



**The Elizabeth Bowers  
Zambia Education Fund**

**2013 ANNUAL REPORT**

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# THE ELIZABETH BOWERS ZAMBIA EDUCATION FUND

## 2013 ANNUAL REPORT

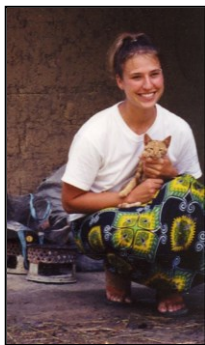
### EBZEF MISSION

The Elizabeth Bowers Zambia Education Fund (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.

The mission of EBZEF is to provide scholarships for the education of young women from the village of Lumwana West in NW Zambia, Africa. This has included 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; and developing a preschool program with the community.

### SIGNIFICANT 2013 EVENTS

#### WE ARE MAKING A DIFFERENCE!



Beth in Lumwana West with Blake

This year is the 10<sup>th</sup> anniversary of the Elizabeth Bowers Memorial Fund, which is now Elizabeth Bowers Zambia Education Fund. As responsible stewards of her vision, family, friends and others committed to making an impact on the other side of the world continue to honor Beth's desire to "give back" in a meaningful way.

EBZEF has had and continues to have a marked impact on the Lumwana West community. This is the conclusion of EBZEF volunteer Tamara Weiss, doctoral student from the University of Minnesota. Tamara, her partner Michael Rhodes, and her colleague Judith Merinyo from Tanzania, visited Lumwana West in August 2013. They conducted interviews with Beth's Girls, graduates and early withdrawals from the scholarship program, and talked with others throughout the community.

Informal conversations with adult female and male villagers revealed general and widespread local beliefs about the appropriate role of women in the household and the qualities associated with respected females, describing a woman's value mostly in terms of their fulfillment of responsibilities to their family. Marriage and multiple children were idealized for a wife, and unmarried women could experience isolation or even be ostracized from the community. These responsibilities, however, do not appear to interfere with an increasing value placed on educating girls. On the contrary, educated wives seem to be esteemed differently than uneducated wives. As more competent and capable wives,



Tamara (left) and Judith (center) conducting interviews.

educated women increase their value to the family and appear to earn more respect from their husbands by contributing to the household income.

For Beth's Girls, education appears to represent a broader triumph in their lives. Beth's Girls value the ways in which they believe that education expands their opportunities in life, their independence, and their ability to enter into more equitable relationships. One recipient stated that an educated husband and wife could share ideas and solve problems together. Another reasoned that an education would allow her the flexibility to leave a bad marriage because she would be able to secure employment and to provide for her children, regardless of her husband. More research is necessary, but it seems that Beth's Girls are building their identity as educated women in new ways.

The visit also documented the ongoing contribution of the library, the growing support for the Lumwana West Preschool, and the marked progress in the establishment of a secondary school. These locally led initiatives appear to be having a positive impact on multiple generations. A full copy of Tamara's report is on the EBZEF website.

### **LAND GRANT FOR SECONDARY SCHOOL**



Lunda High  
Chief Sai'lunga

Lunda High Chief Sai'lunga granted to the village 25 acres of traditional tribal lands on which to build the new Lumwana West secondary school. This is ten times the amount required by the Ministry of Education (MOE). The next step is a government survey for demarcation of the land plus a site plan; then the High Chief's letter of documentation will be submitted to the District Land Council in Mwinilunga (Provincial Department). The final Title Deed comes from the Zambian government. This is a significant and important step for the secondary school project.

### **EBZEF MOVES INTO THE NEXT PHASE IN LUMWANA WEST**

With significant support from donors and partners over the past ten years, EBZEF has created a viable program for education and literacy in the remote village of Lumwana West in NW Zambia. Over 315 individual Beth's Girls have received scholarships from EBZEF. With several partners, we constructed and furnished (with furniture, books, computers and electricity-solar panels) the largest library in the NW province, and are paying the Librarian's salary until the MOE accepts that role. EBZEF introduced Engineers Without Borders (EWB) to Lumwana West; EWB is helping to construct a science lab and is committed to working with the community over the next five years or more. EBZEF helped to initiate a preschool, providing early education that has become an integral part of community life, and pays two former Beth's Girls to teach the preschoolers.

