

THE ELIZABETH BOWERS ZAMBIA EDUCATION FUND



2015 ANNUAL REPORT

Prepared January 2016

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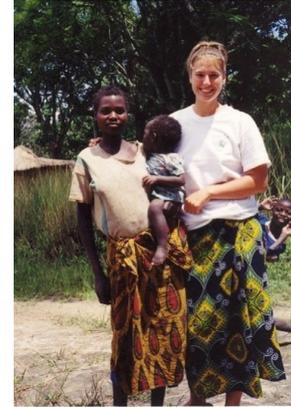
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EBZEF MISSION

It is the mission of the Elizabeth Bowers Zambia Education Fund to empower women, children, and their community in Lumwana West, Zambia, to break the cycle of poverty through education.

BACKGROUND

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 died in a bicycle accident in 2002 while serving as a Peace Corps Volunteer in Lumwana West, in NW Zambia, Africa.



EBZEF, building partnerships with Lumwana West and several other organizations, has accomplished so much since 2003:

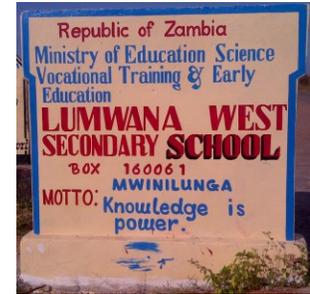
- Over 315 “Beth’s Girls” have received EBZEF scholarships to attend secondary school, and 58 girls graduated from high school.
- Twelve girls have received scholarships for college or other training.
- Nine girls have graduated from college or completed post-high school certifications.
- The Elizabeth Bowers Memorial Library, second largest library in the province, was constructed in 2008 and includes solar panels that brought electricity to the village.
- The library was stocked with 22,000 volumes of books, furniture, and computers.
- A preschool program, started in 2010, has expanded every year since and now enrolling 65 children. In 2014 it was officially included as part of the government-approved Primary School in the village.
- A dedicated preschool building will be operational in 2016.
- Grades 10 and 11 were offered in the village in 2014 and 2015, reducing the need for children to attend expensive boarding schools for part of high school.
- A three-classroom high school science building is under construction.
- Beth’s Girls staff the library and the preschool and serve as role models for other girls in the community.
- EBZEF is fully transparent, with a strong presence on social media. It is entirely run by volunteers and funded by generous donors.

EBZEF is now working to bring a full Secondary School to the community. This will require construction of more classrooms, water and sanitary facilities, and teacher’s housing. To make this a reality, EBZEF has established a partnership with Lumwana West and World Vision to raise funds and build the additional needed facilities. This will be a priority for EBZEF and its supporters for the next several years.

SIGNIFICANT 2015 EVENTS

SECONDARY SCHOOL PROJECT

EBZEF has worked tirelessly over the years to help Lumwana West come to value the role of the educated woman and her place in Zambian society. In our efforts to help educate the “whole girl”, EBZEF supports the community to meet a long-term goal – to allow all children to attend school without the significant expense and family hardship of distant boarding schools.



All the work done by EBZEF and Lumwana West has resulted in the Ministry of Education (MOE) certifying a secondary school in the community as required buildings are constructed. An important success was MOE certification to teach grades 10 and 11 in Lumwana West in 2014 and 2015. But there is much to do to bring a fully functioning secondary school to the community.

“Making do” has been the approach to providing housing for the new grade 10 and 11 teachers for math, science, and social science in Lumwana West. EBZEF helped fund renovation of a local mosque for housing. Beth’s Lady Prudence Masanyinga is renting her house to an incoming teacher while she is living in Mwinilunga with her husband and baby. But many more houses are needed.

EBZEF has a major fund-raising effort underway to secure the \$1.7 million needed for Lumwana West to become a fully operational secondary school. A preliminary concept paper for the project can be viewed at www.bethsgirls.org/news/secondaryschool. Needed facilities and estimated costs are outlined in the following table.

