

ROSSLYN ACADEMY

Annual Report – 2014-2015 – A Review of the Year

ROSSLYN'S STORY ◦ ABOUT ROSSLYN

STUDENT GROWTH AND SUCCESS

FINANCIAL STATEMENT ◦ LOOKING FORWARD



INSPIRE . EQUIP . SERVE



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Rosslyn Academy Strategic Plan 2015-2018



MESSAGE FROM THE SUPERINTENDENT

Dr. Philip Dow





Welcome to Rosslyn's first annual report! We felt that the introduction of an annual report was important for several reasons. First, an annual report can serve as an excellent summary of the current life of the school. As we begin our 70th year, there are a lot of exciting things going on at Rosslyn that we would like to share with parents, alumni, and others in our community.

Second, a key to our continuing success as a school is maintaining a clear sense of identity and mission. An annual report is a public statement, not only of what we are doing, but of who we are - the beliefs and values that give life and purpose to our actions. Because of this, an annual report can reinforce the foundation that has made Rosslyn the thriving Christian international school that it is today.

Finally, an annual report is an opportunity to look ahead - to introduce new initiatives and to welcome participation in those dreams from our students, parents and staff - past, present, and future.

We hope that you find this inaugural annual report to be an encouragement. Those of us producing it have certainly been encouraged as we have reflected on God's continuing goodness to Rosslyn Academy.

With Gratitude,

A handwritten signature in black ink, appearing to read 'Philip Dow'.

Dr. Philip Dow



ROSSLYN'S STORY

A look at the Past...



During the 20th Century, North American missionaries left family, friends, and comfortable lives in unprecedented numbers to spread out across the globe. Wherever they went, they planted churches, hospitals, and schools because they believed that the most important and loving thing they could do with their lives was to share the good news of Jesus Christ with others.

There were a multitude of challenges facing these early missionaries, but at the top of the list was ensuring that their children received an education that would allow them to return to North America for university. Schools like Morrison Academy in Taiwan, the Alliance

Academy in Ecuador, Rift Valley Academy in Kijabe, and Hilltop School (soon to be called Rosslyn Academy) all grew out of this need.

Despite the drive and vision of these early missionaries, it is safe to say that the Eastern Mennonite missionaries (EMM) that started Rosslyn Academy in 1946-47 did not anticipate the unique story that would come out of their efforts, nor the tremendous impact that the school would have around the world through its former students.

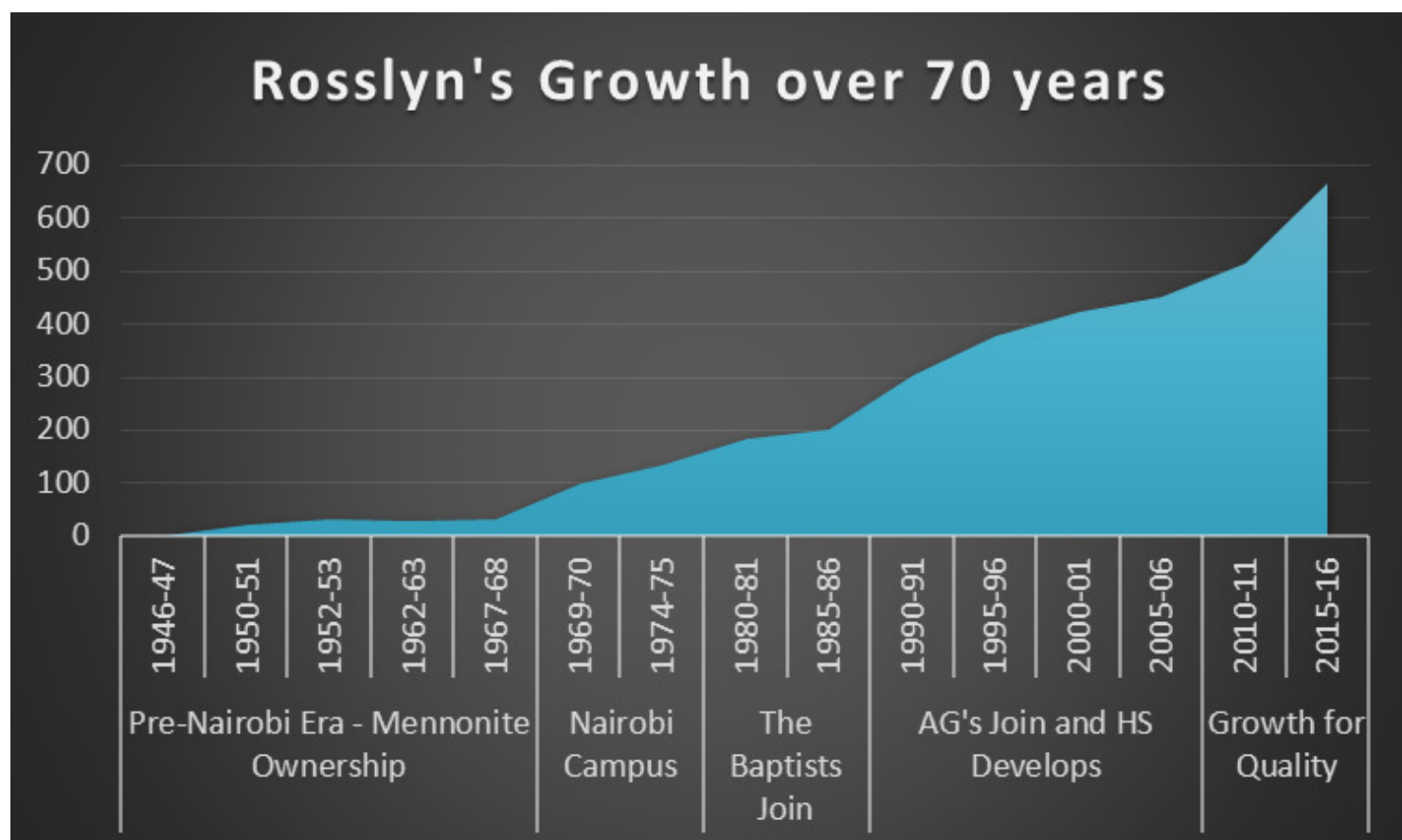
A key part of Rosslyn's unique story is the strong and lasting collaboration it represents between three quite different American protestant denominations.

