

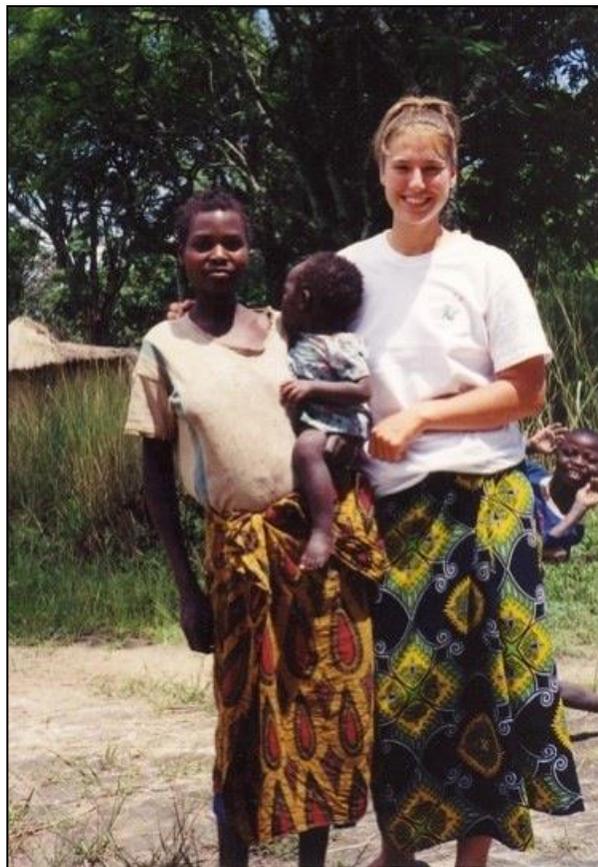
# 2019 ANNUAL REPORT



January 2020

## **EBZEF VISION**

Elizabeth Rachel Bowers (1979–2002) shared her compassionate spirit with the people of her village as a Peace Corps volunteer. The education legacy sustains Beth's vision of service and global awareness by empowering young women to build positive change from within, to become leaders and educators, and to improve the quality of life in their communities.



## **EBZEF MISSION**

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

# CONTENTS

OUR HISTORY .....	1
LUMWANA WEST COMMUNITY.....	1
SECONDARY SCHOOL.....	1
WATER FOR THE COMMUNITY .....	2
LUMWANA WEST MEMORIAL LIBRARY .....	2
PRESCHOOL CONTINUES TO THRIVE.....	3
SCHOOL LUNCH PROJECT.....	4
POULTRY PROJECT .....	4
BETH'S GIRLS .....	4
ADMINISTRATION.....	7
FINANCIAL STATUS.....	7
FUNDRAISING.....	7
COMMUNICATIONS.....	8
EBZEF PARTNERS.....	8
BOARD OF DIRECTORS.....	10
EBZEF COMMITTEES .....	10
LOOKING FORWARD TO 2020.....	10
ATTACHMENT A.....	11
EBZEF BOARD OF DIRECTORS.....	11
ADVISORY BOARD .....	11
ATTACHMENT B .....	12
EBZEF COMMITTEES .....	12
Executive Committee, Linda Bowers, chair.....	12
Finance Committee, Kathy Ellis-Kelemen, chair.....	12
Education Committee, Angela Wanak, chair.....	12
Grant Committee, Linda Bowers/Karen Chittick, co-chairs .....	12
Fundraising/Advisory Committee, Linda Bowers, chair.....	12
Library Committee, Karen Chittick, chair.....	13
Technology Committee, Michal Wert, chair.....	13
Intercultural Advisory Committee, Fordson Kafweku/Dan Irvine, co-chairs.....	13

**HIGHLIGHTS**  
**THE ELIZABETH BOWERS ZAMBIA EDUCATION FUND**

**314 GIRLS**

received donor-supported secondary school scholarships from 2003-2014

**35 GIRLS**

received donor-supported college and vocational training scholarships

**LARGEST LIBRARY IN THE NORTHWEST PROVINCE**

funded and constructed by EBZEF donors and Peace Corps Partnership

**OVER 22,000 BOOKS, ELECTRICITY, COMPUTERS**

donated and delivered to the Memorial Library by EBZEF, Books For Africa, and Caritas