1. Secondary School Construction	Subtotal	\$1,650,640	
21 classrooms (with built in desks/seats)	\$840,000		\$40,000 ea
15 teachers’ houses	\$630,000		\$42,000 ea
1 Office block (3-room)	\$120,000		\$40,000/room
Office furniture	\$14,400		
Sanitation facilities (latrines x 32)	\$10,240		\$320 ea
Water facilities	\$12,000		
Electrification (diesel generator; housing; installation)	\$24,000		
2. Computer Lab Construction	Subtotal	\$63,000	
Facility	\$48,000		
25 Desk Top computers	\$15,000		\$600 ea
Internet connection	tbd		
	Total	\$1,713,640	

Note: Costs include 10% World Vision Zambia project management fee, 5% for travel & 5% contingency.

EBZEF cannot undertake or locally manage such a major effort on its own. In our tradition of bringing partners to the program, EBZEF developed a relationship with World Vision to

provide their international expertise, construction and in-country project management, long range-planning, infrastructure development, fundraising assistance, and project accountability. EBZEF continues to be the “keeper of the vision” and will ensure that the Lumwana West community is a full partner in this project. Generous EBZEF donors are helping fund the project, and we have secured several “in-kind” donations from Zambian companies. WV is developing a phased construction program, and the first phase will commence as soon as money is secured. Construction will be contracted to complete facilities as quickly as possible once money is available.

WORK CONTINUING ON SCIENCE LAB FACILITY

Work continues on construction of a science lab facility in Lumwana West. **The Mid-Columbia Chapter of Engineers Without Borders**, under the leadership of Kelsey Edwardsen and project manager Lisa Dukes, designed and is constructing a three-classroom high school science building. Construction has been lengthy because it is being undertaken by the community and all work is done by hand. At 43 m x 9.5 m (141 ft x 31 ft), it is a huge undertaking for the village builders. EWB is considering hiring a contractor to complete the building.



Villagers making bricks for science lab

PRESCHOOL FLOURISHING

EBZEF supported development of a preschool program beginning in 2010. In 2014, the MOE officially declared that the Lumwana West Preschool is part of the Primary School in the village (grades kindergarten through 7), a significant achievement for the community.



Preschool Class in Lumwana West

In its fifth year, the preschool has 65 children enrolled in three preschool classes, and alumni are now in grade 3. Lumwana West has been a leader in early childhood development (ECD) classes, and the MOE has used the curriculum created by EBZEF volunteer Tamara Weiss, an ECD specialist, to inform a national plan for preschool study. The MOE began funding an ECD teacher in the village in 2013. She is supported by two aides, both of whom are Beth’s Girls with salaries paid by EBZEF.

Because the preschool students had no space of their own, they met wherever space was available. The **Baal Dan Foundation** funded construction of a preschool building next to the Memorial Library, and it will be operational in the 2016 school year. Baal Dan also funded classroom furniture and supplies. The preschool building was originally intended to be able to be expanded to three classrooms, but its location precludes that option. Baal Dan has provided funding to construct additional preschool facilities and it is hoped this will occur in 2016.

UPDATED COMMUNICATIONS

Jennifer Bowers continues to monitor and update EBZEF’s presence on social media, including Facebook, LinkedIn, and Twitter. We have over 1,600 followers on Facebook.

The EBZEF Fund-Raising Committee is making a series of short videos with a theme of hope - “A Village’s Dream.” Tentative topics include Beth’s Life and Legacy, the Beth’s Girls Scholarship Program, the Elizabeth Bowers Memorial Library, Preschool, and the Lumwana West dream of Building a Secondary School. A 2- to 3-minute video is being developed for each topic. Jennifer Bowers is working with Bob Parker from CCTV to edit and complete the videos.

