

**THE ELIZABETH BOWERS  
ZAMBIA EDUCATION FUND**

**2011 ANNUAL REPORT**



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**The Elizabeth Bowers Zambia Education Fund  
2011 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 (boarding school); grades 8-12 in Mukenge Girls' School (boarding school); 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 2011 EVENTS**

**PEACE CORPS 50 YEAR CELEBRATION**

EBZEF Board member Dan Irvine represented EBZEF at the Peace Corps ceremony for fallen Peace Corps volunteers in Washington DC in September. Dan stated that "It was a fitting memorial for Beth, eloquent, energizing, joyful. It made me emotional in her memory and proud of her achievement. It appointed her as lifelong ambassador of this great cause of good will and participant of a legacy of very special Americans. And it was quite clear on this day that these people were not going to forget." This was a wonderful event to remember Beth and all those who gave the ultimate in pursuit of their dreams and ideals.



Arlington National Cemetery  
Amphitheater

**COMMUNICATION**



New cellular telephone  
tower near Lumwana West

A major challenge for EBZEF has been timely and regular communication with partners, representatives, and scholarship recipients in Zambia. Regular mail is very slow and the nearest internet café is 290 kilometers away in Solwezi. This summer, a cellular telephone tower, antennas and other equipment were installed near Lumwana West, and cell phone service is now readily available in the community. This allows more regular and direct communication with Mr. Njolomba, EBZEF's representative in the village. EBZEF Volunteer Rob Rowlands continues to research options to provide internet service to all the computers in the library, and

Engineers Without Borders (EWB) volunteers will help with any connections that need to be made when they visit Lumwana West in the spring of 2012.

### **STRATEGIC PLANNING FOR EBZEF TRANSITION**

With their recent retirements from Willamette University, Linda and Gerry Bowers have been talking with the EBZEF Board of Directors about the next phase of EBZEF. There were four goals when EBZEF was started:

1. Provide scholarships for girls in grades 8 through college.
2. Build and furnish a memorial library.
3. Assist the community to become designated as a secondary school.
4. Establish an endowment for the future, possibly to be administered by Beth's Girls.

The first two goals have been very successful, thanks in large part to the generosity and support of EBZEF friends and family. A requirement for a secondary school, Lumwana West is working with EWB for construction of a science lab. EBZEF continues to urge the Ministry of Education to follow through with its commitment to designate Lumwana West a secondary school. On-going discussions with the Board are exploring opportunities and options to build a sustainable future for EBZEF and to define the future organization.

### **BETH'S GIRLS**

Since 2003, EBZEF has provided scholarships to over 281 Beth's Girls. Only four girls were enrolled in grades 8-12 from Lumwana West when EBZEF began its programs.

As more girls vie for scholarships, the **Lumwana West PTA/Library Committee** is helping EBZEF to focus on those girls who will make the most of their educational opportunity. As EBZEF looks toward a transition to increased responsibility for education of girls by the community, the PTA provides good advice and serves as a liaison with the community.



