

ANNUAL REPORT

DETERMINED TO DEVELOP

2019



CHILUMBA

MALAWI

AFRICA

MESSAGE FROM OUR EXECUTIVE DIRECTOR

Matt Maroon



Without any money, but with a lot of faith, we started sponsoring Alinafe and Edwin, our first-ever students under our program. This year, both graduated college after studying business and both have started working, providing for themselves and their families.

With short budget cycles, not many organizations are able to take a long-term approach to invest in people. However, because of our amazing donors and a far-seeing Board of Directors, Determined to Develop can make investments over the horizon; the kinds that change lives and give long-term hope for moving toward prosperity. That impact isn't a handout; it's a chance at a future where young people build their own destiny and lift their entire communities.

Alinafe's and Edwin's graduations are markers of success: the payoff of our work and your commitment. These are times of jubilation and triumph over what seem to be insurmountable odds. Each is a lesson in grace.



THANK YOU FOR ALL YOU DO TO SUPPORT THIS CAUSE.



VISION

A FUTURE WHERE ALL PEOPLE REALIZE THEIR FULL POTENTIAL THROUGH ACCESS TO QUALITY EDUCATION.

MISSION

TO EMPOWER, THROUGH EDUCATION, THE PEOPLE OF MALAWI TO BECOME AGENTS OF DEVELOPMENT FOR THEIR FAMILIES, COMMUNITIES, COUNTRY AND WORLD.



SCHOOL TUITION SPONSORSHIP

- Covers school fees for the neediest students in our surrounding community.
- Covers school fees for university and technical college for students who have completed high school in our program.
- Assists with upkeep and school supplies to sponsored students, as well as emergency medical expenses for illness.
- Hosts term meetings at the D2D campus with all sponsored youth.

RESIDENTIAL YOUTH

- House vulnerable youth on campus in a family-like environment with three nutritious meals a day.
- Provide needed school materials (books, uniforms, backpacks, school shoes).
- Provide upkeep supplies (soap, toothpaste, toothbrush, deodorant)
- Provide medical care and enrichment activities.
- Residential youth are given responsibilities and leadership opportunities within the house.
- Host yearly meetings at the D2D campus with all guardians.

GIRLS' EMPOWERMENT

This initiative includes two structured extracurricular activities for sponsored female youth and elementary-aged girls:

- **Girls Club:** Afterschool program designed to provide girls with the tools necessary to rise above obstacles and continue their education.
- **Income Generating Activity:** Provides a sustainable way for high school girls to earn pocket money to support themselves while they finish their education, while also cultivating a sense of responsibility. Trainings are held to prepare members with necessary business skills.

EXTENDED LEARNING

- Provide tutoring sessions each Saturday at the D2D campus, taught by sponsored students in their gap year before tertiary education.
- Offer educational environmental activities, such as on-site animal husbandry, reforestation and garden maintenance activities to promote skills training, provided each Saturday for sponsored students.
- Host annual leadership workshop for all sponsored youth before the beginning of each school year.

LOCAL EDUCATION PARTNERSHIP PROGRAM

- Provides operational support for 4 local nursery schools, which were established by D2D in conjunction with the community.
- Provides infrastructural, administrative and academic support for the local elementary and high schools.
- Provides infrastructural support for Wasambo Education Foundation and Wasambo Boys High School, which is commissioned by D2D in conjunction with the community.



SCHOOL TUITION SPONSORSHIP



2019

OUR GOAL

To provide youth with the opportunity to access and complete their education by removing the financial barrier to tuition and schooling costs.

THE NEED

- 75 percent of individuals in our area are under 25 years of age.
- Only 5 percent of girls and 10 percent of boys complete high school education in our district.
- Only 15 percent of students transition from primary school to high school. Even less go on to complete higher education.

OUR IMPACT

- 1,980 Malawian youth supported since D2D's inception.
- 272 students were provided access to secondary education.
- 33% of sponsored youth went to boarding school.
- 31 sponsored youth attend universities

RESIDENTIAL YOUTH PROGRAM



2019

OUR GOAL

To provide the opportunity for vulnerable youth to concentrate on their education and personal development and become change makers in society by providing a safe, supportive, and structured family-like environment that connects youth to a larger world while protecting them from harmful cultural ideas and practices.

THE NEED

- Over 1 million children in Malawi are orphaned.
- 20 percent of Malawian households look after vulnerable youth, many of which lack the means to provide their family members with basic necessities.
- Only 6 percent of orphans in Malawi receive educational support.