Within a 25-mile radius of the Lumwana West community, there are more than 5,230 registered students in grades 1 through 9 in 16 primary schools. The closest high school available to these children is a boarding school over 50 miles away. The vast majority will not receive an education beyond grade 9; 18 % drop out after grade 7. To make matters worse, Zambia is now moving towards a five-year high school system, meaning that to proceed to grade 8, the Lumwana West children will need to go into boarding at impossible

cost. EBZEF has made a difference to many girls in the community, but there are so many children with no opportunity for more than a very basic level of education. From our earliest visits to Lumwana West, we heard village leaders talk of their dream of a secondary school in the village, with a high school education and literacy accessible to the entire community regardless of age or gender. The MOE has no plans to build a secondary school in Lumwana West. However, if the village can provide the school facilities, the MOE has agreed to certify and staff it.

The EBZEF Board is partnering with World Vision Zambia (WVZ) and others to make this happen. With the Elizabeth Bowers Memorial Library, the nearly completed EWB science lab, and the dedication of land, the village is three huge steps closer to achieving the dream of a full secondary school program in Lumwana West. Additional classrooms, staff housing, and office buildings are needed before the MOE can conduct a lengthy “gazetting” process, involving various ministries, to approve the school. When funding is committed for these buildings, WVZ has agreed to manage construction and coordinate with the MOE to initiate gazetting, which can run concurrently with construction. The EBZEF Board will serve as a Steering Committee to work with the community and project partners.

A subset of the Board has been working hard on a fund-raising strategy to raise \$1.7 million to complete this project. A concept proposal is available at the EBZEF website to provide more detailed information.

As EBZEF takes this major step toward realizing a locally sustainable program, it is phasing out the scholarship awards. Scholarships will be available to support all current Beth Girls through grade 12, but we are no longer taking on new scholarship recipients. EBZEF will continue to fund the college tuition of Beth’s Girls who desire higher education as funds are available. The monies and efforts to provide secondary school scholarships will instead be focused on completing the secondary school project. This will not only support all the girls, but will provide significant opportunities for everyone in the community.

We are excited by the support that has been offered by donors and partners for this next phase, and look forward to building new partnerships to make the project a reality.

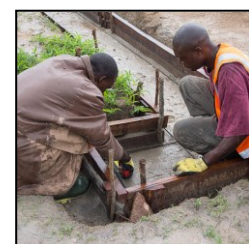
## **WORK CONTINUES ON SCIENCE LAB FACILITY**

**The Mid-Columbia Chapter of Engineers Without Borders,** under the leadership of Kelsey Edwardsen and project manager Lisa



Kelsey and villagers work on the foundation

Dukes, designed and is constructing a three-classroom high school science building in Lumwana West. The well near the high school, where the crew had planned to draw water for the concrete mixing, was not sufficiently productive, so a repair to the well was funded by EWB. The stem wall is constructed, foundation slab poured, and construction of the brick walls is underway.



Concrete finishing for the science lab

The EWB “water group” is considering latrine design, possibly composting, and a new well for the secondary school.

### **LUMWANA WEST PRESCHOOL PROGRAM**

During their August visit, Tamara and Judith worked with pre-school teacher Jean Mutepeka to prepare new materials to teach math concepts to the children. Tamara observed significant improvements from her visit in 2012. The preschool appears to be a more established and valued daily event in the community, two prepared teachers greet the children, and caregivers appear to have good relationships with the teachers. The children have a morning routine to begin the day, and preparation for the daily learning was evident with Jean’s lesson planning book. Classroom expectations are clear. Furniture and supplies purchased with the “penny drive” from Schirle Elementary School in Salem provide the children with much-needed equipment. Robin Wright Fromherz, Assistant Professor of Education at Willamette University, donated early childhood educational materials and supplies to the preschool project, and provided advice to inform the Lumwana West preschool program.



