



# IFESH

International Foundation for Education and Self-Help

2009 Annual Report



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Photo: Courtesy USAID.

Cover page photo: IEFA volunteer Laura Johnson poses with primary schools students in Mekele, Ethiopia.

The mission of IFESH is to support African nations in their efforts to eradicate poverty, disease and inequity through self-help partnership programs.

mission

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Our vision is an Africa where everyone reaches their full potential through access to quality education, health and good governance.

vision

## What We Do

Since 1981, we have been implementing self-help partnership projects focusing on impacting poor and vulnerable populations. We specialize in education systems, healthcare, community development and conflict mitigation. We achieve our goals by working with:

- African governments at the local, state and national levels
- civil society, including local communities and community-based organizations
- local and international non-governmental organizations
- international donors and U.S. government agencies
- the private sector

We currently operate and support projects in 11 sub-Saharan African countries: Côte d'Ivoire, Djibouti, Ghana, Guinea, Ethiopia, Kenya, Liberia, Malawi, Nigeria, Senegal and South Africa.

Thousands of school-aged children benefit from IFESH education programs each year.



Photo: Courtesy USAID.





## Our Founder Reverend Leon H. Sullivan 1922 – 2001

Born in Charleston, West Virginia in 1922, Reverend Leon H. Sullivan transformed his early rugged existence into a life that exemplified a strong work ethic and self-reliance. He demonstrated that erasing hatred, racism and injustice required more than a commitment to a transcendent ideal. It required tools and opportunities to transform despair into hope.

During his career as pastor of Zion Baptist Church in Philadelphia and his founding of the Opportunities Industrialization Centers (OICs) in 1964, OIC International in 1969 and IFESH in 1981, Reverend Sullivan sought to correct injustice by providing training and opportunities to the most vulnerable members of society: women, children, the unemployed and the illiterate. With the establishment of IFESH, Reverend Sullivan expanded upon the concept of providing training to the poor to encompass a strong emphasis on self-reliance and encourage indigenous mechanisms for resource mobilization and growth. These same self-help concepts are now employed by many non-governmental organizations working in Africa and around the world today.

In 1971, Reverend Sullivan became the first African-American appointed to the board of directors of a Fortune 500 company, when he accepted a seat on the General Motors board. He used his position with GM to launch an international campaign to dismantle apartheid in South Africa. He de-

veloped the Sullivan Principles, a code of conduct concerning human rights and equal opportunity employment for use by companies operating in that country. The Sullivan Principles were one of the most effective efforts to end racial discrimination in the workplace in South Africa and they directly contributed to ending apartheid.

In the late 1990s, Reverend Sullivan brought world and business leaders together to expand the Sullivan Principles into the Global Sullivan Principles. In November 1999, in a special session at the United Nations Headquarters, Sullivan and then U.N. Secretary-General Kofi Annan formally introduced these new principles. The aim of the Global Sullivan Principles is to improve human rights, social justice and economic fairness throughout the world.

In addition to holding honorary doctorate degrees from over 50 colleges and universities, Reverend Sullivan was awarded the Presidential Medal of Freedom in 1992 by President George H. W. Bush, for his "voice of reason for over forty years" and a lifetime of work in helping the economically and socially disadvantaged people in the world. In November 1999, he received the prestigious Notre Dame Award for international humanitarian service. The following month, he received the Eleanor Roosevelt Award from President Bill Clinton which recognized Reverend Sullivan's humanitarian efforts around the world.



*Julie H. Sullivan, Ph.D.  
President and CEO*

*Eamon M. Kelly, Ph.D.  
Chairman*

# our leadership

Dear Friends,

To many people, Africa is little known and misunderstood. Many associate the continent with corruption, disease, poverty and conflict and therefore assume that progress is not possible. We firmly do not believe that to be the case and agree with U.S. Secretary of State Hillary Clinton that "... such notions are not only stale and outdated; they are wrong."

