they receive from Rasin for members of their community. This reinforces the information and exponentially increases Rasin's reach. In 2023, 24 VPC reached **154 PEOPLE** across 9 workshops.



FANM KAP KONDWI

Rasin's Fanm Kap Kondwi program teaches women on La Gonave to drive motorcycles. The program began in 2021 and has since reached 112 women. This year, Rasin instructed **32 WOMEN** for a total of **278 HOURS.**



ANKADRE

2023 was the second year of Rasin's Ankadre program. Ankadre runs during the summer, offering at-risk youth of La Gonave a way to spend their summer break. Participants received vocational training, civic education, and swim lessons! The Ankadre program reached **20 ADOLESCENTS.**



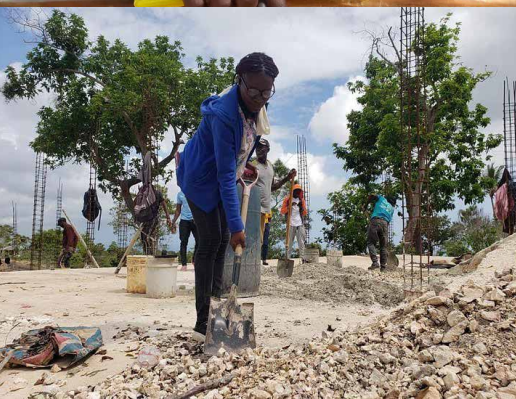
REYAJI

Through Reyaji, Rasin encourages the community to come together for important discussions led by experts. This year's 6 sessions covered topics like urbanization, cyclone preparedness, misinformation, higher education, and more! The sessions were attended by **210 PEOPLE.**



KORE SOLIDARITE

Last year, Rasin underwent a mapping process of the mutual solidarity organizations (mutuelles) existing on La Gonave. This year, they offered training workshops to **30 REPRESENTATIVES** of the mutuelles and offered grants to **6 GROUPS.**



COMMUNITY IMPACT PROJECTS

PWOJÈ KOMINOTÈ

In the past, Rasin Devlopman has supported three types of Community Impact Projects: those created by the Volontè pou Chanjman (VPC), those created by local elected officials, and those created by other groups on the island.

This year, as part of a continuous effort to more closely align the priorities of elected officials, community members, and Rasin Devlopman, projects were undertaken jointly by the VPC and elected officials. This encouraged far more cooperation and collaboration between the groups.

In total, Rasin supported 17 Community Impact Projects, 1 undertaken by the VPC alone (VPC), 8 joint VPC-Elected Official projects (Joint), and 8 projects initiated by other groups and partner organizations (Partner-Led).

WHO COMES UP WITH RASIN'S PROJECTS?

Unlike most organizations, Roots of Development's staff does not come up with ideas for projects—and even more unusually, neither does the staff of our Haitian partner, Rasin Devlopman. All projects are designed and implemented by the residents of La Gonave, supported by strategic workshops and trainings, and then reinforced with physical, technical, and financial support from Roots and Rasin.

Grand Lagon - 4th Section

- Conflict management training for local authorities (Joint)
- Improvements to road infrastructure (Joint)
- Food conservation and storage (Partner-Led)

Gros Mangle - 5th Section (PR)

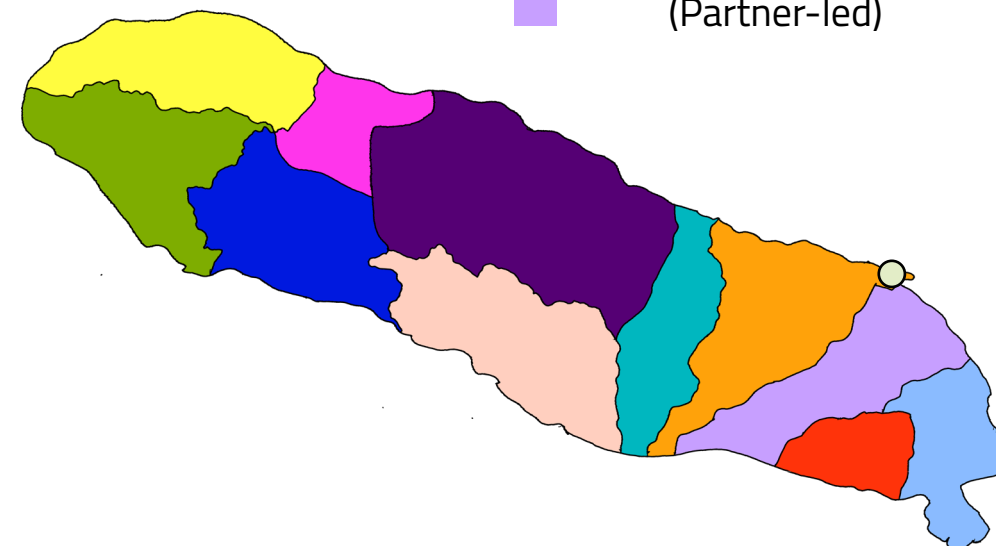
- Distribution of school supplies (Joint)