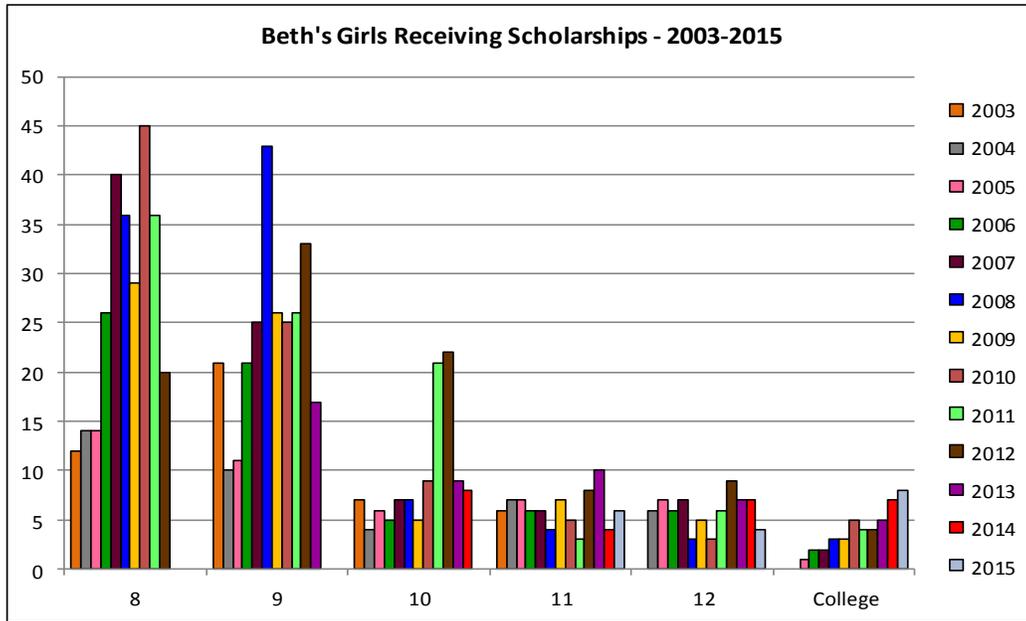
BETH’S GIRLS

Since 2003, over 315 Beth’s Girls have received EBZEF scholarships. Of these, 58 overcame many challenges and completed grade 12; another 12 girls have gone on to tertiary programs, including teaching, medicine, sociology, food service, and business. As more girls receive an education, there are fewer girls dropping out of school because of early marriages and pregnancies. Beth’s Ladies (Beth’s Girls who have completed advanced educations with support from EBZEF) are modeling a new lifestyle: school first, then career, then marriage, then children. They are not only role models, but are becoming leaders in Lumwana West.

The following table and graph show the number of girls receiving an EBZEF scholarship by grade since the program began in 2003. Educational scholarships include school fees, books and supplies, uniforms, tutorial and exam fees, plus room and board for students at Mwinilunga High School and Mukenge Girls School. Phasing out of EBZEF secondary school scholarships began in 2013 to allow a focus on college scholarships and the secondary school project. College scholarships have been increasing as more Beth’s Girls graduate and go on to college or trade school.

EBZEF Scholarships Awarded 2003-2015

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Grade 8	12	14	14	26	40	36	29	45	36	20	0	0	0	272
Grade 9	21	10	11	21	25	43	26	25	26	33	17	0	0	258
Grade 10	7	4	6	5	7	7	5	9	21	22	9	8	0	110
Grade 11	6	7	7	6	6	4	7	5	3	8	10	4	6	79
Grade 12	0	6	7	6	7	3	5	3	6	9	7	7	4	70
College	0	0	1	2	2	3	3	5	4	4	5	7	8	44
Total	46	41	46	66	87	96	75	92	96	96	48	26	18	833



The following Beth’s Girls received scholarships in 2015 for higher education or training:

- **Melba Chitala** completed year two of a three year program at the Roan Antelope School of Midwifery. She will begin an internship in 2016.
- **Sandra Kamulosu** graduated from the Library Studies Program at Zamtel College in Ndola in 2010. In 2015, she passed her promotion exams to move to the third and final year of her teaching certificate program at the Zambian College of Open Learning. She is the Librarian for the Elizabeth Bowers Memorial Library.
- **Prudence Masanyinga** completed year four of a five-year program in Sociology at the Mulungushi University School of Distance. She works for World Vision Zambia’s Lunga Area Development Program in Lumwana West as a social development worker.
- **Charity Mashata** completed year one of a three-year program at Immaculata Visitation Teachers College, studying physical and religious education.
- **Kutemba Njolomba** completed year three of a five year degree program for a Bachelor of Education in Natural Sciences at Mukuba University’s College of Education. She plans to teach secondary school science and math.
- **Julia Salumawu** completed her studies in physiotherapy at Evelyn Hone College. Following exams in 2016, she will be the next one of Beth’s Ladies.



Melba



Sandra



Prudence



Charity



Kutemba



Julia

- **Agatha Sangenjo** completed year two of a three-year program studying English and religion at the Zambian College of Open Learning. She hopes to become a secondary school teacher.
- **Priscovia Sangenjo** completed practice teaching and her final year at Solwezi Teacher’s College and graduated as a secondary school teacher. She has been accepted into a four-year program at Nkruma University to become a learning disabilities specialist.



Agatha



Priscovia

Beth’s Girls Jean Mutepeka and Belinda Kalumba both dropped out of high school but sat for exams to obtain high school certificates. They are currently teachers’ aides in the preschool, but would like to go on to college and become teachers.

The list of Beth’s Ladies continues to grow:

- **Mary Lundeba, PhD**, Beth’s aquaculture trainer, is the Aquaculture Project Manager at the Ministry of Agriculture in Angola. She has a dream of establishing her own fish farming company back home in Zambia.
- **Rachel Kaluba** completed a secretarial/office management course at the Solwezi Trades Training Institute and is a secretary at the Lumwana Copper Mines.
- **Rachel Kamwandi** received a diploma in Social Work from Copperbelt International College in 2012, and is working with the Food Reserve Agency in the Copperbelt Province.
- **Angela Kasonga** received an Advanced Certificate in Food Production from the Hotel & Tourism Training Institute in 2011, and is currently working at the Cross Roads Lodge in Solwezi.
- **Dianah Masumbah** completed her studies at Solwezi College of Education in 2010. She developed the preschool program in Lumwana West, and currently teaches at Kanyikezhi Primary School where her husband is Headteacher.
- **Justina Salumawu** completed a 3-year program in radiography at Evelyn Hone College, and is currently working at Chavuma Mission Hospital in the NW Province.



Mary



Rachel



Angela



Dianah



Justina

LUMWANA WEST MEMORIAL LIBRARY

The Memorial Library is heavily used, especially by secondary students. All of the Lumwana West teachers study in the Library and encourage their students to do so as well. Although collections are strong, more early childhood development books are needed.

EBZEF continues to pay Librarian Sandra Kamulousu’s salary, as well as the costs of operating and maintaining the Library. Funded by an EBZEF scholarship, Sandra will complete a distance learning program for teaching/library science in 2016, which will make her eligible to be hired by the MOE as Librarian for the Memorial Library. It is planned that the MOE will assume responsibility for the Library and staffing as the secondary school project is completed



Memorial Library



Lighted at night by EBZEF-funded solar panels



Inside the Library

ADMINISTRATION

EBZEF PARTNERS

The **Lumwana West PTA/Library Committee** continues to be an important EBZEF partner, providing advice and serving as a liaison with the community. They will be important partners throughout the secondary school project.

World Vision (WV) has been an important partner with EBZEF, providing local oversight and administering scholarship funds locally through a Memorandum of Understanding (MOU). A new MOU is being developed with WV, Lumwana West, the MOE, and EBZEF to define roles and responsibilities for 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. With the completion of the science buildings, EWB will look to working on other infrastructure projects within the community.

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

BOARD OF DIRECTORS

The Board provides direction and oversight for the EBZEF program. Formal Board meetings were held on March 7 and September 29, 2015. Remote Board members participate in regularly scheduled meetings via Skype. All Board members annually sign a Conflict of Interest statement. The Board approves an annual budget and an annual report that summarizes major events, significant activities, and the financial health of EBZEF. Materials are available at www.bethsgirls.org. Members of the Board of Directors and the Advisory Board are listed in Attachment A.