New teaching materials for preschool

The curriculum developed last year continues to provide guidance for preschool planning. Tamara and Judith worked with teachers and the community to establish a Preschool Committee and elected members. Proposed next steps for the preschool include: investing



Teachers and parents with Tamara and Judith

in a permanent structure for the preschool; supporting a full-time preschool teacher; providing uniforms for the children; providing early learning materials; subscribing to magazines targeting early childhood educators; and raising the teacher salary to support teacher’s travel and self-development.

### **BETH’S GIRLS**

Beth’s Girls appear to be role models for each other and pioneers in their community, as females who have attended secondary school delayed early marriage and having children. They sign an agreement to be diligent in their studies, to live a healthy lifestyle, to be role models for younger girls, and they promise to try to find a way to give back to the village.

Some Beth’s Girls did not remain in the EBZEF scholarship program and did not complete their secondary education, yet still have benefitted from the scholarship and continue to work towards their future goals. Although they both dropped out of school when they became pregnant, former Beth’s Girls Jean Mutepeka and her assistant teach the preschool program and show dedication to managing the children and providing worthwhile early childhood instruction.



Mary Lundeba was EBZEF's first Beth's Girl, and is the first scholarship recipient to contribute financially to the scholarship fund. She says, "Even a man who doesn't know where he is going to ought to know where he has come from! I know where I have come from and so this project [EBZEF] is upon my heart. Whenever I have a little something I will always remember my roots."

Several Beth's Girls alumni want to start an alumni organization. Tamara and Jean worked with this group as it held its first meeting and planned for the first Beth's Girls workshop.