Grand Source - 3rd Section

- Improvements to road infrastructure (Joint)
- Women's soccer match (Partner-Led)
- Food conservation and storage (Partner-Led)

Palma - 1st Section

- Rehabilitation of school building (Joint)
- Construction of water reservoir (Partner-led)



Pointe-à-Raquette - 4th Section (PR)

- Distribution of school supplies (Joint)
- Construction of medical clinic (Partner-Led)
- Construction of community library (Partner-Led)
- Local tourism initiative (VPC)
- Food conservation and storage (Partner-Led)

Grand Vide - 2nd Section (PR)

- Improvements to road infrastructure (Partner-Led)

○ Anse-à-Galets - City Center

- Youth soccer club (Partner-Led)

Petit Anse - 6th Section

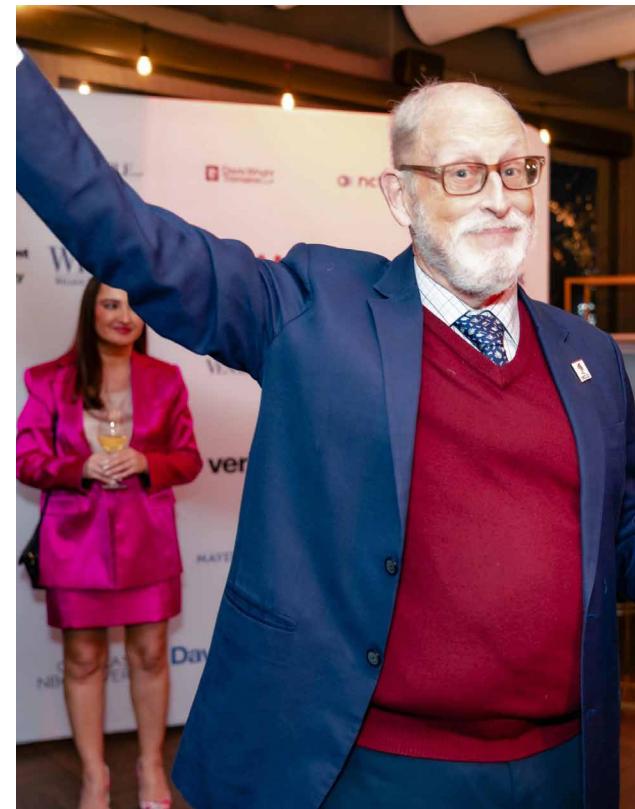
- Creation of school boat for students commuting to city center (Joint)

Petit Source - 2nd Section

- Establishment of homestead agriculture (Partner-Led)
- Distribution of water (Joint)
- Food conservation and storage (Partner-Led)

BROADENING OUR REACH

In addition to supporting Rasin’s work on La Gonave, Roots of Development advances efforts to push nongovernmental organizations of all sizes toward community-led solutions to poverty. In 2023, Roots supported the work of Gwoup Konbit in Haiti and the global Movement for Community Led Development and brought together our own network of supporters in support of Development without Dependency®.



MOVEMENT FOR COMMUNITY-LED DEVELOPMENT (MCLD)

Roots of Development is a member of the US branch of the Movement for Community-Led Development, which began in 2015. MCLD convenes groups of organizations like Roots and Rasin in global calls and working groups, conducts research, and advocates for community-led approaches to development on a global scale. Seen here is MCLD co-founder John Coonrod at Roots of Development’s 2023 Annual Event in Washington, DC.

WHAT IS COMMUNITY-LED DEVELOPMENT?

