

**THE ELIZABETH BOWERS
ZAMBIA EDUCATION FUND**

2010 ANNUAL REPORT



CONTENTS

EBZEF MISSION.....	2
SIGNIFICANT 2010 EVENTS	2
BETH’S ROSE.....	2
CELEBRATION OF LIGHT CEREMONY IN LUMWANA WEST	2
LUMWANA WEST SELECTED FOR SECONDARY SCHOOL STATUS	3
BETH’S GIRLS	3
ADMINISTRATION	5
EBZEF PARTNERS AND FRIENDS	5
BOARD OF DIRECTORS	6
EBZEF COMMITTEES	6
Executive Committee, Linda Bowers chair	6
Finance Committee, Leonard Kelly chair	7
Education Committee, Angela Wanak chair	7
Grant Committee, Jeani Bragg chair	8
Fundraising Committee, Leonard Kelly chair	8
Library Committee, Karen Chittick chair	9
Technology Committee, Michal Wert chair	10
Intercultural Advisory Committee, Fordson Kafweku/Dan Irvine co-chairs	10
FINANCIAL STATUS	11
LOOKING FORWARD TO 2011	11
Education	11
Secondary School	11
Library	12
Fundraising	12
Administration.....	12
ATTACHMENT A	13
EBZEF BOARD OF DIRECTORS	13
ADVISORY BOARD.....	13

The Elizabeth Bowers Zambia Education Fund 2010 Annual Report

EBZEF MISSION

The mission of the Elizabeth Bowers Zambia Education Fund (EBZEF) is to provide scholarships for the education of young women from the village of Lumwana West in NW Zambia, Africa. This includes grades 8, 9 and 10 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 educational support facilities and networks within the community of Lumwana West.

EBZEF is a 501(c)(3) public charity operating under the laws of the State of Oregon. It was established in 2003 in memory of Elizabeth Bowers by her family and friends. Beth, a Peace Corps volunteer, died in a bicycle accident while serving in Lumwana West in 2002.

SIGNIFICANT 2010 EVENTS

BETH'S ROSE

Judy Singer, a small rose breeder from Tucson, Arizona, developed a pink rose, old-fashioned in form and hardy in extreme heat. Following a dream in which she met a woman named Elizabeth Bowers, Judy requested EBZEF's permission to name the rose in honor of Beth. Rogue Valley Roses of OR will propagate and sell the plant as the "Elizabeth Bowers Rose."



CELEBRATION OF LIGHT CEREMONY IN LUMWANA WEST

Gerry and Linda Bowers traveled to Lumwana West in August to oversee installation of solar panels, lighting, and laptop computers for the Memorial Library. Rob Rowlands, a New Zealander and a retired electrical engineer from CA, volunteered to define the solar electric system needed, coordinated with a local vendor, and met Linda and Gerry in Lumwana West to oversee installation of the system. With many years' experience on similar projects in Nepal, he helped define the proper level of equipment needed for the community and ensured a fully functioning DC system.



Installing solar panels



Rob explaining solar principles



Installing lighting



Hooray! We have lights!

EBZEF provided the solar panels and equipment, four computers, and a wide range of software programs as well as a printer/scanner. Prudence Masanyinga, with the help of

Beth's Girls, orchestrated a "Celebration of Light" ceremony for the community to thank the Bowers, EBZEF and all the volunteers and donors that made the project possible.



Makeshi dancer and kids at Celebration of Light



Beth's Girls using computers

Funds will be needed for maintenance of the solar panels and lighting, as well as for a night watchman. In good capacity building form, the village charges a fee for library use by people outside the community, for membership fees, for use of the computers and printer, and for surplus electricity to charge batteries, cell phones, etc.

While in Zambia, Linda and Gerry met with numerous Lumwana West, Peace Corps, World Vision Zambia, and Zambia Ministry of Education leaders to discuss EBZEF's progress in the village and to enlist continued support for Beth's Girls and the community.

LUMWANA WEST SELECTED FOR SECONDARY SCHOOL STATUS

The Zambia Ministry of Education (MOE) selected Lumwana West for secondary school status, in good part because of the regional library constructed with EBZEF support. The MOE added grade 10 studies in Lumwana West in 2010. Grade 11 studies will be added in 2011, and a full secondary school system is projected to be in operation in the community by 2012. This is conditioned upon construction of a science and laboratory building by 2012.

