Founded in 1962, UWC offers a challenging and transformative educational experience to a diverse cross section of students, inspiring them to create a more peaceful and sustainable future. Students are selected by UWC National Committees or selection contacts in over 150 countries.

UWC Red Cross Nordic was opened by Her Majesty Queen Sonja in 1995 as the ninth of today’s 17 existing Colleges. Supported by Nordic governments and the Red Cross, the College focuses on the promotion of its three pillars: Nordic Values, Humanitarian Issues and Environmental Concerns.

It is located in western Norway and hosts over 200 students from 98 countries, aged 16-19, selected on merit and potential - irrespective of race, religion and background. The programme is for two years and follows the International Baccalaureate.

It shares facilities with the Red Cross Haugland Rehabilitation Centre, working closely together with a shared belief in the resourcefulness of the individual.

The College’s objective is to help students become active, involved and educated citizens whose attitudes towards intercultural understanding and service will be a powerful catalyst for change.

About UWC Red Cross Nordic
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It is admittedly with some sorrow I write this column for the last time - for six years having had the privilege to be Chair of this unique College. It has been a most interesting and inspiring experience, and I feel grateful for having had the possibility to be involved in the UWC movement, and - not least - to see how this College now is in a stronger state than what I came to, thanks to an exceptionally dedicated staff and teachers all contributing to realizing the ambitious mission of the UWC. It has certainly been a fairy tale experience - from the first time I visited the College in my capacity as Chair of the Nordic Association in Norway in 2008. It did not take me long to say yes, when the next year I was asked to take over the same position at the College. For most of my tenure, Richard (Larry) Lamont has been the Rektor. Larry is a thorough Daily Leader and educator and involves the Board members fully in all the essentials of the College. Central in the strategic development we have undertaken, has been a necessary strengthening of the pastoral support for students of all profiles and a conscious approach to making sure that we truly are set up for deliberate diversity. This needs to be underpinned by systems that make everything work according to intention. We want every student to thrive and grow, which is particularly challenging when we give so many places to young people from marginalized backgrounds. Both the Red Cross Survivors of Conflict Programme and also the Foundation Year Programme have been created to support this. Staff have kept up developing what they offer in a systematic way, but also have been willing to accommodate to differing needs.

Our College has always been a place with limited hierarchy - with a focus on each person being valued. The relationship between staff and students is informal, and so I have found it between the various levels of the staff body. When employing a new Rektor in the early part of my tenure, the Board clearly advised that there was need for more structure and clearer lines of responsibility. I have been pleased to see that the Central Management Team has been created with a sharper profile, undertaking their tasks with humility and a willingness to listen. It is a remarkable job to be in charge of something that is both a modern work place under Norwegian legislation and a buzzing village of teenagers.

And just this - meeting and talking to the students on campus, in the cantina, in the classrooms and, not least, watching their fantastic performances - will always live with me. The commitment, activities and the energy we have experienced in our meetings with the students, have always made a great impression on us, and has been most inspiring for us as Board members.

Over these years I have gradually become more involved in the international dimension in the movement. Serving as Chair of UWC Chairs has given many insights – also the realisation of how diverse we are. The ambition to make education serve peace is clearly recognizable at all campuses I have visited. And so is the “can do” atmosphere at them all. Meeting face to face is at the basis of everything we do. Looking back, the speed of change in societies seems to be ever accelerating, and not all political winds have been going in the direction we want. The need to nurture compassion and to understand the complexity of the issues we are facing are more urgent than ever. I leave the ship of RCN with a conviction that it is fit to sail and manoeuvre – more so than ever. I will follow you now from the shore – and will look back on my time on the deck with gratitude and pride.

Warm thanks to all of you - students, staff, teachers and fellow Board members. May the wind continue to be in your sails.
Looking back over the year gone by, one of the absolute highlights was the UWC Congress held on 28th and 29th October in Trieste, Italy, with over 650 people from across the UWC community. The leitmotiv of the event was ‘Connect, Challenge, Celebrate’. On the opening evening, there was a reception at the main conference centre. Over 30 UWC Red Cross Nordic alumni had registered for the Congress (with many of them representing their respective National Committees). We invited them by letter to meet with the RCN delegation and we thoroughly enjoyed connecting with them.

Sven Mollekleiv, President of the Norwegian Red Cross, delivered an outstanding keynote speech to launch the Congress under the title of ‘Why the World Needs UWC’. He received a standing ovation. We could not have hoped for a more relevant and thoughtful start to the event which fully underlined the value of the shared mission we have with the Red Cross.

As part of our contribution to the Education Stream of the Congress, the RCN team (including two students - Mohammed from Iraq and Tess Luttikhus from the Netherlands) ran a 90 minute workshop on the theme of ‘Living Deliberate Diversity: Inclusion and UWC Education’ in tandem with the delegation from our sister college, Waterford Kamhlaba UWC of Southern Africa.

UWC RCN is itself a unique college within the UWC movement with its Nordic heritage, humanitarian understanding and environmental vision. We take great pride in inclusion – encouraging all on campus to value those around us and to celebrate and support all our differences and recognise the resourcefulness in all. We seek to develop into a ‘lighthouse’ for inclusion in Norway.

At UWC, we believe in the integrity of difference and strive to provide education for a deliberately diverse community - expressed in terms of geopolitical, cultural, gender and socio-economic diversity. Our distinctiveness is established at the very heart of our Educational Model: we strive to be a ‘deliberately diverse, engaged and motivated community in pursuit of the UWC mission’. As you read this Annual report, I hope that you will find illustrative and illuminating stories as to our focus on inclusion and on being a meeting place for diversity – from our Survivors of Conflict programme to our partnership with SOS Children’s Villages, from Nordic cooperation to the newly introduced Camp Fjalir in our summer programme.

With deliberate diversity undoubtedly comes real responsibility for UWC. We intentionally bring students together from across the world – and seek to support them as they face a set of challenges including relocation from their home contexts, language acquisition, a rigorous academic programme, and much, much more.

The workshop at Congress explored not only how deliberate diversity and inclusion are central to UWC campuses, but the associated challenges and sensitivities, the undoubted complexities, and how UWC needs to evolve its approaches and relevance in a changing world.

Here at RCN, we are currently planning for our patron HM Queen Sonja’s biennial visit to campus on 21st September 2017 in tandem with our education partners in Sogn og Fjordane so that we can deliver a programme on the theme of inclusion.

Given the far-reaching and challenging ramifications of recent world events, we continue to believe here at RCN that it is our responsibility to build bridges and engage in an education which is based on respect, tolerance and shared humanity.
Academics - Strengthened Support for Educational Needs

Compared to 2015, while fewer students achieved in the 36-45 brackets, there was a significant increase in the achievement mid-range, with 61 students scoring 24-32 points compared to 50 last year. The overall points per subject per student in 2016 was 5.22 (5.39 in 2015). The average for those who gained the Diploma was 33.53 (33.7) and the overall average for the year group was 31.32 (32.65). One student did not write the full Diploma but was awarded certificates. Four students deferred their subjects due to illness.

The Academic Learning Support Team has continued to support students identified either through the Cognitive Abilities Test (CAT), attendance on the pre-sessional Summer English Course, subject diagnostics, teacher identification or a combination of these. Co-ordination of this support is a specific role as part of a teacher’s timetable, with support by an EVS volunteer and a trainee teacher. The EVS volunteer, with a background in both ESL teaching and Special Learning Needs has identified and worked with students with dyslexia and other Specific Learning Difficulties, which enables the Diploma Coordinator to acquire Inclusive Arrangements from the IB for these students for their Internal Assessments as well as final written examinations.