Every day, often in difficult circumstances, our worldwide IFESH staff and volunteers make a significant contribution to progress in education, preventative healthcare, capacity building and conflict resolution in the twelve sub-Saharan countries in which we operate. Their commitment to helping the "poorest of the poor," and their dedication to Reverend Sullivan's self-help concepts, continues to inspire us. We are grateful to them all.

Such commitment and dedication brings results. Since the organization was founded in 1981, IFESH has positively impacted more than 3.5 million people on the continent and trained over 500,000 African teachers who, in turn, have impacted the lives of millions of students. We were honored to receive the 2009 International Edu-

cation Award from the World Association of Non-Governmental Organizations in recognition of our achievements.

Continuing our work in Africa, especially in today's tough economic climate, would not be possible without the help, guidance and funding provided by our many partners. We are delighted to acknowledge the generous support of the United States Agency for International Development, the U.S. Centers for Disease Control and Prevention, the World Cocoa Foundation, the Phoebe W. Haas Charitable Trust and the other companies, foundations and individuals listed on page 13 of this report. Without their help and the invaluable leadership provided by the IFESH Board, our achievements would not be possible.

We hope that you will enjoy reading this report and that you will visit our website at [www.ifesh.org](http://www.ifesh.org) to find out more about our programs.

Sincerely,

*Julie H. Sullivan Eamon M. Kelly*

# Education

The goal of our Education Program is to help achieve Universal Primary Education by providing high quality teacher training. Our vision is for each and every primary school-aged child to have access to a quality learning environment that will be sustained for future generations. We currently operate education projects in 11 sub-Saharan African countries and they are implemented by talented and experienced volunteers, mainly from the U.S.

We assist African nations in strengthening their educational systems by:

- recruiting and assigning volunteer educators to serve for one or more academic years
- training pre- and in-service teachers
- continuing professional development of in-service teachers
- strengthening local communities' involvement in the management of schools
- providing technical assistance to non-governmental organizations and community-based organizations
- incorporating cross-cutting themes into education curricula, including HIV/AIDS and the rights of vulnerable populations (particularly women and children)
- establishing teacher resource centers
- donating books and educational supplies
- building and rehabilitating schools.

## Supplying Text Books and Educational Supplies

Established in 1995, the Support of Sub-Saharan Africa (SOS) Campaign makes basic school supplies available to school-aged children in select sub-Saharan African countries. Since its inception -- in collaboration with the Brother's Brother Foundation, the Latter-day Saint Charities, Books for Africa and The Links, Inc. -- the SOS Campaign has shipped over \$45 million of donated new and used books, educational supplies, equipment, furniture, personal hygiene items, medicine, and clothing to Benin, Democratic Republic of Congo, Ethiopia, Ghana, Guinea, Kenya, Liberia, Nigeria, South Africa and Swaziland. In 2009, IFESH shipped and distributed over 66,000 textbooks to Ghana, Liberia and Nigeria.

*“In addition to sending U.S. volunteer educators to Africa, we also provide books and educational supplies. These are often in short supply in schools, colleges of education and universities in the countries where IFESH works.”*



Photo: Courtesy USAID.

# International Award

Julie H. Sullivan, Ph.D. receives the International Education Award on behalf of IFESH.



members in over 120 countries, WANGO unites NGOs worldwide in the cause of advancing peace and global well being.

The awards committee was particularly impressed with the diverse and effective education initiatives utilized to significantly reduce poverty and implement reforms in sub-Saharan Africa, as well as to build a bridge between Americans and Africans. The awards committee agreed that IFESH programs have significantly improved the quality of education for millions of African children.

## Michael Leaser, IEFA Volunteer

“Working with the teachers is one of the highlights of being here in Senegal. It has given me as close to an “authentic Senegalese experience” as a Westerner can ever really have, and it has helped me grow as an individual as well. You see, I too face the difficulties of transportation; I too work in the hot classrooms with no electricity; I too have to find ways to teach with minimal resources in remote places. It has caused me to use adaptability and resourcefulness that I did not know that I had. It has also made me come to truly appreciate the work that the teachers manage to do under the conditions they face.”

