

# Nurturing Minds Annual Report 2008





## Who We Are

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Nurturing Minds is a non-profit organization headquartered in Valley Forge, PA, USA, dedicated to improving the lives of Tanzanian girls through education. The organization was established in January 2007 and received its 501(c)(3) non-profit status on January 25, 2008. Nurturing Minds began supporting SEGA (Secondary Education for Girls' Advancement), based in Tanzania, in March of 2008 for the development of a secondary boarding school for girls.

### **Mission and Vision**

*Our mission is to provide financial and technical support to programs improving access to quality education for girls in Tanzania, with a particular emphasis on girls who are poor, marginalized, and at-risk of becoming involved in exploitative forms of child labor.*

*Our long-term vision is that all girls, in all countries, will participate in high quality education and excel to their full potential; that they are knowledgeable, skilled women enjoying decision-making power in their households; and leading positive social and economic change in their communities.*

### **Partner in Tanzania**

SEGA was established in 2007 as a Tanzanian based organization, to build and run a quality, academically sound, secondary girls boarding school which fosters the development of strong values, healthy self-esteem, and independent thinking skills among its students. Committed to providing quality secondary education for girls regardless of their ability to pay, the Sega Girls School will provide full scholarships to at least 50% of its students.

## Explanation of Project Structure

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Together, Nurturing Minds, and its Tanzanian Partner, SEGA, are developing a secondary girls boarding school in Tanzania. Nurturing Minds and SEGA are two autonomous organizations, each with their own independent boards, financial and administrative management systems and operating procedures, working towards a common goal: development of a secondary boarding school for girls in Tanzania. Each organization has distinct roles in the project:

**Nurturing Minds** – U.S. based organization, raising funds, providing technical support (identifying and coordinating volunteers, providing advice/input on large contracts, assistance on curriculum development, etc.) and financial support (through grants and monitoring of SEGA's expenditures) to SEGA for implementing the project, and as per laws and operating procedures relevant to the U.S. context. Its board is made up of mainly Americans, and one Tanzanian.

**SEGA** – Tanzanian-based organization implementing the project (hiring staff, identifying contractors, as per laws and operating procedures relevant to Tanzanian context). Its board is made up of mainly Tanzanians, and one American.

This structure enables maximum effectiveness for project implementation; ensures relevance of project activities within the local context; enhances stewardship and protection of project financial assets; and allows for organizational sustainability of the running of the school over the long-term (through development of a strong Tanzanian-based organization).

## **Project Milestones to Date**

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### **2007**

- Purchase of 23 acres of land in Morogoro Tanzania, future site of the Sega Girls School

### **2008**

- Website launched and first online donation received **(January)**
- Donation of additional 7 acres of land by a Tanzanian family **(February)**
- Formation of Nurturing Minds board and first meeting held **(February)**
- Foundation for first building constructed **(June)**
- Sega Girls School Day Program opened in borrowed classroom for 30 girls **(July)**
- Fundraising events in U.S. \$150,000 **(September)**
- \$50,000 gift received **(December)**

## **Letter from The Founder and Current Director**

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Dear Friends of Nurturing Minds,

In 2008, thanks to your generous contributions, together we have changed the lives of 30 impoverished Tanzanian girls, and laid the foundation for changing the lives of many more in the future. With your support, in July 2008 Nurturing Minds and our partner (SEGA) in Tanzania opened the Sega Girls School Day Program for girls who had dropped out of primary school due to poverty, becoming orphaned, and other related crises. For the 30 girls enrolled in the class, this program has been an answer to their prayers—literally. For each of them knows education is a ticket to a better life—a life filled with expanded opportunities, knowledge, and ability to make sound decisions and garner the respect of others. Without education, girls are left powerless, dependent, and vulnerable to exploitation.

We have made significant progress towards developing the infrastructure of our future secondary boarding school, with eventual capacity for 300 students. The boarding school is scheduled to open in January 2010, in time for our Day Program students to re-enter the formal school system at secondary level. Accomplishments in the past year towards construction of the school have included securing of a 99 year lease on 23 acres of land for the school; and constructing a solid foundation for our first 660 sq. meter building which will hold two classrooms, a dormitory, and teachers' offices for our first class of secondary students in 2010.

