

ANNUAL REPORT

DETERMINED TO DEVELOP



2020



CHILUMBA

MALAWI

AFRICA



MESSAGE FROM OUR BOARD CHAIR

Jason Pierce

Witnessing the global challenges brought on by the events of 2020 is something we will never forget. As chair of Determined to Develop's Board of Directors during a year full of so many uncertainties and challenges, let me say that I could not be more impressed by this organization's resilience and adaptation.

Our Malawi staff were able to thoughtfully prepare and adapt to the unique circumstances of running an organization in rural northern Malawi during a global pandemic, all while keeping the well-being of the youth we serve foremost in mind. With our eyes fixed on our mission—empowerment through education—the Board and staff closely monitored evolving community needs and opportunities and adjusted our programming and resources accordingly. The outcomes and ongoing impact are vividly captured in this annual report.

Because of you, our donors, we have been able to continue our education-focused programming. We are grateful for the overwhelming support in 2020 that allowed us--in the midst of this crisis--to continue providing a safe and supportive home for the residential youth and to continue the girl's empowerment and extended learning programs for our sponsored youth throughout Chilumba.

ON BEHALF OF D2D'S STAFF, BOARD, AND THE COMMUNITIES WE SERVE, I EXTEND MY DEEP THANKS AND GRATITUDE FOR YOUR COMMITMENT, ENCOURAGEMENT, AND SHARED BELIEF IN DETERMINED TO DEVELOP'S MISSION.

MESSAGES FROM OUR FOUNDER + EXECUTIVE DIRECTOR

Matt Maroon & Geoff Mzembe

pictured: Geoff Mzembe, Traditional Authority Wasambo, Matt Maroon



Ten years ago, I was living in a small mud house with a grass roof. When it rained and the winds blew ever so strongly, we had to wake up in the middle of the night and hold the roof on, sometimes falling asleep against the wall while standing, our grip on the tarp to save the precious cement and bulk food we were using to lay the foundations of D2D. At that time, we had just started to connect with community members and were in the beginning stages of what would become Determined to Develop. Ten years later, with a smile and the gratitude for all of those who believed in us, I am continually reminded how far we've come. I see our first kids now college graduates who are working and taking care of their own extended families. I see what were small children in our feeding programs now as healthy teenagers, attending school and scoring great marks. I see the community around us, once feeble but now empowered through strong village leadership structures and an engaged society.

2020 offered a lot of time for reflection over our decade. There are no other development partners that get to take such a long-term view, investing in children and witnessing the payoff years down the line. Usually you only get that within a family. And it's true, because of your support, we have seen this "family" of 40,000 villagers flourish over the past ten years. You've sent students to school; built school blocks, libraries, and toilets; provided supplemental education and training to teachers and women; supported girl led businesses; provided a safe and structured home for vulnerable youth, many who are orphans; and you've fed more than 3 million meals to elementary school students. You've changed lives and it has been a privilege to do this work with you.

No one knows more about these successes and challenges than Geoff Mzembe. When the rains were coming, he was standing next to me, leaning against the wall, holding onto the ropes that were holding on the tarp roof, praying that the seeds we were planting were not blown away. I couldn't have handed over the role of Executive Director to a better candidate and I'm excited to see, through my position on the Board of Directors, the impact D2D is able to make under his leadership and the seeds he plants while we reap from those that were planted before.

Matt Maroon
Founder & Board Member

I see the difference you make each and every day with our sponsored youth and other recipients of D2D's support. This past year was challenging for many and I am so thankful for your generosity and commitment, making our tenth year a successful one for so many young people.

I know first-hand how life changing the support of D2D can be. As one of the first recipients of sponsorship to university, I will never be able to adequately share just how grateful I am to all of you. In the last ten years I have been able to mature from student to a working professional thanks to Determined to Develop and the mentoring of Matt Maroon. I am honored to now be in the Executive Director role and be able to continue to give back to an organization that has given me so much.