Data from CAT continues to be of help in anticipating and predicting grades. These data are provided to advisors and teachers as soon as the tests are completed. They continue to show a close correlation to final awarded IB grades. They also allow measurement of value added in terms of what CAT predicts as a student’s IB score on certain subjects and what they obtain. 43 students’ final points score was higher than the CAT prediction; 13 obtained their predicted score; and 32 scored below.

Governance 2016 - 2017

Members of the Board

Chair: Tove Veierød    Deputy Chair: Hans Lindemann (Denmark)  
Sweden: Jan Bjørkman    Iceland: Sigridur Anna Thordardottir
Red Cross: Liv Ronglan    UWC Norway: Ivar Lund-Mathiesen
Staff Rep: Kåre Dale    Student Rep: Tess Luttikhuis

Deputies

Norway (S & F): Astrid Søgøn    Norway: Laila Bakhari
UWC Norway: Espen Stedje    Red Cross: Lars Sagvold

Members of the Council

Pär Stenbäck    Council Chair, Finland    Elected
Henrik Wilén    Nordic Association    Elected
Ingegerd Wärnersson    Sweden    Elected
Christina Fraser    Finland    Elected
Ulrika Kjeldsen    Åland    Elected
Bjarki Bragason    Iceland    Elected
Teresita Alvarez-Bjelland    Norway    Elected
Zhe Wang Gresvig    Independent    Elected
Einar Steensnaes    Honorary Member
Marianne Andresen    Honorary Member
Astrid Marie Nistad    Honorary Member
Deliberate diversity is at the heart of the UWC Educational Model and is a guiding principle for selection to UWC Red Cross Nordic. Every year some students arrive at RCN linguistically and academically unprepared to manage the demands of the two year IB Diploma Programme. In recent years, the team at RCN has developed a Foundation Year which helps to increase our support of young people from marginalized backgrounds.

The Foundation Year is a tailor-made course focused on English language development, study skills, and foundation in Maths and Science – alongside a holistic approach through extra-curricular challenges and our residential programme, emphasizing trust and a sense of belonging. The participants take our UWC Red Cross Nordic Foundation Diploma.

This academic year, we have five students on the programme: Hari (Nepal), Ladiba (Western Sahara), Ploy (Thailand), Sara (Iraq), Sreythai (Cambodia). They are an essential part of the RCN community, contributing to campus life and enriching the lives of others around them.

We continue to develop the Foundation Year here at RCN in order to develop access – and it is a huge privilege to work with and support these students.
On October 21st, we hosted a special educational focus on TV Aksjonen and the Red Cross’ work towards innocent victims of war, in preparation for the national fundraising event. The day was organised by the students themselves, with invited guest speakers. The countries in focus were Syria, South Sudan, Somalia, Myanmar, and Central America. Students from these countries who currently study at RCN had stories to tell that they shared. Students from local schools and centres for asylum seekers were invited to join in. The presentations were direct encounters of what it is like to flee the terrors of armed conflict and on how the Red Cross works in dramatic circumstances to reach those in need. The workshops focused on the nature of conflict and gave a glimpse into how it is experienced. A team of students – including those representing our Survivors of Conflict Programme – were part of the TV Aksjonen collection team visiting homes in Fjaler on Sunday 23rd October. As part of this fundraising “dugnad” we arranged a special auction in support of the Red Cross.

In recent years UWC RCN has become a regular member of the County group for organising TV Aksjonen in Sogn og Fjordane – and this year it was special, given that it was dedicated to the work of the Red Cross – with a national income in excess of 220 mill NOK. This has enabled young persons from our region, including refugees, to join our human environment of deliberate diversity on activities that will equip them to meet challenges ahead.
Wisdom from the Podium

This has been a rich year in terms of guest lectures. Journalist and former news anchor Einar Lunde spoke eloquently and passionately about his experiences in South Africa during the turbulent post-apartheid period. Thor Heyerdahl Jr gave a stimulating presentation, entitled ‘In and Out of my Father’s Footsteps’ – to tell about the legacy of his father. Thor Heyerdahl Sr – scientist, archaeologist, author and explorer – played a hugely significant part both as International Patron of our movement and, at a later stage, in developing the concept of a United World College in Norway. Steinar Bryn, from at the Nansen Centre for Peace and Dialogue, has extensive experience working as a dialogue facilitator in the Balkans, the Middle East and between Somalian clans – and willingly shared his insights with our students. Hans Von Sponeck has worked for the United Nations for more than thirty years and in 1998 was appointed UN Assistant Secretary General. Later he has served as a member of the board of UWC Adriatic and UWC Mostar and has been responsible for selecting Iraqi students to attend several UWCs. Hans fittingly gave the introductory lecture to our annual Model United Nations lecture.

Transformative Education

On May 2nd we hosted a Student Climate Summit, with 60 participants from the colleges of Dale, Firda, Mo & Øyrane and Sogndal. The focus was on how to meet climate change on individual and group levels. The conference was a cooperation with Fylkesmannen and Sogn og Fjordane County. Karen O’Brien, Tora Hope and Linda Sygna from ‘cchange’/University of Oslo were the organizers of the workshops. Four students – Linnea Moritz (Sweden), Meriem Fouad (Morocco), Bernard Kenyi (South Sudan) and Roche Lynx (Canada) – and teacher Judit Dudás then took the results to the National Climate Conference in Sogndal. The trip started with a visit to the Glacier Museum. The conference had a global and local perspective about the consequences of climate change and it gave an insight into the role of Sogn og Fjordane Municipality as well as the plan to find solutions.

“Education is the key to the transformation that we need,” said Karen O’Brien after these events. “The human dimension to this is central. The young participants already came with much knowledge and are eager to seek new solutions. I think they will become the new leaders of the future, be it on a local or a global level.”
Incentives for Giving Back

We have a number of projects led by students in different parts of the world through their own voluntary organizations. DROP aims to help rebuild infrastructure of schools in rural areas. The main project is to improve Sakyikrom Primary School in Ghana, home to 360 pupils from 6 villages, creating a more conducive learning environment.

The Norwegian Association for Private Initiative in Cambodia runs a mobile library, called ’Book Book Tuk Tuk’. Current RCN students Mean Pring (Cambodia), Socheat Pol (Cambodia), Helen Pörtner (Germany) and Sreythai Seng (Cambodia), together with alumna Pisey Soy (Cambodia) worked on upscaling its reach to local villages, encouraging poor families to send their children to school and break out of the cycle of poverty, abuse and violence. Being part of our Survivors Of Conflict Programme, Mean and Sreythai also have an affinity with Haugland Rehabilitation Centre. Their staff decided to donate 30,000 NOK to the development of the project, which the students will do voluntary work for during the summer break.

SAFUGE this year undertook four different projects for renovation of education and health facilities in Liberia, Niger, Colombia and Argentina. For the latter, Elias Rodriguez (Argentina), led a project for a school in Misiones. It entailed painting the building inside and outside, laying out new cement floors in classrooms and a new corridor and setting up a new sink. This was new for him and showed once more how these projects develop independence and self-reliance for the students, incentivizing them to give back to their communities.