EBZEF VOLUNTEERS

“Good-bye and Many Thanks” to Leonard Kelly, Jonathan Siebert, and Heather Pearson. After six years of dedicated service as EBZEF’s Treasurer, Leonard retired from the Board in June. Jonathan, a returned Peace Corps Volunteer from Malawi, worked with the EBZEF Fund-raising Committee to develop grant proposals for the secondary school project. Heather, a Willamette University student, assisted with social network development. We wish them well in their next endeavors.

Valerie Watson, an Administrative Assistant in the Atkinson Graduate School Management, has been an invaluable volunteer, working as EBZEF’s Office Assistant.

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 meets prior to each formal Board meeting, to discuss any pending issues and set the agenda. It met between Board meetings to address issues of scholarships and the secondary school partnership with World Vision. Members of the Executive Committee include Executive Director Linda Bowers, Treasurer Gerry Bowers, Secretary Karen Chittick, and Advisory Board member Michal Wert.

Finance Committee, Leonard Kelly/Gerry Bowers, chair

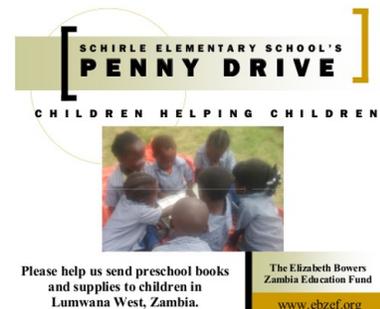
Purpose: Keep full and accurate accounts of EBZEF financial records, oversee disbursement of funds, and make regular financial reports to the Board of Directors.

Gerry Bowers assumed the role of Treasurer as EBZEF continues to look for a replacement for Leonard. The Finance Committee prepares an annual budget based on anticipated school attendance for each year, and provides financial accounting updates at regularly scheduled Board meetings. **Melhorn & Associates** prepares annual taxes for EBZEF and provides 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.

Children helping children, the **Schirle Elementary School** in Salem again conducted a Penny Drive and raised \$1,084.47 to purchase teaching and learning materials and supplies for the Lumwana West preschool. With teacher Carrie Hare, Linda Bowers, Angela Wanak and her daughters Lake and Lily, visited the classrooms



to thank Schirle students for their continuing enthusiastic support for children half-way around the world.



The **South Salem High School Zambia Club**, with President Lily Barlow, continued to raise awareness about the state of education in Zambia. The Club raised \$344 for EBZEF in the 2014-2015 school year. Activities included membership drives, door-to-door holiday awareness greetings, and a coin competition between classes.

Computer programs donated by **Lori Doede** and children’s books donated by **Sirena Tabet** were delivered to Lumwana West by Board member Dan Irvine. Letters from children written at last year’s World Beat Festival were also shared with children in Lumwana West.

Grant Committee, Linda Bowers/Karen Chittick co-chairs

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

Baal Dan Charities continues to provide major grants for the Lumwana West preschool program. On his trip to Lumwana West in July, Board member Dan Irvine presented the community with a plaque to be displayed on the preschool building funded by Baal Dan.

Willamette University PACE students helped research possible grants for the secondary school program. A letter of intent was submitted for a Murdock grant.

Fundraising Committee, Leonard Kelly/Linda Bowers, chair

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

The Fundraising Committee met monthly in 2015 to continue EBZEF’s efforts to raise \$1.7 million for the Secondary School Project in Lumwana West. Research intern and Advisory Board member Bob Kister and social media consultant Jennifer Bowers support this special Board committee. A significant effort has been developing a partnership with World Vision to help fund-raise and manage this large and complex undertaking.