Thank you for all you have done and continue to do for us in Malawi. Your support means so much to all of us. I look forward what we are able to accomplish together in the next ten years.

Geoff Mzembe
Executive Director

D2D'S TEN YEAR TIMELINE

A LOOK BACK AT OUR PROGRESS IN MALAWI



2010

- Founded by Matt Maroon a year earlier on paper and begins operations in Malawi
- Construction of Maji Zuwa, the lodge and home to D2D, begins.
- Begins sponsoring its first two students, both Form 1s (high school Freshmen), Alinafe and Edwin, who are both orphans.
- Conducts a needs assessment to link with the community and discover shared development priorities. These include areas of education, health, access to water, nutrition, women's empowerment, and a response to the large number of orphans.



2011

- Increases its sponsorship to assist more than two dozen youth, including enrolling its first two at university.
- Assists in the construction with a community based nursery school, with four more to come over the subsequent years.
- Begins, without planning to, a residential program where youth begin residing on D2D's campus in a family-like environment.



2012

- Constructs a double block of classrooms at partner high school, Khwawa Community Day Secondary School.
- Launches a school feeding program, which will go on to support more than 2.4 million meals for small children in elementary school.
- Begins construction on an orphan house, realizing the need as more orphans join a residential program on the campus.



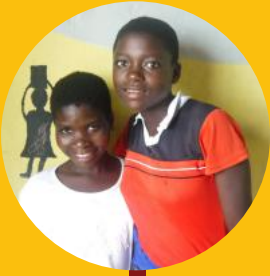
2013

- Transitions from a passive (in name only) to active Board of Directions, greatly increasing the professionalism and accountability of the organization.
- Officially partners with the University of Dayton to launch the Dayton Practicum in Human Rights and Development, which continues each year.
- Residential youth move into the newly completed residential house.
- Continues constructing nursery schools.
- Completes a library at nearby Thunduti CDSS with the support of a Peace Corps volunteer.



2014

- Builds a computer lab and technology center, allowing computer lessons for youth and adults in the community. For most, it's their first time to touch a computer.
- Tuition sponsorship program continues to expand, and by this point paying school fees for hundreds of young people each year.



2015

- Established formal girls' clubs to incorporate girls' programming into the mainstream objectives of the organization.
- Hires its first two full time Malawian staff members, greatly expanding the workforce in Malawi.
- Launches an adult literacy program to promote literacy for women in the village.
- Partners with International Citizen Services, part of DFID, to refine curriculum around nursery education.
- Sees its first sponsored youth graduate from university.



2016

- Begins construction on an enormous Boarding Secondary School, with the goal to transform the quality of education in Malawi.
- Supports 4 women-led IGAs with business training and donations to support a new bakery, chicken rearing, new sewing machines, and a new community garden.



2017

- Wasambo Boys High School opens its doors to the first Form 1 (9th grade) class.
- Feeds it's 2,500,000th meal in its feeding program at local nursery schools.



2018

- Exceeds the milestone of supporting 2,000 youth to finish secondary school (high school)
- Constructs a chicken house to support the Girl's Club Chicken Raising IGA.
- Constructs 1 classroom block, 1 nursery school kitchen, and 8 Primary School toilets.
- Established a Female Mentorship Program to support sponsored youth



2019

- Collaborated with School Management Committees to create education related rules and laws for surrounding communities to protect students.
- Saw its first female sponsored youth graduate from university.



2020

- D2D navigates the COVID pandemic with 50 youth quarantined on campus.
- Geoff Mzembe becomes D2D's first Malawian Executive Director, responsible for executing all programming in Malawi.

VISION, MISSION, & PROGRAMMING



THE **VISION** OF DETERMINED TO DEVELOP IS A FUTURE WHERE ALL PEOPLE REALIZE THEIR FULL POTENTIAL THROUGH ACCESS TO QUALITY EDUCATION.