After moving the school to Nairobi in 1968, EMM were joined by the Baptist Mission and the Assemblies of God as partner missions (in 1976 and 1988 respectively). Despite very real theological and cultural differences between the three groups, the 'owning agencies' found that what held them together - a strong commitment to orthodox evangelical Christianity and a commitment to an excellent North American education for their children - overwhelmed the denominational distinctives that would have otherwise separated them.



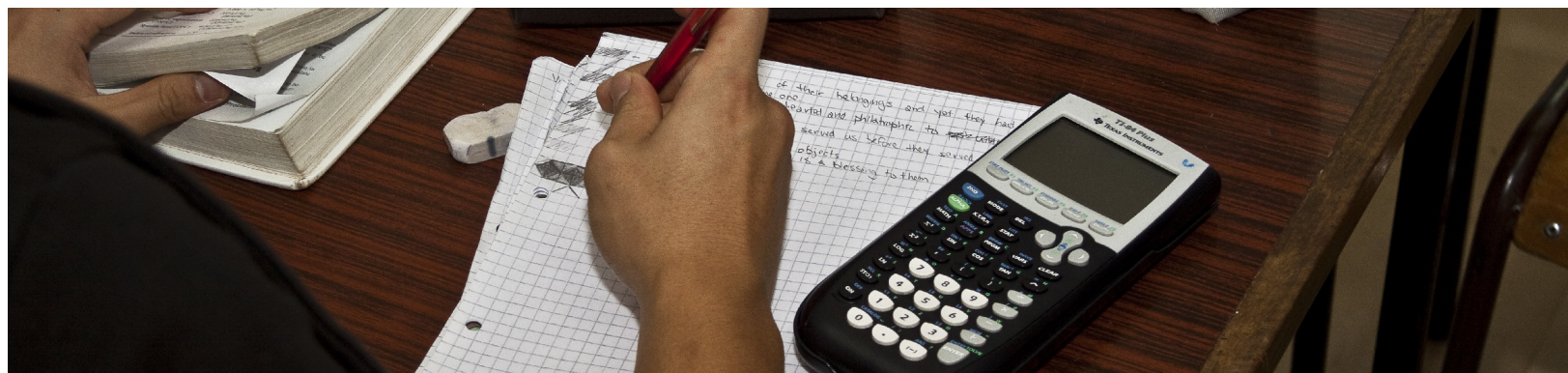
The partnership between the three groups has been fruitful beyond their expectations. From a student body of four in 1946-47, Rosslyn Academy has grown to a thriving school of over 650 students from approximately 50 different nationalities, with former students and graduates living out our mission statement of 'Christ-like service' around the globe. This year, 2015-16, not only represents our 70th year as a school, but the 25th year since our first graduating class.

To celebrate God's provision and goodness to our school over the years, we will be hosting a major Rosslyn reunion in January of 2016. We hope that as many former students and staff as possible will be able to join us. Please see the back cover of the annual report for more details.



ABOUT ROSSLYN

A look at the who we are...



MISSION'S STATEMENT

Rosslyn Academy inspires and equips each student to develop their God-given gifts for Christ-like service in the world community.



CORE VALUES

Every community has a set of values that combine to help shape its identity. Those values are aspirational. They are a vision towards which that community aims and a set of standards by which the community inspires and measures itself. As a Christian international school that seeks to honor God in everything that we do, our values center around what it means to be an authentic and enthusiastic Christian educational community.

While there are a host of values that are consistent with a Christian educational community, Rosslyn has selected five that speak most powerfully to both who we are, and who we want to be.

CHRIST LIKENESS

Imitating Jesus Christ in all that we do and say as individuals and as a school

COMMUNITY

Cultivating a welcoming and supportive family of diverse members united behind the school's mission

EXCELLENCE

Maximizing our God-given gifts and talents, as individuals and as an institution, to His honor

INTELLECTUAL VIRTUE

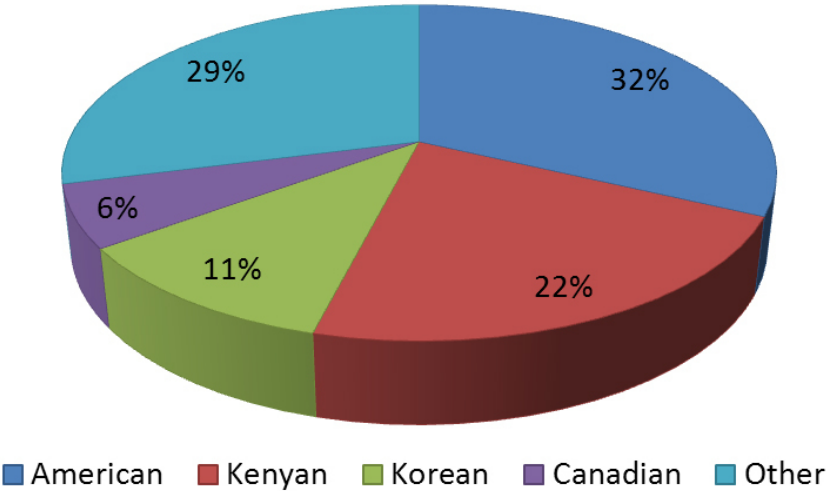
Developing God-honoring thinking habits that result from an earnest pursuit of truth