Fundraising Events

- EBZEF is connected to several charity networks: **eBay’s Giving Works, Good Shop and Good Search, Amazon Smile, and Fred Meyer Community Rewards**. The more people sign up with these programs, the more revenue for EBZEF.
- Newsletters continue to be EBZEF’s major fund-raising effort. In 2015, two general newsletters were published, in May and December. Additional informational emails are sent to supporters announcing local fund-raising events and presentations.

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.

Memberships

- Member of the Nonprofit Association of Oregon.
- Member of the Mid-Valley Executive Directors Network.
- Member of the Center for Community Innovation, gaining access to local nonprofit resources, training, and networking.

Subscriptions

- EBZEF pays for several regular subscriptions for the Memorial Library, including:
 - three daily newspaper subscriptions
 - National Geographic for Little Kids
- Early childhood materials provided in Lumwana West include:
 - Encyclopedia Britannica computer program
 - Mavis Beacon Teaches Typing
 - Laminated cardboard keyboards to teach typing
 - Additional early childhood education materials were provided by the Willamette University School of Education.

Events/ Presentations

- For the first time in many years, EBZEF did not participate in the **Salem World Beat Festival**. We hope to be able to continue to be part of this worthwhile event in 2016.
- A Fallen Peace Corps Volunteers Memorial Service was held in Washington DC in October. Beth’s life, and lives of other “fallen warriors for peace” were celebrated for their efforts to inspire global accord and understanding.
- Linda Bowers gave a presentation to the **American Association of University Women (AAUW)** in May.
- Linda also gave a presentation to the **Philanthropic Educational Organization (PEO)** in September. PEO grants supported Mary Lundeba when she was working on her PhD at Penn State University.
- Linda, Gerry, and Jennifer Bowers filmed a holiday greeting at **Capital Community Television (CCTV)**.



Informational Materials/Publications

- The EBZEF website continues to be updated on a regular basis. New and changing information is added to keep the website fresh and interesting.
- The concept paper prepared to inform supporters and donors about the secondary school project continues to be shared with potential donors and supporters.
- EBZEF is active on **Facebook, LinkedIn, and Twitter**. All EBZEF supporters are encouraged to comment on the EBZEF posts.
- EBZEF, with a photo of Linda and Gerry Bowers, was featured in the holiday celebrations section of the *Statesman Journal* in December.

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 projects. It is working with Lumwana West, the MOE, and WV to define building requirements and to develop a Memorandum of Understanding to complete the Secondary School Project.

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

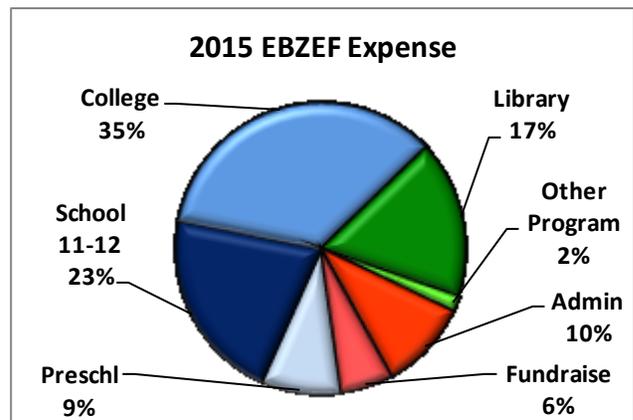
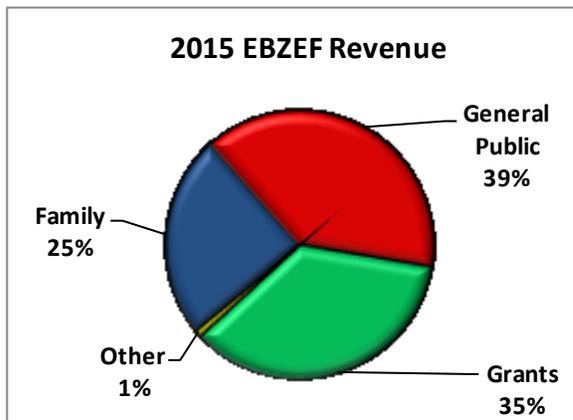
Purpose: Advise the EBZEF Board and Committees to ensure sensitivity and suitability of approaches to programs and the people of Lumwana West and Zambia.