Providing secondary school education in Lumwana West will make secondary school education more accessible, eliminating the need for costly boarding schools. All students will have better access to the lighted regional Lumwana West Library and computers for study, and will live at home with their families year round. In particular, Beth's Girls will be more available to serve as role models for girls in the community and will be in better position to "give back" to the community throughout the year.

BETH'S GIRLS

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. EBZEF works with the Lumwana West Executive Committee (LWEC) for recommendations on girls to receive scholarships and to ensure that Beth's Girls meet the terms of their contracts. Linda talked at length with Beth's Girls about their educational goals during her visit in August.

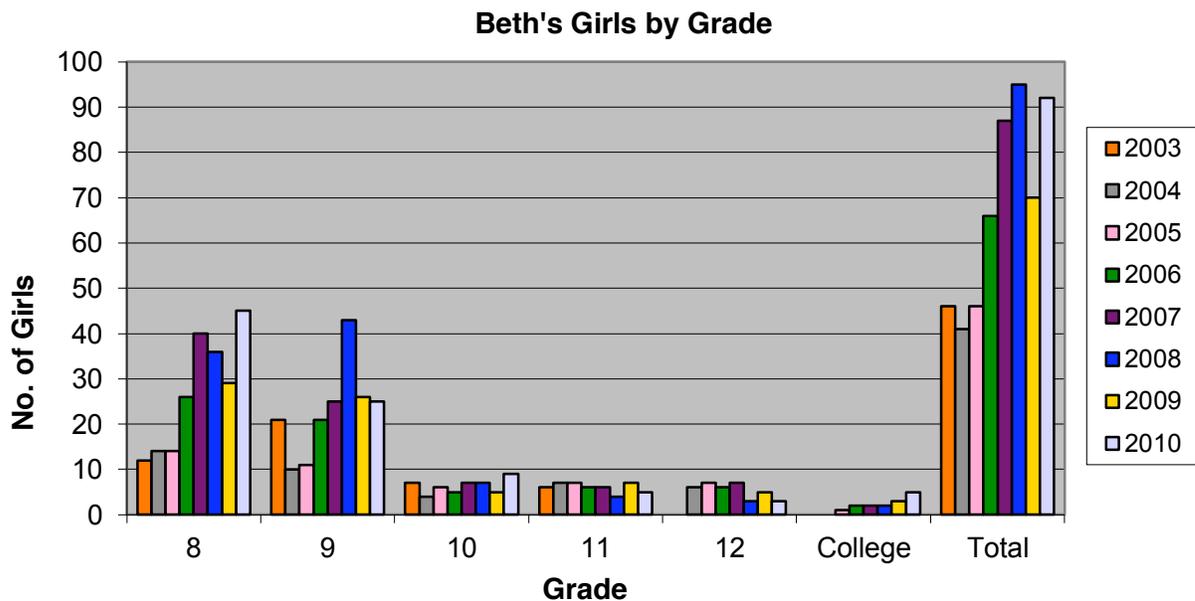


Linda & Beth's Girls

Educational scholarships for 2010 included school fees, books and supplies, uniforms, tutorial and exam fees for Beth's Girls in grades 8 through 12, plus room and board for students at Mwinilunga and Mukenge High Schools. Scholarships were provided for five girls to attend tertiary or trade schools.

The following table and graph show the breakdown of girls supported by EBZEF since the program began in 2003.

	2003	2004	2005	2006	2007	2008	2009	2010
Grade 8	12	14	14	26	40	36	29	45
Grade 9	21	10	11	21	25	43	26	25
Grade 10	7	4	6	5	7	7	5	9
Grade 11	6	7	7	6	6	4	7	5
Grade 12	0	6	7	6	7	3	5	3
College	0	0	1	2	2	2	3	5
Total	46	41	46	66	87	95	75	92



The following Beth's Girls pursued higher education and training in 2010 under EBZEF scholarships:

- **Dianah Masumbah** studied at Solwezi Teachers College. She is working with Sandra to develop and administer a pre-literacy program at the Lumwana West library.
- **Angela Kasongo** pursued a 2-year program for an Advanced Certificate in Food Production at the Hotel & Tourism Training Institute Trust at Fairview Training Institute in Lusaka.
- **Rachel Kamwandi** is studying at Copperbelt International College in Kitwe for a 2-year social work diploma.
- **Rachel Kaluba** is studying at the Solwezi Trades Institute.