Per the Movement for Community Led Development: Community-led Development (CLD) is a development approach in which local community members work together to identify goals that are important to them, develop and implement plans to achieve those goals, and create collaborative relationships internally and with external actors—all while building on community strengths and local leadership.



GWROUP KONBIT

Gwoup Konbit is a group of leaders and organizations from across Haiti that are dedicated to practicing and promoting “konbit,” a historically Haitian concept of supporting your fellow community members through collective action, especially during tough times. Each year, Gwoup Konbit holds a conference on the subject in Port-au-Prince, supported by Roots of Development, among other organizations.

On June 25th of 2023, Gwoup Konbit gathered more than 120 leaders from around the country for its 3rd ‘An n Devlope Konbit’ Conference. Topics covered included education, environment and sustainability, governance, and community-led development strategies. Together, these leaders are working to create a guide to community-led development to help people across Haiti to utilize konbit in their work. [Click here to learn more.](#)





CELEBRATION OF HAITIAN HERITAGE & CULTURE

On June 11th, 2023, Roots of Development hosted a Celebration of Haitian Heritage & Culture at Dacha Beer Garden in Southeast Washington, DC. On a beautiful Sunday, more than 400 guests enjoyed Haitian food, live konpa music, Haitian trivia, cocktails with Haitian rum, art, games, treats, and more!

BROADENING OUR REACH

ANNUAL DC EVENT

On November 2nd, 125 guests attended Roots of Development's Annual DC Fundraising Event at the beautiful District Winery in Washington, DC. Special Guests included Congresswoman Sheila Cherfilus McCormick, Dr. Robert Fatton, and DC City Councilmember Robert White. Guests also enjoyed delicious food and wine, a silent auction, a live painter, and jazz music.



EXPANDING OUR IMPACT

EXPLORING NEW PARTNERSHIPS

In January of 2023, Roots created a Program Advisory Committee with the purpose of exploring ways for the organization to increase its impact. After months of research and deliberation, the committee formally recommended to Roots' Board of Directors that the organization should look to other places in the Caribbean basin for another organization to join Roots of Development and Rasin Devlopman in their mutually beneficial partnership.



Since then, Roots has been doing extensive research into the Caribbean countries that may serve as the location for Roots and Rasin's next partner, including interviews with regional experts and leaders on the ground.

Thank you to the Program Advisory Committee for their support through this process: Francois Bauer, World Bank (Retired) ■ Barry Shelley, Community-Led Development Consultant ■ Miles Roman, Partners in Health ■ Jessica Hsu, Anthropologist ■ Ben Knowlton, Metropolitan Shuttle ■ Tom Callahan, Apple Therapy Services ■ Louino Robillard, Rasin Devlopman.

WHAT MAKES ROOTS EFFECTIVE?

Roots of Development has been practicing community-led development for over 15 years. We have a uniquely strong understanding of what community-led development is and what is needed for it to work. The partners we choose to work with have a deep understanding of local contexts, resources, and needs, and all organizations are committed to a patient, long-term engagement with the community or country they serve.

DOCUMENTING OUR HISTORY

Roots' Spring 2023 Intern, Jeremy Teo, used his time with Roots to conduct a series of in-depth interviews about Roots' history, compiling it into a 100-page document complete with lessons learned from our 15 years facilitating community-led development in Haiti. Armed with this document, subsequent interns, staff members, and others have begun pulling out key lessons and inflection points to explore and share with our network in 2024.

SHARING OUR LESSONS LEARNED

Roots and Rasin are continuously sharing our work and knowledge with members of the international development community through conferences, meetings, research, and more. In 2023, Roots and Rasin also collaborated to write a chapter for an upcoming book from the Movement for Community-Led Development on the transition from Roots to Rasin that began in 2017.



Photo: Roots President & Co-Founder Chad Bissonnette speaking on a panel at Tufts University's Tisch College.