SERVICE

Modeling Christ's example of selfless support of others

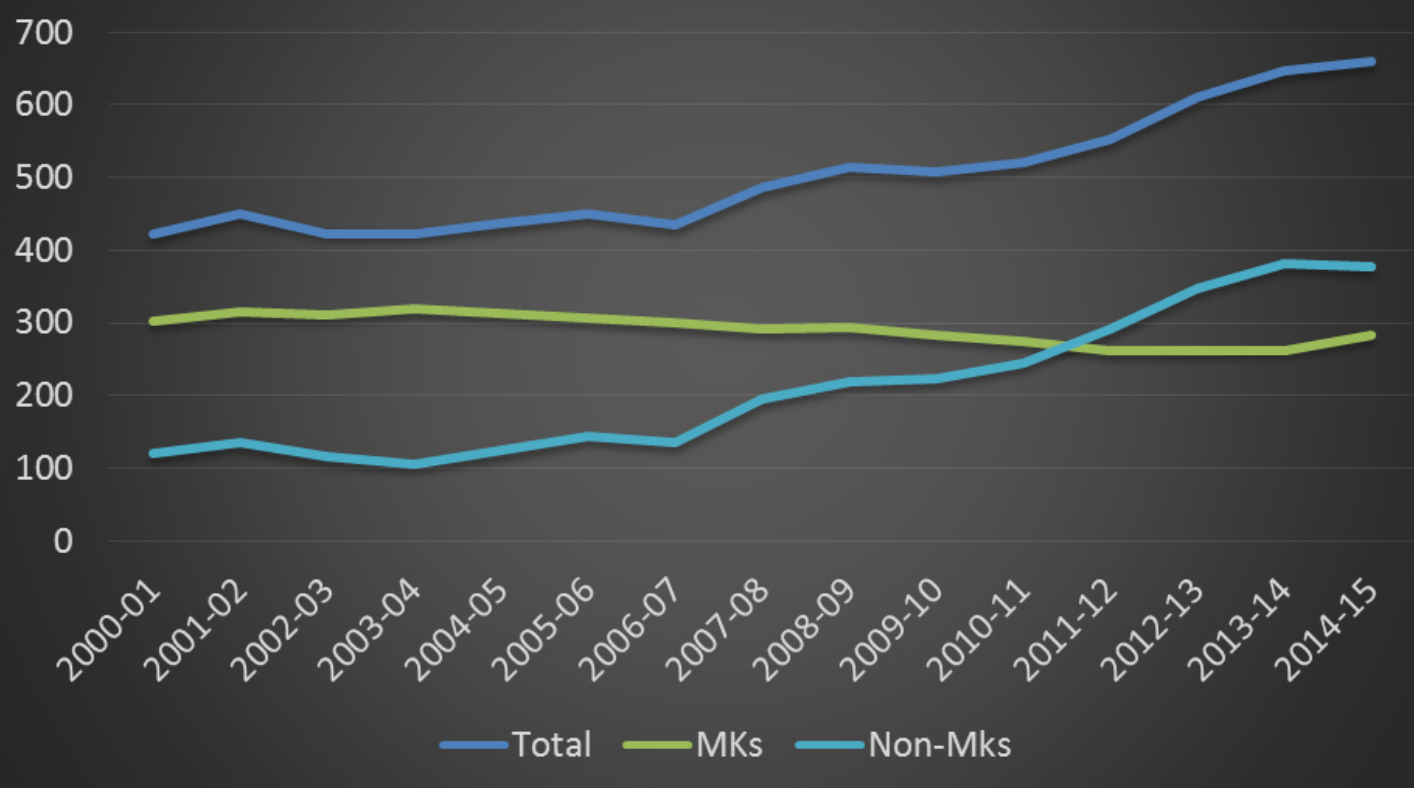
CURRENT STUDENT DEMOGRAPHICS AND GROWTH

**An International Student Body
52 Nations Represented
2014-2015**



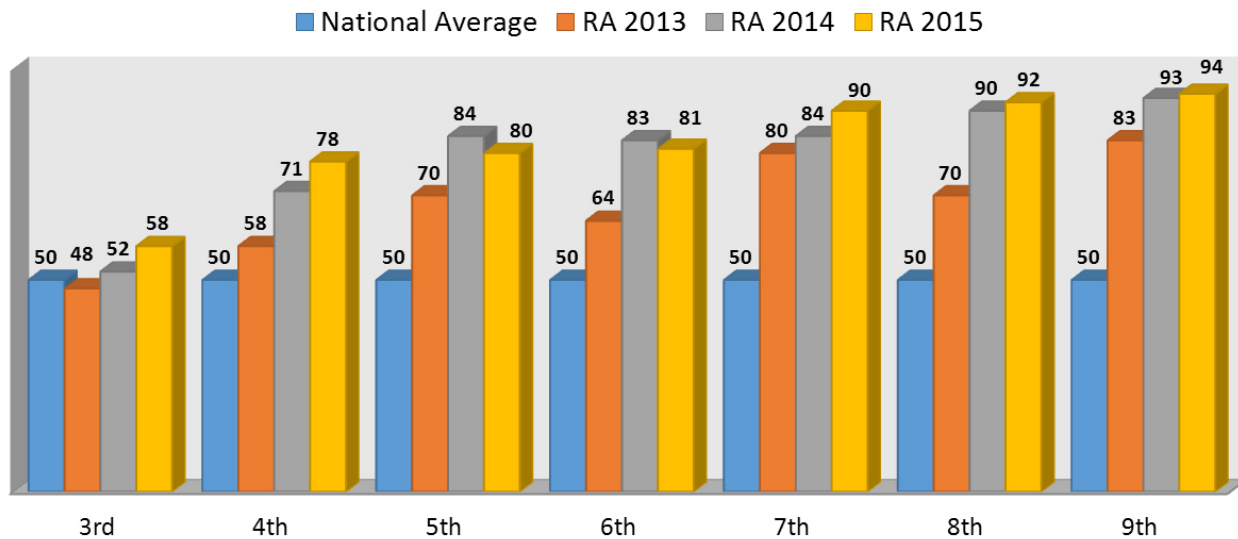
While Rosslyn continues to serve its original purpose - providing a strong, American-curriculum, Christian education, for the children of expatriate missionaries - we are also pleased to be home to families from the diplomatic, international and local business communities.