The Nurturing Minds board has grown from a group of four founders in 2007, to an energetic and committed team of ten members by the end of 2008. Each board member has brought unique strengths to the project and contributed significant amounts of time and money, sparking the enthusiasm of an increasing network of friends and supporters. Based on this strong foundation, we look forward in the year ahead to achieving our goal of constructing the first multi-purpose building as well as many more successes in changing the lives of vulnerable girls.

Sincerely,  
Pauline T Dolan  
Founder and Current Director\*\*

*\*\*Nurturing Minds Founder and Current Director  
An American woman, Polly Dolan, is the founder and current Director of Nurturing Minds. She has been living and working in Africa since 1996, working most of that time in Tanzania in poverty alleviation, conservation, and community development. This work and life experience gave Polly the strong belief in girls' education as a cornerstone to overcoming poverty and social injustice in Tanzania. Currently, Polly lives in Dar es Salaam, three hours away from the school site, enabling her to provide close supervision of operations on-the-ground. She holds a seat on the SEGA board, and serves as the director of the project.*

## Fundraising, Development and Public Relations

**230 donors contributed over \$300,000 to Nurturing Minds in 2008**

Nurturing Minds has raised over \$300,000 this past year including \$106,499 seed money; \$61,794 from the board; \$60,880 from foundations and churches; and \$79,949 from over 200 individuals and corporate matching contributors. Additionally, volunteers have donated over \$100,000 worth of time and in-kind donations. With this support, Nurturing Minds has supported SEGA in Tanzania to begin educating girls and to lay the foundation for the future boarding school.



### Fundraising Parties and Events

Nurturing Minds raised funds in 2008 largely through personal networking efforts of board members. Over 180 people contributed over \$46,000 through seven fundraising events in homes of board members/friends of board members in:

- San Francisco
- Los Angeles

- Boulder County, Colorado
- Newton, Massachusetts (2)
- Berwyn and Wayne, Pennsylvania.

Board members conducted additional presentations on Nurturing Minds to the Media PA Rotary, Penn State Great Valley Graduate Center, Valley Friends Meeting, and Savannah Technical College.

### Other Events and Publicity

- On September 13, 2008, The Pear Tree Retail Gift Shop in Wayne, PA sold 'tinga-tinga' paintings imported from Tanzania by Nurturing Minds and provided information to customers on the project. The event was covered by a journalist and featured in the *Suburban and Wayne Times* the same week.
- During the week of November 19, 2008, Nurturing Minds presented a photo-exhibit at Penn State Brandywine. The exhibit featured 14 shots of Segal Girls School Day Program students taken by photographer, Sarah Bones; and provided information on the development of the Segal Girls School.
- In November, the Coal Creek Elementary School library in Colorado raised \$300 during a book fair.
- Waterbury, Vermont high school and middle school students raised \$543 through selling t-shirts in collaboration with "Hippies for Hope."

### Social Networking via Internet

Nurturing Minds developed informational pages on Facebook and Razoo, and purchased a "Donate Now" button for its website through *Network for Good*. Nurturing Minds' board members and friends continue to raise funds online, particularly through Facebook.

## Fundraising and Marketing Materials Produced

- ⇒ *Brochures*: Nurturing Minds brochures were produced in February 2008, and a re-printing with updated photos in August 2008, with in-kind donations of time and labor by Tanya Sterns.
- ⇒ *Photos & DVD*: A DVD featuring still photos and sound bites from Segra Girls School students and staff was produced with in-kind donations for photography and production by Katy Karnell and Sarah Bones. The DVD proved invaluable to board members presenting Nurturing Minds to others during fundraising and networking. The photos have been used for many other purposes including a photo exhibit, brochure production, emailed newsletter, and other promotional activities in 2008.
- ⇒ *Holiday Gift Guide* A “gift guide” for Nurturing Minds was produced and distributed in November 2008 with in-kind donations of time, labor and printing costs by Chris Hammarsjkold in time for the holiday season. The guide featured a wish list of items to purchase in support of the Segra Girls School.

