



The Elizabeth Bowers Zambia Education Fund 2009 ANNUAL REPORT

The Elizabeth Bowers Zambia Education Fund (EBZEF) is an Oregon 501(c)(3) public charity operating under the laws of the State of Oregon. EBZEF was established by the family of Elizabeth Bowers, a Peace Corps Volunteer who died in a bicycle accident in 2002 while serving in the village of Lumwana West in NW Zambia, Africa.

The mission of EBZEF is to provide the opportunity for the education of young women from the village of Lumwana West and the surrounding area. This includes grades 8 and 9 in Lumwana West Basic School, grades 10, 11 and 12 in Mwinilunga High School and Mukenge Girls' School (boarding schools), and education beyond high school. It also includes building community support facilities and networks.

SIGNIFICANT 2009 EVENTS

In Memory of Helen Bowers

Helen B. Bowers, mother of Gerry Bowers and grandmother of Elizabeth Bowers, passed away at the age of 104 on November 10, 2009, in Philadelphia, Pennsylvania. As an elementary teacher for many decades, Helen was a major benefactor to EBZEF. Helen funded the Memorial Library project as well as contributing to the scholarship program for Beth's Girls. EBZEF celebrates her long, productive life. She will be greatly missed but, like Beth, will continue to live on through the many lives touched by EBZEF and its programs.

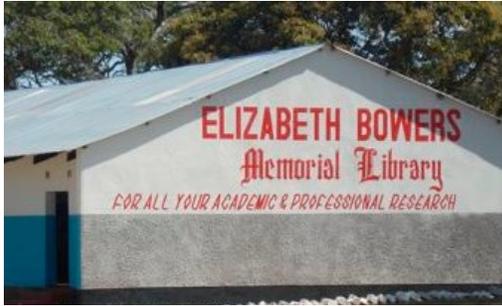


Grandma Helen and Beth

Trip to Zambia to Dedicate the Memorial Library

Gerry and Linda Bowers traveled to Lumwana West in July to participate in the formal dedication and "handover" of the library to the community. They met all of Beth's Girls and received a warm welcome by the people of the village. Shaking hands with High Chief Sai'lunga and his role in the library dedication were highlights of the trip. The Bowers met with representatives of World Vision Zambia, Peace Corps, Kitwe Nakana Lions Club, and Lumwana West and Mwinilunga staff and administrators to discuss the EBZEF program.

The Memorial Library is the largest library in the region and has become a significant resource to the NW Province. The Zambian Ministry of Education promises to pay the salary of a librarian if the Lumwana West community builds a librarian's house. EBZEF helped to fund construction of the house which was completed in December of 2009.



Elizabeth Bowers Memorial Library



Librarian's House Under Construction

ADMINISTRATION

EBZEF Partners

World Vision Zambia (WVZ) administers education funds locally for a 10 percent fee. Our WVZ agent is the Mwinilunga Area Development Program (ADP), which is supported by World Vision Australia. A Memorandum of Understanding (MOU) was signed in 2009 to renew this partnership through 2014.

Funds to construct a Memorial Library/Community Learning Center in Lumwana West were donated by EBZEF to the Peace Corps Partnership Program (PCPP) in 2006. The Library, completed and stocked with books with EBZEF support, was dedicated to the community in 2009. Peace Corps Volunteers (PCV) Bob Wilder and Jessica Hillsley helped to initiate and oversee the construction and furnishing of the facility. Mr. Mbongo Njolomba, the headmaster at Lumwana West Basic School, is working with the Ministry of Education to bring a librarian to Lumwana West to work full time since it is now the largest library in the district. The library will be maintained by the Lumwana West Library Committee under the guidance of the Headmaster.

Board of Directors

The Board provides direction and oversight for the EBZEF program. Meetings of the Board were held on March 17 and November 24, 2009. The July Board meeting was cancelled because of the Bowers' trip to Zambia. Remote Board members participated in regularly scheduled meetings via Skype. All Board members annually sign a Conflict of Interest statement. Members of the Board of Directors and the Advisory Board are listed in Attachment A.