Lumwana West PTA & Rob Rowlands

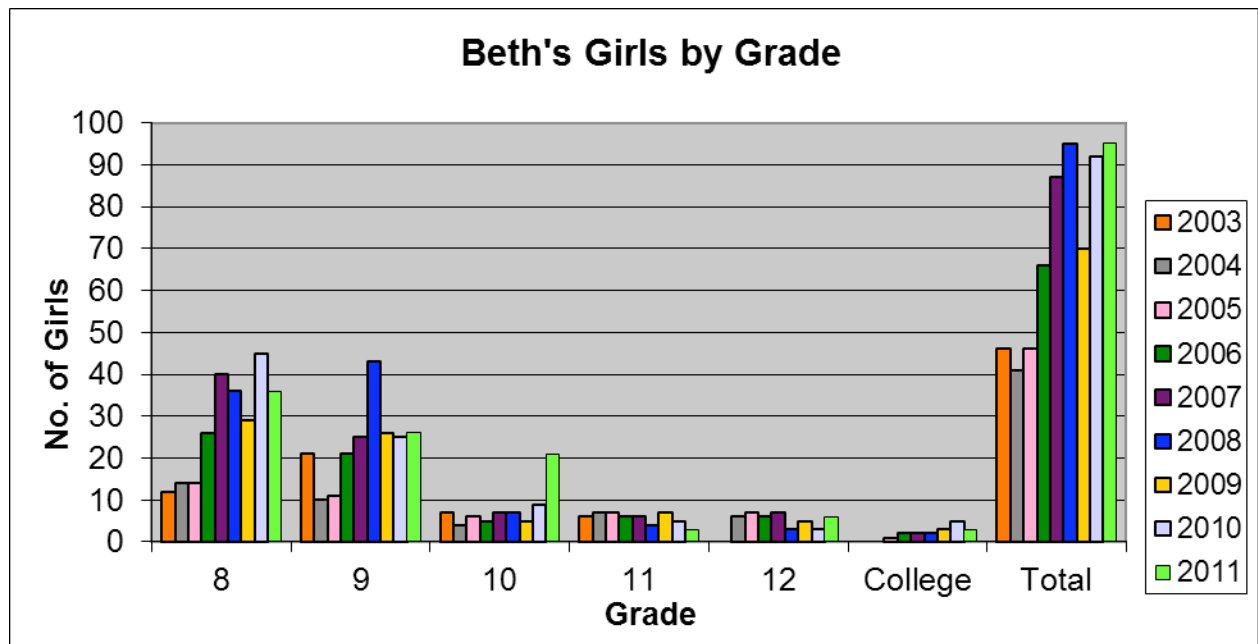
Educational scholarships for 2011 included school fees, books and supplies, uniforms, tutorial and exam fees for Beth's Girls in grades 8 through 12, plus room and board for students at Mwinilunga and Mukenge High Schools. Scholarships were provided for three girls to attend tertiary or trade schools.

Initially, EBZEF scholarships were available for girls to repeat a grade one time, primarily as an effort to encourage pregnant girls to return to school, and to recognize the potential conflicts of supporting their broader family while trying to get an education. On the advice of the PTA, and to minimize potential for abuse by scholarship recipients, the EBZEF Board adopted a policy that scholarships will no longer be available to repeat a grade, unless a specific application is received from the girl and her family, and a compelling reason for repeating the grade is offered.

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.

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

	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Grade 8</b>	12	14	14	26	40	36	29	45	36
<b>Grade 9</b>	21	10	11	21	25	43	26	25	26
<b>Grade 10</b>	7	4	6	5	7	7	5	9	21
<b>Grade 11</b>	6	7	7	6	6	4	7	5	3
<b>Grade 12</b>	0	6	7	6	7	3	5	3	6
<b>College</b>	0	0	1	2	2	2	3	5	3
<b>Total</b>	<b>46</b>	<b>41</b>	<b>46</b>	<b>66</b>	<b>87</b>	<b>95</b>	<b>75</b>	<b>92</b>	<b>95</b>



Three of Beth's Girls graduated from 12<sup>th</sup> grade in 2011. **Medrine Kasongo** and Sisters **Priscovia and Agatha Sangenjo** graduated from Mwinilunga High School. In 2008, EBZEF worked with the Kitwe Lions Club to secure successful cataract surgery for Priscovia and Agatha.

Beth's Girls graduating from higher education and training in 2011 include the following:

- **Angela Kasongo** received an Advanced Certificate in Food Production from the Hotel & Tourism Training Institute Trust at Fairview Training Institute in Lusaka.

- **Rachel Kaluba** graduated from Solwezi Trades Institute and is currently a secretary at the Lumwana Copper Mines.

Currently receiving EBZEF scholarships for higher education or training are the following:

- **Rachel Kamwandi** is continuing studies at Copperbelt International College in Kitwe for a 2-year Social Work diploma.
- **Prudence Masinyinga** is studying for an undergraduate degree in Sociology, focusing on rural and area development at the Mulungushi University School of Distance. She previously received a Certificate and Diploma in Community Development from the Government Training Institute in Chalimbana, and will continue to work full-time for WVZ while completing her correspondence undergraduate degree.
- **Justina Salumawu** is studying at Evelyn Hone College for a 2-year diploma in Radiography.