IFESH is the proud recipient of the 2009 International Education Award from the World Association of Non-Governmental Organizations (WANGO). The WANGO Awards program honors non-governmental organizations (NGOs) throughout the world that demonstrate extraordinary effort, innovation, leadership, and excellence in providing service to humanity.

WANGO is one of the world's largest international associations for NGOs. With 70,000

IEFA volunteer, Michael Leaser instructs a class of Senegalese teachers.



# IEFA Program

Through our International Educators for Africa (IEFA) program, more than 1,100 American volunteer educators have been assigned since 1992 to 15 countries, directly impacting more than 500,000 African teachers who have, in turn, impacted the lives of millions of students. Each year, we assign volunteer educators to education institutions to assist in improving the quality of teaching and learning and to influence behavioral change for sustainable educational reform. The “train the trainer” concept is key to our ability to impact substantial numbers of African school children. Through training given to lecturers, the volunteers expose thousands of African teachers each year to new and innovative teaching methodologies. In turn, over 3 million students annually benefit from the training provided to those African teachers.

Our volunteer educators assist in pedagogical design, curriculum development, English as a Second Language, pre- and in-service workshops, educational administrative management, developing library resource centers and assisting in the development of training modules. They also advise ministries of education on improving their educational policies to meet their governments’ strategic goals.

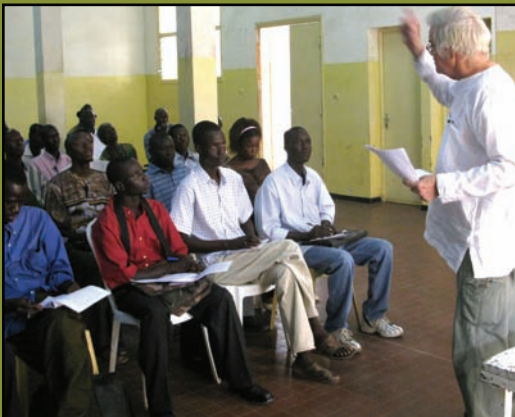
Through sponsoring reading projects and strengthening parent associations, we increase parental involvement in education while helping school systems to become

more accountable and responsive to the needs of the community and in accordance with their government policy. Health is an important component of the program and our volunteers focus on minimizing the impact of HIV/AIDS through introducing African teachers to HIV/AIDS curriculum. In addition, through sponsoring reading projects and strengthening parent associations, we increase parental involvement in education while helping school systems to become more accountable and responsive to the needs of the community and compliant with their government policy.

The IEFA program is funded by the United States Agency for International Development under its American Educators for Africa program, which focuses on increasing access to quality basic education in Africa through scholarships, textbooks, establishing teacher resource centers, collaboration with local NGOs and teacher-training projects. We also receive support for our education program from the World Cocoa Foundation, Mars, Inc., Starbucks, the Alcoa Foundation and other private sector entities.

In 2009, IFESH assigned a total of 47 volunteer educators to eight African countries, directly impacting 10,600 beneficiaries, comprised of pre- and in-service teachers, school administrators, students, personnel of the ministries of education, and local NGOs.

IEFA volunteer, Alexander Harrison, conducts teacher training with a class of Senegalese school teachers.



“More than 1,100 American volunteer educators have been assigned since 1992 to 15 countries, directly impacting more than 500,000 African teachers who have, in turn, impacted the lives of millions of students.”

# Our Volunteers

In 2009, IFESH placed a total of 47 American volunteer educators in eight African countries, directly impacting 10,600 beneficiaries, comprised of pre- and in-service teachers, school administrators, students, personnel of the ministries of education and local NGOs. We gratefully acknowledge the valuable services provided by our volunteers.



IFESH volunteer educator Cheryl Mbano (Right) and Regina Mensah, a Ghanaian Language Arts Teacher, discuss the use of teaching and learning materials for Pre-Service Teacher Education Classes.