Significant events for Board members in 2009 include:

- Board Member Fordson Kafweku received a Masters degree in Organization Leadership from Eastern University, St. Davids, PA
- Board Member Dan Irvine received a masters of Science degree in Peace Operations from George Mason university, Fairfax, VA
- Advisory Board Member Angela Wanak received a Masters in Business Administration and a Doctors of Jurisprudence from Willamette University, Salem, OR.

EBZEF Committees

Executive Committee, Linda Bowers chair

Purpose: Make decisions and act on behalf of EBZEF in emergencies and between Board meetings. Offer direction to the various EBZEF committees in line with the mission, values, and goals of the organization.

Based on recommendations from the Lumwana West Village Executive Council, the number of girls receiving scholarships in grades 8 and 9 continued to be refined to reflect test scores and self-selection through studies to advance in school. It was agreed that EBZEF will fund education at Mukenge Girls School for all girls eligible, as this is one of the best schools in the Northwest Province.

The EBZEF Board agreed to contract with Cassandra Farrin to provide office support to the Executive Director. The Executive Committee presents an annual report to the EBZEF Board at the first meeting of each year.

Finance Committee, Jennifer Roney/Leonard Kelly chair

Purpose: Keep full and accurate accounts of EBZEF financial records, oversee disbursement of funds, and make regular financial reports to the Board of Directors.

Jennifer Roney completed her term as treasurer in 2009. Leonard Kelly joined the Board and assumed the responsibility of Treasurer in the fall. Melhorn & Associates prepared annual taxes for EBZEF. They provide quarterly bookkeeping reports for the Finance Committee to monitor EBZEF finances.

Annual budgets are prepared based on anticipated school attendance for each year. Five-year projections are also prepared to provide guidance for the grant/fund-raising committee and to focus EBZEF efforts.

An annual Terms of Reference agreement (TOR) was signed with Mbongo (Larry) Njolomba in Lumwana West to complement work done on behalf of EBZEF by WVZ and PCPP. Mr. Njolomba served as the local EBZEF representative during construction and stocking of the library and development of the librarian's house. He continues to be a valuable resource on local issues and opportunities.

Education Committee, Angela Wanak chair

Purpose: Monitor scholarship recipients in Lumwana West Basic School and Mwinilunga and Mukenge High Schools, maintain student lists, and prepare annual letters to Beth's Girls from EBZEF. Administer a competitive selection process, develop criteria for college programs, and provide regular reports to the Board of Directors.

The Committee researched school opportunities for Beth's Girls after graduation from secondary school and worked to establish contacts with approved tertiary schools. It researched information on scholarships available to African women for post-secondary education.

The South Salem High School Rotary Interact Club transitioned to become the South Salem High School Beth's Girls Club. They sold t-shirts, cards and peanuts at Zambia Night. West Salem High School started a Students for Change Club that is interested in working with EBZEF. The Committee also worked with the Glendover Elementary School in Lexington, KY, for a potential fund-raiser for EBZEF by a new teacher named Elizabeth Bowers. It is the goal of the committee to establish one new school partnership each year.

The Committee sent messages of support for Beth's Girls and their families who completed Life Skills courses in March. It prepared an annual letter to Beth's Girls and created questionnaires to obtain more information about girls in Lumwana West receiving EBZEF scholarships. Information from letters from Beth's Girls is summarized for inclusion in the EBZEF newsletter and the website.

Life Skills training was conducted for Beth's Girls and members of the Lumwana West village in 2009. Nineteen facilitators, including 12 teachers and 7 Girls' Club leaders, worked with 50 girls and their families to explore pregnancy issues, HIV/AIDS, assertiveness training, gender roles, self-esteem and much more. The training included an initial 2-day Training of Trainers session for the facilitators, followed by a 4-day Life Skills Workshop for nearly 150 people. At least 70 people were tested for HIV/AIDS at the end of the session. The community is invited to apply for another grant for Life Skills training from Peace Corps in 2010.