Mission vs. Non-Mission Comparison



CURRENT STUDENT SUCCESS

RA 'Total Score' Median Scores by Year



In order to provide an objective measurement of student growth at Rosslyn, each year our grade 3-9 students take the highly regarded and widely used American Terra Nova standardized tests. Above is the comparison of our scores by grade, as compared to the US national average over the last three years.

SUMMARY

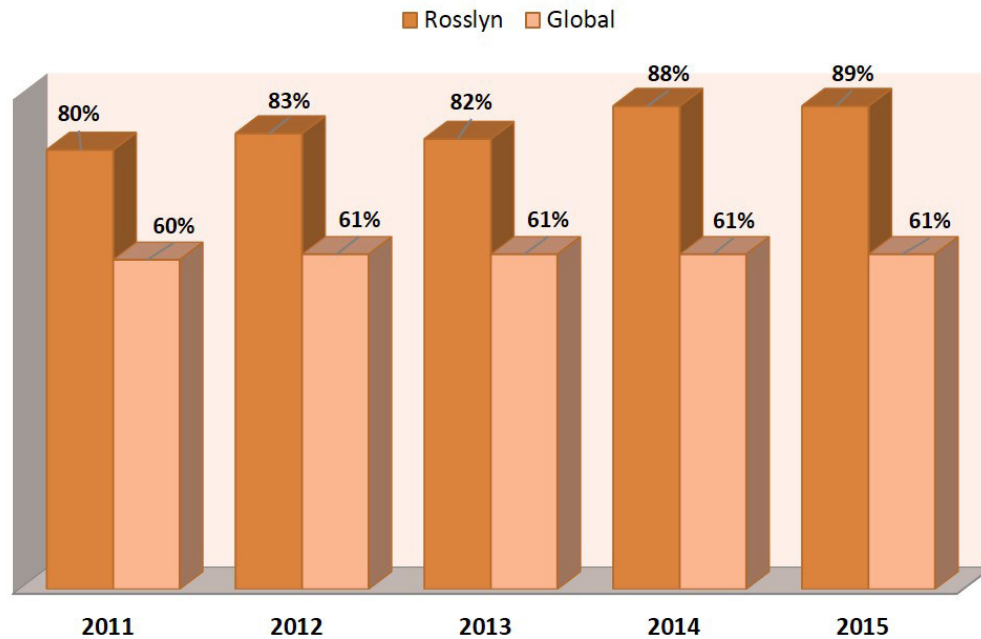
At every grade level we continue to significantly outperform US national averages and are doing so by increasingly large margins. The fact that our median score (the score at the middle of the class) in grade 7-9 is at or above 90% of US students is a strong affirmation of the caliber of our students, their teachers, and the educational program at Rosslyn.

HIDDEN GEM

Even more exciting in light of our mission to ‘develop each student’s God-given gifts’, however, are the results of an analysis we have done on the Cognitive Skills Index (CSI). The CSI is a separate part of the Terra Nova that seeks to quantify a given student’s capacity as a thinker. By measuring students against themselves between 2014 and 2015, we sought to determine if our students’ ability to think well is growing.

In contrast to the assumption that CSI scores should remain largely unchanged, we found that the CSI scores of Rosslyn students increased on average by almost 3 CSI points per year. We saw this improvement among every Rosslyn group we for whom we had data (all but one class). In short, the tests are telling us that we are doing a very good job of improving our students’ ability

AP Exam Pass Rate (Last 5 years)



THE AP (ADVANCED PLACEMENT) PROGRAM

The Advanced Placement curriculum is a rigorous and globally recognized program aimed at high-achieving, college bound, students who want to prepare themselves for entrance to strong universities. The highly regarded program is similar to the IB but is used much more widely in North America. It has also been invaluable for our students seeking entrance in top UK and European universities.

Rosslyn Academy is proud of our reputation as one of largest and most successful AP programs in Africa. Over the last five years the global pass rate on AP exams has been steady at approximately 61%. Rosslyn's average pass rate over the same period has been slightly above 83%. This 22% gap between Rosslyn's students and the other four million high achieving students worldwide who take the AP each year is a strong testimony not only to our students - their intelligence and their work ethic - but also to the exceptional instruction they are receiving in the classroom daily.



THE LEARNING ENVIRONMENT MATTERS



We believe that beauty and order inspires learning and plays an important role in nurturing personal growth. We have been blessed with a stunning campus and our grounds team continue to do wonders in accentuating the natural beauty of our learning environment.

Feeling safe is also essential to learning. Over the past few years we have invested significant time, effort, and resources in creating a safe and secure learning environment. Rosslyn is grateful for the substantial input of a number of international security consultants and the generous support of the US State Department in our aim of ensuring that our students and staff can teach and learn in a safe environment.