Prudence Masayinga continues to work for World Vision Zambia as a Community Development Worker in the NW Province. She is an excellent resource for EBZEF to help manage the program locally. Prudence would like to return to college to complete an undergraduate degree.

Sandra Kamulosu completed classes at Zamtel Library School in Zambia in July and returned to Lumwana West as the first librarian for the Memorial Library. A librarian position is not approved for Lumwana West, and the MOE is looking for a way to pay Sandra's salary. EBZEF has been paying Sandra's salary until the MOE can assume this responsibility.



Linda with Prudence and Sandra



Rachel Kamwandi



Sandra and Dianah in Library



Angela Kasongo

As more of Beth's Girls graduate from tertiary and trade schools, they are entering a difficult and competitive job market. Over the next year, EBZEF will consider whether and how to support these girls as they look for employment.

ADMINISTRATION

EBZEF PARTNERS AND FRIENDS

World Vision Zambia (WVZ) administers education funds locally in Zambia for a 10% fee. Our WVZ agent is the Lunga Area Development Program (ADP), which is supported by World Vision South Korea. A Memorandum of Understanding (MOU) was signed in 2009 to renew this partnership through 2014. The position of Lunga ADP manager in Mwinilunga changed twice in 2010. The current Manager is Bismark Muyuni. Samson Mpundu and Wezi Kaira continue to support EBZEF in Mwinilunga. Mike Veitenhans was appointed as the National World Vision Director in 2010.

Peace Corps is an original partner and continuous supporter of EBZEF. Tom Kennedy was appointed as new Peace Corps National Director in 2010.

The Mid-Columbia Chapter of Engineers Without Borders (MCC-EWB) is committed to working with Lumwana West on infrastructure projects. EWB engineers Kelsey Edwardsen and Forrest Lowell travelled to Lumwana West with the Bowers to conduct an assessment of the community needs and to define priority projects. Generally, EWB commits to a five-year program for improvements based on community input.



Kelly & Forrest taking/ testing water samples with help from Beth's Girls

The first priority agreed upon by the community is a science/math lab building so that Lumwana West can be designated a secondary school by the Ministry of Education. Other high priorities are water accessibility/quality and waste treatment.

BOARD OF DIRECTORS

The Board provides direction and oversight for the EBZEF program. Meetings of the Board were held on March 18, July 13 and December 7, 2010. 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.

EBZEF welcomed **Stewart Williams** as a new member of the Board of Directors. Stewart is a Vice-President with Columbia Bank and has been a long-time supporter of EBZEF.

Significant events for Board members in 2010 include:

- Board Member **Fordson Kafweku** was promoted to Operations Director for World Vision Zambia. He visited with EBZEF Board members in Salem in April.
- Advisory Board Member **Angela Wanak** was sworn in as a member of the Oregon State Bar Association. She is expecting her second child in early 2011.

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.

Linda and Gerry reiterated their commitment to EBZEF through 2015. This is a total of ten years from when EBZEF received its 501(c)(3) designation. Efforts through 2015 will focus on establishing an endowment and defining the future role of Beth's family in the program.

EBZEF purchased liability insurance through **Bliss Sequoia**, agents for the Alliance of Nonprofits for Insurance (ANI). ANI is a family run non-profit organization that specializes in working with other non-profits.

Books were purchased to support the new Grade 10 in Mwinilunga at a cost of \$3,000. It is expected that this is a one-time cost as the secondary school becomes a reality in Lumwana West and that the Ministry of Education will pay for books in the future.

Bob Kister was hired to maintain and continue to develop the EBZEF Website. EBZEF contracted with **Beth Dittman** to provide office support to the Executive Director.

The Executive Committee defined funding priorities for the Grant Committee for 2010. Priorities included:

- Solar electricity for the Library
- Computers, printers and scanner for the Library
- Cells phones, internet access and installation for Lumwana West

- Textbooks for the Library
- College Fund

Finance Committee, 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.

Annual budgets are prepared based on anticipated school attendance for each year.

Melhorn & Associates prepares annual taxes for EBZEF. They provide quarterly bookkeeping reports for the Finance Committee to monitor EBZEF finances.

