

# **2012 ANNUAL REPORT**



**The Elizabeth Bowers  
Zambia Education Fund**

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## **The Elizabeth Bowers Zambia Education Fund 2012 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 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.

### **SIGNIFICANT 2012 EVENTS**

#### **WORK BEGAN ON SCIENCE LAB FACILITY**

**The Mid-Columbia Chapter of Engineers Without Borders** (EWB), under the leadership of Kelsey Edwardsen, completed design and began construction of a three-classroom high school science building in Lumwana West. EWB engineers traveled to Lumwana West three times in 2012 to work with the community to discuss the project and finalize designs, to prepare and procure materials, and to begin construction. The building should be completed in 2013.



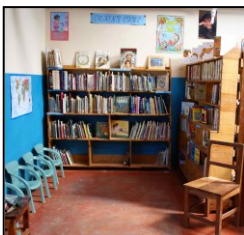
*Rendering of science building by Eliot Black*



*Children carrying rocks  
for foundation*

Construction of the library was a partnership between Lumwana West, Peace Corps Partnership, and EBZEF and was the first step towards Lumwana West being designated a secondary school. Completion of the science lab facility will bring the community that much closer to allowing Lumwana West children to complete school without the large expense and family disruption of children going to boarding schools for grades 10-12.

#### **LUMWANA WEST PRESCHOOL PROGRAM**



*Library Children's Corner*

Beth's Girl and Teacher's College graduate **Dianah Masumbah** developed a popular pre-school in the community in 2010, working with Beth's Girl **Jean Mutepuka** as a teacher's aide. In 2012, **Tamara Weiss**, a doctoral student from the University of Minnesota specializing in comparative international education, visited Lumwana West with EBZEF support. She helped organize and expand the

preschool, and helped organize the library to be more accessible to users. She assisted with development of a pre-school teacher training program and prepared a paper for the 2013 Comparative & International Education Society Conference, using Lumwana West as a model site. Tamara hopes to return to Lumwana West in 2013 to continue to work with the community on the pre-school program and the Memorial Library.



*Pre-schoolers in the Library*

Beth's Girls **Kutemba Njolomba** and **Belinda Kalumba** volunteered as teachers at the preschool to "give back" to the village for their scholarship support. The EBZEF Library Committee held two garage sales in August, raising \$900 to pay salaries for pre-school teachers.

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

**Linda** and **Gerry Bowers** and **Michal Wert** continued the discussion with the EBZEF Board of Directors about the next phase of EBZEF now that the Bowers are both retired.

It is clear that EBZEF can only fund one long-term sustainable program. The Board agreed that the priority for EBZEF in the future is to develop an endowment program to sustain the Memorial Library over time. Without this long-term support, it is questionable whether the community could keep the Memorial Library as a fully functioning facility. The Board is working to define the cost and revenues needed to operate and maintain the library and to develop an endowment strategy. This will include developing and implementing a fund-raising program to support the endowment. It is hoped that the Ministry of Education will eventually assume the cost for the librarian's salary.

Because the cost of also building a sustainable scholarship program is prohibitive, it was agreed that support of Beth's Girls will be phased out over time, with no scholarships for grade 8 in 2013, no scholarships for grades 8 or 9 in 2014, and so forth, until no EBZEF scholarships are provided by year 2017. This gradual reduction will ensure that all girls currently receiving scholarships can continue through grade 12. If the community is successful in being designated a secondary school, this will minimize the impact on local families by eliminating the need for boarding students in grades 10-12.

As more Beth's Girls graduate from high school, their options for further education or to find meaningful employment continue to be limited. EBZEF will explore options for continuing to provide college or trade school scholarships for those girls who have worked so hard to complete high school as a priority during this transition.

Finally, recognition of Lumwana West as a secondary school will greatly reduce the costs of education for all children in the community. EBZEF will continue to work diligently with the community and the Ministry of Education to help find partners and funding to construct the facilities required for Lumwana West to become an accredited secondary school.

EBZEF will work closely with Mr. Njolomba and the PTA Committee as the Board works to implement these priorities over the next several years.