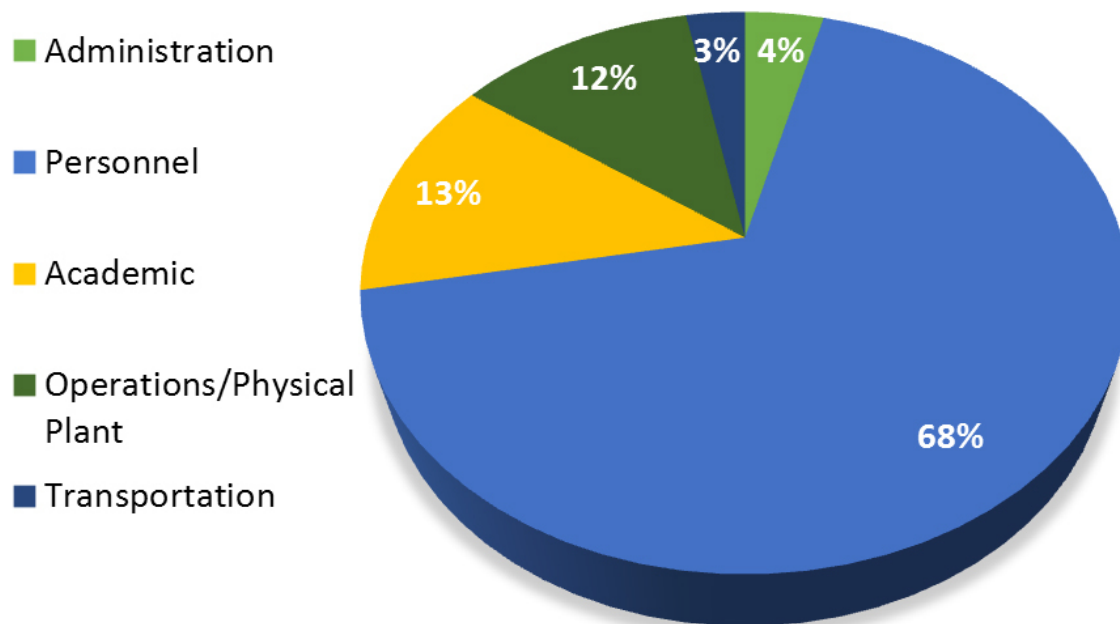
In part because of both the beauty and security of our campus, Rosslyn was honored to briefly host the US President and his entourage as they made their way to meetings at the UN headquarters nearby.



FINANCIAL INFORMATION

Expense Allocation 2014-2015

Operating Expense Allocation 2014-15



Rosslyn believes that strong financial stewardship is both a Christian obligation and is directly related to our ability to achieve our Christian educational mission with excellence. We also recognize that for many of our families, a Rosslyn education is a sacrifice and for this reason, we feel it is important to state clearly that as a mission-founded non-profit school, there are no shareholders that benefit financially from the school and no dividends that are shared between investors. All revenue generated from school fees goes into the costs of providing your children with an outstanding international Christian education. Any surplus from a given year's budget is simply re-invested in the school.

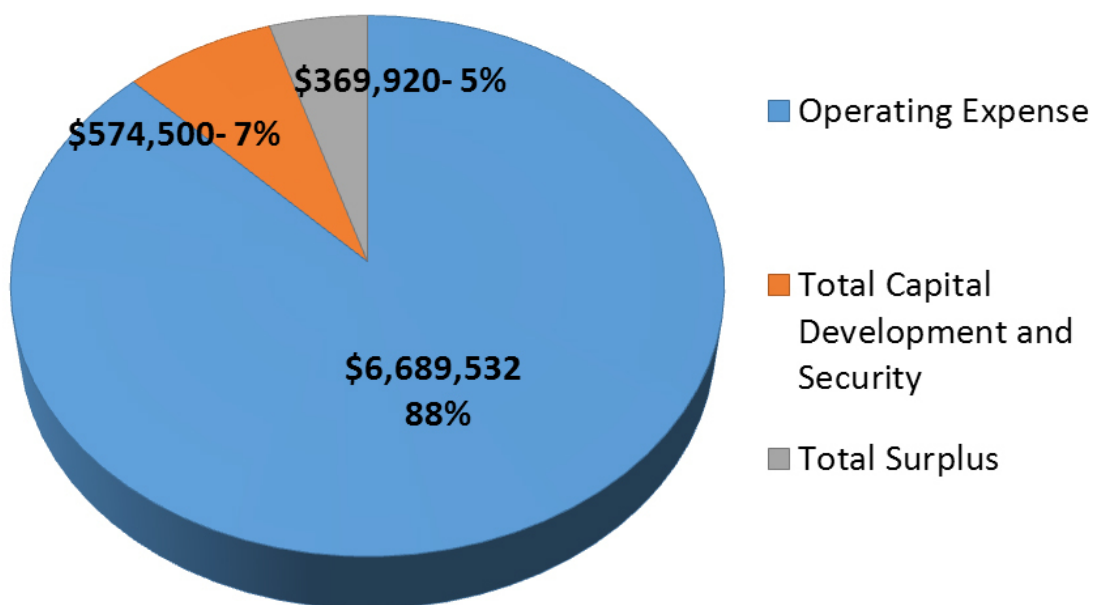
INCOME SUMMARY

Analysis of Income and Expenditures

ROSSLYN ACADEMY PRE-AUDIT FIGURES

REVENUE	\$7,633,952
EXPENDITURES	
Operating Expense	\$6,689,532
Total Capital Development and Security	\$574,500
TOTAL EXPENDITURES	\$7,264,032
TOTAL SURPLUS	\$369,920

Pre-Audited Revenue for 2014-15 USD \$7,633,952



ROSSLYN ALUMNI

Alumni Profiles

"I still consider my graduating class my family." -Nard Choi

Nard, what did you appreciate most about Rosslyn?

As a student who came to Rosslyn for just the last two years of high school, I really appreciated how quickly I was welcomed into the tight-knit community. I still remember how I had only been there for a few months and already my classmates were starting conversations with, 'Hey Nard, remember in seventh grade when...' Of course, we all complained about the bubble when we were in it, but a community like Rosslyn is really hard to come by after you leave. Six years on, I still consider my graduating class my family. They are the ones I can count on no matter where I am. Life changes quickly for many of us; we always seem to be moving to new places and making new friends. It's daunting to not always know where I'm headed next, but knowing that a Rosslyn friend is never too far away makes every transition a little bit easier.