Priscovia & Agatha

Angela

Rachel Kamwandi

Prudence

Justina



Mary

**Mary Lundebe**, Beth's aquaculture trainer with Peace Corps and our first Beth's Girl, works as Program and Training Specialist in Rural Aquaculture Promotion for Peace Corps Zambia. Her Master's thesis and PhD dissertation have both been accepted for publication. She met this summer with Beth's Girls in Lumwana West, and she continues to be a significant role model for the girls.

**Mr. Njolomba** is studying for a Master's degree in Social Work at the University of Zambia, which will qualify him as Headmaster if the village is approved as a secondary school. Although not one of Beth's Girls, Mr. Njolomba has been invaluable as EBZEF's local representative, and EBZEF contributes a modest amount to support his tuition.



Mr. Njolomba

### LUMWANA WEST MEMORIAL LIBRARY

**Sandra Kamulosu** continues as the Lumwana West Memorial Library librarian. EBZEF has paid her salary to keep the library operating, but continues to work with the Ministry of Education to encourage them to hire for this position.



Librarian Sandra

The Memorial Library is being well used by the community. On a daily basis, over ten adults and 25 students use the library. As the largest of its kind in the NW Province, the Library draws on average two or more people a day from Mwinilunga and Solwezi to do research. Fees charged for memberships, scanning and printing help offset the costs of operating the library. Teachers and students are receiving training on the library's computers, and most are able to use Word and Excel.



Beth's Girls using Library computer

With a grant from **Salem Rotary's Youth Literacy Coalition**, EBZEF funded purchase of the Language Arts textbooks for all grades for the library. EBZEF maintains a list of textbooks to be purchased for the library as funds become available.



Dianah

Teacher's College graduate **Dianah Masumbah** developed the Lumwana West Pre-School. She trained Beth's Girl **Jean Mutepuka** to work with her as a teacher's aide. The preschool program enrolled 35 boys and girls and has strong support from the children's parents. The program has been so successful that the class has moved from the Library to a nearby church. Money from the Penny Drive from Schirle Elementary School helped

to pay for books, supplies, chairs, carpets and mattresses for the preschool program.



Preschool students

## 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 South Korea. A Memorandum of Understanding was signed in 2009 to renew this partnership through 2014. Current ADP manager **Riversage Nzala** exercises care and diligence in helping to administer the EBZEF program locally.

**Chikondi Phiri**, a long-time supporter of EBZEF, moved into the role of Learning Centers and Operations Director for the Southern Africa Region (SAR). He interfaces with learning Center directors and advisors, national directions, the Global Centre and support offices, promoting nine learning Centers. He also provides operational and management support to the Senior Director of SAR Operations to ensure operational performance in the region.

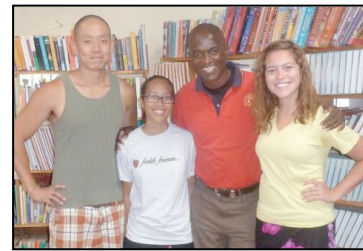


New village well & handpump

In 2011, the ADP constructed an office in Lumwana West next to the memorial library. They also constructed a well and hand pump to provide good quality water close-in to the village. Women have had to walk up to a mile for water of compromised quality, and now potable water is available in the center of the village!

**Peace Corps** is an original partner and continuing supporter of EBZEF. Peace Corps decided not to post a special Volunteer in Lumwana West in 2011 because there was no cell phone capacity in the village. Now that cell phone service is available, the village has reapplied for an extended Peace Corps Volunteer for library and early childhood development work.

**The Mid-Columbia Chapter of Engineers Without Borders (EWB)**, under the direction of Kelsey Edwardsen, is committed to working with Lumwana West on infrastructure projects. EWB engineers Michael Hsu, April Salud and Gabriela Barbosa-Rodriguez travelled to Lumwana West in September to conduct a site assessment for a water treatment system and to work with the community to prepare for construction of a science lab building. They made repairs to the library and the librarian's house that Rob identified during his visit in August. EWB engineers will return in Spring of 2012 to oversee the construction of the science lab. Working with EWB, the **Kitwe Rotary** agreed to partner with the **Mid-Columbia Rotaract** to develop water purification and distribution efforts.