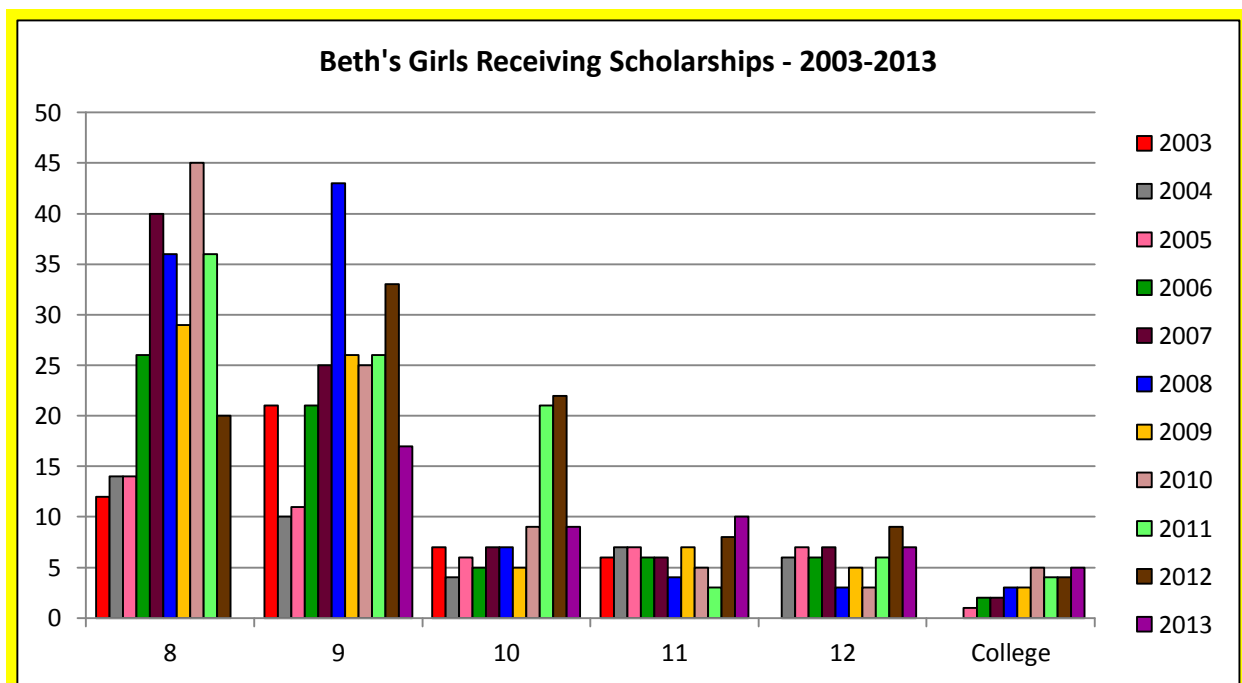


Alumni organization meeting

The following table and graph show the number of girls receiving an EBZEF scholarship by grade since the program began. Educational scholarships include school fees, books and supplies, uniforms, tutorial and exam fees, plus room and board for students at Mwinilunga and Mukenge High Schools for grades 10-12.

**Scholarships Awarded 2003-2013**

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Total
Grade 8	12	14	14	26	40	36	29	45	36	20	0	272
Grade 9	21	10	11	21	25	43	26	25	26	33	17	258
Grade 10	7	4	6	5	7	7	5	9	21	22	9	102
Grade 11	6	7	7	6	6	4	7	5	3	8	10	69
Grade 12	0	6	7	6	7	3	5	3	6	9	7	59
College	0	0	1	2	2	3	3	5	4	4	5	29
<b>Total</b>	<b>46</b>	<b>41</b>	<b>46</b>	<b>66</b>	<b>87</b>	<b>96</b>	<b>75</b>	<b>92</b>	<b>96</b>	<b>96</b>	<b>48</b>	<b>789</b>



2013 EBZEF scholarships for higher education or training were provided to the following:

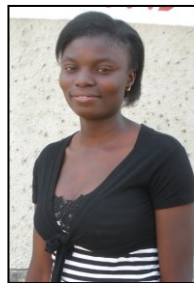
- **Priscovia Sangenjo** wrote her exams at Solwezi teacher's College to prepare for practice teaching in 2014. She studies Zambian languages with MOE-approved orthography.
- **Kutemba Njolomba** began her first year for a Bachelor of Education in Natural Sciences at Copperbelt College of Education.
- **Melba Chitala** is awaiting acceptance to Nursing School for 2014.
- **Justina Salumawu** completed a 3-year program in radiography at Evelyn Hone College.
- **Julia Salumawu** completed year 1 at Evelyn Hone College studying physiotherapy.
- **Prudence Masinyinga** completed year 3 of a 5-year program in Sociology at the Mulungushi University School of Distance. She works for World Vision Zambia's Lunga Area Development Program as a social development worker in Lumwana West.



Priscovia



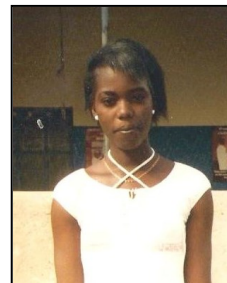
Kutemba



Melba



Justina



Julia



Prudence

These girls will soon join the following Beth's Ladies (Beth's Girls who have completed advanced educations with support from EBZEF):

- **Mary Lundeba**, Beth's aquaculture trainer, is the Aquaculture Project Manager at the Ministry of Agriculture in Angola. She is helping with interior reconstruction of the country by establishing a new national fisheries program.
- **Rachel Kamwandi** completed a 3-year Social Work diploma at Copperbelt International College in Kitwe, including an internship at the Solwezi Mines.
- **Sandra Kamulosu** graduated from the Library Studies Program at Zamtel College in Ndola in 2010. She works as the librarian in the Elizabeth Bowers Memorial Library.
- **Dianah Masumbah** completed her studies at Solwezi College of Education in 2010. She developed the preschool program in Lumwana West and is currently a primary school teacher in Zambia.
- **Angela Kasonga** received an Advanced Certificate in Food Production from the Hotel & tourism Training Institute.
- **Rachel Kaluba** completed a secretarial/office management course at the Solwezi Trades Training Institute.