Rafto Prize – 30 years

We are happy to join in with congratulating the Rafto Foundation. For thirty years this Bergen-based Foundation has been relentlessly supporting champions of Human Rights, shedding light on the heroic resistance of individuals and organizations around the world. Thanks for allowing our students to take part in your inspiring work, for giving courage and support to everyone associated with this urgent cause. Also this year the Rafto Foundation enabled a group of students from the College to visit Rafto House to be instructed in one of the matching teaching modules offered by the Foundation.

A large group of our students were present at the award ceremony for laureate Yanar Mohammed (Iraq) at the end of the year. Staff and management were present at celebrations to follow it, at Håkonshallen and Grieghallen. The grand finale included breath taking performances with artists like Kygo, Morten Harket, Sondre Lerche and the multicultural Bergen group Fargespill. We echo their message that the voices of human rights are needed as never before.
Our students – Juan Pablo Velasquez (Colombia), Pam Barrera (Colombia / Venezuela), Yael Bar (Israel), Shweta Nikalje (India) and Helen Pörtner (Germany) – attended the Nobel Peace Prize Ceremony in the City Hall in Oslo on December 10th, together with teacher Hilde Genberg. The prize was awarded to Juan Manuel Santos (President of Colombia) for his resolute efforts to bring the country’s more than 50-year-long civil war to an end. Every year the world turns its attention to this event and, given UWC’s mission for peace and a sustainable future, it is pertinent that our students are invited to attend the ceremony.

Over 30 other students on our Winter Programme attended the candle-lit procession through the city centre. The awarding of the prize this year holds special significance given our Colombian students – Yeison and Yerson – who have completed their studies here as participants on our Survivors of Conflict programme. Hopefully this marks the beginning of a more peaceful era for Colombia.

For the past twenty one years, Vibeke L’Orsa Mortensen has been responsible for a total of 54 students on our campus from SOS Children’s Villages from 18 different countries. She has been a wonderful source of support and inspiration for all of them – the personification of the kind heart. On the Red Cross-themed TV Aksjonen event in late October, the students and staff sang happy birthday in the auditorium to Vibeke to celebrate her 70th birthday and her retirement from SOS Children’s Villages.

At a dinner in Oslo on the 1st December, Vibeke was given a bouquets of flowers and thanked by the College Board for her outstanding commitment to our students. Vibeke has a standing invitation to visit our campus whenever she likes. As she said at the dinner in Oslo, “I started my career as a volunteer and I look forward to being a volunteer in support of these SOS students for many years to come”.

Greeting the Nobel Peace Laureate

Vibeke (right) with Fjaler Mayor, Gunhild Berge Stang
Three Pillars: Nordic, Humanitarian and Environmental

‘One Step Forward’ – TEDx at RCN

On March 12th, UWC Red Cross Nordic hosted the first ever TEDx event in Sogn & Fjordane. The organizing committee involved 11 students, making it the first TEDx event to be organized by youth in Norway. The theme was ‘One Step Forward’. A total of 14 speakers (8 guests and 6 from the campus) shared a variety of stories and ideas involving areas such as gender identity, world conflicts, climate change – and chess. The full day of emotional and inspirational talks was live streamed around the world and featured on NRK local radio. With over a year of planning, TEDx UWCRCN was a welcome success that should serve as a foundation for future events.

Nordic Highlights

On September 27th all Nordic Ambassadors came to visit us. The ambassadors stressed the importance of the shared Nordic vision underlying the College and were impressed with how this is put into meaningful practice in daily life. In this spirit the Project-based Learning Week, shortly afterwards, concluded with a Nordic Folk Music Concert in the auditorium. Students from 11 different countries learned 14 songs and joiks in 5 Nordic languages: Icelandic, Northern Sámi, Norwegian, Swedish and Finnish, as well as instrumental pieces. Teachers Dan Silfwerin (Sweden) and Lisa Jokivirta (Finland), led it with guest conductor Laura Ashby (UK). The students each researched a country and an instrument during the project and searched for the music themselves that they later performed.
His Majesty King Harald and Her Majesty Queen Sonja hosted a garden party in the royal gardens in Oslo on Sept 8th. Fifteen-hundred invited guests from all over the country had the privilege of attending – and among them were Arne Ophaug and Vidar Jensen, faithful workers since the College opened in 1995. Arne has been leading the kitchen and other support functions, whereas Vidar has taken care of our maintenance. Two key members of our staff who represent us in style.

Pastoral Care: Building Resilience

In June 2016, a UWC Pastoral Care Conference was held at Pearson College UWC. It was designed to bring together residential staff from all UWCs in the spirit of connectivity and collaboration – and we were delighted that there were representatives from all 17 UWC schools and colleges.

The RCN Delegation consisted of Larry Lamont (Rektor), Alistair Robertson (Deputy Rektor), Judit Dudás (House Mentor), Lena Solheim (nurse) and Arne Osland (Director of Development) with all teams present at the conference committed to providing a strong, supportive and responsive pastoral programme on each of our campuses.

The residential teams came together having listened to feedback on respective campuses from residential staff and having brought many student ‘voices’ (experiences, struggles, mental health issues, and personal UWC challenges) in their backpacks.

The programme consisted of presentations, workshops and discussion groups on many pastoral subjects including: health and wellness, supporting students of concern, gender and sexuality issues, mindfulness and social and emotional learning, dealing with trauma, promoting regular sleep patterns, and much more.

The main objective of the conference was for participants to share experiences and then to take back what they learnt to their respective schools and colleges. In essence, this was a conference designed to provide professional development, a springboard for ongoing collaboration and to support students on our campuses.
On October 20th the Minister of Health, Bent Høie, visited our campus at Haugland. He showed a real interest in the operation of both the Rehabilitation Centre and our College. Mr Høie fully endorsed the focus on the resourcefulness of every person as something that unites the two institutions within health and education. The Minister was also given an insight into our joint project with the Red Cross – Survivors of Conflict – where the participants are fully involved with our educational programmes and also receive support to help them become fully enabled. Current participants Mean Pring (Cambodia) and Sara Al-Husaynat (Iraq) told him that they find their classes rewarding and challenging, and also gain much from more informal learning situations.

UWC Congress : Trieste

With 650 participants, The UWC Congress in Trieste this October was the biggest gathering ever within our movement. RCN students Tess Luttikhuis (Netherlands) and Mohammed Swadi Al-Bazoon (Iraq), share their impressions:

Going to Trieste was inspirational and allowed us to connect with many active UWCers. We were responsible for making an RCN stand to inform about our College for everyone interested. We met all the other student representatives and were taken around Duino and UWC Adriatic. Central in congress discussions were health and wellness support, IB, sustainability, the future of the movement and how to expand our impact. Together with Waterford Kamhlaba we were responsible for a workshop on ‘Living deliberate diversity’ with focus on our Survivors of Conflict programme and gender inclusivity. We also co-led a session for all current students, sharing perspectives from the various discussions.

It was inspirational to see how many people are so passionate about living the UWC-mission. It was interesting to meet people from different UWCs and talk about how we can become more connected. The atmosphere was very open: everyone could contribute to the discussions equally. We were moved by the welcome and the show that UWC Adriatic organised about a personal story from an Egyptian refugee. And to top it all we got to share these experiences with one of our second-year friends who came on a surprise visit.
University Admissions

Thanks to our increased accommodation capacity, visits by representatives from universities around the world have gone up. Almost 40 made the trek to the College to meet with interested students in 2016. Both personal and virtual visits were made by Minerva Schools, Brown, Princeton, Columbia and Amherst amongst many others. For the first time in our memory, we also had a visit from the University of Sydney, Australia. Sadly we received the news of Steve Colee of Macalester College having passed away suddenly one week after visiting RCN.