The Committee is investigating preparing an electronic scrapbook of activities and events that can be included on the EBZEF website.

Fund-raising/Grant Committee, Jeani Bragg chair

Purpose: Oversee publicity, events, grants and scholarships for EBZEF.

Several Letters of Inquiry (LOI) were prepared and submitted to foundations in 2009.

Fund-raising activities held throughout 2009 included publications, events, and preparation of informational materials.

- *Memberships/Subscriptions*
 - EBZEF is a member of the Nonprofit Association of Oregon (NAO)
 - EBZEF is a member of the Mid-Valley Executive Directors Network sponsored by Technical Assistance for Community Services (TACS)
- *Events/Presentations*
 - Participated in Willamette University Africa Week in February
 - The Willamette University Hatfield Library sponsored an EBZEF display for the month of February.
 - Participated in Salem World Beat Festival in June
 - Participated in the Day of the African Child in Portland in June
 - Sponsored Annual Zambia Night EBZEF Fund Raiser. A silent auction and a Zambian Market were held at the Blue Pepper Café in Salem. Entertainment was provided by the Artemis Tribal Belly Dancers from the Cira Dance School and by Mark Powers' The Kola Nuts Percussion Ensemble. Dr. Brian Temple presented *Life in an African Village: The Difficulties Women Face* and Linda & Gerry gave a

presentation on the *Memorial Library Dedication* from their July trip to Zambia. Many volunteers participated in Zambia Night, Fat Barrel Wine contributed wine, and many donors provided baskets and materials for the silent auction.

- *Informational Materials/Publications*
 - Newsletters were published in May, September and December and circulated by mail and email. The September newsletter focused on reporting on the July trip to Zambia and the solar electric challenge grant.
 - The website revamp was completed and continues to be updated to include new and changing information (www.bethsgirls.org)
 - The Lions International Magazine published an article about the Oesterling (Linda and Mike's) family involvement with the Lions Club and how the Kitwe Nakana Lions Club helped Beth's Girls receive cataract surgery in Zambia.
 - Angela Wanak prepared an article on EBZEF that was published in the Willamette University Law Journal.
 - The new EBZEF video of the Memorial Library dedication was released in December and is now on the website.
- *Reorganization*
 - The Fund-Raising/Grant Committee will become two separate committees in 2010
 - Fund-Raising, Leonard Kelly chair
 - Grants, Jeani Bragg chair

Library Committee, Karen Chittick chair

Purpose: Responsible for oversight of library construction and furnishings, shipment of books, librarian oversight, library programs and policies, and general facility maintenance.

The big project for 2009 was the "hand over" of the newly completed and stocked Memorial Library/Learning Center in Lumwana West. The Library Committee worked with the Bowers and the Education Committee to select books and gifts for the celebration in Zambia. Committee members researched Zambian authors to include in the books to be made available in Lumwana West. Willamette University students edited and illustrated Mr. Njolomba's book on animals. This book was displayed at the dedication ceremonies in Lumwana West and is included in the Library. A photo essay of the construction and stocking of the Lumwana West Memorial Library is available on the EBZEF website.

The Committee coordinates activities with the Lumwana West Library Committee and is working with them to design special literacy programs for use of the Library.

The Committee staffed the EBZEF information table at the Willamette University Africa Week in February and coordinated the Hatfield Library EBZEF display. Bookmarks were made to depict both the WU Hatfield Library and the Lumwana West Memorial Library/Learning Center.

Technology Committee, Michal Wert chair

Purpose: Investigate opportunities for how technology can improve the quality of life for Lumwana West families. Specifically, look at the potential for solar power and computers for the Library.