## BETH'S GIRLS

Beth's Girls 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. The **Lumwana West PTA/Library Committee** is an important EBZEF partner to provide advice and to serve as a liaison with the community. EBZEF pays **World Vision Zambia (WVZ)** a fee to distribute funds to local schools. WVZ continues to be a valuable partner. Both groups provide information on students each year and help to identify girls who are not living up to their scholarship commitments to study hard and serve as role models for younger girls in the community.



*Beth's Girls in Class*

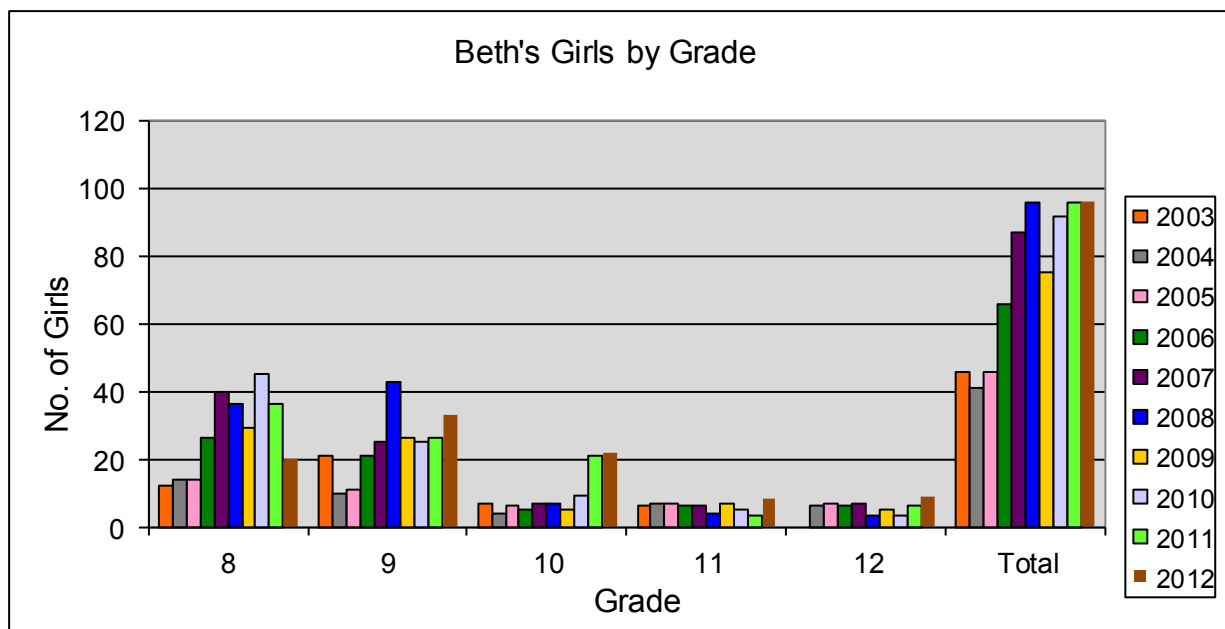
WVZ conducts life skills training in the community monthly. As a result, the number of teenage pregnancies is decreasing in Lumwana West. This is still an issue at Mwinilunga High School, however. EBZEF stresses the importance to Beth's Girls to serve as role models for behavior as well as working hard on their education.

Board member **Dan Irvine** visited Lumwana West in 2012 and noted that the community appreciates EBZEF scholarships and the library: they promote increased literacy and scholastic achievement; Beth's Girls serve as role models; there is now a profile for Lumwana West in its district; girls are taking better care of themselves; and some Beth's Girls have started local businesses (i.e., restaurant). The PTA sees the general impact of improved education on the community for development, children taking care of their parents, fewer pregnancies, improved maternal health, decreased HIV, increased investment, reduced importation of work force, increased life spans, and better educated leaders.