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 to oversee the library program. Mr. Njolomba served as host and interpreter for MCC-EWB, Rob Rowlands and the Bowers during their trip in August. He served as the local EBZEF representative to coordinate and oversee installation of the library solar electric system, and he coordinated on EBZEF's behalf with the new librarian and the community parents and teachers. He is 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 South Salem High School (SSHS) Beth's Girls Club and other volunteers represented EBZEF at the World Beat Festival. The SSHS sold t-shirts, cards and peanuts at Zambia Night. They wrote letters to Beth's Girls to let them know that they are interested in them. They continue to update and expand the Post-Secondary School Information Binder to help identify schools and opportunities for Beth's Girls after graduation.



SSHS Beth's Girls at Zambia Night

The Education Committee updated the history of scholarship recipients to include a chart of all of Beth's Girls and grades completed. EBZEF has educated about 255 girls so far. A survey was prepared for Linda and Gerry to take to Zambia to gather more information about Beth's Girls. This will allow EBZEF and the Committee to better understand the needs and circumstances for the Girls.

According to UNICEF, a young woman can miss up to 10% of her school days during menstruation because she cannot afford effective sanitary protection. The Committee worked with GladRags in Portland, who invited its customers to donate new, reusable menstrual pads online. The Bowers delivered these pads and other donated toiletries to the girls in August.

The Education Committee strives to add one new school group each year to partner with EBZEF and to provide students an opportunity to learn about Beth's Girl's and engage their creativity to implement fundraising. In addition to SSHS, the Committee is working with Willamette University, University of Portland, and Adam Stephens Middle School.

Grant Committee, Jeani Bragg chair

Purpose: Identify opportunities and oversee grants and scholarships for EBZEF.

The Fund-Raising/Grant Committee was reorganized to become two separate committees in 2010. A four-phase strategy for the Grant Committee for 2010 was developed to include:

- Phase 1: Requisite funding priorities. This was provided by the Executive Committee.
- Phase 2: Donor potentiality and collection of data. This included developing worksheets for research and preparation of packets for grant writers.
- Phase 3: Funding cycles. Prepare a schedule of funding cycles/deadlines.
- Phase 4: Apply for funding. Assign a lead grant writer for each letter of inquiry (LOI).

Several LOI were prepared and submitted to foundations in 2010. Successful contacts and grant applications included:

- **National Solar** donated \$2,000 for the solar electric system. They also provided publicity for EBZEF on Oregon Public Radio.
- **Goodman Family Foundation** awarded EBZEF a \$5,000 grant for its Light & Literacy program. This was the first international grant provided by the Foundation.
- **Columbia River Peace Corps Association** awarded EBZEF a \$900 grant to pay for Dianah Masumbah's salary for three months to initiate a pre-literacy program at the Library.



Kids in pre-literacy program

Fundraising Committee, Leonard Kelly chair

Purpose: Develop and implement a fundraising strategy for the Board and volunteers. Oversee publicity and events for EBZEF.

A Fundraising Committee was created in 2010. Its goals are to increase the EBZEF donor base, show donors how funds are used, and build relationships. Key elements of the fund-raising plan included:

- Emphasize feature stories in the newsletters.
- Prepare and send "save the date" postcards for Zambia Night.
- Consider greeting cards for donors in November with photos of girls and a simple thank you statement.
- Investigate a 5K run in Portland with other groups that support African projects.
- Consider a wine and cheese event, in addition to Zambia Night.
- Evaluate how to use Facebook and Twitter to encourage and stay in touch with donors.
- Thank all donors personally, a task to be shared by Board members.

EBZEF donors matched the \$5,000 challenge grant to bring light to the Memorial Library in Lumwana West. The focused fund-raising program for the solar electric system covered all costs associated with installation of the system, computers, and software.

Liesa Kister is the new Event Coordinator for EBZEF. She is working with the Pi Beta Phi sorority at Willamette University to develop a “Village Fire” and “Village Moon” jewelry and clothing line as a fund-raiser for EBZEF. Liesa designed the products to be sold at EBZEF fundraising events.

Memberships/ Subscriptions

- EBZEF is a member of the Nonprofit Association of Oregon (NAO).
- EBZEF is a member of the Mid-Valley Executive Directors Network.

