



Dear Partner,

Over the last year, Hope for Life has undergone a period of assessment and refinement that resulted in several major shifts in our programs, leadership, and organizational culture. We've strengthened our trauma-based care, focused heavily on family reintegration, and made changes to our leadership to ensure we have the right team in place to bring us into our second decade of operations. We have hired several new staff members and look forward to announcing a new Executive Director in Rwanda in the next few months.

While necessary and good, transitions can also be challenging. As an organization, we don't always get it right, especially while operating in the complex and multi-layered context of cross-cultural community development. Transparency is one of our five [core values](#) and your trust remains one of our top priorities. Thus, we would like to communicate an issue that has arisen in Rwanda with a few former employees. We will not be naming these individuals in order to protect their privacy.

Over the last year and a half, we made decisions to let several employees go from the organization in Rwanda due to performance concerns. A few of these employees are alleging to have been unfairly dismissed. Despite our Boards of Directors trying to resolve the situation amicably, the situation has proceeded to a court of law in Rwanda. While labor disputes are not uncommon in the country, we seek to be transparent with you and wanted you to hear the news from us directly.

While we are limited ethically and legally regarding what information we can share about specific employees, you are welcome to contact us with questions at board@hopeforlife.us. Your trust and partnership are deeply important to us.

Respectfully,
The Rwanda and US Board of Directors