Mary



Rachel



Sandra



Dianah



Angela



## LUMWANA WEST MEMORIAL LIBRARY

A Zambian national television broadcast from the Memorial Library in 2013 highlighted a visit by representatives of the MOE, the Provincial Education Minister, and the District Education Board Secretary. The community is considering erecting a billboard along the highway to advertise the availability of the Library to the general public (at a fee, of course).

To display more of the books at the library, EBZEF paid for construction of additional bookshelves. Board member Fordson Kafweku and volunteer Sandu Matthews from the University of Zambia negotiated student prices to double the number of volumes in the Zambia/Africa collection of the Memorial Library. Zambian literary voices are now present in the Memorial Library and have been well received by the community.



Bookshelves cut from the Mukwa tree

Beth's Girls consider the Elizabeth Bowers Memorial Library to have played an important role in supporting their education. The daily newspapers have attracted literate older adults who now may also read other books.

EBZEF continues to pay Sandra's salary to keep the library operating. Sandra has been studying so that she can take further library courses on-line via distance college. She must take a 3-year teacher's course to meet MOE requirements for a Librarian.

## ADMINISTRATION

### EBZEF PARTNERS

**World Vision Zambia (WVZ)** administers education funds locally in Zambia for a 10 percent fee through a Memorandum of Understanding. Manager **Riversage Nzala** exercises care and diligence in helping to administer the EBZEF program locally, through the Lunga Area Development Program supported by South Korea. WVZ is a valuable partner as the secondary school project moves forward.

The **Lumwana West PTA/Library Committee** continues to be an important EBZEF partner to provide advice and to serve as a liaison with the community. Although their involvement with the scholarship program will diminish as scholarships are phased out, they will continue to be important partners throughout the secondary school project.

**Engineers Without Borders (EWB)** shares EBZEF's commitment to Lumwana West to construct buildings and infrastructure to bring a secondary school to the village.

**Peace Corps** is an original partner and continuing supporter of EBZEF.

## **BOARD OF DIRECTORS**

The Board provides direction and oversight for the EBZEF program. Meetings of the Board were held on February 23, April 13, and September 21, 2013. Remote Board members participate 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.

The Board approves an annual budget and an annual report that summarizes major events, significant activities, and the financial health of EBZEF. All materials are available on the EBZEF website.

## **EBZEF VOLUNTEERS**

- **Karen Chittick** worked closely with **Linda Bowers** and the Library Committee to plan and conduct the two garage sales to raise money for the preschool teacher's salaries.
- **Bob Kister** was EBZEF's fund-raising intern for the summer. Although reimbursed for his efforts, Bob went far beyond his salary to help develop a strategy for funding the secondary school.

## **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 information to guide the future focus of EBZEF and the secondary school project.

### **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 Finance 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.

### **Education Committee, Angela Wanak chair**

*Purpose: Monitor scholarship recipients in Lumwana West Basic School and in 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.*



Pre-school supplies from Schirle Elementary School

**The Schirle Elementary School** in Salem continues to be a strong supporter of EBZEF and Beth's Girls. Under the leadership of Carrie Hare, a student penny drive raised \$1,081.94 to help purchase paper,

pencils, crayons, play equipment, chairs, floor mats, and mattresses for the concrete floor of the small church in which village preschool children meet. Books of letters and photos from Mrs. Martien's second grade class were collected to send to Beth's Girls.