- ⇒ *Tinga tinga* paintings have been used throughout the year to generate interest and funds; they are displayed and given to donors during fundraising events, individual meetings, and group presentations.



## Partnerships and Exchange

**Pennsylvania State University:** Initial meetings to establish an affiliation between Nurturing Minds and Penn State Brandywine campus were held in February 2008, and with the Penn State Great Valley Graduate Center in April 2008. In addition to the photo exhibit cited above, this led to an exciting collaboration between Nurturing Minds and a marketing class at Penn State Great Valley/ Masters in Leadership Program. A group of graduate students developed and presented a thoughtful, professional marketing plan for Nurturing Minds. The plan is being used by Nurturing Minds as the basis for developing a multi-pronged fundraising strategy involving school partnerships, online social networking, and corporate fundraising.

**Hippies for Hope:** Hippies for Hope, an organization in New York State founded by a 15 year old girl, created and sent 30 tie-died t-shirts to the Segra Girls School Day Program students, along with a beautiful letter. Each shirt featured a saying in English or Swahili on the back of the shirt related to life, new hope, or education.



**Springside School in Philadelphia:** In September 2008 students of the Segra Girls School Day Program and the Springside School in Philadelphia 7<sup>th</sup> Grade English Class began exchanging photos and stories over email. The exchange has generated much excitement among students in both schools, with one Springside student writing to the girls at SEGA: “Thank you for helping change my perspective on my life”. Nurturing Minds will continue to develop and support this exchange program in the coming year.

## **Nurturing Minds Board & Volunteers**

In the past twelve months, Nurturing Minds has grown a strong board of ten members representing a variety of areas of expertise: education, public relations, marketing, nonprofit management, financial investment, construction, administration, and international development.

### **Board Members**

*(Since January 2007)* Polly Dolan/Founder, and Director; (residing in Dar es Salaam): Master's in International Administration, living and working in East and Southern Africa since 1996. Resides in Tanzania and serves on the SEGA board.

*(Since January 2007)* Tracey Dolan/Secretary and Treasurer; (Valley Forge, Pennsylvania): Master's in Adult Education, working in education and educational administration field for over 20 years.

*(Since January 2007)* Ashley Moran/Education Consultant; (Westport, Connecticut): Master's in Education and Administrative Certification, working as an educator for 16 years.

*(Since January 2007)* Ashley Devery/Public Relations Consultant, (Lafayette, Colorado): Bachelor's degree in English and Communications, working as a public relations and marketing specialist for the past 18 years.

*(Since December 2007)* Tom Wales (St Johnsbury, VT): B.S. in Education, with 20 years experience as a trader and specialist on the floor of the American Stock Exchange.

*(Since January 2008)* Lola Pugliese/Finance Committee

and Nominating Committee, (Newtown Square, PA): Financial and Nonprofit Management Expert; Master's in Pastoral Care and Counseling and a Master's in Business Administration.

*(Since February 2008)* Juma Said Ally / Finance Committee and Nominating Committee (Valley Forge, PA): Bachelor's in Business Administration with a minor in Computer Science. Born and grew up in Tanzania; experienced in relief, environmental conservation, and community development programming in Tanzania.

*(Since February 2008)* April Kelly / Nominating Committee (Corte Madera, CA): B.S. in Physical Education, former instructor for Outward Bound in East Africa.

*(Since May 2008)* Laura De Dominicis / Foundation Grants Coordinator (Newton, MA): Master's in International Affairs with over 10 years experience in economic development and conservation issues, including in Tanzania.

*(Since May 2008)* Clarke Blynn (Berwyn, PA): B.S. in Hotel Administration and 27 years experience in construction & facility management and investment in hotel industry.

### **Board Meetings**

- February 29<sup>th</sup> 2008: First board meeting for Nurturing Minds, Westport Connecticut.
- March 1<sup>st</sup> 2008: Fundraising strategy development meeting, Westport Connecticut.
- September 4<sup>th</sup> 2008: Board meeting, Philadelphia, PA.
- September 5<sup>th</sup> 2008: Fundraising and development training
- October – December 2008: Four board meetings via conference call.