As in previous years, the US remained the top destination for our 2016 graduates. 52 students went to their chosen US institution in the autumn, 2 to the UK, 6 to the Nordic region, 1 to the Netherlands, 1 to the Poland, 3 to the Middle East, 1 to Australia and 1 to Canada. The remaining 23 are taking a gap year; of those 23, 5 will apply after their gap year, 2 are attending the Global Citizen Year, 2 the Semester at Sea programme and 1 is doing military service.

Host Families

Nina Aas & Jan Haugen
Anne Lise Aaseng & Vidar Øvredal
Ørjan Alme & Audhild Vie
 Margreta & Sergiu Anton
Hildegunn & Arve Arstein
Fatimatu Bah
Kari & Svein Benjaminsen
Silje Birkeland
Trude & Halvor Brosvik
Isabelle & Ole Rune Deskeland
Dora Egede & Rune Midtkvist
Kari & Øystein Eide
Kari Eiaisen & Olav Roti
Leif Jarle Espedal
Trude & Kjetil Felde
Vera Fetzer & Kjetil Torvund
Kari & Eirik Fismen
Kari Grønnestad
Gro Haga & Otto Nes
Eva Marie Halvorsen
Norunn Haugen
Signe & Olav Inge Hjelen Stige
Kristin Holen & Kjell Magne Eldevik
Olaug & Kristen Holt
Ottar Hov
Gro Hovland & Sveinung Søreide
Anita Hustveit & David Zadig
Hanne & Karsten Igelkjan
Vigdis Jacobsen & Knut Simonsen
Iris Johansdottir & Johann Baldursson
Ole Kleiven & Janicke Svendal
Julius & Jana Krajnak
Eva Kyrkjebo & Ingvar Flekke
Anita Leirvåg
Renate Lillefoss & Tarjei Nitter
Solveig Nitter
Eli Nummedal
Anne & Arve Nybakk
Arne & Marya Ophaug
Jeff Pedersen & Idun Losnegård
Birgitta Ralston & Alexandre Bau
Kari Reed & Kjell Lone
Ruhina Tasmin Biswas
Monrydee Skadal & Jostein Jarstad
Lena Solheim & Ingar Valvik
Ragnhild & Ika Stav
Ingvill Storey & Endre Natvik
Linda Selvig & Dag Kjetil Storey
Ragnhild Tveiten & Joakim Janninge
Ingeborg Tysnes & Ivar Vårdal
Heleen Vos & Sjoerd Tolma
Bente & Frank Walaker
Astrid Wittersø & Alvar Melvær
Amer Zaqqout
Liza Øverås
Desiree Øvretveit & Inge Larsen
Latin America
Central/Eastern Europe
Asia
Africa
Western Europe
North America
Nordic

Albania
Redi Cane (2)

Angola
Jacinto Quimua (1)

Argentina
Elias Rodríguez (2)
Florencia Fernández Montes (2)

Armenia
Nane Mkrtchyan (1)
Nare Ghaltakchyan (1)

Austria
Magdalena Breyer (1)

Bangladesh
Shafneen Shah (1)
Zareen Khan (1)

Barbados
Jennifer Burrows (1)

Belarus
Nikita Klimenko (2)
Sasha Kazharskaya (1)

Bhutan
Tenzin Gyalmo (1)

Bolivia
Fabiana Irigoyen Jiménez (1)

Bosnia & Herzegovina
Edis Pajic (2)

Botswana
Mildred Mahatlane (1)

Brazil
Isadora Pires Egler (2)

Bulgaria
Stanimira Decheva (2)

Cambodia
Mean Pring (2)
Socheat Pol (2)
Sreythai Seng (1)

Cameroon
Babba Ahmadou (2)
Freddy Fodop Wendji (1)

Canada
Roche Lynx (2)
Alastair Munro (1)

Cayman Islands
Ayanda Jones (1)

Chile
Paula Vidal Bustamante (2)

China
Xinyan Hu (2)
Zezehen Xiong (2)
Emrys Yang (1)

Colombia
Juan Velasquez Quiroga (2)
Maria Del Mar Valderrama Orozco (2)

Costa Rica
Belamy Arce Toner (2)
Isabel Muñoz (2)
Silvia Alonso Vega (1)

Czech Republic
Marie Zigova (2)

Denmark
Alberte Thude (2)
Asta Andersen (2)
Emma Villumsen (2)
Maria Bredholdt (2)
Marit Bick (2)
Peter Götke (2)
Amalie Rosendal (1)
Anna Jensen (1)
Harald Kirsebom (1)
Jesper Damberg (1)
Laura Borre (1)
Mikkeline Nielsen (1)
Sarah Nielsen (1)

East Timor
Jinho Marques Cabral (1)

Ecuador
Salomé Valdivieso Santillán (1)

El Salvador
Melvin Cornejo Gomez (2)
Luciana Escobar (1)

Estonia
Oliver Puvi (1)

Ethiopia
Telemos Zike (2)
Yosef Dosena (1)

Faroe Islands
Magnus vió Streym (2)
Karita Zachariassen (1)

Finland
Anna Helppi (2)
Teo Kettunen (2)
Freya Lindqvist (1)
Julia Seppälä (1)

Georgia
Elene Charkviani (1)

Germany
Paula Bausch (2)
Sara-Estelle Gößwein (2)
Helen Pörtner (1)
Lene Bierstedt (1)

Ghana
Francis Adu (2)
Richard Akomea (2)

Greece
Vicky Apostolou (1)

Greenland
Malik Møller (1)

Guatemala
Ximena Wellman Lemus (2)

Guyana
Nick Roberts (1)

Honduras
Andrés Eduardo Paz Ramírez (2)

Hong Kong
Hayley Wu (2)
Jasmine Lai (2)
Ka Ming Au-Yeung (1)
Vanessa Chan (1)

Iceland
Magnea Johannsdóttir (2)
Rikhardur Eyjólfsson (1)

India
Ravi Manjhi (2)
Kalyani Mohan (1)
Shweta Nikalje (1)
Tseten (1)
Yangzom Dolma (1)

Indonesia
Jessica Belva Widyaprasetia (2)

Ireland
Sonya Conway (1)

Iraq
Mohammed Swadi (2)
Sara Al-Husaynat (1)

Israel
Yael Bar (1)

Italy
Luca Pilzi (2)
Marta Pinzan (2)
Ilaria Rosa (1)
Marco Barracchia (1)

Japan
Nagisa Okada (2)
Chisato Yamashita (1)

Jordan
Faisal Herzallah (1)

Latvia
Lelede Voino (2)

Lebanon
Yehya Al Haj (2)
Ghada El Haj (1)
Nour Ibrahim (1)

Liberia
Kadiatu Momoh (2)
Malawi
Novilhelha Moleni (1)

Malaysia
Timothy Tan (1)

Maldives
Shaim Mahir (2)

Mauritius
Eloise Ithier (2)

Mexico
Jorge Araujo (1)

Moldova
Dima Tucan (1)

Morocco
Meriem Fouad (2)

Myanmar
Saw Luke Loo Wah (2)

Nepal
Hari Tamang (1)

Netherlands
Tess Luttikhuis (2)

Nicaragua
César Argüello Martínez (1)

Niger
Samira Yahaya Seybou Samba (1)