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

OUR AREAS OF PROGRAMMING:

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

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

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

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

Local Education Partnership: To support community driven educational assets, especially schools, that serve the larger community and include government, village, and non-profit partners.





2020: 245 students sponsored in secondary and tertiary programs

Over half of 2020 was spent out of school for students in Malawi. For many, this was a time of uncertainty and big changes. D2D sponsored youth were afforded the security of knowing they would be able to return to school because of the sponsorship program. Students were motivated and ready to return to school with the support of D2D staff.

Since 2010: TOTAL NUMBER OF SPONSORED YOUTHS – 2,180

Success Story: Yalenga's Story

Yalenga is a beneficiary of the sponsorship program and currently attending Miracle Technical College studying Electrical Installation and Electronic. Below is her story in her own words.



"I was born in a family of 5 children and I'm the youngest in the family. My parents had nothing to support us. They had to sell small mandasis (doughnut) as a source of income for the family. My mom had a dream for me to get an education but to look at the situation of the family the dream couldn't work out. To me as a child, I also worked hard in school to reach my dream of the future.

In 2012 I went to look for the support of D2D and they chose me as one of the sponsored youth. I started my secondary school at one of the community secondary schools. As soon as D2D saw my performance and hardworking spirit, they decided to switch me to one of the better boarding schools. When I wrote my final examinations at secondary school I applied for college-level to study electrical installation and electronics. I got selected to one of the colleges. I am now doing my college level as an electrician.

Since I started at college I'm seeing big improvements in my life. I'm really excited to see the changes because now I know where I'm going because of D2D. Without D2D and their sponsorship, I could not know what I could be doing right now. Maybe I could be married like my sisters and brothers by lacking school fees but now I'm a better person because I have been able to get an education. So I'm asking you D2D not to stop helping us but continue helping us. We are really thankful for you helping us to have a bright future. May God bless you all D2D sponsors and with your family by providing you with health at all times of your life. Thank you!"



2020: 231 girls regularly attended one of D2D's three girl's empowerment clubs in 2020.

Due to school closings for most of 2020, D2D's Girl's Empowerment activities were mostly on hiatus to best prevent the spread of COVID-19. Moving forward, the strength of this program is more important than ever to combat the secondary effects of the global pandemic that have led to an increase in early marriage and pregnancies amongst adolescent girls and young women.

Since 2010, D2D has supported:

- More than 300 adolescent girls and young women have regularly attended girl's clubs
- 15 training sessions for women and adolescent girls and young women groups covering business management skills, book keeping, and product manufacturing
- 3 women's microcredit groups with membership of 169 women
- 145 Girl's Empowerment Club members trained in sewing reusable menstrual products
- Constructed 1 chicken house for Girl's Club IGA
- Donated over \$7,000 in equipment and supplies to support women led IGAs

A Look Back: Women's IGA Support

The Women's Empowerment cornerstone was previously an area of programming for D2D until it was replaced with a greater emphasis on the Girl's Empowerment programming. The activities in this cornerstone included the support of four women led Income Generating Activities (IGAs): Chicken Rearing, Vegetable Growing, Baked Goods, and Sewing. Each of these four groups provided vulnerable women with opportunities for an income to support themselves and their families as well as business skill development.

RESIDENTIAL YOUTH HOUSE

PAGE 8



2020: 36 youth lived full time at D2D in 2020.

While Malawi schools were closed for more than half the year, the Residential Youth House became a safe and supportive space for many of our youth. D2D staff made preparations at the beginning of the pandemic so make sure all youth were safe and cared for in case of potential lockdowns or high rates of COVID-19. Fortunately, Malawi was spared many of the health concerns seen around the world

Since 2010: 117 youth have called D2D home since 2010.

Success Story: Frackson

2017 graduate of the University of Livingstonia. Bachelor's degree in Social Science and Human Rights.
Current Position: Youth Officer at the Karonga District Council, Ministry of Youth and Sports.