The Bowers and Michal Wert made a presentation to the Portland Chapter of Engineers Without Borders (EWB) to request their support for developing a solar electric system for the Library. They were instrumental in engaging the newly formed Tri-Cities EWB chapter in eastern Washington in our project. EBZEF is negotiating with the Tri-Cities Chapter for assistance in bringing electricity to the Lumwana West library. An engineer with the San Francisco EWB Chapter, with experience on similar projects in Nepal, is also interested in working with the Tri-Cities EWB and EBZEF on this project. This team is conducting a needs assessment and preliminary work program for money and materials required.

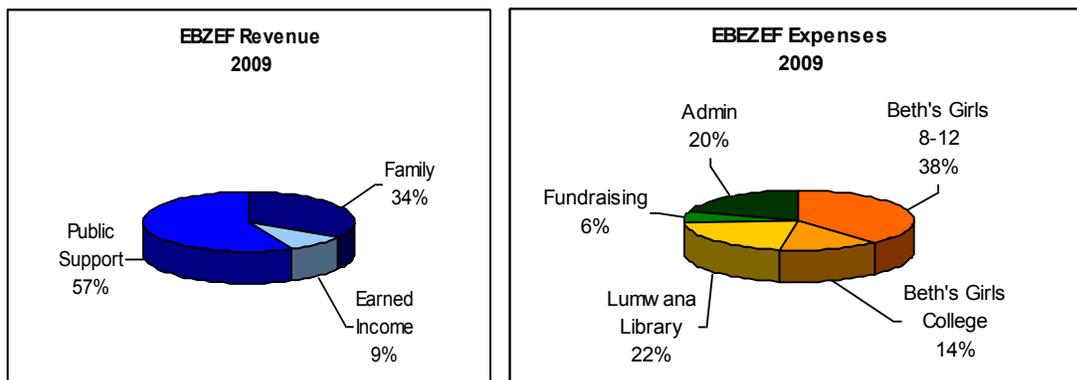
EBZEF donors matched a generous \$5,000 challenge grant that will provide \$10,000 to pay for preliminary engineering and to kick off the project. It is estimated that an additional \$10,000-15,000 will be needed to complete the project and to provide equipment (computers, printer, projector). This will require a significant fund-raising effort in 2010.

Intercultural Advisory Committee, Fordson Kafweku/Dan Irvine co-chairs

Purpose: Advise the EBZEF Board and Committees to ensure sensitivity and suitability of approaches to programs and the people of Lumwana West and Zambia. Committee members provide practical advice, guidance and information on how programs work in undeveloped countries and on international resources for EBZEF programs. Specific advice, guidance, and information is regularly provided on how things work in Zambia, and on how EBZEF is perceived and regarded in Zambia and Lumwana West.

FINANCIAL STATUS

EBZEF continues to spend the majority of its income (74 percent) for program services. These costs include education and supplies for Beth’s Girls in grades 8-12 and college, construction and books for the Lumwana West Library, and funds to help construct a Librarian’s house in the village. Fundraising costs remain low because of the many volunteers who support fundraising activities. A statement of financial activities for 2009 is available upon request.



BETH'S GIRLS

According to EBZEF Board Member Fordson Kafweku, the Zambian Education Minister's 2008 report shows that only the NW and Luapula Provinces have had all the girls who sat for the grade 7 examinations selected into secondary school. This is due primarily to the EBZEF scholarship program.