Nard Choi (PH.D Student, Cambridge)
Class of 2007



Michael, what you have been up to after graduating from Rosslyn?

I went to Westmont College in Santa Barbara. While there, I double majored in Physics and Computer Science and minored in Mathematics. I also played on the Westmont Rugby Team and met and began dating Emily.

During two summers I did Nuclear Physics research with Dr. Warren Rogers, a Physics Professor at Westmont. The research was part of the MoNA (modular neutron array) Collaboration at the NSCL (National Superconducting Cyclotron Laboratory) at MSU (Michigan State University), and was focused on the study of the decay of super proton heavy nuclei.

After those summers, I became interested in Physics research, and started a PhD in Physics at UC Davis, where I joined the Heavy Ion Group. (The Heavy Ion group at UC Davis is part of the Nobel Prize winning research that has been done at the LHC (Large Hadron collider) at CERN (Center for Nuclear Research).) As part of my PhD, I had the tremendous opportunity to participate in the LHC project, at CERN for a year.

Michael Gardner Class of 2004

"Some of my closest friends and favorite teachers to this day are ones I met at Rosslyn."

Hiyabel Tewoldemedhin

What have you been up to since graduating from Rosslyn in 2007?

I left to study at Stanford, and graduated with a BA in Economics and International Relations. I worked in strategy consulting for tech-driven companies in Chicago for the next three years, after which I moved back home to Nairobi to join a vibrant startup - EatOut Kenya - as its General Manager.

What did you love most about Rosslyn?

The people. Some of my closest friends and favorite teachers of all time are, to this day the ones I met at Rosslyn. I was encouraged to challenge myself in ways I wouldn't have with lesser teachers.

How did Rosslyn have an influence on your life?

The incredibly diverse community, especially culturally, has since made me genuinely comfortable around people different from me. There's something unique about the Rosslyn experience - a very small community, with graduates who take different paths but who still understand that they shared something rare at Rosslyn.

What lies in the future for you?

I'm heading back to Stanford in a month for business school. After that, who knows? I'd definitely love to move back to Nairobi in the next five years or so, debt repayments and work permits permitting...



Hiyabel Tewoldemedhin

Class of 2007 (MBA student Stanford)

CHAPEL TOWER PROJECT



We would like to thank everyone who gave towards this project. It is because of your generous and sacrificial giving that the Chapel Tower Project is now complete. It is a beautiful addition to our campus.

HORIZON LEVEL

Brook Hazelton
The Marangu Family

SPIRE LEVEL

Borut Miklavcic
Frank and Christi Gac

BELL LEVEL

Anonymous Donor
The Philip and Catherine Dow Family
The Wilcox Family
The Damon Auer Family
The Magruder Family
Rick and Terry Emerick
Brent, Rosemarie, and Sienna Hanson
The Amin Daughters
Fiaferana, Fidy, and Tahina
Doonam Park and Family
The Dukkanpati Family
The Warren Family
The Onyonyi Family
International Christian Fellowship (ICF)
The Mithika Family
The Stewart Family
The Seok Geok Lee Family
The Groom Family
The Opagi Family
Stewart and Elaine Dow

CLOCK LEVEL

Moges Gebremedhen
The Brian and Christy Dow-Hoke Family
Clayton and Claire Kranik
The Stegen Family
The Griffith Family
The Gathui Family
Lauren, Lydia, Natalie, Courtney, and Carson Vennell
Hyein & Kyuin Choi

The Yang Family
The Phillips Family
The Cymbaluk Family
Munyao Michael
The Mixon Family
The Mwenda Family
Katharine Dow
Zeyun Yang, Zhang Jing, Bill Yang, Janey Yang
The Halvorson Family
Mika Jokivuori
The Ezeh Family
The Dagnashew Family
The Muiruri Family
Thor Barkman
Dan and Laurie King

BRICK LEVEL

Barb and Dan Butler
Curtis and Carla Unger
Don Mercer
Rebecca Mercer
Rebekah Joy Mercer
Benjamin Mercer
Hannah Mercer
Kayla Mercer
The Lim Family
David and Pat Maidment
The Bellon Family
Jared Mumley
Charlene Waryah (in honor of Brad Dixon)
Glen Cordell
Yash and Isha Khapre
George and Connie Gilmer
In Memory of Donna Carlson
The McMichael Family
Rediet Teklu
Jason Shingledecker
The Barton Family
The Tavadian Family
Neal Anderson
Maame, Kwesi, and Aba Owubah
The Osoro Family
The Greenwich Family
The Garner Family
Jack and Rae Hazelwood
Virginia Gilmer
Katie Gilmer
Caroline Gilmer
Jack Gilmer
John and Kim Gilmer
The Nott Family
The Bushey Family
Patrick and Vicki Hazelwood
Michael, Stephanie, and Kima Hazelwood
Karissa, Cooper, and Nycea Hazelwood
Sheila Hazelwood
Joe and Katrina Martins & Family
Kate, Heather & Will Marden
Sean Hoke
Stuart Hoke
Emma Dow
Sophie Dow
Sean, Gabe, and Yasmin Minor
The Heugel Family
The Wolff Family
The DiGennaro Family
The Grave Family
The Beyer Family
The Wanje Family
Jessie Gac
The Hravatic Family
Njeri Mbire
Sheila and Angela Kamau
Gregory Muriuki
The Turcios Family
Chris and Bethany Lehman
Samuel and Vanessa Gitonga
Sean Harrison
Liana Githinji
Josiah Wachira
The Brozovich Family
The Copeland Family
The Mumo Family
Jennifer Watson
Andy and Lesa Brown
Alan and Lisa Davis
Jeff and Mel Kirkpatrick
Emmanuel Undie