OUR IMPACT

- 54 youth found their home at D2D's residential house.
- D2D residential youth reported feeling more stability than in their home environment.
- Residential youth spent 180 hours in supplementary tutoring sessions.
- 90 percent of residential youth sitting for national exams received passing scores.

GIRL'S EMPOWERMENT



2019

OUR GOAL

To strengthen girls' agency in current and future decision making through positive role modeling, skills attainment, and educational support so that they advocate on their own behalf and collectively for other girls in their community, while positively contributing to development.

THE NEED

- 25 percent of women in our area are illiterate.
- 3 out of 5 girls in our district reported early marriage as their reason for dropping out of high school.
- 50 percent of girls in Malawi are married before their 18th birthday.
- 40 percent of female teens in our area have already begun childbearing.

OUR IMPACT

- 121 elementary and high school aged girls regularly attended D2D Girl's Club and remained in school, lowering their risk for pregnancy and early marriage.
- 24 home visits were made to families to discuss the importance of education.
- D2D sponsored girls spent 350 hours running a youth-led income generating activity.
- 26 girls were trained in the production of reusable menstrual pads.

EXTENDED LEARNING PROGRAM



2019

OUR GOAL

To create global citizens by presenting sponsored youth with both formal and informal education frameworks that increase knowledge, skills, and opportunities.

THE NEED

- Only 50 percent of students who take the Malawi national exams (MSCE) pass, this exam is the key to future university enrollment and employment.
- The average pupil to teacher ratio in Malawi is 99:1.
- Deforestation rates in the northern region are the highest in the country at 3.4 percent.
- Unsustainable natural resource use is costing the country the equivalent of 5.3 percent of GDP each year, more than the total funding allocated to education and health in 2009.

OUR IMPACT

- 270 sponsored students attended a three-day leadership conference hosted by D2D.
- 90 hours of tutoring sessions and informal life skills lessons were held for sponsored students.
- 100 percent of D2D sponsored students received environmental conservation education.

LOCAL EDUCATION PARTNERSHIP



2019

OUR GOAL

To support community driver educational assets, especially schools, that serve the larger community and include government, village, and nonprofit partners.

THE NEED

- Only 30 percent of children in Malawi complete elementary school.
- Only 20 percent of students are selected from primary to secondary school because there are not enough schools in Malawi.
- Schools in Malawi have limited resources and often lack necessities like adequate supply of teachers, textbooks and facilities.

OUR IMPACT

- Due to our nursery school program implementation, there was an 80 percent increase in nursery school attendance.
- 250 children attended D2D's four partnering nursery schools in the community.
- 8 Early Childhood Development Instructors were trained in class management, community engagement, and relationship building.
- 4 local schools were provided with administrative support.
- D2D staff collaborated with School Management Committees to create education related rules and laws for surrounding communities to protect students.

WASAMBO EDUCATION FOUNDATION

Wasambo Boys High School (WBHS) is run by the Wasambo Education Foundation, a Malawian contingent of traditional authorities, the District Education Manager, Wasambo Boys High School's Head Teacher and Director, Head Teachers from neighboring secondary schools and other dedicated education professionals.

In 2019, teachers participated in: Professional development sessions focused on student centered pedagogy, classroom culture, strong lesson planning and educational technology.

In 2019, with D2D support, Wasambo Boys High School added:

- Seven new teachers
- 55 new students
- Staff Office
- Computer Lab
- Dormitory (In Progress)
- Borehole to increase student and staff access to water

In 2019, 149 students participated in:

- 175 hours of small group tutoring
- 110 hours of educational clubs, such as wildlife and environment, entrepreneurship, computer, logic and puzzle, traditional music and dance, science, debate, and chess
- 600 hours of structured study time



WASAMBO SCHOLARS

With each incoming class, 10 percent of enrollment is offered as full scholarships to top-scoring students living within the surrounding villages, ensuring that the school is accessible to the communities served by D2D. These students are selected for their academic performance, as well as their leadership and teamwork skills. The Wasambo Scholars, who most often come from homes without running water or electricity, consistently rank in the top tier of their class.



CYRUS SIKWESE, AGE 13

“My name is Cyrus and I am in my second year at Wasambo Boys High School. I am coming from a poor family and my parents could not manage to pay my school fees. My parents are excited that I have earned a full scholarship and that I can attend a school as good as WBHS. My favorite things about attending WBHS are the teachers who are very well trained and work hard, and also the campus. We have very nice views of Chombe Plateau and Lake Malawi. Sometimes, we get to visit the lake and swim during the school term. Thank you for supporting Wasambo Boys High School and all of the Wasambo Scholars. This scholarship means a lot to me and my family and we can’t thank you enough. Yewo chomene.”