EWB Engineers with Mr. Njolomba

## **BOARD OF DIRECTORS**

The Board provides direction and oversight for the EBZEF program. Meetings of the Board were held on May 5, August 18, and November 22, 2011. 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 2011 include:

- **Linda Bowers**, Board President, and Board member **Gerry Bowers** retired from Willamette University in 2010.
- Board Member **Stewart Williams** received his MBA degree from the Atkinson Graduate School of Management at Willamette University. He and his family also welcomed son Stewart Williams IV.
- Advisory Board Member **Angela Wanak** and her family welcomed daughter Lily Kalei.

## **EBZEF VOLUNTEERS**

- **Rob Rowlands** travelled to Lumwana West in August. He took with him survey forms prepared by the Education Committee to be completed by Beth's Girls to provide information on their goals, and brought back numerous pictures. He worked with the

community to ensure proper operations of the solar electric system for the library, did repairs to the library building, and helped Sandra to catalogue books. Rob is an invaluable resource with his support of EBZEF's program and his "on-the-ground" liaison and help to the community.

- **Lorenzo Lambertino**, who worked on the EBZEF website and helped Board members Skype in for Board meetings from all over the world, moved to CA. Although he is no longer local, he continues to work on the EBZEF website.
- **Jennifer Bowers** set up social media access for the EBZEF program.
- **Liesa Kister** developed the Village Fire African-inspired jewelry and the Village Moon fabrics as EBZEF product lines. She is helped by her mother **Sandi Robertson**, her grandmother **Faye Daugherty**, and Willamette University student **Rachel Woods**.
- **Bob Kister** returned to school full time, and EBZEF has been looking for someone to maintain and continue to develop the EBZEF Website.
- The **Trinity Covenant Church Sewing Group** has provided supplies and meets monthly to sew reusable menstrual pads for Beth's Girls.

## **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.*

The Executive Committee developed an options paper on the future of EBZEF. This paper provided the framework for Board discussions on the focus of EBZEF over the next few years, and how to sustain the program for the long-term.

An annual Terms of Reference agreement was signed with Mr. Njolomba in Lumwana West to complement work done on behalf of EBZEF by WVZ. Mr. Njolomba served as host and interpreter for EWB engineers and Rob Rowlands during their trips in August and September. He is the local EBZEF representative to oversee library activities and to coordinate with the PTA, and will work with EWB for construction of the science lab.

An important topic in 2011 was why Beth's Girls fail. EBZEF initiated discussion with Beth's Girls and others in the community to identify ways that EBZEF can be more supportive and focused, to continue to contribute to the success of the girls and the community.

### **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.*

The Committee prepares an annual budget based on anticipated school attendance for each year. **Melhorn & Associates** prepares annual taxes for EBZEF. They provide regular bookkeeping reports for the Finance Committee to monitor finances.

The Board adopted an Investment Policy to establish a framework for investment objectives, to identify priorities and guidelines, to define eligible instruments and institutions, and to

identify authorities for investments on behalf of EBZEF. This policy will be reviewed and ratified annually by the Board, and will help guide discussions and decisions on future investments and a possible endowment for EBZEF.

### **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.*

Working with local schools for fundraising and other educational efforts, EBZEF is helping students in the Salem area learn about life in Zambia West. Children helping children halfway around the world offers encouragement to all concerned about the importance of education for the young. The Education Committee strives to partner with school groups to provide students an opportunity to learn about Beth's Girl's and to engage their creativity to implement fundraising.

The **South Salem High School (SSHS) Beth's Girls Club** continues to proactively support EBZEF. They adopted the Village Fire jewelry project and sold doughnuts at their school to raise funds for EBZEF. They hosted a display at the SSHS Curriculum Fair to recruit new members and to gain visibility for their club. At Zambia Night, the SSHS girls sponsored a Mancala tournament. They sponsored a pancake breakfast to benefit EBZEF, raising \$400, and raised \$45 wrapping Christmas gifts for the Schirle Elementary Book Fair.

**Rosemary Dorman and Tai White-Toney**, former SSHS Beth's Girls, started a Beth's Girls club at the University of Portland. They help make jewelry and sell Village Fire/Village Moon items on campus, and volunteered at Zambia Night.