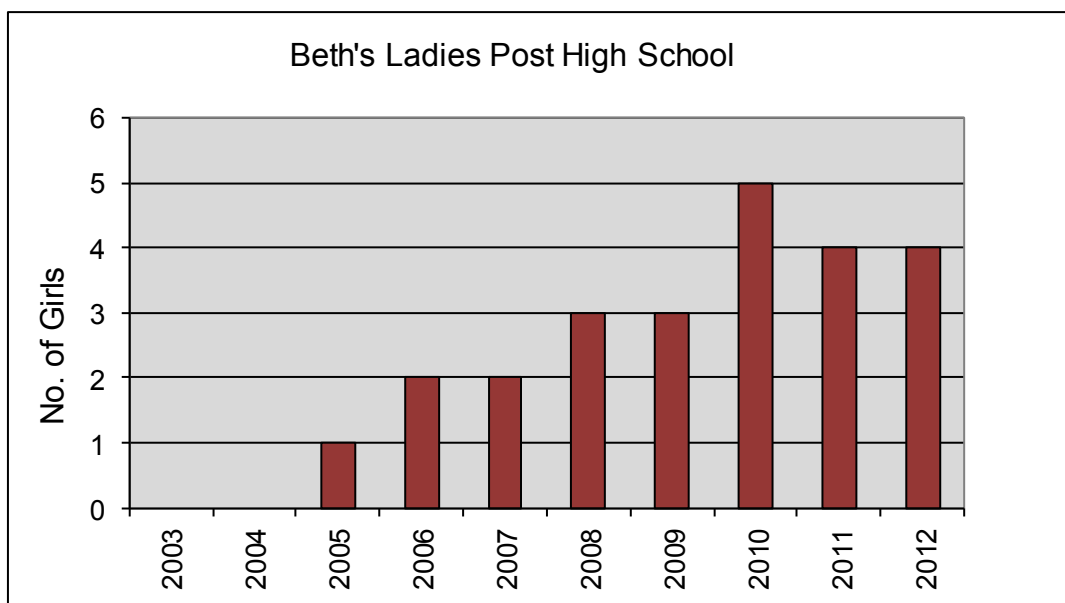
The following table and graph show the breakdown of girls supported by EBZEF since the program began. Educational scholarships include school fees, books and supplies, uniforms, tutorial and exam fees, plus room and board for students at Mwinilunga and Mukenge High Schools for grades 10-12.

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Grade 8</b>	12	14	14	26	40	36	29	45	36	20
<b>Grade 9</b>	21	10	11	21	25	43	26	25	26	33
<b>Grade 10</b>	7	4	6	5	7	7	5	9	21	22
<b>Grade 11</b>	6	7	7	6	6	4	7	5	3	8
<b>Grade 12</b>	0	6	7	6	7	3	5	3	6	9
<b>College</b>	0	0	1	2	2	3	3	5	4	4
<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>

*Beth's Girls Receiving Scholarships 2003-2012*



Beth's Girls that have graduated from college refer to themselves as "Beth's Ladies." This is appropriate, with Beth's Ladies continuing their education or learning skills to increase the opportunities for future employment and for giving back to their community as young adult women. The following figure illustrates the importance of EBZEF looking for ways to support and encourage these young women.





2012 EBZEF scholarships for higher education or training were provided to the following:

- **Rachel Kamwandi** completed her third year of study for a 3-year Social Work diploma at Copperbelt International College in Kitwe. Part of her studies included an internship at the Solwezi Mines.
- **Priscovia Sangenjo** completed her second term at Solwezi Teachers College. She hopes to teach English and Religious Education in grades 8-12.
- **Justina Salumawu** completed her second year of study in a 3-year program in radiography at Evelyn Hone College.
- **Prudence Masinyinga** completed a Certificate in Community Development and an Advanced Diploma in Rural and Urban Management from Chalimbana Government Training Institute. She works for World Vision Zambia's Lunga Area Development Program as a social development worker in Lumwana West. Prudence is studying for an undergraduate degree in Sociology at the Mulungushi University School of Distance.



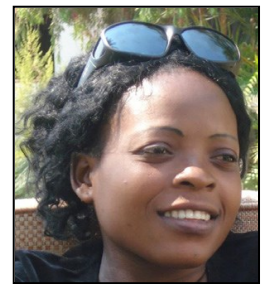
*Rachel*



*Priscovia*



*Justina*



*Prudence*

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

- **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 intends to be an elementary school teacher.
- **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 Lundeba**, Beth's aquaculture trainer, continues to be a role model for Beth's Girls. Mary received her PhD from Penn State University, and works for Peace Corps Zambia.