Nigeria
Peace Mojekwu (1)

Norway
Fredrik Lura (2)

Poland
Bella Laskowska (2)

Portugal
João Ferreira Bento (2)

Romania
Mihai Popa (1)

Russian Federation
Angie Mouki (2)

Senegal
Séga Male (2)

Singapore
Mindy Taenda (2)

Slovakia
Kimi Písová (1)

South Sudan
Bernard Kenyi (2)

Spain
Belén Gonzalez Del Amo (2)

Sudan
Yordanos Alemu Kiros Teklu (2)

Sweden
Abdul Abo Shokur (2)

Swaziland
Precious Dlamini (2)

Taiwan
Peiyu Shih (1)

Tajikistan
Amina Fatkhulloeva (1)

Tanzania
Mirian George (1)

Thailand
Suchada Bunkongthon (2)

Turkey
Ayca Arbay (1)

Uganda
Becky Akhirizira (2)

Ukraine
Bohdan Buchak (2)

United Arab Emirates
Yash Ramchandani (1)

United Kingdom
Adrian Sidhu (2)

United States of America
Azlin Altamirano (2)

Venezuela
Pamela Martínez Barrera (1)

Vietnam
Phuong Hai Thuong Mai (2)

Western Sahara
Ladiba Said Nafe (1)

Åland
Amanda Aarnio (2)
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alessandro Cozzarini (Italy)</td>
<td>Mathematics</td>
</tr>
<tr>
<td>Alexandra Mackay (UK)</td>
<td>Educational Learning Support</td>
</tr>
<tr>
<td>Alf Mangen Salbu (Norway)</td>
<td>Maintenance</td>
</tr>
<tr>
<td>Alistair Robertson (South Africa)</td>
<td>Deputy Rektor, Environmental Systems &amp; Societies</td>
</tr>
<tr>
<td>Angie Toppan (UK/USA)</td>
<td>English B, Learning Support Coordinator</td>
</tr>
<tr>
<td>Anne-Kristin Svartefoss (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Anne Kristin Vågenes (Norway)</td>
<td>Cleaning</td>
</tr>
<tr>
<td>Arne Ophaug (Norway)</td>
<td>Head of Services</td>
</tr>
<tr>
<td>Arne Osland (Norway)</td>
<td>Director of Development</td>
</tr>
<tr>
<td>Ashok Pratap Singh (India)</td>
<td>Director of Residential Living, Chemistry, House Mentor</td>
</tr>
<tr>
<td>Avis Rolfe (UK)</td>
<td>English Language &amp; Literature, ToK</td>
</tr>
<tr>
<td>Barbara Toa-Kwapong (Ghana)</td>
<td>Reception</td>
</tr>
<tr>
<td>Bill Wilson (UK)</td>
<td>IT Support</td>
</tr>
<tr>
<td>Bindu Dalal (India)</td>
<td>Advisor</td>
</tr>
<tr>
<td>Chris Hamper (UK)</td>
<td>Physics</td>
</tr>
<tr>
<td>Chris Hatlem (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Cristina Gonzales (Spain)</td>
<td>Spanish ab initio</td>
</tr>
<tr>
<td>Daniel Toa-Kwapong (Ghana)</td>
<td>Development Studies</td>
</tr>
<tr>
<td>Dan Silfwerin (Sweden)</td>
<td>Swedish Literature, English Language &amp; Literature, Philosophy, House Mentor</td>
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<tr>
<td>David Robertson (Shetland)</td>
<td>Biology, Chemistry</td>
</tr>
<tr>
<td>Edmund Cluett (UK)</td>
<td>ToK, Communications Team Leader</td>
</tr>
<tr>
<td>Elisabet Bøe (Norway)</td>
<td>UWC Connect Daily Leader</td>
</tr>
<tr>
<td>Ellen Bye (Norway)</td>
<td>Accounts</td>
</tr>
<tr>
<td>Erik Overgaard Pedersen (Denmark)</td>
<td>History, Danish Literature, ToK</td>
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<tr>
<td>Gunvor Norddal (Norway)</td>
<td>Library, Transport</td>
</tr>
<tr>
<td>Håvard Indrebo (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Heidi Myklebust (Norway)</td>
<td>Kitchen</td>
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<tr>
<td>Helga Astrid Åsnes (Norway)</td>
<td>Cleaning</td>
</tr>
<tr>
<td>Hildegunn Arstein (Norway)</td>
<td>Rektor’s Assistant, University Office</td>
</tr>
<tr>
<td>István Poór (Hungary)</td>
<td>Economics, Mathematics</td>
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<tr>
<td>Joakim Janninge (Sweden)</td>
<td>UWC Connect, Leirskule</td>
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<tr>
<td>Jonny Arvidson Lidal (Norway)</td>
<td>Kitchen</td>
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<tr>
<td>Josh Macfarlane (UK)</td>
<td>Red Cross volunteer</td>
</tr>
<tr>
<td>Judit Dudás (Hungary)</td>
<td>House Mentor, Sustainability Team Leader</td>
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<tr>
<td>Julius Krajnak (Slovakia)</td>
<td>Mathematics</td>
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<tr>
<td>Kåre Dale (Norway)</td>
<td>Norwegian Literature, Philosophy, House Mentor</td>
</tr>
<tr>
<td>Kathini Cameron (UK)</td>
<td>Events Coordinator</td>
</tr>
<tr>
<td>Lena Solheim (Norway)</td>
<td>College Nurse</td>
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<tr>
<td>Leonie Koning (Netherlands)</td>
<td>Admissions Coordinator</td>
</tr>
<tr>
<td>Lisa Jokivirta (Finland)</td>
<td>English Language &amp; Literature, English B, ToK</td>
</tr>
<tr>
<td>Liisaith Brown (UK)</td>
<td>Educational Learning Support, Trainee teacher</td>
</tr>
<tr>
<td>Maria Angela Lanza (Italy)</td>
<td>Italian ab initio, ToK</td>
</tr>
<tr>
<td>Madhulika Singh (India)</td>
<td>Director of Extra-Academics, Environmental Systems &amp; Societies</td>
</tr>
<tr>
<td>Maria Teresa Julianello (Argentina)</td>
<td>Spanish Literature, English Language &amp; Literature, World Literature</td>
</tr>
<tr>
<td>Mark Chalkley (UK)</td>
<td>Senior University Counsellor</td>
</tr>
<tr>
<td>Marloes Vrolijk (Netherlands)</td>
<td>Global Politics</td>
</tr>
<tr>
<td>Ola Hovland (Norway)</td>
<td>Chief Operating Officer</td>
</tr>
<tr>
<td>Paulina Ønnerstad Szymczak (Poland)</td>
<td>Mathematics</td>
</tr>
<tr>
<td>Peter Schønen (Germany)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Peter Wilson (UK)</td>
<td>IB Diploma Coordinator, Theatre Arts, English Language &amp; Literature</td>
</tr>
<tr>
<td>Reidun Faeroy Bergstrøm (Norway)</td>
<td>Visual Arts, House Mentor</td>
</tr>
<tr>
<td>Richard Lamont (UK)</td>
<td>Rektor, English Literature</td>
</tr>
<tr>
<td>Sigrunn Barsnes (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Silje Birkeland (Norway)</td>
<td>Accounts</td>
</tr>
<tr>
<td>Simon Ramsay (UK)</td>
<td>Biology, Environmental Systems &amp; Societies</td>
</tr>
<tr>
<td>Solfrid Myklebust (Norway)</td>
<td>Cleaning</td>
</tr>
<tr>
<td>Sven Ønnerstad (Sweden)</td>
<td>IT Coordinator</td>
</tr>
<tr>
<td>Svein Rundereim (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Ton Mertz (Netherlands)</td>
<td>Maintenance</td>
</tr>
<tr>
<td>Vidar Jensen (Norway)</td>
<td>Head of Maintenance</td>
</tr>
<tr>
<td>Wenche Larsen Vik (Norway)</td>
<td>Kitchen</td>
</tr>
<tr>
<td>Wenche Svendsen (Norway)</td>
<td>Kitchen</td>
</tr>
</tbody>
</table>
UWC Red Cross Nordic was founded with political support from the highest levels in the Nordic area. This foundation has enabled the College to focus on its mission and to give scholarships to a diverse range of students regardless of their ability to pay.