## **Volunteers**

In addition to its board members, Nurturing Minds has benefitted from support from numerous volunteers who have given time and energy to raise funds, or provide technical assistance for various fundraising or program activities.

### Philadelphia Regional Committee Volunteers

- Tracey Dolan (Chair)
- Patty McFadden
- Carol Ward
- Kini Bryant L.S.W.
- Jane J. Nyamunga
- Clayton Bryant
- Peggie Finan
- Giurlette Grodecki, MD

### Consultants Providing In-Kind Donations of Time

- Sarah Bones - Photo Journalist ([www.sarahbones.com](http://www.sarahbones.com))
- Saul Ewing, LLP - Christopher J. Pippett, Esq. and Christina M. Carry - Legal advisors
- Dade Moran - Child Care
- Addie Johnson, Ed.D - Education consultant
- David Rizzio - Webmaster & consultant ([www.rizzio.net](http://www.rizzio.net))
- Tanya Stearns - Graphics Designer
- Patricia Enright- Girl's Leadership Development
- Kingsley Poulin, Graphics Designer
- Chris Hammarskjold - Marketing & School outreach
- Katy Karnell – Documentary Film Production
- Steve Bryant – Craftsman / Woodworker
- Fiona Hodgson – Professional Fundraising Trainer
- Sophia T. Wisniewska, Ph.D
- Barrie E. Litzky PHD Marketing Class Coordinator; and students: Christi Field-Downes; Larry Hinson; Michael McFadden; Kate McKinnon; Bob Mennor; Varun Sudhakar; Shirley Yu

### Donors of Other In-Kind Goods

- Springside School: 3 Laptop computers & projector
- Addie Johnson: Teacher's resource books
- Jennifer Abbot: personal training services
- Tom Wales: tickets to Celtics game

### Volunteer Fundraisers

- Paul Summerfield (London, UK)
- Patty Enright
- Diana Snyder
- Lyndsey Hack
- Jamie Hack
- Judy Hack
- Billie Houghton
- Ashlie Busone
- Christy Cox
- Addie Johnson
- Beth Goldstein and Ravi Sarathy
- Rebecca Barnett
- Mary Ann Marino
- Dr. Kim Thornton
- Nikki and Camilla Shearman
- Margie Perse
- Julie Bourgoin
- Lisa Ann Schraffa
- Patty McFadden

### Nurturing Minds Staff

Nurturing Minds hired a part-time fundraiser/ grant-writer on a temporary contract (four months) to conduct research and proposal development during our first year of operation. Nurturing Minds employed no other paid staff.

## Program in Tanzania

Nurturing Minds' partner in Tanzania, SEGA, is a Tanzanian registered non-profit company limited by guarantee. It is made up of four Tanzanian citizens and one American, founded by the same founder as Nurturing Minds, an American woman who has been living and working in Tanzania since 1998. Nurturing Minds accomplishes its work through financial and technical support to SEGA. Nurturing Minds provides grants to SEGA based on agreed upon workplans and budgets for development of the boarding school.

SEGA has spent the past year developing strong relationships with Morogoro local government and education authorities and local communities; hiring staff; starting up its non-formal education program for vulnerable girls; and securing and developing the land where the future Sega Girls School will be constructed.

### Sega Girls' School Day Program

The Sega Girls School Day Program was launched in July 2008. The program is designed to reach vulnerable girls who had dropped out of school, to reintegrate them back into the formal school system at secondary level (grades 8-13). After a lengthy selection process, 30 girls, out of over 60 applicants, were selected from two wards) of the Morogoro municipality. Selection was based on need, motivation, and potential of applicants to succeed and stay in the program.



### Selection process

To ensure selection of truly motivated and vulnerable girls into the program, careful attention was paid by the team in Tanzania to the selection process, conducted as follows:

1. Formation of selection committee, made up of community leaders, SEGA board members, and members from the local education office and primary school
2. Criteria for girls' selection developed
3. Application forms developed and disseminated through street and ward leaders, and primary schools
4. Initial review and screening of applications
5. Interview of girls at Ward office in Kihonda Ward

*"I heard about SEGA in churches. I could not believe but I got the form and we were given exams in which I was selected to join SEGA. I thank SEGA for saving my life from poverty through education."*

Sega Day Program Student, July 2008

### Response From Students....

In January 2009, the Sega students were requested to evaluate the program in 2008.