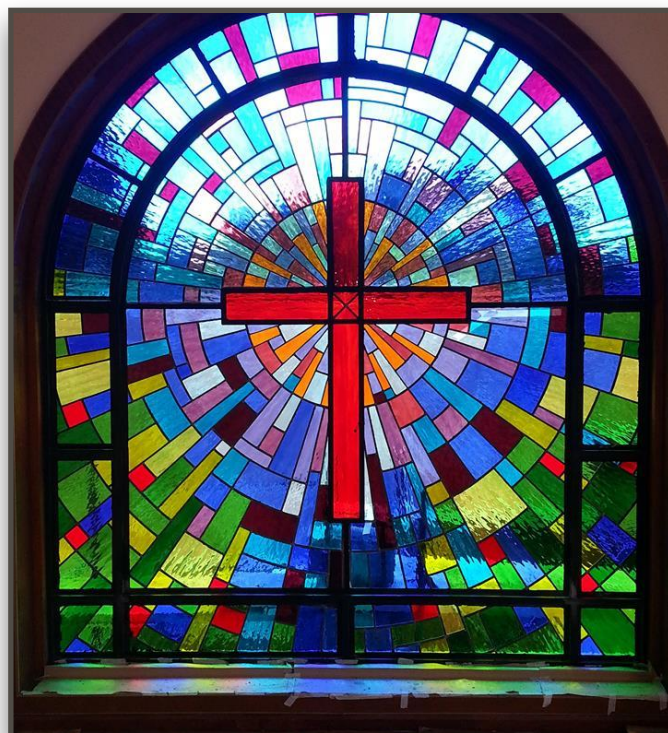
Shana Undie
Luke and Marna Ibs
Kelly and Matt Elmore
The Wegner Family
Peter Ndirangu
Raegan Stickney
Sydney Stickney
Mindy Seeman
Simon Githinji
Kerri Jividen
The Ra Family
The Grafe Family
The Jason Lee Family
The Hebert Family
The Slaughter Family
The Leonard Family
Cara Joy (Sorley) Willis
The Lusk Family
The Cowley Family
Sydney, Ethan, and Christian Park
Paul Worsley-Brown
Laura Worsley-Brown
The Kelly and Kathy Johnson Family
The Adam Jones Family
The Kohl Family
Kang Jihye
The Brad Sinclair Family
Katherine Dow
Ademuyiwa Adegorusi
An Seung Jin
The McGee Family
Sarah Bagge
The Kenny Family
Adrian Ndaruzi
The Ragan Family
The Don and Rebecca Mercer Family
Barber Izabella
Josh and Laura Flosi
Jeremy and Liam Ragan
Claire LePage
Xu Yuan
Anupama Sharma
Timothy Lee
Nathan Lee
Aaron Lee

Kallis Walji
 The Beyene Family
 The Unkyu Lee Family
 Editha Nsubuga
 The Osoro Makori Family
 Kristie Ragan
 The Baur Family
 The Bruce and Pan Collins Family
 The Joseph Kinuthia Family
 The Jin Hun Family
 Phil and Helen Ragan
 The McKnight Family
 The Alvorson Mielonen Family
 The Kossy Family
 The Omido Family
 Mengistu Bediye Jiwa
 Ethel Ranck
 Miriam Buckwalter
 Eyasu Loha
 Hasaet Loha
 Bereket M. Loha
 The Zizusooka Family
 The Oumas Family
 The Khapris Family
 The Sossy Family
 The Kalu Family Blaine Willis
 Baylor Willis
 The Bagge Family
 The Muriuki Family
 The Chiu Family
 The Mutisya Family
 The Mwanga Family
 The Onile Family
 The Muchilwas Family
 The Shah Family Nikki, Blake, Tia, and Joshua Hyodo
 The Karim Lee Family
 The Ngotho Family
 The Ekesi Family
 The Codjia Family
 The Beyer Family
 The Wanguba Family
 Paul Leaman
 Michelle Musili
 Michael Musili
 Mark Musili
 The David and Tammy Preston Family

The Fernandes Family
 The Abebe Asfaw Family
 The Carl & Phyllis Thomas Family
 Doug and Laura Lee
 The Dunning Family

FOUNDATION LEVEL

Raphael Mwangangi
 Lindsay Lane
 The Exley Family
 Crystal Gregory
 Josephine Mwangi
 Caroline Mureithi
 Stephen Nganga
 The McKelvey Family
 Grace Mwangi & Family
 Sarah Idsardi
 Tigerwoods Sithole
 Moses Ng'anga
 Savannah Saum
 The Luminyo Family
 Josh Flosi (from Rachel Brown)
 The Lawrence Carpenter Family
 Sejourne Kemmy
 The Browne Family
 Kaylee Schwandt
 Kubata Family
 The Middle School Student Council
 The Brittain Family
 Ayla Thomas
 Rose Njoro



Alumni Tower Donation Levels

Foundation Level - up to \$49

Brick Level - Between \$50 and \$499

Clock Level - Between \$500 and \$999

Bell Level - Between \$1,000 and \$4,999

Spire Level - Between \$5,000 and \$9,999

Horizon Level - Donations of \$10,000 and above



ROSSLYN STAFF

New Staff Profile

NATE BURCHELL- HS MATH

Tell us about your experience prior to coming to Rosslyn.

Prior to coming here, I spent five years at Yongsan International School of Seoul in South Korea. Before that, I taught for four years at Woodstock School in Mussoorie, India. At both schools, I taught advanced mathematics and served as the department chair.

Why did you want to teach at Rosslyn?

I wanted to teach at Rosslyn for a number of reasons, and I am excited to be part of this school. What a neat community of people from so many places! My wife and I want our children to see what God is doing in this part of the world. My wife is a TCK, and these students are special to us for that reason. I appreciate the way that Rosslyn aims to show students how their faith interacts with various academic areas. I have come to see mathematics as the product of many people obsessively searching for the nature of truth and

certainty. It is a response to the eternity that God has set in our hearts. This realization has helped me to grow in both my faith and my enjoyment of mathematics. We are to love God with all of our mind. Our studies should not be distinct from our faith, and our faith should not be unaffected by what we learn. It is a gift to work and learn in a place where our faith is not expected to be divorced from our studies.