**Norway:**
The increase in the Norwegian contribution was adjusted in accordance with the application submitted by the College and the average price and wage rise in Norway.

**Administrative Contact:**
Directorate of Education, Marit Helen Bakken, Holger Sørheim

**Sogn og Fjordane County:**
Through co-operation with Dale Videregåande Skule, UWC RCN offers three places per year group to our county. This is a trial project over three years, with funding from local businesses and the county.

**Sweden:**
The grant from the Swedish Ministry of Foreign Affairs through SIDA remained the same as for previous years. It is to cover for the majority of our students coming from the Least Developed and Other Low Income Countries according to the OECD list of DAC recipients. It also assumes that the College will cover for the Swedish students, through other sources of income. A part of this is the municipal funds that follow the individual student from Sweden.

**Administrative Contacts:**
UN Policy Department, Ministry for Foreign Affairs: Fanny Nylander
SIDA: Nina Osvald

**Denmark:**
Denmark contributed with a block grant from the Ministry of Education. This is composed of a fixed sum from the Ministry in accordance with the Act pertaining to Upper Secondary Schools (Dansk Gymnasielov) and contributions from UWC Denmark.

**Administrative Contacts:**
Ministry of Education: Hanne Larsen, Kirsten Nielsen, Knud Jensen

**Finland:**
Finland has paid for four students (two per year group) through the Swedish and the Finnish Cultural Foundations in Finland.

**The Faroe Islands:**
The Faroe Islands have been paying for 2 students (1 per year group).

**Administrative Contact:**
Ministry of Education: Claus Reistrup

**Greenland:**
Greenland has one student for the school year that started in August 2016.

**Administrative Contact:**
Ministry of Education: Helena Lyncge Møller

**Iceland:**
Iceland has been paying for 2 students (1 per year group).

**Administrative Contact:**
Ministry of Education: Ásta María Reynisdóttir

**Åland:**
Åland has been paying for one student.

**Administrative Contact:**
Regional Government: Wille Valve

**Outside Nordic Countries**

Three students with refugee backgrounds from Tibet/India and one from Palestine/Lebanon are on scholarship from the Horizon Foundation; one from Palestine/Lebanon is on the Aurora Gratitude Scholarship Programme; two students from Pakistan are associated with scholarships from the Amman Foundation; three students, from Poland, Romania and Slovakia, are on partial scholarships from the Velux Foundation.

RCN currently has reciprocal arrangements, with the following Colleges:
UWC Adriatic 4, UWC USA 4, UWC Atlantic College 4, UWC Pearson College 2, UWC South East Asia 1, UWC Costa Rica 1, UWC Dilijan 1. This means that UWC Red Cross Nordic accepts students from these countries without payment, with the understanding that UWC Norway can send students to their Colleges without payment. The funding that follows these Norwegian students goes to the UWC Development Foundation (in Norway). The College has received a contribution of NOK 1,3 million from the Development Foundation for maintenance of buildings. Several National Committees make a full or partial contribution towards the student they send to our College.

**Other Activities**

We receive funds from the Norwegian MFA through their framework agreement with the Norwegian Red Cross for a project, ‘Survivors of Conflict’, which we deliver in partnership with the Red Cross Haugland Rehabilitation Centre.

Other activities are mainly services and projects in addition to house rent. Camp School, Red Cross Summer Camps, Lions Summer Camp and programmes for other visitors on campus are mostly run by our daughter company UWC Connect. We have received support from the UDI, Sogn & Fjordane County and Sogn & Fjordane Sparebank to run environmental and humanitarian activities to the benefit of participants from our region, under the project Meeting Place for Diversity.

We have received generous donations to our Foundation Year programme in 2016 from alumni and supporters.

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**Funding and Results in General**

<table>
<thead>
<tr>
<th>Country</th>
<th>Funding Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Norway</td>
<td>32,999,000</td>
</tr>
<tr>
<td>Sweden</td>
<td>5,500,000</td>
</tr>
<tr>
<td>Denmark</td>
<td>2,340,608</td>
</tr>
<tr>
<td>Finland</td>
<td>876,000</td>
</tr>
<tr>
<td>Greenland, Faroes, Iceland, Åland</td>
<td>1,317,000</td>
</tr>
<tr>
<td>National Committees: Norway, Denmark, Sweden</td>
<td>3,814,400</td>
</tr>
<tr>
<td>Other Income (Sundries, UWC Dev. Fund)</td>
<td>5,858,758</td>
</tr>
<tr>
<td>Outside Nordic Countries</td>
<td>5,771,659</td>
</tr>
<tr>
<td>Other Activities</td>
<td>523,409</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>63,711,834</strong></td>
</tr>
</tbody>
</table>

---

**Administrative Contacts:**
- **Ministry of Education, Åland:** Wille Valve
- **Ministry of Education, Faroes, Iceland:** Ásta Maria Reynisdóttir
- **Ministry of Education, Norway:** Helena Lynge Møller
- **Ministry of Education, Sweden:** Kirsten Nielsen, Knud Jensen
- **Ministry of Education, Denmark:** Hanne Larsen
- **Ministry of Education, Finland:** Hanne Larsen
- **Ministry of Education, Iceland:** Ásta Maria Reynisdóttir
- **Regional Government, Åland:** Wille Valve
Opinion

We have audited the financial statements of the foundation Red Cross Nordic United World College showing a profit of NOK 4,476,104. The financial statements comprise the balance sheet as at 31 December 2016, the income statement and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are prepared in accordance with law and regulations and give a true and fair view of the financial position of the Foundation as at 31 December 2016, and financial performance and its cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

We express our opinion on the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an opinion that the financial statements are prepared in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with laws, regulations, and auditing standards and practices generally accepted in Norway, included International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Foundation as required by laws and regulations, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management is responsible for the other information. The other information comprises the Board of Directors’ report, but does not include the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information. The other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of The Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director (management) are responsible for the preparation and fair presentation of the financial statements in accordance with the Norwegian Accounting Act and side 2 accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Foundation’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern. The financial statements use the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

Auditor’s Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with laws, regulations, and auditing standards and practices generally accepted in Norway, including ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with laws, regulations, and auditing standards and practices generally accepted in Norway, included International Standards on Auditing (ISAs), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

• identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error. We design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

• obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation’s internal control.

• evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

• conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.

• evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant differences in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Based on our audit of the financial statements as described above, it is our opinion that the information presented in the Board of Directors’ report concerning the financial statements, the going concern assumption is consistent with the financial statements and complies with the law and regulations.