Frackson began staying in the D2D Residential Youth House in 2012 as he was beginning secondary school. Raised by a single mother, Frackson and his family could not afford school fees. After approaching D2D for assistance, he found more than school fees – D2D provided a safe and healthy environment to focus on what was important: his education. With the support of D2D, Frackson completed secondary school and headed to university where he excelled and graduated with a degree in social sciences focusing in human rights.

Today, Frackson works full time with Karonga District Council to oversee all youth programming for the council and attend their partnerships with local NGOs. Through his work he has been involved in past national elections to educate young voters and supported social welfare micro-credit campaigns for widows, the elderly, and children headed households.

In his own words: "D2D gave me my life. The piece of mind and hope that school fees support and the residential youth house gave me helped me be the person I am today. I am passionate today about helping people from my same background to be able to survive like I did. Thank you to all the donors that support the work of D2D in Malawi. I wouldn't be where I am today without your support."



2020:

- More than 100 hours of tutoring services
- 700 tree seedlings shared with community members

Determined to Develop's work focused on making sure that students were safe and healthy during the school closures that were seen in 2020. As students reentered the classroom in October, D2D staff were engaged in preparing students for their return to school. Tutoring sessions were in full force to make sure students had the skills to reach their fullest potential.

Since 2010: D2D has planted more than 38,000 trees in Chilumba area, the majority being planted by youth.

All of Determined to Develop's programming centers around youth and that is no different when it comes to the environment. D2D believes that young people are the change makers within their community. All D2D reforestation activities are youth led, including the distribution and planting of tree seedlings as well as the community education on care for newly planted trees. Reforestation activities are held in partnership with local primary schools.

2020:

- Continued support of 4 Early Childhood Development (ECD) Centers (Nursery Schools)
- 450 students attended ECD Centers
- Contributed building materials to support construction of new staff toilets at Khwawa CDSS



Since 2010:

- Supported community in establishing 4 ECD Centers
- Constructed 3 ECD Centers with kitchens
- Fed over 3 million meals to youth
- Constructed pit latrines for female students at Khwawa CDSS
- Constructed a library at Thunduti CDSS
- Constructed 1 classroom block (2 classrooms) at Khwawa CDSS
- Donated supplies for new classroom block and library at CDSS
- Electrified Khwawa CDSS

PARTNERSHIPS

WASAMBO BOYS HIGH SCHOOL

Wasambo Boys High School, opened in 2017, completed its third year of operations in 2020. In the 2019-2020 academic year Wasambo was forced to adapt to the many changes and challenges brought on by the COVID-19 pandemic. All Malawian schools were closed from April through September 2020 and during that time the administration was able to strategically plan the transition of Head Teachers and inclusion of new members in its governing board of Trustees.

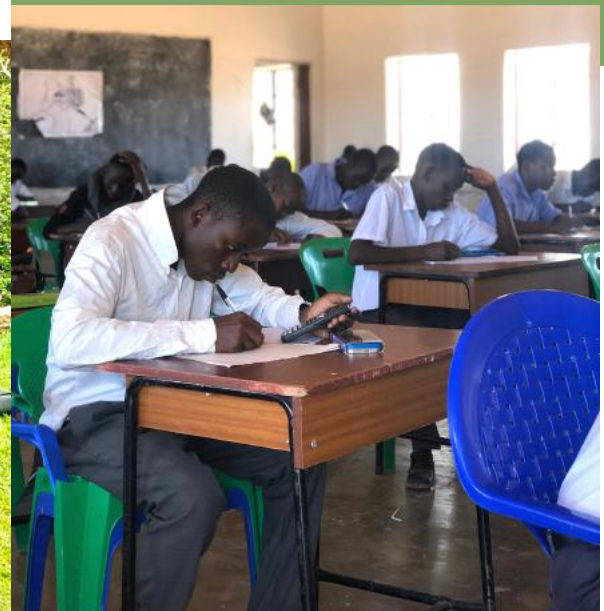
As schools reopened in October 2020, Mr. Scotch Kondowe began his tenure as the second Head Teacher of WBHS. Mr. Kondowe brings with him more than 30 years of experience teaching in and leading secondary schools across Malawi. His most recent posting was as the District Education Manager overseeing all schools in Karonga District for Malawi's Ministry of Education. Mr. Kondowe has been an advisor for Wasambo Boys High School from the start, offering insight during the planning phases and serving on the Board of Trustees for the Wasambo Education Foundation.