SSHS Zambia Club

Board members Linda Bowers and Angela Wanak attended a meeting of the **South Salem High School Zambia Club**. They raised \$100 for EBZEF through school fundraisers and selling the Zambia Children's Activity Book. Club members volunteer at the world Beat Festival and helped with the Library Committee garage sales.



Bonnie Ross, **Buds and Blooms**

**Roses**, has been growing "buds and blooms" for Beth's Girls in her Monmouth rose garden for several years as a floral fundraiser for EBZEF.

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

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

Several grants were received for education and literacy projects in Lumwana West. **Fort Vancouver Lions Club Foundation** donated \$3,000 and **The Aziz Shalaby Trust** donated \$500 for the "Textbooks for the Library" project. **Baal Dan Charities** donated \$2,500 for literacy projects in Lumwana West. Additional donations were made to support the African book collection, the library book shelves, and preschool uniforms.

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

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

With reluctance, there was no Zambia Night in 2013. Zambia Night became an annual event to update and thank donors and EBZEF supporters for all they do for EBZEF throughout the year. Board and volunteer efforts and costs to host this event were instead focused on making the secondary school project a reality.

EBZEF hired summer intern Bob Kister to help develop a fund-raising strategy for the secondary school project.

### *Fundraising Events*

- The Library Committee held two garage sales to fund the preschool teacher's salary.
- The **Roadhouse Grill Restaurant** participated in an EBZEF fund-raiser and donated \$160 to support the preschool teacher's salary.
- EBZEF participated in the **Pi Beta Phi** sponsored pre-holiday Zambia Market at Willamette University in December.
- Newsletters continue to be EBZEF's major fund-raising effort. In 2013, two general newsletters were published, in May and December. Additional informational emails are sent to supporters announcing local fund-raising events and presentations.

As we move into the next phase of the program, fundraising for secondary school buildings will be a significant challenge and opportunity for EBZEF and its supporting community. We hope to engage some large donors, and continue to depend on the steadfast donors who have been with us for so many years.

### **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. Also monitors and supports the preschool program.*

During Tamara and Judith's visit to the village this summer, they worked on Library literacy activities for the community. The Resource Mate Library Cataloging Program serves its purpose very well in the Memorial Library.

#### *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*

- Participated in the **Salem World Beat Festival** in June. Several volunteers and supporters of EBZEF first became aware of EBZEF through this annual event.
- Tamara Weiss spoke to the **Comparative & International Education Society** in New Orleans in March on her paper "The Incentive to Take Inaction: An Analysis of the Lack of Early Childhood Education Policy Reform in Zambia".
- Linda, Gerry and Jennifer Bowers and volunteer Lori Doede were interviewed on **Capital Community Television's (CCTV)** Valley View program in early October.
- Linda, Gerry & Jennifer filmed a non-profit holiday greeting video ad which aired on CCTV throughout the holidays.

#### *Informational Materials/ Publications*

- The EBZEF Brochure was updated in 2013.
- The website continues to be updated to include new and changing information
- The EBZEF Facebook page is active with postings twice a week. All EBZEF supporters are encouraged to comment on the EBZEF posts so they are shared on their own Facebook pages.

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

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

EBZEF regularly coordinates with EWB on its project to build a science and laboratory facility in Lumwana West.