Opinion on Registration and Documentation

Based on our audit of the financial statements as described above, and control procedures we have considered necessary in accordance with the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, it is our opinion that management has fulfilled its duty to produce a proper and clearly set up registration and documentation of the Foundation’s accounting information in accordance with the law and bookkeeping standards and practices generally accepted in Norway.

Opinion on Management of affairs

Based on our audit of the financial statements as described above, and control procedures we have considered necessary in accordance with the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, it is our opinion that the Foundation’s management of affairs have been undertaken in accordance with law, the object of the foundation and other respects of the articles of the foundation.

Annual Report 2016 from the UWCRCN Board

Activities

The aim of the Foundation is to promote peace and international understanding, sustainable development and the dissemination of ecological knowledge through education, research, seminars and other initiatives. The aim of the Foundation is to promote peace and a sustainable future. This makes it particularly important that the organisation continues to adapt to the changing needs of its stakeholders. The College has therefore continued to make adaptations towards universal access.

The College has invested NOK 3,6 million in shares in this operation is based at Haugland, in Fjaler Municipality in the county of Nord-Trøndelag, in the north of Norway. The Foundation owns two daughter foundations, the Norwegian National World College Foundation and the UWC Research and Development Foundation.

Discrimination

The UWC movement is working towards making education a force to unite people, nations and cultures for peace and a sustainable future. This makes it particularly relevant for the College to promote the objectives of discrimination laws in its operations. This applies to activities related to recruitment of employees and students, salary and working conditions, professional development, protection against harassment and finally adaptations towards universal access.

The College is running with a positive financial result, but is aiming to increase its income to meet the need for refurbishment, investments and organizational development. Through increased attention towards fundraising activities, renovation of buildings and facilities and a continuous focus on delivering an innovative education of top quality, the size of the operations will increase in the years to come. The Board is of the opinion that the conditions for future operations are present.

Future Development

The College is running with a positive financial result, but is aiming to increase its income to meet the need for refurbishment, investments and organizational development. Through increased attention towards fundraising activities, renovation of buildings and facilities and a continuous focus on delivering an innovative education of top quality, the size of the operations will increase in the years to come. The Board is of the opinion that the conditions for future operations are present.

Haugland, 3rd March 2017

Tove Liv Besstun Veeried, Chairman
Hans Welblund Lindemann, Deputy Chairman
Liv Ronglan, Norwegian Red Cross
Sigridur Anna Thordardottir, Styremedlem
Jan Bjarkman, Styremedlem
Sigridur Anna Thordardottir, Styremedlem
Kåre Dale, Styremedlem
Tess Anna Maria Luttikhuis, Styremedlem
Richard Lamont, Rector
### BALANCE SHEET - as of 31st December 2016

#### Notes

**Fixed Assets:**

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<tr>
<th></th>
<th>2016</th>
<th>2015</th>
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<tbody>
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<td>3</td>
<td>Buildings</td>
<td>4,048,824</td>
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<td>3, 6</td>
<td>Housing facilities</td>
<td>12,228,050</td>
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<tr>
<td>3, 6</td>
<td>Machinery, furniture, etc</td>
<td>2,215,347</td>
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<tr>
<td>3</td>
<td>Vehicles</td>
<td>567,100</td>
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<tr>
<td>3</td>
<td>Total property, plant and equipment</td>
<td>19,059,321</td>
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**Financial Assets:**

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<tbody>
<tr>
<td>9</td>
<td>Investments in stocks and shares</td>
<td>4,700,000</td>
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<tr>
<td>Total financial assets</td>
<td>4,700,000</td>
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**Total fixed assets**

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<tr>
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<th>2015</th>
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<tr>
<td>23,759,321</td>
<td>23,830,375</td>
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**Current assets:**

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<th>2015</th>
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<tbody>
<tr>
<td>8</td>
<td>Bank deposits, cash, etc.</td>
<td>12,421,308</td>
</tr>
<tr>
<td>Total current assets</td>
<td>19,639,062</td>
<td>13,983,603</td>
</tr>
</tbody>
</table>

**Total Assets**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>43,398,383</td>
<td>37,813,978</td>
<td></td>
</tr>
</tbody>
</table>

#### Notes

**Equity and Liabilities**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Transferred to other equity</td>
<td>4,476,104</td>
</tr>
</tbody>
</table>

**Total allocations**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>-4,476,104</td>
<td>-3,335,604</td>
<td></td>
</tr>
</tbody>
</table>

### INCOME STATEMENT 2016 - for the year ending 31st December 2016

#### Notes

**Operating income and operating expenses**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government grants</td>
<td>32,999,000</td>
<td>32,069,000</td>
</tr>
<tr>
<td>International contributions UD Sweden</td>
<td>5,500,000</td>
<td>5,500,000</td>
</tr>
<tr>
<td>International contributions UD Denmark</td>
<td>2,340,608</td>
<td>2,278,345</td>
</tr>
<tr>
<td>International contributions</td>
<td>10,279,059</td>
<td>8,379,413</td>
</tr>
<tr>
<td>Rental income</td>
<td>1,074,719</td>
<td>1,060,713</td>
</tr>
<tr>
<td>Other income</td>
<td>11,518,448</td>
<td>7,478,407</td>
</tr>
<tr>
<td>Total operating income</td>
<td>63,711,834</td>
<td>56,765,878</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Payroll expense</td>
<td>34,696,562</td>
</tr>
<tr>
<td>9</td>
<td>Operating expenses cleaning, facilities and maintenance</td>
<td>8,859,496</td>
</tr>
<tr>
<td>9</td>
<td>Operating expenses IT</td>
<td>1,715,743</td>
</tr>
<tr>
<td>9</td>
<td>Books and teaching supplies/equipment</td>
<td>1,226,233</td>
</tr>
<tr>
<td>2</td>
<td>Administrative expenses</td>
<td>4,747,938</td>
</tr>
<tr>
<td>3</td>
<td>Depreciation fixed assets</td>
<td>1,039,321</td>
</tr>
<tr>
<td>3</td>
<td>Operating expense vehicles</td>
<td>1,234,194</td>
</tr>
<tr>
<td>3</td>
<td>Travel expenses</td>
<td>2,058,081</td>
</tr>
<tr>
<td>7</td>
<td>Student support</td>
<td>128,219</td>
</tr>
<tr>
<td>7</td>
<td>Moving expenses</td>
<td>102,758</td>
</tr>
<tr>
<td>7</td>
<td>Other operating expenses</td>
<td>3,340,575</td>
</tr>
<tr>
<td>Total operating expenses</td>
<td>59,148,991</td>
<td>53,351,763</td>
</tr>
</tbody>
</table>

**Result of operations**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Result of operations</td>
<td>4,562,842</td>
</tr>
</tbody>
</table>

**Financial income and financial expenses**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Other interest received</td>
<td>17,657</td>
</tr>
<tr>
<td>7</td>
<td>Other interest expense</td>
<td>104,395</td>
</tr>
<tr>
<td>7</td>
<td>Financial items, net</td>
<td>-86,738</td>
</tr>
</tbody>
</table>

**Result for the year**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Result for the year</td>
<td>4,476,104</td>
</tr>
</tbody>
</table>

**Allocation of net profit and equity transfers**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Transferred to other equity</td>
<td>4,476,104</td>
</tr>
</tbody>
</table>

**Total allocations**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>-4,476,104</td>
<td>-3,335,604</td>
<td></td>
</tr>
</tbody>
</table>
Note 1 – Accounting policies
The financial statements have been prepared in accordance with The Norwegian Accounting Act and generally accepted accounting principles in Norway for public entities.