Dan visited Lumwana West in July to reaffirm EBZEF’s commitment to the community, and to deliver computer programs, books, and other gifts from EBZEF and our donors. Especially as we ramp up the secondary school project, Dan and Fordson provide valuable insight on the process to help Lumwana West achieve a full secondary school status, and opportunities for international fund-raising.

FINANCIAL STATUS

EBZEF invests all donations in education and community programs; overhead costs are paid by Beth’s family and friends. In 2015, 84 percent of revenues supported education, uniforms and supplies for Beth’s Girls in grades 11-12; preschool materials and teacher salary; college; and librarian salary and purchase of textbooks and equipment for the library. Two grants for a total of \$21,500 were dedicated to the preschool program. Fundraising and administrative costs remain low because of the many volunteers who support these activities.

Family funds are 25 percent of total revenue, with 75 percent provided by EBZEF’s generous donors. A statement of financial activities for 2015 is available upon request.



LOOKING FORWARD TO 2016

EDUCATION

Scholarships for grade 12 girls in 2016 will complete EBZEF's successful secondary school scholarship program. This program is being phased out to concentrate on completing a secondary school complex in the village, and to support as many Beth's Girls wishing to go to college as possible. EBZEF sponsors and supporters should be proud that, even with reduced EBZEF secondary school scholarships, the number of girls receiving an education in the village has increased.

SECONDARY SCHOOL

EWB engineers are considering contracting to finally finish the science and laboratory building in 2016. They are committed to looking at additional opportunities to support completion of the secondary school program.

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. The library and the science building were constructed by village laborers and are a great source of pride for all in the community. However, the remaining secondary school facilities will be contracted to allow the buildings to be completed more quickly and on a set schedule.

A work plan is being developed by WV to allow the project to be constructed in phases, as funds become available. The first phase will require \$500,000 and hopefully this phase can begin construction in 2016. When funds are secured, a Memorandum of Understanding will be signed among Lumwana West, the MOE, WV, 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 until the MOE assumes responsibility for the Library operations, maintenance, and staffing. We will also continue to support Sandra to complete her Library Science studies so that she is prepared to successfully compete for the position with the MOE.

Likewise, EBZEF will support Library operations and maintenance until this becomes the responsibility of the MOE. Timing will depend on the ability to raise funds and to complete all buildings for the secondary school complex.

PRESCHOOL

At long last, the new preschool and latrines will be ready for use in 2016. EBZEF will continue to fund teacher's aides until the program is assumed by the MOE. Funds for furniture, books, and supplies are always needed. A grant from Baal Dan for more preschool space will be committed in 2016.

FUNDRAISING

The priority for the EBZEF Board in 2016 will continue to be fundraising for the secondary school buildings needed for the MOE to certify a secondary school in Lumwana West. As scholarships for high school continue to be phased out, EBZEF will apply additional funds to the Secondary School Project.

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.

ADMINISTRATION

EBZEF is looking for a new Treasurer, and it would be ideal to interest someone with solid financial background in proximity to Salem.

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 complete the secondary school in Lumwana West.

For more information on EBZEF and its partners:

Elizabeth Bowers Zambia Education Fund

Website: www.bethsgirls.org

Facebook: www.facebook.com/EBZEF

Linked in: www.linkedin.com/groups/EBZEF-Elizabeth-Bowers-Zambia-Education-4036740

Twitter: www.twitter.com/EBZEF

World Vision International - www.wvi.org

Peace Corps - www.peacecorps.gov

Engineers Without Borders Mid-Columbia Chapter - www.ewb-mid-columbia.org

Prepared January 2016

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, Treasurer (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
Retired from EBZEF Board-June 2015

ADVISORY BOARD

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

Angela Wanak
Attorney-at-law
Willamette University
Salem, OR

Bob Kister
Non-profit Communications
Mt. Angel, OR

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