"It is a gift to work and learn in a place where our faith is not expected to be divorced from our studies. "

A photograph of a stone staircase in a lush garden. The staircase is made of large, flat, rectangular stones and is covered with fallen leaves and some moss. To the left of the stairs, there are several plants, including a large, dark purple plant with broad leaves and some green, leafy plants. The background is filled with dense green foliage and trees. In the upper right corner, there is a semi-transparent white box containing the title and subtitle.

LOOKING FORWARD

Rosslyn Academy Strategic Plan 2015-2018

A Thousand Points of Light

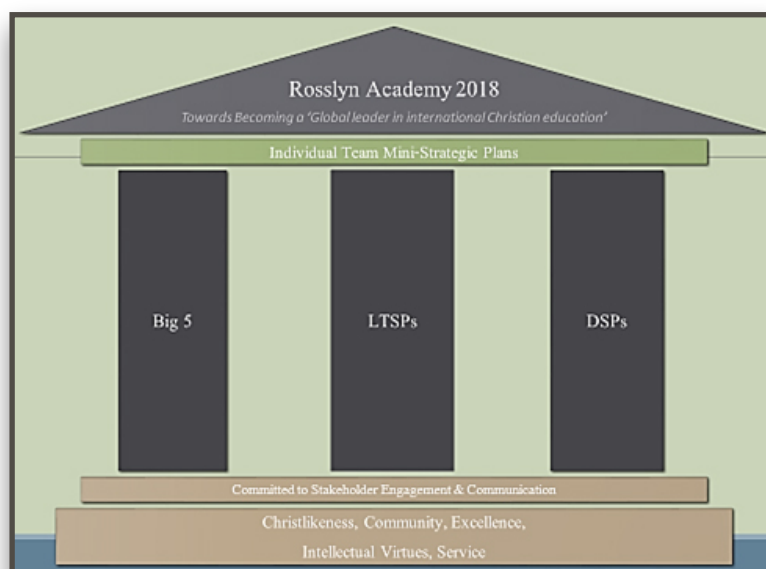
Between 2015 and 2018, Rosslyn Academy will be developing and implementing a 3-year Strategic Plan with the aim of significant growth towards our aim of being a 'global leader in international Christian education'.

The name: "A Thousand Points of Light", is borrowed from a speech in which a nation was challenged to pursue excellence and leadership through becoming individuals and communities characterized by excellence and service.

The organization: As seen in the visual below, the foundation for all of our actions are our Core Values and Mission. Upon that foundation, three pillars will form the heart of the Strategic Plan:

- The Big Five Goals (which are school wide goals that include people from across schools, academic disciplines, and stakeholder groups). The Big Five are either linked to our next accreditation cycle or are vitally important to our school's mission: The Integration of Faith and Learning, Excellence in Math and Science, IT for Learning, Improved Communication, and Facilities Development.
- The LTSPs - Leadership Team Strategic Plans are mini-plans that fall under the purview of a member of our Leadership Team. These include: Human Resources, Pastoral Care Team, and the Professional Development Team.
- Department Strategic Plans are mini-plans that come out of specific departments that are key to our mission. These include: Learning Support, The Athletic Department, Fine Arts, English Language Learning Program, Korean Language and Culture Program, the Business Office, etc.

Each of these mini-strategic plans are currently being developed by the individual teams in line with our mission and core values and will include specific goals, action points, and timelines. After the plans are completed (by December of 2015) they will be made public with the hopes of both engaging the entire community in the goals and in order to hold ourselves accountable to our lofty aims.



ROSSLYN ACADEMY

www.rosslynacademy.org

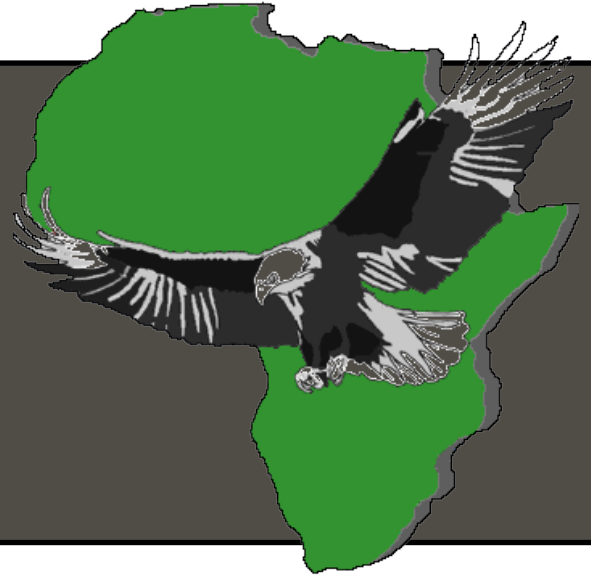
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Nairobi, Kenya 00800

Inspire.Equip.Serve



ROSSLYN ACADEMY

CELEBRATING 70 YEARS

JANUARY 4TH AND 5TH, 2016

Rosslyn Academy welcomes home all former Rosslyn Students and Teachers as we celebrate 70 years since the school began in Tanzania and the 25th Reunion of Rosslyn's first graduating class. These two days will be full of activities which we hope will reconnect our alumni with former classmates and teachers, give a glimpse as to how Rosslyn has changed over the years and most importantly welcome our alumni and staff back home.

For More Information E-Mail: jessicad@rosslynacademy.com

We would like to thank Jeffrey Kirkpatrick, High School Science and Photography teacher at Rosslyn, for the beautiful images of our campus and students.

www.jeffkirkpatrickimages.com