General accounting principles income and expenses
Income is recorded when earned, normally at time of delivery of goods and services. Expenses are recorded in the same period as the revenue to which they relate. In instances where there is no clear connection between the expenses and the revenue, the apportionment is estimated.

Valuation and classification of assets
Assets intended for permanent ownership or use in the business are classified as non-current assets. Other assets are classified as current assets. Receivables due within one year are classified as current assets. The classification of current and non-current liabilities is based on the same criteria. Current assets are valued at the lower of historical cost and fair value. Fixed assets are carried at historical cost, but are written down to their recoverable amount if this is lower than the carrying amount and the decline is expected to be permanent. Fixed assets with a limited economic life are depreciated in accordance with a reasonable depreciation schedule.

Note 2 – Payroll costs, benefits, etc.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>29 275 027</td>
<td>28 110 120</td>
</tr>
<tr>
<td>Payroll Tax, Employer’s contribution</td>
<td>3 261 671</td>
<td>3 487 807</td>
</tr>
<tr>
<td>Other Personnel expenses</td>
<td>2 728 989</td>
<td>1 635 354</td>
</tr>
<tr>
<td>Total employees</td>
<td>34 086 440</td>
<td>32 228 381</td>
</tr>
<tr>
<td>Full-time equivalent</td>
<td>15.6</td>
<td>13.1</td>
</tr>
<tr>
<td>of this: men</td>
<td>27.2</td>
<td>25.6</td>
</tr>
<tr>
<td>of this: women</td>
<td>29.4</td>
<td>27.5</td>
</tr>
</tbody>
</table>

Auditor’s Remuneration
Remuneration to Deloitte AS and their associates is in 2016 was kr 77 500 inclusive of VAT. Remuneration for other services was kr 82 688 inclusive of VAT. UWC RCN is obliged to have an occupational pension scheme in accordance with the law on mandatory occupational pension. The agreements established by UWC RCN meet these requirements. The pension scheme is established as a contribution plan. In addition to the contribution plan, three persons have a defined benefit plan in line with the previous pension arrangement. The benefit plan involves a future financial liability for UWC RCN. This liability is not recorded in the financial statements.

Note 3 – Property, plant and equipment

<table>
<thead>
<tr>
<th>Machines &amp; Furniture</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration building</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Auditorium/Concert hall</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>School building, Eckbo</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>School building, Eckbo</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>School building, Eckbo</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Dormitory 1-4 included associated residence buildings</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Dormitory 5 included associated residence buildings</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Laundry building</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Culture building</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sea House</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Skipt House</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Donation from
- Den norske Stat / Red Cross
- Eckbo Foundation / UWC Development Foundation

1) The building was initially donated by Johan Andresen Sr, and later addition was financed by the UWC Development Foundation
2) These buildings were built in 1996 and were initially owned by the UWC Development Foundation. By 2013 the buildings were donated to the school free of charge

As donations and gifts cover the acquisition cost for the buildings, they are only entered with a value of NOK 1,- in the Balance Sheet.

The school facilities are partly financed by a loan from Den norske Stat at a nominal value of NOK 35.000.000. The loan is interest-free and has no repayment commitment unless the buildings are sold out of the Foundation. The amount is therefore not recorded as debt in the financial statements.

Note 4 – Equity etc.

<table>
<thead>
<tr>
<th>Basic Capital</th>
<th>Other Equity</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity 01.01</td>
<td>50 000</td>
<td>21 329 516</td>
</tr>
<tr>
<td>Result for the year</td>
<td>-4 476 104</td>
<td>4 412 159</td>
</tr>
<tr>
<td>Equity 31.12</td>
<td>50 000</td>
<td>25 885 819</td>
</tr>
</tbody>
</table>

Note 5 – Project related funds
The Foundation receives yearly gifts and contributions to defined projects. Funds intended for such projects are shown as liabilities in the balance sheet and recorded in the income statement when used.

Note 6 – Security for Mortgage loans

<table>
<thead>
<tr>
<th>Balance 01.01</th>
<th>Received</th>
<th>Spent</th>
<th>Balance 31.12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campaigns - Students</td>
<td>47 272</td>
<td>25 958</td>
<td>23 854</td>
</tr>
<tr>
<td>Total</td>
<td>47 272</td>
<td>25 958</td>
<td>23 854</td>
</tr>
</tbody>
</table>

Note 7 – Other Income
UWC RCN receives annual funding from the UWC Development Foundation after granted application, where revenues are generated through a reciprocal arrangement. This arrangement means that the colleges accept foreign students without payment from countries with UWCs. In return the other colleges abroad accept the same number of Norwegian students without payment. The public funds that follow the individual Norwegian student, who goes to college abroad, will be transferred to the UWC Development Foundation.

Funds received are recognized in the income statement as other income. The total amount for the year 2016 is NOK 1 300 000.

Note 8 – Bank deposits
Bank deposits, cash etc. include restricted tax deduction funds with NOK 1 285 206.

Note 9 – Investments in stocks and shares

<table>
<thead>
<tr>
<th>Company</th>
<th>Starting Date</th>
<th>Business Office</th>
<th>Ownership / Voting share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haugland Internasjonale FOU Senter AS</td>
<td>1995/2014</td>
<td>Tykle</td>
<td>33%</td>
</tr>
<tr>
<td>Verdagsagenda Epedom AS</td>
<td>2013</td>
<td>Tykle</td>
<td>100%</td>
</tr>
<tr>
<td>UWC Connect</td>
<td>2014</td>
<td>Tykle</td>
<td>100%</td>
</tr>
</tbody>
</table>

Intercompany Accounts 2016 2015

| Accounts receivable | 1 895 051 | 1 675 797 | Other Debts | 1 427 409 |

The foundation has a rental agreement regarding lease of plant and buildings from Røde Kors Haugland Rehabiliteringsenter AS.

Note 10 – Specification other debtors and other short-term liabilities

<table>
<thead>
<tr>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Debtors</td>
<td>5 616 379</td>
</tr>
<tr>
<td>Prepaid Student Travel</td>
<td>537 118</td>
</tr>
<tr>
<td>Prepaid Exemption</td>
<td>573 239</td>
</tr>
<tr>
<td>Prepaid to UWC International</td>
<td>356 104</td>
</tr>
<tr>
<td>Intercountry Accounts</td>
<td>1 427 409</td>
</tr>
<tr>
<td>Accrued Project Revenue</td>
<td>547 065</td>
</tr>
<tr>
<td>Other Accruals</td>
<td>1 012 013</td>
</tr>
<tr>
<td>Total</td>
<td>2 587 923</td>
</tr>
</tbody>
</table>

The foundation has a rental agreement regarding lease of plant and buildings from Røde Kors Haugland Rehabiliteringsenter AS.

Photographs by: David Zadig, Rodrigos Freitas, Elias Lont, Jesper Damberg, Kyril Roosen, Alston Robertson and others
Printed by: E. Natvik Prenteverk AS, Florø
UWC Mission Statement
UWC makes education a force to unite people, nations and cultures for peace and a sustainable future.

Red Cross Mission Statement
The purpose of the Red Cross is to protect life and health and ensure respect for the human being. It is guided solely by individual need. It makes no distinction as to nationality, race, religious beliefs, class or political opinion.