**3 FURNISHED PRESCHOOL CLASSROOMS**

funded and constructed by EBZEF, Baal Dan, and World Vision Zambia

**99 PRESCHOOL CHILDREN**

enjoyed donor and grant supported classrooms, programs, and teacher's aides in 2019

**GRADES 9-12 OFFERED IN LUMWANA WEST**

since 2016 as result of dedicated EBZEF donors

**6 CLASSROOMS, GIRLS BATHROOM/DRAINFIELD,  
COMMUNITY WELL, 2 TEACHERS' HOUSES**

funded and constructed by donors and World Vision to support secondary school program

**LIBRARIAN & PRESCHOOL AIDES**

positions supported by donors provide jobs for Beth's Girls as community role models

**COMMUNITY BUILT 3-CLASSROOM SCIENCE LAB**

completed soon, managed and funded by Engineers Without Borders

**THANK YOU, DONORS - \$66,000 Raised in 2019**

## OUR HISTORY



Elizabeth Bowers  
1979-2002

Elizabeth Bowers, a graduate of Earlham College, served as a Peace Corps Volunteer in remote Lumwana West, in NW Zambia, Africa. She was the model of an educated woman and supported the education of the girls of the village. Beth died as the result of a bicycle accident in 2002.

Beth's organs and tissues enriched the lives of more than 23 people in Zambia. In her honor in 2003, family and friends started a scholarship program for Lumwana West girls. The Elizabeth Bowers Zambia Education Fund (EBZEF) was established in 2007 as a 501(c)(3) public charity under the laws of the State of Oregon. EBZEF's scholarships fulfilled Beth's wish of educating the girls she came to know and love.

## LUMWANA WEST COMMUNITY

### SECONDARY SCHOOL

A secondary school within the village has been a dream of the community and EBZEF for the past several years. EBZEF's commitment to Lumwana West resulted in the Zambia Ministry of Education (MOE) authorizing teaching of grades 1 through 12 in the village by 2016. This was significant, allowing all children in the village to complete school without the large expense and dangers of attending a distant boarding school for high school. Classes without adequate classrooms, however, soon became a significant issue, especially since the catchment area for students grew rapidly.

The population of Lumwana West has grown from 5,000 in 2016 to 8,000 in 2019. The influence of the new secondary school has extended into the adjoining Kalumbila district across the Kbompo River. Average class size, planned for 50 students per classroom, was 60-70 in all classrooms. For 2020, 600 pupils are projected, with an average of 100 students per class. Even double shifts will not handle the increased enrollment.

"The construction of the new secondary school in Lumwana West is obviously the greatest gift of EBZEF to the community of Lumwana West. From 2017 to date, we currently have two staff houses, two 1x3 classroom blocks, and toilets for girls. EBZEF is still mobilising for more funds to construct more houses, classrooms and other structures that are necessary for a secondary school. The impact of the secondary school on the community of Lumwana West is massive."

Headmaster Njolomba

This emphasizes the importance of EBZEF meeting its commitment to complete the secondary school project. Today, the Lumwana West secondary school complex contains two blocks of three classrooms each, a girl's lavatory with septic tank and drainfield, running water, solar panels to run the well pump, and two teachers' houses.



EWB science lab

Since 2013, **Engineers Without Borders** has worked with EBZEF and Lumwana West to build a three-classroom science lab. The lab is almost complete. But funds are still needed to build and furnish three more classrooms, teachers' houses, and a boy's lavatory with septic tank and drainfield.

“The increase in the number of teachers, pupils and community members has also brought a lot of business opportunities to the people in the area, hence creating an opportunity for better standards of living. The number of shops by the roadside has increased. Half of the pupils that learn at Lumwana West come from very far places like Jiwundu and Kisasa in the neighboring district of Kalumbila. The locals have now taken advantage of this and are building a lot of small structures that these incoming pupils are renting for accommodation at K70 per month at the moment. This is, of course, another income generating activity for the community.”

Headmaster Njolomba

Quality housing is required by the MOE before it will assign teachers to remote rural areas like Lumwana West. EBZEF funded construction of two houses as part of the secondary school project, but teachers are “squatting uncomfortably in the village.” At least two more houses are needed. Indoor plumbing is especially appreciated. As Basic School Headmistress Ireen Sandu says, “Previously I used to climb anthills to answer the call of nature, but now it is just inside.”