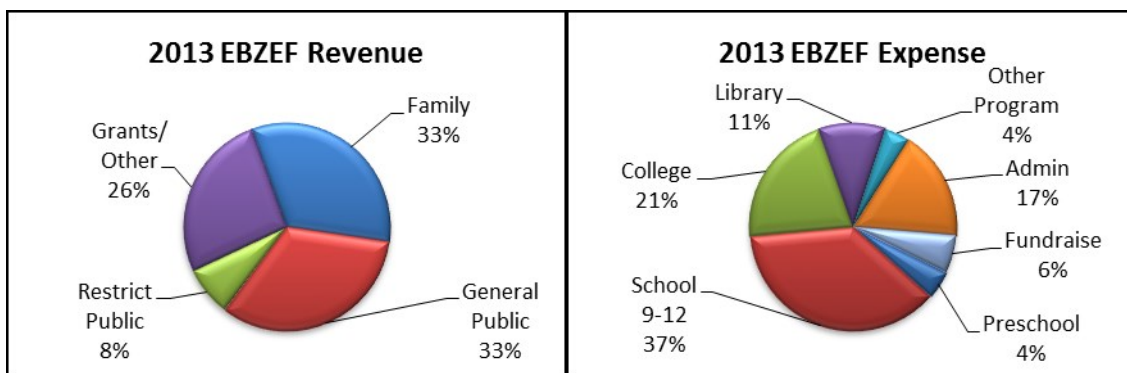
### **Intercultural Advisory Committee, Fordson Kafweku/ Dan Irvine co-chairs**

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

Dan and Fordson provided valuable insight on the process to help Lumwana West receive secondary school status, and opportunities for international fund-raising. Their visits to Lumwana West in 2012 and 2013 provided immense support for the community.

## **FINANCIAL STATUS**

The majority of expenditures (77%) in 2013 were for program services (see pie charts). These costs included education, uniforms and supplies for Beth's Girls in grades 9-12; preschool materials and teacher salary; college; and librarian salary and purchase of textbooks and equipment for the library. More Beth's Girls are graduating from high school, resulting in increased college support. Fundraising costs remain low because of the many volunteers who support fundraising activities. Administrative costs are borne by Beth's family so that all donations go directly to programs. A statement of financial activities for 2013 is available upon request.



## **LOOKING FORWARD TO 2014**

### **EDUCATION**

With great reluctance, no scholarships will be available for girls in grade 8 or 9 in 2014. This continues the phasing out of scholarships for girls in grades 8-12 over time to concentrate on bringing a secondary school to the village. EBZEF will continue to look for ways to fund scholarships for girls who graduate from grade 12 to attend college or a trade school.

### **SECONDARY SCHOOL**

EWB engineers and Lumwana West should complete the science and laboratory building in 2014. The EBZEF Board will be working to raise \$1.7 million to construct the remainder of the facilities needed for a secondary school complex, and will continue to work with partners and donors to make this program a reality. When fund-raising results are secured, a Memorandum of Understanding will be signed among the MOE, WVZ and EBZEF to define roles and responsibilities for construction and operation of the secondary school.



## **LIBRARY**

EBZEF will continue to pay the Librarian's salary in 2014. The library is expected to be a central part of the secondary school complex, and operation and maintenance will be the responsibility of the MOE when they accept the secondary school in Lumwana West.

To continue to increase the Zambia/Africa collection, we would like to add books for early childhood and adolescents. The preschool program is self-funding, but it is expanding and needs its own building and paid teachers. The EBZEF Library Committee will continue to fund-raise to support a teacher's salary for the preschool as needed.

## **FUNDRAISING**

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

The priority for the EBZEF Board in 2014 is to identify donors and raise \$1.7 million to construct the secondary school buildings needed for the MOE to certify a secondary school in Lumwana West.

## **ADMINISTRATION**

Working with partners continues to require substantial effort, but it provides substantial rewards. This will be especially important as EBZEF works with the community to find additional new partners and to encourage government support to establish a secondary school in Lumwana West. This will be an important year to establish a sustainable education program for the community, and to continue to support Beth's Girls as they pursue post-secondary school opportunities.

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>

Prepared April 2014

## ATTACHMENT A

### **EBZEF BOARD OF DIRECTORS**

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

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

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

Fordson Kafweku  
Operations Manager  
World Vision International  
Lusaka, Zambia

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

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

### **ADVISORY BOARD**

Jeani M. B. Bragg  
Director of Vocational Discernment and  
Leadership Development  
Willamette University  
Salem, OR

Michal A. Wert (retired)  
Principal, MW Consulting  
Newberg, OR

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