pictured right: Scotch Kondowe (Head Teacher)
pictured below: Wasambo Education Foundation



In 2020, with D2D support, Wasambo Boys High School added:

- Administration Block — office and classroom space as well as restrooms (started)
- Student and staff toilets near classrooms
- Student tuck shop (store)





LIFE DURING COVID SCHOOL CLOSURES BY ELIJAH

As a residential youth, I'm so grateful to have had a place to call home during the 6 months that schools were closed due to the COVID-19 pandemic. We were not sure how COVID would affect us so we made sure to have masks and hand washing stations ready. We also stocked up on food and other items to prevent us from having to travel to town. Thankfully, we haven't had any issues.

While all of us were home at D2D, we were able to use our library and computer lab to continue studying. Many of us were about to write exams when school was going to open so we needed to be prepared for when that came. Our friends that were home from university spent time giving us lessons on English and mathematics to help us prepare too. We also had a lot of time to watch movies, play beach soccer, and work on our vegetable garden with Geoff. As much as we enjoyed being on break from school, we were eager to get back and to see our friends again. School reopened in October and we were all very happy to return.



THE ILALA BY MOSES

During our school holiday, we took a trip on the Ilala to Nkhata Bay. The Ilala is a ship on Lake Malawi that makes a weekly trip up and down the lake. We are lucky that there is a port just near us in Chilumba.

We boarded the Ilala in the evening and camped on the ship overnight. When we woke up in the morning we were on the move and seeing the beautiful shoreline of northern Malawi. As we headed for the next port in Nkhata Bay, we passed many villages and untouched landscape along the shore.

Once we reached our destination, we set up our place to camp and enjoy the beach in Nkhata Bay for the next few days. During this time, we were able to set up a friendly soccer match and we won! This was my first time on the ship and I love spotting it on the lake each week as it passes us by. Our trip on the Ilala to Nkhata Bay was so nice and a great way to get ready for the reopening of our schools.





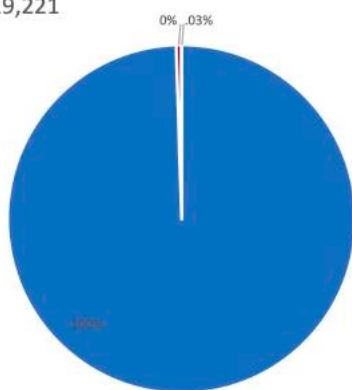
FINANCE REVIEW

YOUR 2020 DONATIONS

2020 INCOME

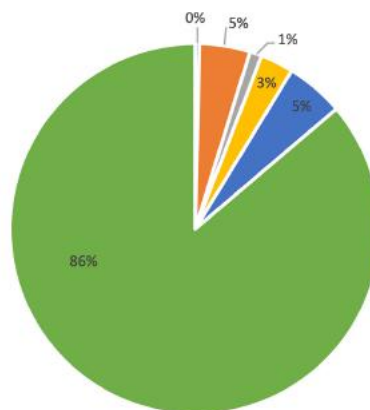
\$319,221

- Individual Donations: \$319,221
- In-Kind Donations: \$1,463
- Interest Income: \$149