Teacher's house #1

## WATER FOR THE COMMUNITY

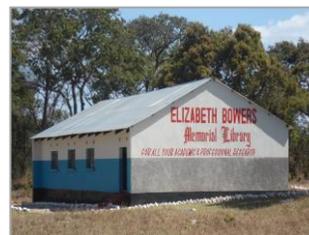


Enjoying clean water!

The new community water system was installed by World Vision Zambia (WVZ) in 2018. However, the well was not deep enough to maintain continuous pumping, so in 2019 WVZ increased the borehole from 45 to 60 meters (148 to 197 feet). The water system now supplies water to all the staff houses and classes at the primary and secondary schools, the girls' lavatories, and the nearby rural health clinic. The water system includes the bore hole, solar panels, a pump, two 10,000 litre (2,642 gallon) tanks, piping and water taps at all teachers' houses and classrooms. The Lumwana West Community Water Committee contributes a monthly levy to sustain the water system, ensuring water for 2000 Zambian Kwacha (\$170) annually. A local caretaker routinely checks the system to repair leakages.

## LUMWANA WEST MEMORIAL LIBRARY

The Elizabeth Bowers Memorial Library has been a source of pride for Lumwana West since it opened in 2009. Constructed by villagers with local materials, it belongs to and is managed by the community with EBZEF support. It provides a community gathering center, children's book corner, general study space, daily newspapers, and boasts African and Women's sections among its 22,000 books. Solar panels provide electricity to run computers and printers for use by the community.



The EBZEF Library Committee is working with Librarian **Sandra Kamuloussa** and the community to preserve Lunda tribal lore and contemporary culture. Sandra is encouraging elders to record their history, writing the stories of their family backgrounds, methods of farming, how to be responsible parents, and other topics they tell the children. Elders and students with interest in writing can compile and illustrate their stories. The library buys the books from the writers, and Sandra types and binds the stories to add to the Library collection. Stories written in the Lunda language will be illustrated and translated into English as dual language books. All books will be shelved in the community library, and copies will be posted on EBZEF’s website.

Grants from the **Columbia River Peace Corps Association** and the **EBZEF Library Committee** provided funding for the **Lunda Lore Project** and to preserve the output in electronic form. The children at the **Schirle Elementary School** raised a record high total of \$1,117.58 to support the project. This Salem school regularly conducts a penny drive to support projects for the children of Lumwana West.

**PRESCHOOL CONTINUES TO THRIVE**

The preschool was started in 2012, and more children attend every year. Of the 80 children attending in 2018, 21 went on to first grade and are doing extremely well. In 2019, 40 more students enrolled, bringing the total number of preschool children to 99.



Preschool registration Jan 2019



Preschool with Disney pictures

Pictures added to the outside of the building clearly identify that it is a preschool. Efforts are underway to add swings, slides, and other play equipment so that even when the children are home they will be thinking about school. View preschool video clips at [www.ebzef.org/about/video/](http://www.ebzef.org/about/video/).

“The construction of the community library brought an eye opener to all those that are able to read. At a higher level, the library has been a great source of research material to the teachers and government workers in Lumwana West. They no longer travel distances to access books for research and citation. This is also true for the students that are at our secondary and primary school. The reading culture has greatly improved, and people in the community are now able to know what is happening in the rest of the world because of the vast amount of information that is in the library. The good part is that EBZEF has also kept on supporting the library in the purchase of new books that are relevant according to the changing world. The library has also come with computer technology that helps our community members to be abreast with global changes.”  
Headmaster Njolomba

“Primary school learning in Lumwana West was very difficult because all the children that were being enrolled in the first grade at seven years old had no idea of any reading, mathematical or social skills that are necessary for intellectual success. EBZEF changed this by facilitating the first ever kindergarten or nursery school education in the area for children below the age of five. This was in the form of curriculum development, payment of teachers, the construction of modern classrooms, and the provision of furniture and learning and teaching materials for the children at kindergarten level. Now, the children who are getting into the first grade at Lumwana West Primary school already have a sound foundation in reading, arithmetic and good socialization habits. This is greatly helping in the learning processes through to secondary education and college.”  
Headmaster Njolomba

## **SCHOOL LUNCH PROJECT**

“Children cannot learn on empty stomachs. We thank our family on the other side of the world for coming to our aid.”