*Sandra*



*Dianah*



*Angela*



*Mary*

## LUMWANA WEST MEMORIAL LIBRARY

Zambia Ministry of Education administrators visited the Memorial Library in 2012 and recognized it as the largest library in the Province. There are still books in boxes to be catalogued and displayed. They suggest that two librarians are needed to handle the daily workload.

EBZEF has paid Sandra's salary to keep the library operating, but continues to work with the Ministry of Education to encourage them to hire for this position. Sandra has been studying to bring her high school exam grades higher so that she can begin to take further library courses on-line via distance college.

EBZEF pays for the following subscriptions for the Memorial Library: The **BBC Focus on Africa** magazine, **The Post** newspaper, **Zambia Daily News**, and the **Times of Zambia** newspaper. These resources are used in classrooms and the Library to promote national and international awareness.

Dan noted on his visit to Lumwana West a broad appreciation for the library. It saves money; they love the daily newspaper; people come to visit the library; teachers are upgrading studies; and there is opportunity for nighttime study, regular library periods for Basic School classes, and access to computers. To raise money to support the library, the community discussed building chalets to rent to visitors, installing a television in the library, membership fees, and buying a photocopier to sell copies.

## 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, which is supported by South Korea. A Memorandum of Understanding was signed in 2009 to renew this partnership through 2014. Manager **Riversage Nzala** exercises care and diligence in helping to administer the EBZEF program locally.

**Mr. Njolomba** and the **Lumwana West PTA/Library Committee** developed a proposal to distribute to Zambian companies soliciting funds to construct a secondary school. This is a positive follow-up to efforts by EBZEF to help Lumwana West develop additional partners for community development.

**Mr. Njolomba** completed his Master's degree in Social Work at the University of Zambia, which will qualify him to apply as Headmaster if the village is approved as a secondary school. He has been invaluable as EBZEF's local representative.



*Mr. Njolomba*





*PACE Students*

**Atkinson Graduate School of Management MBA PACE students** worked with EBZEF on several projects. PACE stands for Practical Applications for Careers and Enterprises: Consulting in Non-Profit and Public Organizations. Teams were organized to focus in four specific areas: social networking, education community outreach, international partners for the Lumwana West secondary school project, and

fund-raising. Products will be delivered to the EBZEF Board with recommendations on how to increase effectiveness in these areas.

**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 March 21, July 28, and November 12, 2012. 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 2012 include the following:

- Board members **Leonard Kelly** and Advisory Board member **Michal Wert** retired from their respective professions.
- The Board accepted the resignation of **Stewart Williams** and thanked him for his support and efforts on behalf of EBZEF.

The Board adopted a scholarship policy for secondary school requiring that Beth's Girls must pass each grade to continue on to the next year.

The Board approved an annual report, which summarizes major events, significant activities, and financial health of EBZEF. The Board Handbook and the list of Who's Who in EBZEF were both updated in 2012. All materials are available on the EBZEF website.

### **EBZEF VOLUNTEERS**

- **Rob Rowlands** provides engineering review and advice to EBZEF and EWB on projects within Lumwana West.
- The **Trinity Covenant Church Sewing Group** provides supplies and meets monthly to sew reusable menstrual pads for Beth's Girls.
- The **Artemis Tribal Belly Dancers** and the **Kola Nuts Drummers** continue to donate their performances at Zambia Night.
- **Karen Chittick** works closely with **Linda Bowers** to plan the annual Zambia Night fundraiser. Karen is responsible for coordination of the many volunteers that support EBZEF on this evening.
- **Liesa Kister** developed the **Zambian Cooking: A Cook's Workbook** for sale at Zambia Night. She developed the Village Fire African-inspired jewelry and the Village

Moon fabrics as EBZEF product lines, helped by her mother **Sandi Robertson** and her grandmother **Faye Daugherty**. Liesa manages preparation and sale of African-themed baskets. Her husband **Bob Kister** serves as master of ceremonies at Zambia Night.