Each student wrote a short synopsis of how the program had changed their lives. Highlights are summarized below:

- "I am a changed person"
- My family and community respect me now, because I am going to school and am on the path to becoming a professional.
- I have learned to speak English a bit better.
- I am more confident.
- I have learned to be more disciplined.
- I feel that being at SEGA school is a chance in a lifetime which I am determined to hold onto till the end.

All the girls expressed sincere gratitude to donors and supporters of the Sega Girls School.

*Before I joined SEGA I had a very hard life, moving from street to street selling vegetables. Now I am very happy, more than you think. I am enjoying my studies and I want to use this golden chance and study up to university and become an engineer. (Rhoda)*

*Before joining SEGA, I lived poorly at home with my old grandmother and grandfather doing nothing due to poverty. But now I feel like a girl confident enough to mix with other school going girls. I am now respected by my family and community. God is great. I thank SEGA to give me this chance of living again. (Laudekia)*

### Response From the Parents...

After four months of operating the Sega Day Program, the first parent meeting was held in November, 2008. The parents and guardians submitted the following letter:

*"We, the parents and guardians of the SEGA girls, take this opportunity to sincerely thank you to initiate this school, which is meant to give hope to the vulnerable girls, who otherwise dropped out of school due to various family problems. The selection exercise kept us awake, wondering, who will be the lucky girls to be selected!*

*We have already seen considerable change in our children within a short time. Their faces radiate hope and determination, which is a tool to achieve their goals.*

*We appreciate the services given, like food, transport, uniforms, textbooks and exercise books. For these and much more, we thank you once more and congratulate you on a good start which aims at offering quality education for our children."*

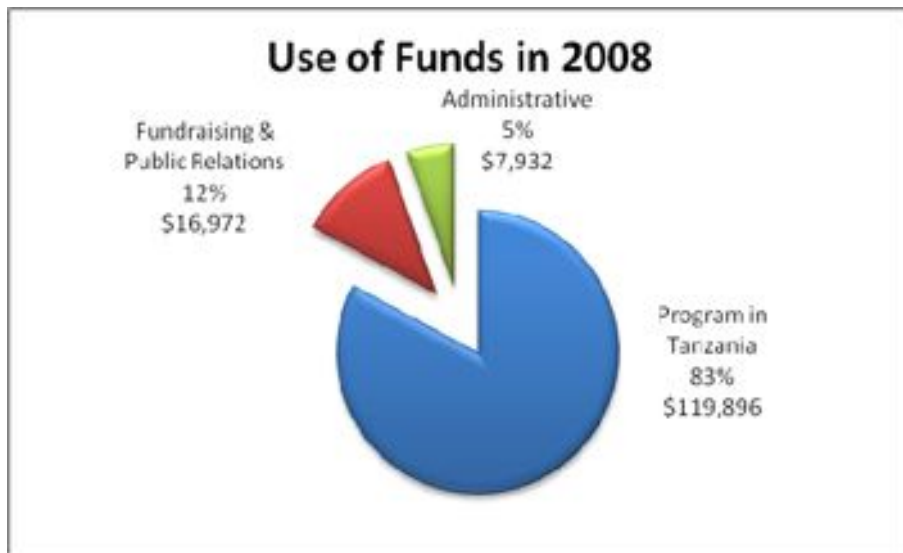
*Yours sincerely,  
Parents and guardians of SEGA girls*

### Sega School Construction

Construction of the first "multi-purpose building" began in May 2008, with construction of the foundation. Nurturing Minds continued its capital campaign fundraising efforts throughout 2008 and construction is expected to resume in the first half of 2009.