Headmistress Ireen Sandu

The Zambian government no longer funds school lunches. Many children walk far to attend school at Lumwana West and for many this is the only meal they get in a day. The creative solution

was for the children to grow their own food. EBZEF supplied funds for seed and fertilizer, and helped fund purchase of a wire fence and hosepipe for watering. The children supplied the labor to clear the area, worked the soil, planted the seed, fertilized and watered the plants—and ultimately harvested, processed, and ate the crop. The maize field is about 2 hectares (5 acres). The garden includes maize, beans, and vegetables for lunch.



Enjoying maize

## **POULTRY PROJECT**



Librarian Sandra Kamulosu is the Chairwoman of the Poultry Project for the Lumwana West Secondary School. The 150 chicks purchased to start the program are now grown and in high demand. Students plan to use profits to purchase solar panels for heat and light for the chicks.

## **BETH'S GIRLS**

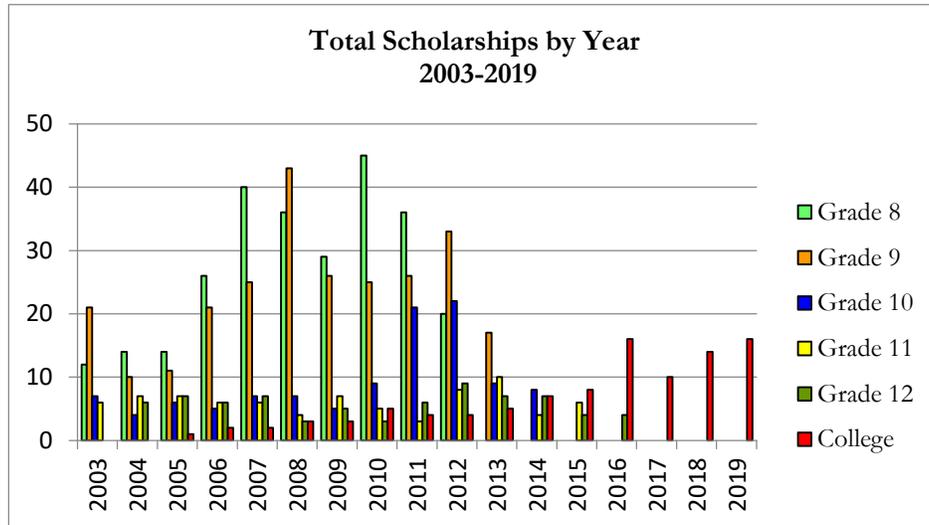
EBZEF began scholarships for Lumwana West girls to attend secondary school in 2003. Since then, scholarships have been provided to 314 girls.

The community strongly supported the girls' scholarship program, but encouraged EBZEF to help provide for all students in the village to attend secondary school. In 2013, EBZEF began phasing out scholarships and focused on bringing a secondary school to Lumwana West. All Beth's Girls currently in the system were supported through grade 12. Secondary school scholarships ended in 2016. College/vocational school scholarships continue to be offered to all Beth's Girls as the budget allows.

Prior to EBZEF's scholarship, few if any girls could access secondary education. In 2019, 43 percent of the 411 pupils in secondary school in Lumwana West were girls. During the time that EBZEF has worked with Lumwana West, early marriages and pregnancies have decreased dramatically, and secondary school and college graduations have increased.

“The first program that EBZEF had in Lumwana West was the sponsorship of girl children to secondary school and college. Thousands of young women's lives in the community have been changed by this program. Most of those who could not have managed to be educated because of financial constraints were able to be educated and make it in life. Many of the girls are working somewhere else, but their families' lives here in the village have been positively changed because of the scholarship. Even for the beneficiaries who have not made it big in life and are living here in the village, their education still makes an impact on their daily lifestyles.”

Headmaster Njolomba



Executive Director Linda Bowers communicates with all girls on scholarship individually on WhatsApp. This allows her to understand the needs of each student and allows them to share their progress with donors. She reminds them of their commitment to give back to their community and to be role models for other girls in Lumwana West and Zambia.

The EBZEF family is very proud of the accomplishments of Beth’s Girls (high school students) and Beth’s Ladies (college/vocational school graduates). In 2019, 16 women were sponsored for college/vocational school. So far, 35 Beth’s Girls are supported or have graduated from college or vocational school.