Board members Angela and Linda made presentations in several classrooms at **Schirle Elementary School** in April. The students raised over \$600 in a Penny Drive to fund books and supplies for the Lumwana West pre-school.

Angela and Linda also made presentations at the **Adam Stephens Middle School** where students raised over \$100 for EBZEF.

Schirle Elementary School students listen to Mom Carrie Hare & Board Member Angela

EBZEF often learns of higher education plans for Beth's Girls with very little advance notice and no time to raise funds to support them. To address this issue, the

Committee created an application process for Beth's Girls to request college funds, along with recommendation forms and a request for them to inform Mr. Njolomba of their plans. The intent is to have girls think early about their plans for further training/education.

The Education Committee updated the history of scholarship recipients to include a chart of all of Beth's Girls and grades completed. They developed a survey for Rob 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.

### **Grant Committee, Linda Bowers/Karen Chittick co-chairs**

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

The Grant Committee prepared letters of intent and submitted them for foundation funding in 2011. The **Salem Rotary's Youth Literacy Coalition** awarded EBZEF \$1,300 for its *Textbooks for the Library* project. EBZEF's goal is to purchase texts for each grade for each class for Library reference. Since textbooks are limited and for classroom use only, this will allow students and teachers to study evenings, to attend tutoring sessions after school and to prepare for exams. A grant proposal to Find Your Light Foundation in August 2011 did not receive funding.

Willamette University students **Hannah Harper** and **Kate Barker** did research on sources of college scholarships for Beth's Girls.

### **Fundraising Committee, Leonard Kelly chair**

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

The fundraising Committee sponsored a "friend raising" event at the Sokol Blosser Winery in Dundee in July. Many volunteers made the evening a success, and several new friends resulted from the event.



Board members Linda, Angela & Karen at Sokol Blosser Winery "friend raiser"

Information and recognition for donors was increased in 2011. Prior to the holiday newsletter, a post card was sent from Beth's Girls thanking friends of EBZEF for their support.

EBZEF moved into the social networking world in 2011, and is now available on Facebook, YouTube, LinkedIn and Twitter. As we continue to use these sites, we hope to increase EBZEF's donor base and build professional and social connections.

### *Memberships/Subscriptions*

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

### *Events/Presentations*

- Sponsored a mini-Zambia market at Willamette University's Africa Week in February; sold Village Fire/Village Moon products and Zambia market items and provided educational materials on EBZEF and Zambia.
- Participated in Salem World Beat Festival in June.
- Participated in the Willamette University Volunteer Fair in September.
- Sponsored the Annual Zambia Night to interact with and thank EBZEF donors. A silent auction and a Zambian Market were 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 an update on the overall EBZEF program. Many volunteers participated in Zambia Night, and many donors provided baskets and materials for the silent auction.

- Participated in the Pi Beta Phi sponsored Zambia Market at Willamette University in December.



Mancala tournament at Zambia Night

#### *Informational Materials/Publications*

- Salem's Capital Community Television Channel 22 recorded an interview with Linda and Gerry on EBZEF and their 2010 trip to Zambia. It debuted on TV in January 2011.
- Newsletters were published in May and December and circulated by mail and email.
- A *Thank You* to donors from Beth's Girls was mailed/emailed in November.
- The website continues to be updated to include new and changing information ([www.bethsgirls.org](http://www.bethsgirls.org)).

#### **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 Committee explored availability and costs for delivery of magazines and newspapers to the Memorial Library. Because it is so remote, many regular publications do not deliver to Lumwana West. EBZEF will subscribe to *BBC Focus on Africa magazine* for the Library.

**Chemeketa Community College** donated books for early childhood development for the Lumwana West Library.

#### **Technology Committee, Michal Wert chair**

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

While in Lumwana West, Rob assessed operation of the solar electric system and what additional equipment is needed in the Library. There have been no reported issues with the electrical system, and at no time have the solar panels failed to replenish the batteries after the previous evening's use, even during the wet season. EBZEF is encouraging the community to use revenues from excess power to cover replacement materials (lights, cables, etc.) and to provide additional equipment as may be needed to operate the library. As more equipment is added, more solar panels on the library may be necessary in the future.