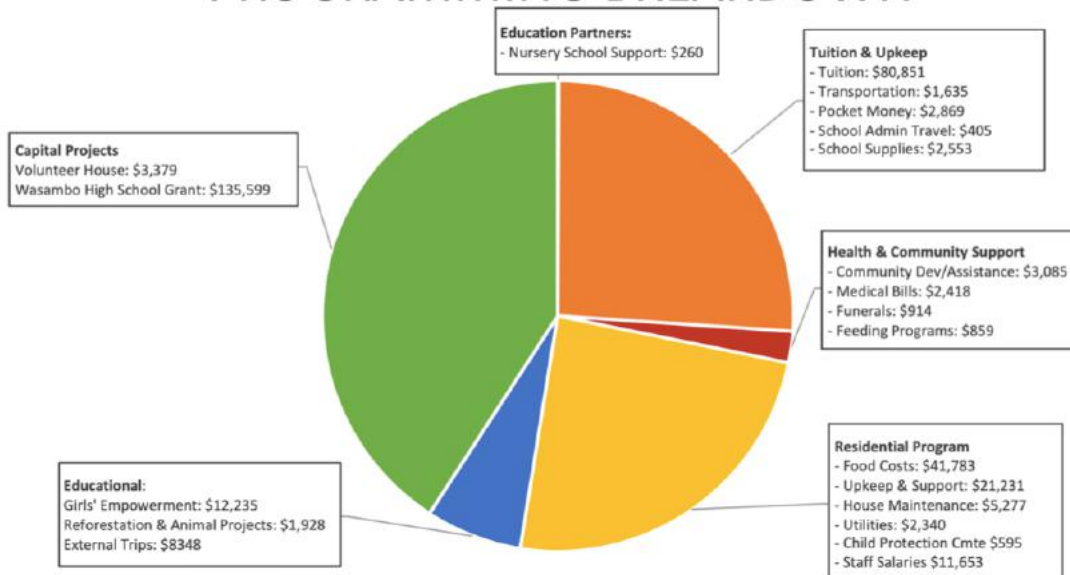


2020 EXPENSES

- Fundraising: \$1,471
- Admin: \$17,434
- Accounting Fees: \$4,150
- Other One-time Expense: \$11,400
- Salaries: \$19,985
- Programming: \$340,118



PROGRAMMING BREAKDOWN



The original published version of the income graph erroneously overstated Income. This PDF has the correct number. D2D apologizes for the error.



BOARD OF DIRECTORS

JASON PIERCE, PH.D. – CHAIRPERSON
LAWRENCE KONDOWE, M.A. – VICE CHAIRPERSON
ROY BURGOON – TREASURER
CARLY HENSLEY – SECRETARY
DANIEL DILLEY
CHAD HALEN, M.B.A
KEVIN KELLER, M.B.A, C.P.A
LAURA LIMARZI KLYN – JOINED 2021
LYNN MAROON
MATT MAROON, M.A.
JULIE MCAULEY
CLEMMIE NEWTON M.I.D.
LAUREN PFLEGER
EDDY ROJAS, PH.D., M.A., P.E.

MALAWI TEAM

GEOFF MZEMBE – ACTING EXECUTIVE DIRECTOR
HOPE KONDOWE – FINANCIAL CONTROLLER
ABBIE MORNEAULT – DIRECTOR OF DEVELOPMENT
ROBERT CHIKWEZGA – MANAGER, RESIDENTIAL YOUTH HOUSE
PERIANA KALONGA – MANAGER, GIRL’S EMPOWERMENT
TALEKA NYASULU – MANAGER, SPECIAL PROJECTS
FRANK KASSANDA – OPERATIONS OFFICER
ZIKKA MKANDAWIRE – COMMUNITY LIAISON





USA Office:
143 Woodstock Dr
Avon Lake, Ohio, 44012-1622
Reg # 1855096 (Ohio)
IRS EIN/Tax ID: 26-4678003
Determined to Develop is a 501(c)3 tax
exempt organization.

Malawi Office:
PO Box 135
Chilumba, Malawi
+265 99 384 1390

Reg Number C916/2016 (MW)
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

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