The following Beth’s Girls received scholarships in 2019 for higher education or training:

- **Visaka Kapalu** completed year 4 of 7 in the Bachelor of Medicine and Surgery Degree Program at Lusaka Apex Medical University where she is studying to be a doctor.
- **Christabel Sweta** is in year 3 of 4 at Evelyn Hone College of Pharmacy. She will take her 4<sup>th</sup> year at the University of Zambia.
- **Belinda Kalumba** and **Jean Mutepeka** are preschool teacher’s aides in Lumwana West. They are in year 2 of 3 at Zambia College of Education studying Early Childhood Education.
- **Fridah Sakuwunda** is in her second year studying Early Childhood Education in the Kabwe Teaching Program at Paglory University.



Visaka



Christabel



Belinda & Jean w/preschoolers



Fridah

“To my sponsors, may God bless you because you have done a lot for us. Personally, I am an orphan. No one was going to educate me without your help.”  
Fridah Sakuwunda

- **Gloria Njolomba, Kareen Sweta, and Florence Lubeba** are in year 2 of a 3-year program at SW Solwezi Teacher Training College. Gloria’s major is social studies, Kareen primary education, and Florence secondary education.
- **Joy Salumawu** is in year 2 of 3 studying to be a registered nurse at Eden U.
- **Mulenga Chilufya** is in year 2 of a 3-year registered nurse training program at Northwestern University.



Gloria                      Kareen                      Florence                      Joy                      Mulenga

- **Caren Kabulayi, Lucy Mutepuka and Gracious Chilumbwe** are in year 1 of 3 at Northwestern University College of Health & Applied Science. Caren is studying clinical medicine; Lucy and Gracious are studying nursing.
- **Rebecca Lubeba and Margret Kambili** are in year 1 of 3 at Solwezi Technical Trade School. Rebecca studies welding, and Margret hopes to be an Electrical Technician.
- **Priscovia Sangenjo**, an early Beth’s Girl, teaches at Lumwana West Secondary School. She is working on a BS in English & Civic Education at Chalimbana University.



Caren                      Lucy                      Gracious                      Rebecca                      Margret                      Priscovia

The list of college/trade school graduates (Beth’s Ladies) and their accomplishments continues to grow:

- **Ruth Sanama, Sandra Kalumba, and Racheal Njolomba** graduated in 2019, completing three-year programs at South West College of Education.
- **Melba Chitala**, a graduate of Roan Antelope School of Midwifery, is practicing midwifery in the Luanshya District.



Sandra & Ruth                      Racheal                      Melba

“I enjoy and love what I do, helping mothers and babies. I have been transferred from Lufwanyama District to Luanshya District. I am very happy as I have been transferred from a rural area to an urban area. To my sponsors, I would not be here without them.”  
Melba Chitala

**Mary Lundeba, PhD**, was Beth’s Peace Corps aquaculture trainer and is the first woman supported by EBZEF. With a PhD from Penn State University in Fisheries Science, she is a role model for Beth’s Girls and all women in Zambia. Mary works with WorldFish Center, an international Research Institute, to improve the market for fish production among small farmers. Mary’s work was acknowledged for International Women in Science Day: “WorldFish celebrates the efforts of the first Zambian Female Aquaculture PhD Scientist, Dr. Mary Lundeba, a Doctor and Mother of Fish, always ready for the ponds. She has worked tirelessly and passionately in developing the smallholder fish farming sector in Zambia.”