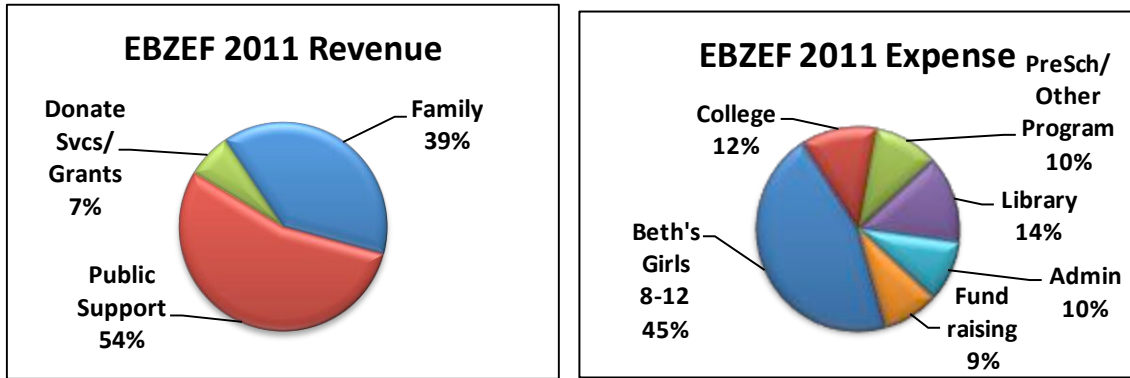
#### **Intercultural Advisory Committee, Fordson Kafweku/Dan Irvine co-chairs**

*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 (81 percent) for program services (see pie charts). In 2011, these costs included education, uniforms and supplies for Beth's Girls in grades 8-12; preschool materials; college; and librarian salary and purchase of textbooks for the library. Fundraising costs remain low because of the many volunteers who support fundraising activities. Administrative costs are borne by Beth's family.



A statement of financial activities for 2011 is available upon request.

## LOOKING FORWARD TO 2012

### EDUCATION

EBZEF is working with the local PTA to encourage parents and the community to fund education for girls in the Lumwana West Basic School (grades 8 and 9). As more of Beth's Girls graduate from high school and wish to pursue higher education or trade schools, the intent is to reduce EBZEF funding for lower grades and focus on those girls who complete high school and move on to higher education and training. The number of EBZEF scholarships for grades 8 and 9 is expected to decrease over time to achieve this goal. At the same time, when Lumwana West becomes a secondary school, higher costs for boarding school will not be needed, and EBZEF funds can be redirected to support more girls in high school and college.

### SECONDARY SCHOOL

EWB engineers will visit Lumwana West in 2012 with the intent to initiate construction of the science and laboratory building. EBZEF will continue to urge the Ministry of Education to designate Lumwana West a secondary school. EBZEF is committed to working with the community and other partners to realize this important accomplishment.

## **LIBRARY**

EBZEF continues to provide major support for the Library, including providing textbooks and equipment. We will continue to pay the Librarian's salary until the Ministry of Education is able to take on that responsibility. The Pre-School program is self-funding, and EBZEF will continue to encourage early education in the village.

## **FUNDRAISING**

The Elizabeth Bowers Rose, developed by rose hybridizer **Judy Singer**, will be available for purchase in England. Rogue Valley Roses in Medford, OR will have plants available in late summer 2012.

Newsletters are 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 WVZ in its new office in Lumwana West, and to EWB completing the science building in 2012.

The Bowers family will continue discussions with the Board of Directors to develop a sustainable transition plan for a seamless transfer of management and major responsibility for EBZEF to others. 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](http://www.bethsgirls.org)

World Vision International - [www.wvi.org](http://www.wvi.org)

Peace Corps - [www.peacecorps.gov](http://www.peacecorps.gov)

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

Annual Report prepared by Michal Wert

## ATTACHMENT A

### **EBZEF BOARD OF DIRECTORS**

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

Fordson Kafweku  
Operations Manager  
World Vision International  
Lusaka, Zambia

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

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

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

Stewart Williams  
VP Regional Cash Management  
Columbia Bank  
Portland, OR

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

### **ADVISORY BOARD**

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

Michal A. Wert  
Principal, MW Consulting  
Newberg, OR

Angela Wanak  
MBA/Law School alumna  
Willamette University  
Salem, OR