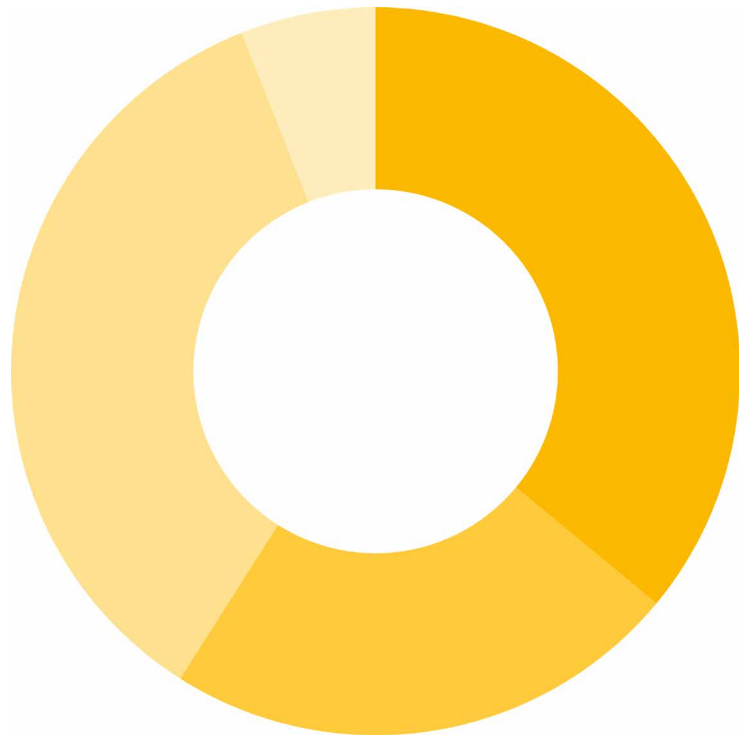
OUR PLANS FOR 2024

- 1 CONTINUE SUPPORTING RASIN DEVELOPMENT'S COMMUNITY-LED WORK IN HAITI
- 2 COMPLETE THE FUNDRAISING FOR PHASE 1 OF THE LEADERSHIP & DEVELOPMENT CENTER
- 3 EXPAND OUR WORK & IMPACT TO COMMUNITIES OUTSIDE OF HAITI
- 4 INTRODUCE DEVELOPMENT WITHOUT DEPENDENCY® TO NEW AND BROADER AUDIENCES