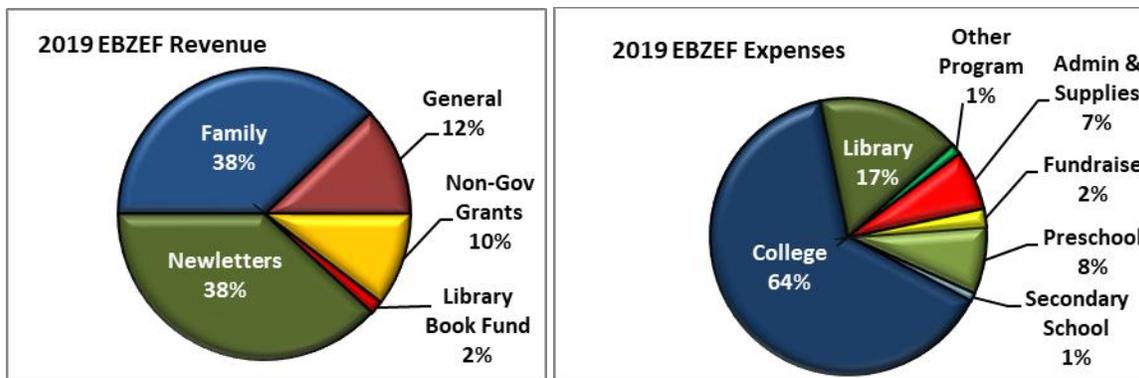
Mary

## ADMINISTRATION

### FINANCIAL STATUS

EBZEF is a volunteer organization that invests all donations in education and Lumwana West community programs. Beth’s family donations cover all overhead costs. The following graphs show the amount of revenue and expenses in 2019. Public funds provided 62 percent of revenue, with 38 percent donated by Beth’s family. EBZEF’s generous donors provided 50 percent of total revenue.

Program-related expenses made up 89 percent of expenditures. These included investments in new school buildings, furnishings, and supporting facilities; college/trade school scholarships for Beth’s Girls; librarian and part of night watchman salaries; subscriptions, purchase of textbooks and equipment for the library; and salaries for preschool teacher’s aides. Beth’s family absorbed the 9 percent of expenses for administrative costs, including supplies and fundraising. A statement of 2019 financial activities is available upon request.



### FUNDRAISING

Fundraising by the EBZEF Board and volunteers was a major effort in 2019. This included developing strategies to raise funds to complete the secondary school project, as well as to continue to support other on-going programs. Executive Director Linda Bowers made a grant of \$100,000 from a legal settlement for hip replacement recall surgeries and called for

donors to match her donation. Four hip surgeries in two years was traumatic, but Linda feels that “Something good has to come of this!”

EBZEF worked with Social Purpose Works, a resource for Portland’s nonprofits created to engage those moving toward retirement or pivoting to new careers who want to use their professional skills on small, short-term projects and make a difference. Volunteer **Kathie Mahoney** from New York City was matched with EBZEF. She worked closely with Linda Bowers and the Fundraising/Advisory Committee to develop an approach to apply for grants. She provided a list of over a dozen potential grantors, analyzed their potential interest in EBZEF, discussed how to approach them, and what a Letter of Interest to each should include.



EBZEF participated in GlobalGiving crowd-funding to support the secondary school project. The Accelerator Campaign required \$5,000 in donations from at least 40 discreet donors for the month of December. Thanks to new donors, we exceeded both requirements. This could be a significant fund-raising partnership for 2020.

EBZEF works with several companies that share their proceeds with nonprofit organizations, including:

- **AmazonSmile** - [www.smile.amazon.com](http://www.smile.amazon.com)
- **Fred Meyer Community Rewards** - [www.fredmeyer.com/topic/community-rewards-frequently-asked-questions](http://www.fredmeyer.com/topic/community-rewards-frequently-asked-questions)
- **GoodSearch** and **Goodshop** - [www.goodsearch.com](http://www.goodsearch.com)
- **GuideStar** - [www.guidestar.org/profile/71-1001126](http://www.guidestar.org/profile/71-1001126)
- **Network for Good** - [www.networkforgood.com](http://www.networkforgood.com)
- **PayPal Giving Fund** - [www.paypal.com/us/fundraiser/charity/1901999](http://www.paypal.com/us/fundraiser/charity/1901999)
- **Volunteer Match** - [www.volunteermatch.org/search/org314593.jsp](http://www.volunteermatch.org/search/org314593.jsp)

## COMMUNICATIONS

Beth’s sister, **Jennifer Bowers**, manages EBZEF’s social media program. She continues to develop easy ways to share Beth’s story and to encourage people to be informed, to participate, and to make a difference:

- **EBZEF website** – [www.ebzef.org](http://www.ebzef.org)
- **LinkedIn** - [www.linkedin.com/groups/4036740](http://www.linkedin.com/groups/4036740)
- **Facebook** – [www.facebook.com/EBZEF](http://www.facebook.com/EBZEF)
- **Twitter** – [twitter.com/EBZEF](http://twitter.com/EBZEF)

## EBZEF PARTNERS

EBZEF has been successful because of our many loyal donors and amazing partners. Important partners in our programs include:

- **Community of Lumwana West** – on-going partner to evaluate scholarship recipients, build the Memorial Library, initiate the preschool, build the science lab, develop the secondary school project, and provide local advice and coordination.
- **Baal Dan Charities** – supported preschool construction. [www.baaldan.com](http://www.baaldan.com).
- **Books For Africa** – donated books and shipping for the Memorial Library. [www.booksforafrica.org](http://www.booksforafrica.org).
- **Caritas Foundation** – supported shipping books to Zambia. [www.claritascreative.com](http://www.claritascreative.com).
- **Columbia River Peace Corps Association** – variety of project grants. [www.crpca.org](http://www.crpca.org).
- **Engineers Without Borders (EWB) Mid-Columbia Chapter** - working with villagers to construct a 3-classroom science lab. [www.ewb-mid-columbia.org](http://www.ewb-mid-columbia.org).
- **Fort Vancouver Lions Club** – support for the Memorial Library. [www.fortvancouverlions.org](http://www.fortvancouverlions.org).
- **GladRags** – donated reusable menstrual pads for Beth’s Girls. [www.gladrags.com](http://www.gladrags.com).
- **GlobalGiving** – crowdfunding for secondary school facilities. [www.globalgiving.org](http://www.globalgiving.org).
- **Goodman Family Foundation** – supported the solar power project for the Library. [www.goodmanfamilyfoundation.org](http://www.goodmanfamilyfoundation.org).
- **Kitwe Zambia Nkana Lions Club** – paid for cataract surgery for 2 Beth’s Girls. [www.e-clubhouse.org/sites/kitwe\\_nkana](http://www.e-clubhouse.org/sites/kitwe_nkana).
- **National Solar USA** – supported the solar power project for the Memorial Library. [www.natsolar.com](http://www.natsolar.com).
- **Peace Corps** - Peace Corps Partnership Project helped initiate the scholarship program and oversaw construction of the Memorial Library. [www.peacecorps.gov](http://www.peacecorps.gov).
- **Salem Rotary Literacy Committee** – Library book grants. [www.rotaryclubofsalem.com](http://www.rotaryclubofsalem.com).
- **Salem Shirle Elementary School** – conduct annual Penny Drives for EBZEF. [www.schirle.salkeiz.k12.or.us](http://www.schirle.salkeiz.k12.or.us).
- **Salem Adam Stevens Middle School** – conduct fundraising and educational programs. [www.stephens.salkeiz.k12.or.us](http://www.stephens.salkeiz.k12.or.us)
- **Shalaby Trust** – supported the Memorial Library.
- **South Salem High School** – sponsored a Zambia Club for fundraising and education. [www.southsaxons.com](http://www.southsaxons.com).
- **Trinity Covenant Church** – sewed reusable menstrual pads for Beth’s Girls. [www.trinitycovenantchurch.org](http://www.trinitycovenantchurch.org).
- **Willamette University, Atkinson Graduate School of Management** – consulted on program development. [www.willamette.edu](http://www.willamette.edu).
- **Willamette University Pi Beta Phi Sorority** – conducted fundraising and education programs. [www.willamette.pibetaphi.org](http://www.willamette.pibetaphi.org).
- **World Vision USA/International/Zambia** – dispensed Beth’s Girls scholarships locally; helped ship books to the Memorial Library; oversaw construction of the preschool, the secondary school, teacher’s housing, and general infrastructure; and coordinated projects with the Ministry of Education. [www.wvi.org](http://www.wvi.org).

## **BOARD OF DIRECTORS**

The Board provides direction and oversight for the EBZEF program. Formal Board meetings were held on March 2 and October 12. Members of the Board of Directors and the Advisory Board are listed in Attachment A.

## **EBZEF COMMITTEES**

EBZEF does most of its work through committees of volunteers. A list of committees, their purpose, and accomplishments and efforts in 2019 are included in Appendix B.

## **LOOKING FORWARD TO 2020**

Books For Africa donated a collection of 30 books on Girls Empowerment to Lumwana West in memory of Beth. They also donated 500 books on leadership and economic management which are in high demand among Lumwana West patrons. EBZEF will pay shipping costs. The books are expected to be shipped in mid-January 2020. The Library Committee is seeking a literacy grant to cover the cost of transportation to Lumwana West.

The major 2020 focus will be fundraising to complete the secondary school program. General donations will continue supporting the Library and the preschool. As EBZEF began supporting girls for education, Beth's Girls requests for higher education scholarships will continue to be important as funds are available.