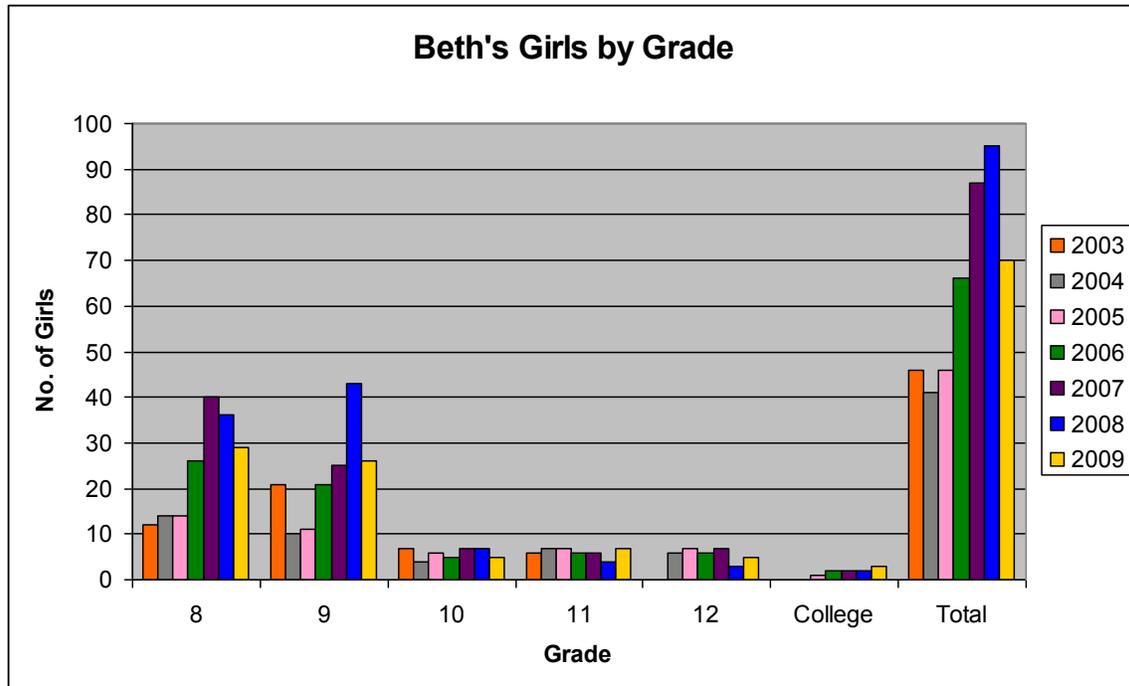
Beth's Girls sign an agreement to be diligent in their studies, to live a healthy lifestyle and to mentor younger girls. They also promise to try to find a way to give back to the village. They and their parents sign contracts that they will support EBZEF's goals and ideals. The girls receive information on Beth and her values and correspond with the Fund to report their progress and discuss their goals for the future. Life Skills training helps Beth's Girls and their families meet the intent of their contracts.

Educational scholarships for 2009 included school fees, books and supplies, uniforms, tutorial and exam fees, plus room and board for high school students at Mwinilunga and Mukenge High Schools, and college tuition and expenses. As of 2009, Solwezi Technical High School no longer accepts female students.

On recommendation from the Lumwana West Executive Committee (LWEC), increased efforts were made to ensure that girls receiving scholarships meet the terms of their contracts. This is especially important to ensure that funds are available as Beth's Girls graduate from high school and request assistance to pursue higher education or other training. The LWEC and EBZEF will continue to work together to make an education available to any girl who is willing to work hard and to use the scholarship to improve her quality of life and that of her community.

The following table and graph show the breakdown of girls supported by EBZEF since the program began in 2003. For first time 8th grade Girls, ages range from 12 to 22. Only nine of these girls have both parents, and many live with grandparents, aunts, uncles and older siblings, with the number of children in their families ranging from 2 to 14.

	2003	2004	2005	2006	2007	2008	2009
Grade 8	12	14	14	26	40	36	29
Grade 9	21	10	11	21	25	43	26
Grade 10	7	4	6	5	7	7	5
Grade 11	6	7	7	6	6	4	7
Grade 12	0	6	7	6	7	3	5
Subtotal	46	41	45	64	85	93	72
College	0	0	1	2	2	2	3
Total	46	41	46	66	87	95	75



Mary Lundeba, Beth’s fisheries advisor in the Peace Corps and a special Beth’s Girl, graduated from Penn State University in August 2009 with a PhD in Fisheries Science. She returned to Zambia after three years of study in the US and plans to publish her dissertation on fish identification in Lake Malawi.