Events/ Presentations

- Participated in Willamette University Africa Market Day in February.
- Linda and Jeani attended a two-day literacy conference in Salem in February.
- Participated in Salem World Beat Festival in June.
- Participated in the Day of the African Child in Portland in June.
- Sponsored the Annual Zambia Night to interact with and thank EBZEF donors. A silent auction and a Zambian Market were



*Eleanor & Rosemary
World Beat Festival
Volunteers*



*Michal & Gerry
enjoy Zambia Night*

held at the Clockworks Café in Salem. Entertainment was provided by the Artemis Tribal Belly Dance Troupe and the Kola Nuts African drummers. Linda & Gerry gave a presentation on the Memorial Library lighting ceremony from their August trip to Zambia. Many volunteers participated in Zambia Night, and many donors provided baskets and materials for the silent auction.

Informational Materials/ Publications

- Newsletters were published in April, September and December and circulated by mail and email. The September newsletter focused on reporting on the August trip to Zambia and the solar electric project for the library.
- The website revamp was completed and continues to be updated to include new and changing information (www.bethsgirls.org).
- Linda and Gerry and the EBZEF program were featured twice in the Collegian, the student newspaper of Willamette University in Salem.
- Capital Community Television (CCTV) Channel 22, Salem, recorded an interview with Linda and Gerry on EBZEF and their summer trip to Zambia. It was played at Zambia Night in Salem and will debut on TV in January 2011.

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 librarian’s house in Lumwana West was completed in early 2010.

The Library Committee developed a framework of an early childhood development program for the Lumwana West Library. They made a list of child development gifts for the Library, possible library programs, themed activities and a story hour. The hope is to have one or two of Beth's Girls implement early childhood programs in the community. Two boxes of early childhood development books were donated from Chemeketa Community College to use as a resource. The Committee would like to create a culture in the community that values their own language as well as learning English.

At the request of Mr. Njolomba, the Committee created a protea logo for an ownership stamp for the books in the Lumwana West Library. A date stamp and a variety of ink colors were delivered during the Bowers' trip. Bookplates were created for Lumwana West books.

The Committee researched fundraising opportunities to support the Lumwana West Library and its schools, including:

- International Sustainable Library Development Interest Group to help raise awareness among librarians for EBZEF's library project in Zambia.
- Zambia Country Director of Room to Read for partnership opportunities.
- Sister Libraries Program, trying to establish a sister library relationship between the Lumwana West Library and the Willamette University Hatfield Library.

The committee continues to look for opportunities to help Beth's Girls and members of the Lumwana West community to write their own stories. They are preparing a list of basic supplies for activities for the library, and suggested programs including adult literacy, family story time, singing, dancing and musical instruments, poetry time, and skills and crafts.

Technology Committee, Michal Wert chair

Purpose: Investigate opportunities for how technology can improve the quality of life for Lumwana West families.

EBZEF donors matched a \$5,000 challenge grant that provided \$10,000 to kick off the solar electric project for the Lumwana West library. With generous donations and grants from National Solar and the Goodman Foundation, the solar electric system was fully funded and was completed in 2010. The library now has lights, computers, and an impressive software library due to a \$2,000 gift from Ashok and Laurie Sharma for software purchases.

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

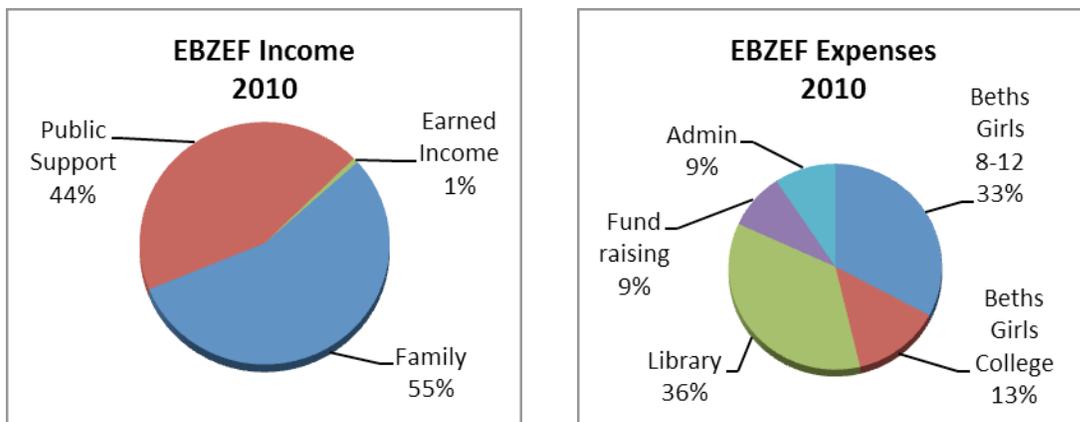
Purpose: Advise the EBZEF Board and Committees to ensure sensitivity and suitability of approaches to programs and the people of Lumwana West and Zambia.