## **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 continued the discussion on the future focus of EBZEF and how to sustain the program over time. Board members developed information on costs to maintain and operate the library, on anticipated annual library revenues, and on costs to continue the existing scholarship program. Board members also discussed endowment strategies and fund-raising programs for how to support future college scholarships, and considered ways to encourage and find partners for Lumwana West to gain recognition as a secondary school.

### **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.

### **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.*

Because the high schools do not all require passing grades to move students from one grade to the next, the Education Committee drafted an EBZEF scholarship policy for Beth's Girls to require a passing grade for each school year from grades 10-12. The Education Committee regularly updates a list of scholarship recipients to include all of Beth's Girls and grades completed since the beginning of the program.



*Jeanette Teta and Students*

The Education Committee works with local school groups from elementary school to college to support the EBZEF program. **Jeanette Teta**, English as a Second Language teacher at **Adam Stephens Middle School**, has worked with her students to raise funds for EBZEF since 2007. In 2012, students raised \$300 selling popsicles during lunch. Jeanette designed a Zambia unit of study, which was added to the English Language

Development curriculum for the Salem/Keizer School District. Students compiled a book on *Literacy Across Continents* to share what they learned through their studies.

Linda and Angela gave presentations to classes at the **Adams Stephens Middle School**.

The **South Salem High School (SSHS) Zambia Club** prepared a *Zambian Activity Book for all Ages* for sale on Zambia Night. They also sponsored a Mancala tournament and sold food and t-shirts at Zambia Night.

The **University of Portland Beth's Girls Club** volunteered at Zambia Night, and sell Village Fire/Moon jewelry and fabrics on the UP campus.

**Trinity Covenant Church** sewers meet monthly to create reusable menstrual pads for Beth's Girls. Shipments were carried by Engineers Without Borders on all of their visits to Lumwana West.



*Beth's Girls Receiving Pads*

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

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

A Grant Committee proposal to Find Your Light Foundation did not receive funding. Linda & Gerry gave a presentation to the Ft. Vancouver Lions Club on the importance of literacy in Lumwana West and will submit a grant request in 2013.

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

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

A fund-raising strategy was prepared to provide guidance for 2012 fund-raising. An effort will be made to encourage donors to include EBZEF in wills and estates. EBZEF continues to work on social networking, including expanding visibility on Facebook, YouTube, LinkedIn, and Twitter.

#### **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 conducted a *Textbooks for the Library* fund-raising campaign. Language arts texts, sponsored by **Salem Rotary's Youth Literacy Coalition**, were purchased and catalogued for the Memorial Library. Funds were provided by EBZEF donors to purchase HIV/AIDS, history and geography texts. They also held garage sales to pay for pre-school teacher salaries.



*Garage Sale to Fund  
Pre-School Teacher Salaries*

**Jean Hunleth**, a Northwestern University PhD candidate, researched African and Zambian books and created an African subject and author booklist for the Memorial Library.

Committee members volunteer at the Zambia Night fundraiser to share information about EBZEF scholarship recipients and to sell small Zambian items. They developed a digital photo frame to display photographs of 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 Salem World Beat Festival on June 30/July 1. This is a way for EBZEF to connect with the community and with potential donors and volunteers.
- Held Library Committee garage sales on August 4 and 25.
- Participated in panel on African Affairs in Cone Chapel at Willamette University on September 24.
- Sponsored the Annual Zambia Night on October 12 to interact with and thank EBZEF donors. African-themed baskets and a Zambian Market were held at the Clockworks Café in Salem. Linda & Gerry gave an update on the overall EBZEF program. Many volunteers participated in Zambia Night, and many donors provided baskets and materials for sale.
- Participated in the Willamette University staff bake and craft sale on November 1.
- Participated in the Pi Beta Phi sponsored pre-holiday Zambia Market at Willamette University on November 29-30.



*Mancala tournament at  
Zambia Night*

#### *Informational Materials/Publications*

- The EBZEF Brochure was updated in February.
- Newsletters were published in May and December and circulated by mail and email. Special appeal newsletters were published in March (to support the *Textbooks for the Library* project) and September (*Help Send Beth's Girls to College*).
- The website continues to be updated to include new and changing information [www.bethsgirls.org](http://www.bethsgirls.org).