## **Côte d'Ivoire**

Lynn Aime, Teacher Training Center, Abengourou  
Rose Donatien, Skills Training Center, Akoupe  
Corrine Shutack, Teacher Training Center, Daloa

## **Djibouti**

Bryan Carr, Ministry of Education  
Philip Dierking, University of Djibouti  
Brooke Harris, Center for Pedagogic Training  
for the Personnel of the Ministry of Education  
Dina Scippa, Ministry of Interior

## **Ethiopia**

Lucinda Acquaye, Bahir Dar University  
Edona Alexandria, Ph.D., Axum University  
Vera Beatty, Adama University  
Melissa Gallagher, Ministry of Education  
Laura Johnson, Adama University  
John Messer, Ph.D., University of Addis Ababa  
Tafaya Ransom, Dire Dawa University  
Paul Roberts, Debre Berhan Teaching Training College  
Sheetal Shah, Haramaya University  
Katherine Simpkins, Ph.D., Ministry of Education  
Emily Springer, Dire Dawa University  
Robert Walker, Ph.D., Debre Berhan University  
Deborah Zinn, Ph.D., Ministry of Education

## **Ghana**

Alison Brown, Agogo Presbyterian Training College  
Shurikaya Darboe, Agogo Presbyterian Training College  
Pamela Fisk, Dambai Training College  
Amiyana Gadsden-Barrett, Berekum Training College  
Jessica Hensley, Catholic University

Amber Horn, Wiawso Training College  
Maxine Roberts, Wiawso Training College  
Cynthia Taylor, Methodist University  
Karen Washington, St. Joseph Teacher  
Training College  
Martha Watson, O.L.A. Training College  
Betsy Winberry, Agogo Presbyterian  
Training College

## **Guinea**

Sewit Abadi, University of Kankan  
Alicia Davis, Technical Training College, Boko  
Matthew Fortier, Technical Training College, Boko  
Cuthbert Onikute, University of Kankan  
Sonya Weston, National Equity Committee

## **Malawi**

Joseph Campbell, Domasi Teacher Training College  
Gwendolyn Jones, Ph.D., Mzuzu University  
Jennifer Shin, Mzuzu University  
Shaneah Taylor, Project Hope

## **Namibia**

Donald Anderson, Caprivi Teacher Training College  
Grayson Capp, Ph.D., University of Namibia  
Myrna Capp, Ph.D., University of Namibia  
Tarsha Hearn, Rundu College of Education  
Anna Ruvinskaya, Chamber of Commerce

## **Senegal**

Mark Bloom, Ecole Normale – Kolda  
Alexander Harrison, Ph.D., Ecole  
Normale - Zinguinchor

# Health

In addition to incorporating HIV/AIDS curricula into IFESH education projects, our HIV/AIDS treatment and prevention projects are currently operating in the Imo and Rivers States of Nigeria through funding from the U.S. Centers for Disease Control and Prevention. These projects focus on pregnant women, youth, orphans and vulnerable children. We administer antiretroviral medication to pregnant women to prevent them from transferring the virus during childbirth. In 2009, over 6,000 expectant mothers received medication and healthcare from IFESH field offices in the two states. More than 10,000 people received HIV counseling and testing services and over 2,700 adults and 1,500 children were newly enrolled to receive IFESH HIV basic care and support services.

Because of the psychological effects and stigma associated with being HIV positive, we form support groups for clients and their families. In addition, we provide patients with quality clinical services, psychosocial support, home-based care, and food and nutritional supplements.

Our projects promote abstinence, HIV/AIDS awareness, and safe sex practices amongst youth. By making teens and other high-risk groups aware of the dangers associated with unsafe sex, we are equipping them with the knowledge to protect themselves and others from the virus. We form youth clubs and, using a peer-to-peer approach, create an atmosphere where teens can talk freely amongst each other about safe sex and abstinence.



Mother and baby enroll in IFESH HIV basic care and support services.

“Soturu is a 22 year old lady who had been diagnosed as HIV positive during her prenatal visit and was referred to IFESH by the Health of the Sick Hospital. Upon telling her husband the bad news, she was thrown out of their home, after several beatings. Her siblings asked her not to return to their hometown. At IFESH, she joined a support group

where she received IFESH Care & Support services. Her baby was placed on breastmilk substitute for six months, and later on infant formula. Funds were raised for her medication, transportation, upkeep and resettling. IFESH also assisted her with finding a job. Today, she has a place of her own where she lives with her son. Both mother and baby are happy and healthy.”