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 (82 percent) for program services (see pie charts). In 2010, these costs included education, uniforms and supplies for Beth's Girls in grades 8-12 and college, and purchase and installation of a solar electric system and computers for the Lumwana West Library. Fundraising costs remain low because of the many volunteers who support fundraising activities. Administrative costs are borne primarily by Beth's family.

This was an unusual year for family contributions. Beth's grandmother Helen Bowers died in November 2009, and contributions from the estate of Helen Bowers and from family in memory of Helen increased total family contributions above previous years. A statement of financial activities for 2010 is available upon request.



LOOKING FORWARD TO 2011

Education

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. As the girls complete their education and training and prepare to look for employment, EBZEF needs to define its role in helping girls effectively compete for and find good jobs.

Secondary School

The Ministry of Education added grade 10 studies in Lumwana West in 2010. Grade 11 studies will be added in 2011, and a fully operational secondary school system will be in operation in the community by 2012, conditioned upon construction of a science and laboratory building by 2012.

During the assessment trip by the MCC-EWB, the community identified construction of a science and laboratory building as its highest priority. EWB is still becoming established as a

chapter, but is looking to work with the community to move forward with this project as quickly as possible. EBZEF is committed to working with the community and other partners to realize this important accomplishment.

Library

A house for the librarian was finally completed in early 2010. Sandra Kamulosu is working as the librarian for the Lumwana West Library, but it is important to have this position recognized and funded by the Zambia Ministry of Education. EBZEF will continue to urge the MOE to fund this position in Lumwana West.

Fundraising

The *Light and Literacy for Lumwana West* program was very successful thanks to generous donations over the past two years. It is expected that EWB will fund and manage construction of the science building in 2011/12 to allow Lumwana West to become a secondary school community. EBZEF will work with the EWB to help make that a reality.

Fundraising for 2011 will focus on establishing an endowment for EBZEF to make the program self-sustaining. A solid endowment program will enable EBZEF to continue as a resource for Beth's Girls and the community of Lumwana West well into the future.

Newsletters continue to be the major fund-raising venue. 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

Working with partners continues to require substantial effort, but it provides substantial rewards. EBZEF looks forward to working with the Lunda ADP and to developing a secondary school in Lumwana West. Coordinating with EWB for construction of a science building will be a major project in 2011.

The Bowers family is developing a transition plan to prepare a seamless transfer of management and major responsibility for EBZEF to others by 2015. It is hoped that Beth's Girls will play a major role in the future of the EBZEF program.

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

Engineers Without Borders Mid-Columbia Chapter - <http://www.ewb-mid-columbia.org>

ATTACHMENT A

EBZEF BOARD OF DIRECTORS

Linda O. Bowers, President
Assoc. Prof. of English (Retired)
Willamette University
Salem, OR

Jeani M. B. Bragg
Associate Director, Lilly Project
Willamette University
Salem, OR

Gerard F. Bowers, PhD
Prof. of English (Retired)
Willamette University
Salem, OR

Daniel E. Irvine
Ops & Resource Dev. Director
Global Health Center
World Vision International
Fort Washington, MD

Karen Chittick, Secretary
Assoc. Dir., Academic Services
Tokyo Int'l University of America
Salem, OR

Fordson Kafweku
Operations Manager
World Vision International
Lusaka, Zambia

Leonard Kelly, Treasurer
VP Am. Baptist Homes Foundation
Salem, OR

Stewart Williams
VP Regional Cash Management
Columbia Bank
Portland, OR

ADVISORY BOARD

Angela Wanak
Attorney at law
Salem, OR

Michal A. Wert, Principal
MW Consulting
Newberg, OR