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

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

EBZEF coordinated with EWB on its project to build a science and laboratory facility in Lumwana West. **Rob Rowlands** remains a resource to EBZEF and worked remotely with EWB to ensure that equipment at the library is functioning properly.

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

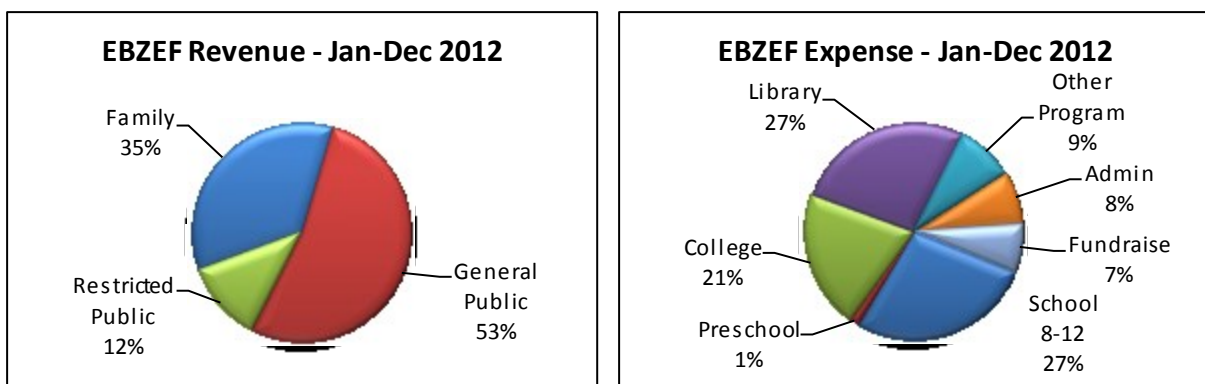
*Purpose: Advise the EBZEF Board and Committees to ensure sensitivity and suitability of approaches to programs and the people of Lumwana West and Zambia.*

Dan and Fordson provided valuable insight and information on how to address Beth's Girls who are not meeting scholarship obligations, on the process to help Lumwana West receive

secondary school status, and opportunities for international fund-raising. Dan met with Zambia government officials and EBZEF partners, raising awareness of EBZEF's program.

## **FINANCIAL STATUS**

EBZEF continues to spend the majority of its income (85 percent) for program services (see pie charts). In 2012, these costs included education, uniforms and supplies for Beth's Girls in grades 8-12; 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. A statement of financial activities for 2012 is available upon request.



## **LOOKING FORWARD TO 2013**

### **EDUCATION**

No scholarships will be available for girls in grade 8 in 2013. This will begin the phasing out of scholarships for girls in grades 8-12 over time. At the same time, 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 2013. EBZEF will continue to promote designation of Lumwana West as a secondary school and is committed to working with the community and other partners to realize this important accomplishment.

### **LIBRARY**

An endowment will be established for on-going support for the Elizabeth Bowers Memorial Library. This will include providing textbooks and equipment, operations and maintenance costs, and paying the Librarian's salary until the Ministry of Education is able to take on that

responsibility. The pre-school program is self-funding, but the EBZEF Library Committee will continue to fund-raise to support a teacher's salary as needed.

## **FUNDRAISING**

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.

Newsletters are the major fund-raising venue. Two general newsletters a year are published, and special newsletters to highlight specific needs, such as fund-raising for college and trade schools, will be developed. Opportunities for several small-scale events will be considered to raise monies for the general program.

Developing a strategy to establish an endowment for the Memorial Library and fund-raising to support that endowment will be a major effort in 2013.

## **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 partners and to encourage government support to establish a secondary school in Lumwana West.

The Bowers family will continue discussions with the Board of Directors to develop and implement a sustainable transition plan for a seamless transfer of management and major responsibility for EBZEF to others.

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.cwb-mid-columbia.org>

Annual Report prepared by Michal Wert  
February 2013



## 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  
Director of Vocational Discernment and  
Leadership Development  
Willamette University  
Salem, OR

Michal A. Wert  
Principal, MW Consulting  
Newberg, OR

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