SUCCESS STORIES

SOLOMON VISITS THE US

It was a very exciting moment when I first learned that I was chosen to go on the trip to the United States. I never thought that I would have this particular experience in my life, it was just so exciting. We visited Cleveland, Dayton and Columbus in Ohio, as well as Milwaukee and Chicago. Chicago was my favorite because the buildings were tall and beautiful, and seeing The Bean was just very cool. Going to the zoo was also my favorite because it was my first time seeing many animals, like ocean fish. Speaking in public was the best thing I did because I was very nervous and didn't think I could manage, but I spoke at the fundraiser at St. Joseph in front of over 200 people. The fundraising events were tiresome, but I enjoyed them because I could really express my ideas, experiences and background. I didn't feel there were any issues because we were there to share our stories and the people really understood our situation here in Malawi. It is really something unbelievable when you are here in Malawi to think about, but in the U.S. I could see that people are really thinking of us. We need to advise ourselves to focus on our academics so we can show our sponsors that we are grateful for their help.

MY CHICKENS BY BEAUTY MHANGO

This year in Girls Club, we started a business group raising and selling chickens. I have cared for chickens before but never 200 at the same time! We had many lessons in which we learned about keeping chickens healthy and how to do business. We do not have business classes in school so it was very interesting to learn about what makes a business successful. I would care for the chickens a few times a week, either in the morning or in the afternoon. All of the girls had a specific time to come feed and clean. I liked the business group very much because I learned business skills and was able to buy things for myself with the money we made. I got some materials like sanitary pads, notebooks, and lotion. My favorite part was being in a business with all of my friends.



"WE WERE THERE TO SHARE OUR STORIES AND THE PEOPLE REALLY UNDERSTOOD OUR SITUATION HERE IN MALAWI"



I'M IN 7TH GRADE NOW BY PATIENCE

When I was in Grade 6, I got to watch many films and play football. Now I am in Grade 7 and it is difficult, but I've learned many things so it's very interesting. We learn English, Chichewa, and Agriculture. We have many new classes, like Science, Bible Knowledge and Life Skills. I study two hours a day more than last year. English is my favorite subject because it's the only way in which I can improve my English speaking. Soon, I will be going into secondary school and they only speak English there. I hope to go to Wasambo Boys High School. I know it's important to work hard in school because that is the only way to access your goal. I want to be a Bank Manager when I grow up because I want to be keeping the money that people save. So I know I have to work hard in my Math subjects. When I finish studying, I help my friend, Innocent (Standard 4), with his homework, especially English and Bible Knowledge. Outside of school I like to draw pictures of flowers and people and cartoons. Me and my friends play football and always want to be competing in swimming. Innocent and Mphatso are the best swimmers. Maybe I shouldn't say, but I'm the third. I am excited for secondary school soon because I will learn more. I am nervous because I think there are hard subjects there.

I'M A GRADUATE!

BY ALINAFE KACHENJE

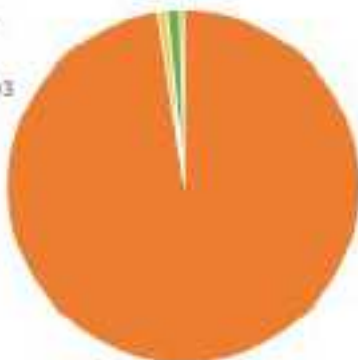
I was brought up by an old grandmum. We are three of us in the family. Since I am the only girl, it hasn't been easy to come out as the successful person in our family and our village, but I am a lady who always stands firm in my dreams. I knew I wanted to study something pertaining to finances since I was in Grade 3 and I never wavered. I worked hard in school from year to year and with the support of D2D, I was able to complete high school. After years and years in the program, I have achieved my dream by getting a degree in Business

Administration with honors at Malawi Adventist University. My path is not to end here at the bachelor's degree level, though. I am aiming to go further with my education, and so far I have applied for a Master's degree while I am working as an accountant here in Malawi. I would like to thank my sponsor, Cassie Kurtz, my brother Matthew Maroon and all the Determined to Develop team from the U.S. for pushing me forward toward my goal. Without their help I could not have made it this far.