# Conflict Mitigation

Our Conflict Abatement through Local Mitigation project (CALM), funded by USAID, seeks to reduce the incidences of violence in five Nigerian States (Delta, Kaduna, Kano, Plateau and Rivers) by strengthening the capacity of Nigerian society to address those factors causing violent conflict. The project focuses on:

- developing community-based early warning and early response systems
- training local organizations to mainstream conflict management and mitigation techniques in their traditional development work
- providing youth with alternative forms of social and economic engagement in order to reduce violent tendencies

To maximize our impact and ensure program sustainability, we worked with 42 non-governmental organizations comprised of youth, women's and civil society groups. Additionally, we established and trained five Conflict Management and Mitigation Regional Councils (CMMRCs) in the focal states to function as community change agents. A significant CALM project achievement is the transforma-

tion of 9,700 at-risk youth by providing them with constructive forms of social and political engagement. Additionally, 5,000 youth were trained in becoming change agents within their communities. With support from the organization Basketball for Peace, 35 basketball peace zones were established in communities as were 105 Peace Clubs in secondary schools. The Peace Clubs and Peace Zones are recognized by youth as a safe haven and a place to set aside their differences.

In 2009, we trained over 1,200 people in conflict mitigation and management skills, engaged 38 youth groups in civic activities (such as community outreach, prevention of electoral violence, and advocacy to hold elected leaders accountable) and established or improved 248 peace building structures. The CALM project, which came to a close in June 2010, will continue to impact Nigeria through the CMMRCs, the early warning systems and through youth participation in Peace Club and Peace Zone related activities.

*“In 2009, we trained over 1,200 people in conflict mitigation and management skills...”*



IFESH CALM Project participants compete in basketball tournament.

# Financial Summary

## Statement of Revenues, Program Expenses, and Changes in Net Assets

Year Ended September 30, 2009 (drawn from audited Financial Statements)

### Revenue

Contract, Grant, and Program Revenue	6,827,178
In-Kind Contributions	3,120,904
Other Revenue	6,228
Total	<u>\$9,954,310</u>

### Expenses

Program	8,314,405
Fundraising, Management and General	1,910,723
Total	<u>\$10,225,128</u>

### Changes in Net Assets

Balance at Beginning of Year	349,102
Increase (Decrease) in Net Assets	(270,818)
Net Assets, End of Year	<u>\$78,284</u>

### Composed of

Cash and Cash Equivalents (Including Restricted Cash)	437,833
Pledges and Amounts Due on Contracts	1,054,465
Other Current Assets	91,327
Property Plant and Equipment	15,855
Other Assets	5,756,853
Current Liabilities	(867,525)
Deferred Revenue	(6,410,524)
Total Net Assets	<u>\$78,284</u>

# Our Donors

## Companies, Foundations and Key Partners

IFESH programs and operations have been supported by generous grants and contributions from the following organizations:

The Africa Channel	Jacobs Foundation	United Nations Children's Fund
Alcoa Foundation	Kraft Foods Sweden	United Nations Population Fund
AP Financial Service, Inc.	Leon H. Sullivan	United States Agency for
Books for Africa	Foundation	International Development
Brother's Brother	Mars North America	Virginia G. Piper
Foundation	Nell Williams Family	Charitable Trust
Centers for Disease	Foundation	Walmart Foundation
Control and Prevention	Network for Good	Wells Fargo Bank
Chevron Companies	New Global Citizens	World Cocoa Foundation
Faith Presbyterian	Phoebe W. Haas Charitable Trust	
GlobalGiving Foundation	Shell International	
International Currency	Starbucks	
Strategies, LLC		

## Ambassadors

IFESH Ambassadors are individuals, families and organizations (such as churches, civic groups, fraternities and sororities) who donate \$2,000 or more to IFESH.