The EBZEF community has been a significant presence within Lumwana West for over 16 years. In 2020, we need to begin to discuss the best way to ensure the long-term continuation of the library and its programs. Helping all girls that wish to continue higher education is a priority, but this program will end when all Beth's Girls are through the system. The preschool and the secondary school are now the responsibility of the Ministry of Education and the community. The Memorial Library is a legacy for Beth. It needs to continue as a vibrant village literacy center managed by and for the community.

## ATTACHMENT A

### **EBZEF BOARD OF DIRECTORS**

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

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

Karen Chittick, Secretary  
Assoc. Dir., Academic Admin (retired)  
Tokyo Int'l University of America  
Salem, OR

Daniel E. Irvine  
Senior Advisor for External Engagement  
World Vision International  
Hudson, Florida

Kathy Ellis-Kelemen, Treasurer  
CFO, Kelemen Advisory Assoc, LLC  
(retired)  
Salem, OR

Fordson Kafweku  
Head of Programs  
Plan International S. Sudan  
Juba, South Sudan

### **ADVISORY BOARD**

Cassandra Farrin  
Production Editor  
Emmett, ID

Angela Wanak  
JD/MBA Willamette University  
Salem, OR

Bob Kister  
Non-profit Communications  
Mt. Angel, OR

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

## ATTACHMENT B

### **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 pending issues and to set the agenda. It meets between Board meetings as needed to respond to immediate issues and opportunities. Members of the Executive Committee include Beth's parents Executive Director Linda Bowers and Board Member Gerry Bowers, Secretary Karen Chittick, and Beth's aunt and Advisory Board member Michal Wert.

#### **Finance Committee, Kathy Ellis-Kelemen, 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 projects and college/training requests each year. It 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, maintain student lists, and provide regular reports to the Board of Directors.*

The Education Committee maintains a list of girls receiving EBZEF scholarships.

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

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

The Committee coordinates with the Salem Rotary and other potential grant opportunities. It works closely with the Fundraising/Advisory Committee to develop grant applications.

#### **Fundraising/Advisory Committee, Linda Bowers, chair**

*Purpose: Develop and implement a fundraising strategy for the Board and volunteers. Oversee publicity and events for EBZEF. Advise the Executive Director on EBZEF activities and opportunities.*

The Fundraising/Advisory Committee meets regularly to strategize on raising funds for the secondary school project, and to advise the Director on ongoing issues. Social media consultant Jennifer Bowers supports this Board committee.

#### *Fundraising/Community Events*

- EBZEF volunteers staffed a display for the Salem intercultural community **World Beat Festival** on June 29-30. This is a good opportunity to share EBZEF with the Salem community.
- **PayPal** has been an effective donation payment method.
- Newsletters are EBZEF's major fund-raising effort; they were published in March and October 2019.



Board member Angela Wanak and daughter Lake play mancala at the EBZEF World Beat booth

- Periodic emails are sent to EBZEF donors to update them on new events and to advocate for financial support.
- EBZEF is a member of the **Nonprofit Association of Oregon**.
- EBZEF signed up to receive money from the **Oregon Bottle Drive**. Bar codes on the deposit bags ensure that proceeds are credited to EBZEF's account.
- Linda and Gerry attended the annual **Salem Peace Corps** dinner.
- Linda writes personal “thank you” notes on all letters documenting donations.

### **Library Committee, Karen Chittick, chair**

*Purpose: Responsible for oversight of library operations and furnishings, acquisition of books, librarian oversight, library programs and policies, memberships and subscriptions, and general facility maintenance. Also monitors and supports the preschool program.*

#### *Memberships, Subscriptions, and Publications*

- EBZEF pays for several regular subscriptions for the Memorial Library, including:
  - Three daily newspaper subscriptions
  - National Geographic for Little Kids
  - ResourceMate for use of Library resources
- Early childhood materials provided to Lumwana West include:
  - Encyclopedia Britannica computer program
  - Mavis Beacon Teaches Typing
  - Laminated cardboard keyboards to teach typing

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

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

Jennifer Bowers posts regularly on Facebook, Twitter, and other social media platforms. She maintains and regularly updates the EBZEF website.

### **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 to the people of Lumwana West and Zambia.*

Dan and Fordson provide valuable insight on all aspects of working with Lumwana West and other partners in Zambia, as well as advising on opportunities for international fundraising.