OUR FINANCIALS

\$530,061 IN TOTAL REVENUE



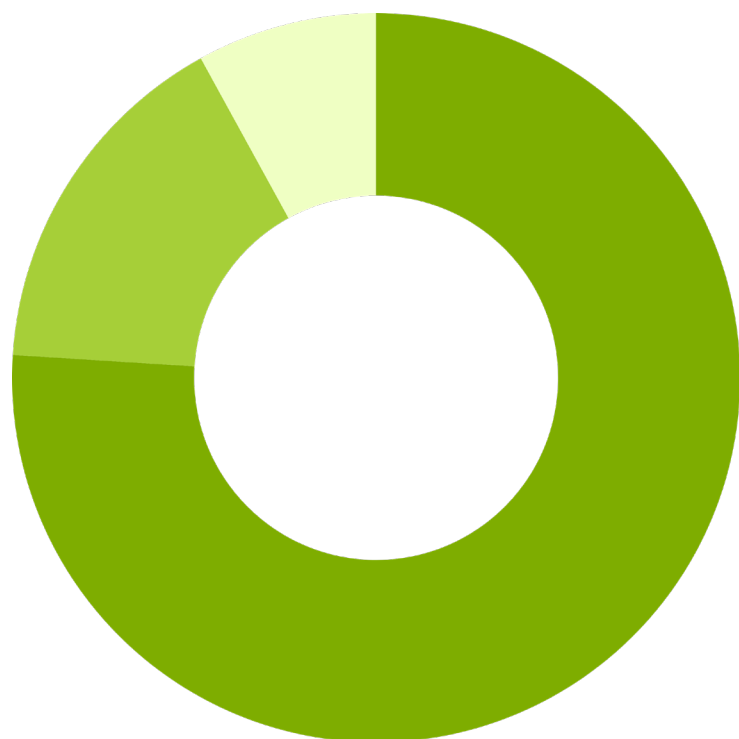
INCOME

FOUNDATIONS: 36%

CORPORATIONS: 23%

INDIVIDUALS: 35%

BOARD OF DIRECTORS: 6%



EXPENSES

PROGRAMMING: 76%

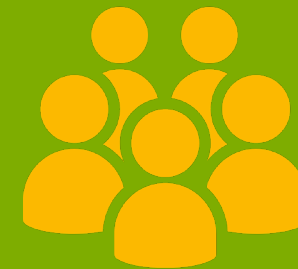
FUNDRAISING: 16%

ADMINISTRATIVE: 8%



33%

INCREASE IN REVENUE



44%

INCREASE IN TOTAL DONORS



184%

INCREASE IN NEW DONORS



OUR TOP SUPPORTERS

CORPORATE & FOUNDATION

Robert Wood Johnson ■ Boulder Shares ■ Debley Foundation ■ Seven Hills Global Outreach ■ Verizon ■ Mintz ■ Comcast Universal ■ Latham & Watkins ■ Businesscards.io ■ Davis Polk ■ Davis Wright Tremaine ■ Skadden ■ Venable ■ Wiley ■ NCTA ■ Willkie Farr & Gallagher ■ Mayer Brown ■ Loeb & Loeb ■ Gibson Dunn ■ Haitian Ladies Network ■ Benach Collopy ■ Vivens Media Group ■ Visionary Eye Doctors ■ Haiti Renewal Alliance ■ Port au Prince Restaurant ■ Demesmin & Dover

Thank you to Newport One for their invaluable pro-bono fundraising support.

INDIVIDUAL

Tedi Nessas ■ Brenda Huneycutt & Smith Brittingham IV * ■ Kathy Zachem ■ Tom & Sharon Callahan ■ Victorio & Diane Hoskins ■ Rudy & Shawna Brioché* ■ Mark & Jamie Summers* ■ Chris & Nicole Wells* ■ Luc & Alejandra Castera* ■ Mike & Jenna Willits* ■ Ana Maria Saiz* ■ Ernest Voyard & Tanya Axenson ■ Francois & Marie Jose Bauer* ■ Ken & Susie Campbell ■ Sak Pollert ■ Jim Martin & Doris Gordon* ■ Upkar Grewal ■ Vinay Thakur ■ Jess Desvarieux & Jeff Chin* ■ Karl Racine ■ Anonymous

**Special thanks to those who are a part of our Forest for the Trees Monthly Giving Program. To learn more about Forest for the Trees, [click here](#).*



"I love Roots of Development's "from the roots up" philosophy of harnessing community leadership and investment. The most meaningful and lasting development comes from within a community – sometimes with assistance from the outside, but never from the outside alone."

- **Clete Johnson**, Roots Supporter and Partner, Wilkinson Barker Knauer, LLP



BOARD & STAFF



**RUDY
BRIOCHÉ**
BOARD CHAIR



**BRENDA
HUNEYCUTT**
BOARD VICE-CHAIR



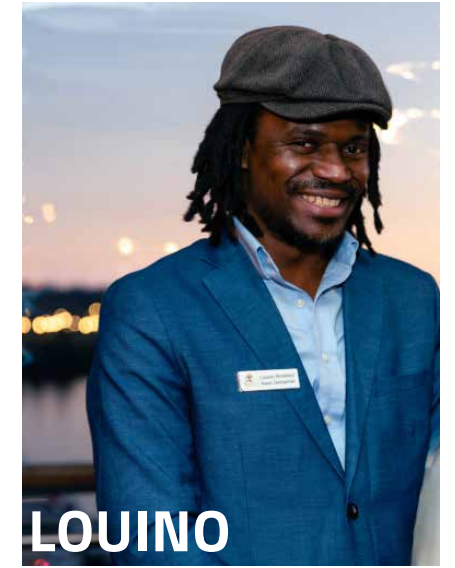
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**KARL
RACINE**
BOARD MEMBER



**GINA
GUILLAUME**
INCOMING BOARD MEMBER



**CHRIS
WELLS**
OUTGOING BOARD MEMBER

Thank you to Chris Wells, outgoing Vice-Chair and former Chair of Roots of Development's Board of Directors, for his six years of dedicated service to the organization. As Chair, Chris oversaw a period of significant growth in Roots' history and played a key role in Roots' development.

We are excited to welcome Dr. Gina Guillaume-Joseph to our Board of Directors. To learn more about Dr. Guillaume and our other board members, [click here](#).

DEVELOPMENT WITHOUT DEPENDENCY®



Photo: Luckencia Almazord participating in a Reyaji Community Dialogue session.



Development without Dependency

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Washington, DC 20013

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