After three years of study, Prudence Masayinga received an Advanced Diploma in Rural and Urban Management from Chalimbana Government Training Institute in Lusaka. Prudence is the first of Beth’s Girls to complete high school and college under EBZEF scholarship. She was hired by World Vision Zambia as a Community Development Worker in the NW Province and will continue to serve as a role model for Beth’s Girls.

The following Beth’s Girls pursued higher education and training in 2009:

- Sandra Kamulosu completed a one-year program in a Secretarial and Office Management Course at the Solwezi Trades Training Institute at the end of 2009. She was accepted at the Zamtel Library School in Zambia and will begin classes in January 2010. She intends to return to the village to use this education to support the new Library/Learning Center.
- Dianah Masumbah is pursuing a two-year teacher’s training program at Solwezi College of Education, having completed her first year successfully
- Angela Kasongo, is pursuing an 18-month program for an Advanced Certificate in Food Production at the Hotel & Tourism Training Institute Trust at Fairview Training Institute in Lusaka.



Mary Lundeba



Sandra Kamulosu, Prudence Masayinga,
Dianah Masumbah



Angela Kasongo

LOOKING FORWARD TO 2010

Education

A priority of EBZEF is to support girls in grades 8-12. As more of Beth's Girls graduate from high school and wish to pursue higher education or trade schools, fund-raising will need to increase if we wish to continue to support all our Girls.

PCV Hillsley recommended that EBZEF require Life Skills training for all girls wishing to receive EBZEF scholarships. EBZEF will continue to support this important Peace Corps program.

Secondary School

The Lunga ADP in Lumwana West is becoming established with the support of World Vision South Korea. Because of EBZEF's support of the community, the Ministry of Education will add grade 10 studies in Lumwana West in 2010, grade 11 studies in 2011, and a fully operational secondary school system by 2012. This is conditioned upon construction of a science and laboratory building by 2012. This would greatly reduce the cost of educating Beth's Girls and would allow EBZEF to apply savings to high school graduates who wish to continue their education and training.

The Tri-Cities EWB is interested in developing a five-year program to support Lumwana West. The first project will be to partner with EBZEF to define and install the solar electric system for the library. They will work with the community of Lumwana West to define other projects. EBZEF will encourage them to consider the science laboratory as a future project.

Library

A house for the librarian was completed in December 2009, and a librarian should be hired by the Ministry of Education in 2010. Sandra Kamulosu will study Library Science for six months at Zamtel Library School to become a village librarian. A major effort for 2010 will be construction of a solar electric system for the library and provision of computers and other equipment.

Fundraising

Newsletters continue to be the major fund-raising venue. With the success of the shorter and focused newsletter in the summer, at least one or two smaller newsletters may be prepared in 2010 in addition to the two larger newsletters in the spring and late fall. These

will coincide with significant events, such as fund-raising for purchase and installation of the solar electric system for the library. It will also be important to begin to engage corporate sponsors to help fund the solar electric system.

Although Zambia Night will continue as an opportunity to share EBZEF with the community and to recognize friends and donors, other opportunities for events will be considered as well and will depend on the number and energy of volunteers who can support the events.

EBZEF greatly appreciates the many generous donations received throughout the year that are the heart of the fund-raising program. It is especially gratifying to receive donations from individuals who have supported EBZEF and Beth's memory since the program began.

Administration

The Board approved contracting for administrative support for the Executive Director in 2010. A work program defining the work to be done and expected products will be prepared for this work.

Working with partners continues to require substantial effort and to provide substantial rewards. With a new 5-year MOU with World Vision, EBZEF looks forward to working with the new Lunda ADP and to developing a secondary school in Lumwana West. The partnership with EWB will be a major project in 2010.

For more information on EBZEF and its partners:

Elizabeth Bowers Zambia Education Fund - www.bethsgirls.org

World Vision International - www.wvi.org

Peace Corps - www.peacecorps.gov

Attachment A
ELIZABETH BOWERS ZAMBIA EDUCATION FUND

2009 BOARD OF DIRECTORS

Linda O. Bowers, President
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Salem, OR

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