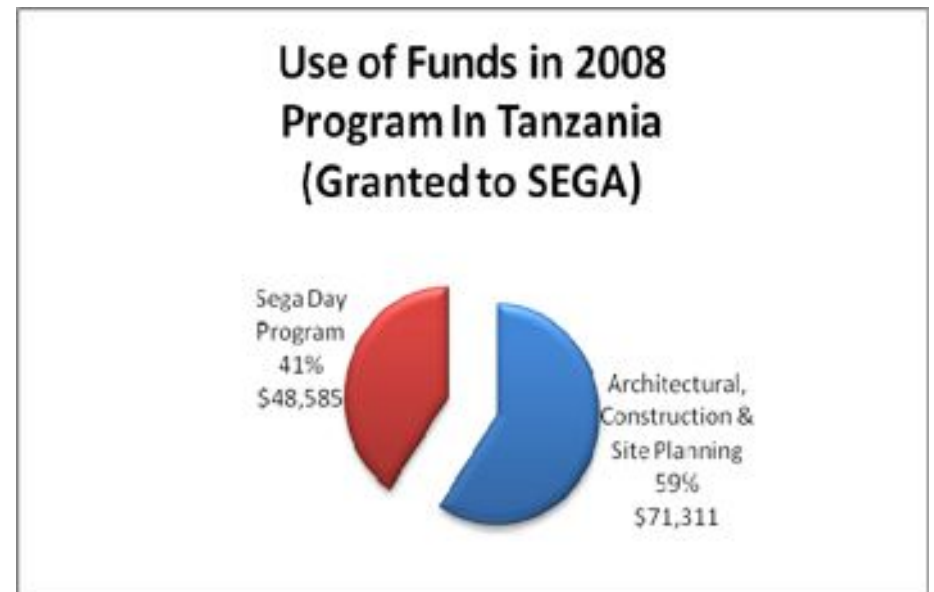
## Financials

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Nurturing Minds granted \$119,896 (83%) to SEGA in 2008; and spent \$16,972 (12%) on fundraising and public relations; and \$7,932 (5%) on administrative expenses.

In Tanzania, SEGA spent \$48,585 (41% of its grant from Nurturing Minds ) on the Sega Girls School Day Program; and \$71,311 (59%) on architectural design, site planning and infrastructure development for the future boarding school.



**Financial Report  
Statement of Financial Condition  
December 31, 2008**

Note: Total assets for 2007 \$2,777  
Total equity and liabilities \$2,777

(only financial activity was seed money donation --\$35,000 and purchase of 23 acres --\$32,000, as future school site).

**Assets**

**Current Assets:**

Cash and cash equivalent	\$153,862
Undeposited Funds	<u>10,287</u>
<b>Total Assets</b>	<b><u>\$164,149</u></b>

**Liabilities and Net Assets**

<b>Current Liabilities:</b>	<b>\$ 0</b>
<b>Net Assets</b>	<b><u>\$164,149</u></b>

**Support and Revenue**

Individual	\$244,232
Corporations	4,121
Foundations	60,730
Schools	300
Faith Communities	400
Interest/Dividend	451
Gain/ (loss) on Sale of Securities	<u>(4,019)</u>
<b>Total Support &amp; Revenue</b>	<b><u>\$306,215</u></b>

**Expenses**

Sega School Construction (architectural fees and foundation)	\$ 71,311
Sega School Day Program operations	<u>48,585</u>
<b>Total Program Services</b>	<b><u>\$119,896</u></b>

**Support Services:**

Management and general operations	\$ 7,932
Fundraising	<u>16,972</u>
<b>Total Support Services</b>	<b><u>\$ 24,904</u></b>

**Total Expenses** **\$144,800**

**Net Surplus** **\$161,415**

(In-kind Gifts – Two staff salaries valued at approximately \$70,000. (Polly Dolan, director and Tracey Dolan, Secretary & Treasurer).

Uniform donations – valued at approximately \$1200; Laptops & projector – donated by Springside School, valued at approximately \$600.; Supplies – approximately \$10,000 (postage, marketing, etc.); Fundraising expenses – approximately \$8000).

The official registration and financial information of Nurturing Minds, Inc. may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1 (800) 732-0999. Registration does not imply endorsement.

## Donors

Anonymous	Coal Creek Elementary School	Thomas and Alexandra Frazier
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