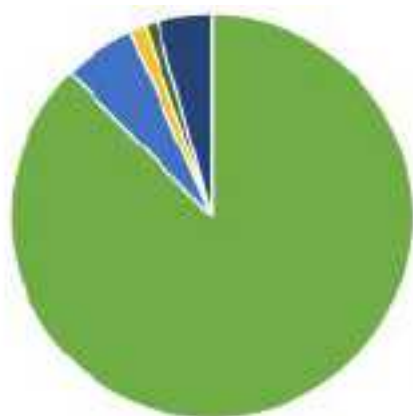


FINANCE REVIEW

- Individual Donations: \$518,687
- Corporate Contributions: \$4,103
- In-Kind Donations: \$6,120
- Interest/Dividends: \$308
- Other Grants: \$1,900



2019 INCOME
\$531,318

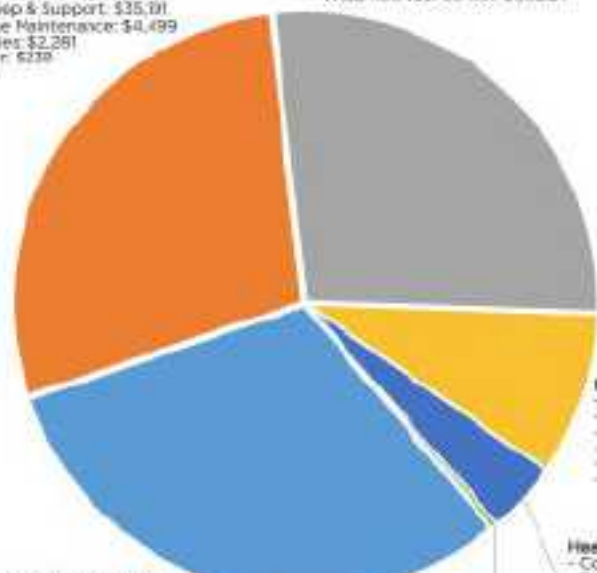


- Programming: \$343,665
- Admin: \$23,231
- Bank/Credit Card Fees: \$5,132
- Accounting Fees: \$4,000
- Fundraising: \$17,561

2019 EXPENSES
\$403,389

- Residential Program: \$97,864**
- Program Salaries: \$12,244
 - Food Costs: \$4,821
 - Upkeep & Support: \$35,191
 - House Maintenance: \$4,499
 - Utilities: \$2,281
 - Other: \$228

- Capital Projects: \$94,009**
- Vol House: \$28,045
 - Wisconsin Eco. School: \$66,064



- Educational: \$3,199**
- Girls' Empowerment: \$2,788
 - Youth Leadership Conferences: \$1,155
 - Rejuvenation & Animal Projects: \$1,747
 - External Trips: \$1,304
 - Adult Literacy: \$123
 - Comp. Lab: \$82

- Health & Community Support: \$13,562**
- Community Assistance: \$5,130
 - Fasting Programs: \$439
 - Medical Bills: \$5,012
 - Community Development: \$2,564
 - Funerals: \$516
 - Cultural Day: \$194

- Tuition & Upkeep: \$106,136**
- Tuition: \$92,99
 - Transportation: \$1,469
 - Pocket Money: \$4,885
 - School Supplies: \$4,281
 - Program Salaries: \$3,506

- Education Partners: \$1,095**
- Secondary School Support: \$415
 - Huron's School Support: \$608
 - Primary School Support: \$76

**PROGRAMMING
BREAKDOWN**



MEET THE TEAM

ALEX MENDEZ – ASSISTANT EXECUTIVE DIRECTOR

HOPE KONDOWE – FINANCIAL CONTROLLER

GEOFF MZEMBE – EXTERNAL RELATIONS & SPONSORSHIP MANAGER

CHIMWEMWE MUNTHALI – GIRLS' EMPOWERMENT INITIATIVES MANAGER

ROBERT CHIKWEZGA – RESIDENTIAL YOUTH MANAGER

OFWA SIBAKWE – SPECIAL PROGRAMS MANAGER

REBECCA WESTPHAL – PROGRAM OFFICER

BOARD OF DIRECTORS

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Determined to Develop is a 503(c)3 tax-exempt organization

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NGO Board of Malawi #NGO/1/16/035

Determined to Develop is registered with the NGO Board of Malawi and the Council for Non-Governmental Organizations.



To learn more about D2D and to support our mission to empower the youth of Malawi, please visit:

www.determinedtodevelop.org