Craig and Ambassador	The Staff of IFESH	Dave Olsen
Barbara Barrett	Dr. Eamon and Margaret Kelly	Emmanuel Ojameruaye, Ph.D.
Susan Budinger	Peter Karoff	Beth-ann Roth, Esq.
Alan Detheridge	Don Kendall	Mac A. Stewart, Ph.D.
Esther Ferguson	Rick Kirby	Stanley L. Straughter
First Institutional	David Lincoln	Alex Weekes
Baptist Church	Esau Lolis Jr.	C.T. Wright, Ph.D.
John and Chara Haas	C.L. Mannings, Ph.D.	
Jason Hope	Chris and Kelly Marsh	

## Individual Donors

IFESH programs and operations have been supported by generous contributions from the following individuals.

Lawrence Abraham	Pennia Ford	Donald Muncy
Valerie Adams	Theron Ford	Daphne Ntiri
Eric Billingsley	Eleanor Gittens	Evelyn Overby
Ann Marie Blöxham	Estelle Gracer	Arnold Packer
Cameo Brown	Linda Guebert	Aksel Petersen
Joetta Brown	Reginald Harriou	Susan Peterson
Barbara Brown Gathers	David Hummel	Jean-Claude Quenum
Dianne Carey	Kathleen IZard	Rosalind Reaves
Raymond Carey	Moriba Jackson	Rochelle J. Robinson
Carolyn Casale	Shane Kite	Cynthia Smith
Sunday Chikwendu	Carroll Klein	Donald Thompson
Joan Denne	Mabel Lee	Robert & Susan Walling
Kim DePrenger	Carolyn Lewis	Felicia Wilson
Nicholas Dima	Elsa Loftis	Thomas & Lauren Winkler
Jessica Dorestant	John McLean	Wendy Willis
Carolos Fernandez	Del Zola (Della) Moore	
Angela Florez	Charles & Judith Mullins	

## Board of Directors

As of July 2010

The Honorable Lawrence Eagleburger  
Former U.S. Secretary of State  
*Honorary Member*

The Honorable Mary Robinson  
Former President of Ireland  
*Honorary Member*

Dr. Issakha Diallo  
Project Director  
Aware II  
*Honorary Member*

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President Emeritus  
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Alan Detheridge  
Associate Director, the Partnering Initiative  
International Business Leaders Forum

Esther B. Ferguson  
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National Dropout Prevention Fund

Bettye Jackson  
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The Ohio State University

Grace Banks Sullivan  
Founder  
Philadelphia Miniversity

Julie H. Sullivan, Ph.D.  
President and CEO  
International Foundation for Education and Self-Help

C. T. Wright, Ph.D.  
President Emeritus  
International Foundation for Education and Self-Help

## Headquarters Staff

As of July 2010

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James Borgmann  
Ann Marie Bloxham  
Nephi Bushman II  
Brenda E. Drake  
Santry Elmer  
Barbara Ewing-Cooks  
Bettie R. Harrion  
Esau Lolis  
Momodou K. Mambouray  
C.L. Mannings, Ph.D.  
Chris Marsh, CPA  
Portia Morgan  
Emmanuel Ojameruaye, Ph.D.  
Aksel Petersen  
Julie H. Sullivan, Ph.D.

## Country Office Staff

As of July 2010

Fanny Saraho, Côte d'Ivoire  
Mamo Mengesha, Ethiopia  
Kwesi Dzidzienyo, Ghana  
Amadou Oury Bah, Guinea  
Mari Nelson, Ph.D., Kenya  
E. Richmond Draper, Liberia  
Selina Mposa, Malawi  
Nafisa Ado, Nigeria  
Dr. Tari Lawson, Nigeria  
Ibrahima Ba, Senegal  
Faizel Ludick, South Africa

**Our thanks to former staff who left us  
in 2010. We wish them well in their future  
endeavors.**

Marilyn Beck  
Carroll Klein  
Dorothy Reznick  
Tyrone Gaston  
Djama Egueh Elmi



# IFESH

International Foundation for Education and Self-Help