



DETERMINED TO DEVELOP

2015 ANNUAL REPORT



From our Board Chair:

Back in 2012, I was introduced to Matt Maroon, the founder of our charity, as I visited northern Malawi with my wife and two children. I didn't know it at that moment, but my life was about to change. Since that time, I've seen Determined to Develop seat its inaugural board in 2013, reorganize completely its internal workings and expand greatly its reach within the community of Chilumba and the surrounding areas. The number of lives we touch astounds me, and every year we grow to gently assist where the community directs us.

Among the fundraising events, the crowds, the clothing drives, the board meetings and web conferences, and the hundreds of details that need to be addressed, it's easy to slip away and remember the warm smile on a young child's face and the glimmer of hope in their eyes as you watch them walk the dirt path to their school a few miles up the road. Each of these young Malawians represents a mighty mountain of hope and potential for all of us.

None of this would be possible without the relentless commitment from Matt Maroon, our founder and Executive Director, as well as our board and countless volunteers that give their time and energy toward our mission. And because of our generous donors, we've been able to have a direct and lasting impact on the many lives in the communities we serve. I want to thank each and every one of you who have participated in this journey, and I especially want to thank our partners, the committed villagers, woman's groups, chieftains and community members of those we serve. For it is through their direction and commitment to our common goal we succeed together.

I invite you to come along if you haven't taking that first step with us yet. It's a wonderful journey!

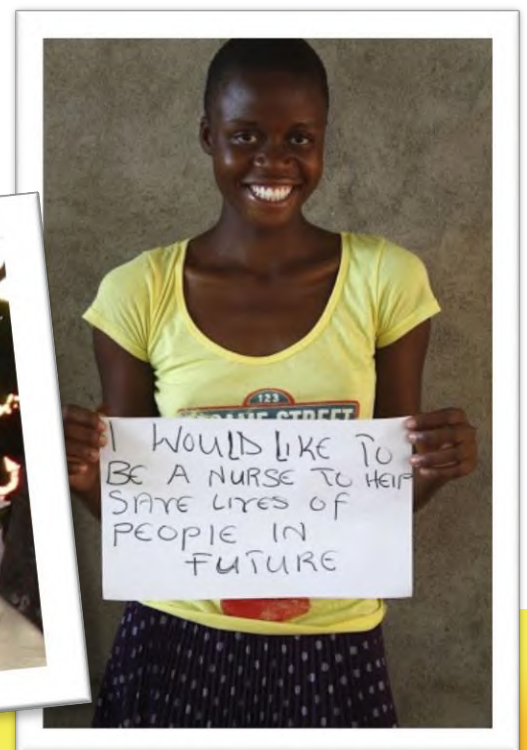
Thank you!



Roy Burgoon

Board Chair

Determined to Develop



From our Executive Director:

In 2010, I was living in a small mud house with a grass roof. We had just started our project of constructing a lodge with the idea that it would be a hub for development projects and villagers had already started to come and tell me the very acute problems facing the area. As these began to weigh on me I wondered what kind of impact we would make with the newly established charity, Determined to Develop. In that year, we were able to connect with friends and family to assist with a couple thousand dollars, most of the money going toward orphans who only wanted a chance at education.

Facing such overwhelming circumstances, I was reminded of the story of the little girl walking along the beach, throwing starfish which has washed upon shore back into the sea. An old man tells the girl she cannot hope to make an impact when there are thousands of starfish which had washed up. Determined, the little girl turns to the man, picks up another starfish, throws it back into the sea, and says, "yes, but I can make a difference to this one." So started our mission; not to change the world, but to give hope to some of the most disadvantaged where there was previously only despair. Five years later, I am in awe at the work we've been able to complete with our partners in development: Malawian people who want to lift their country out of poverty. Our impact over the past five years has been extensive, as you'll see in this report. We've been in the humbling position to quite literally transform people's lives. With our local staff and a supportive and dedicated Board, we are fortunate to have such an impact.

And now on to the next five years where we get to tackle the even larger, systemic challenges to development in Africa. We are continually thankful for our donors and supporters who also believe in our mission and believe, as we do, that the world is smaller than we think and that everyone deserves opportunity.

Sincerely,



Matt Maroon

Executive Director

Determined to Develop



OUR MISSION

To empower the people of Malawi, Africa to implement sustainable, community-driven solutions that promote human advancement.

OUR CORNERSTONES

Education & Youth Support, Health & Nutrition,
Women's Empowerment and Environment





WHY MALAWI?

THE WARM HEART OF AFRICA

THE NEED



AFRICA

2/3 of the population is under 25.



Only 1 in 20 women and 1 in 10 men in our area complete high school.

25% of women can't read or write.



40% of female teenagers have already begun childbearing.

40% of children under age 5 are stunted.



Women in our area have an average of 6 children during their lifetime.



90% of households use a form of wood for cooking & only 7% of households have access to electricity.



Determined to Develop (D2D) is based in the Chilumba area, Karonga district of Northern Malawi, serving a catchment area of approximately 30,000 people in the surrounding villages.



OUR IMPACT 2015



AFRICA

386 students currently in **High School**.



370 children in **D2D** supported preschools.



489,000 meals served in 2015, more than **1.84 million meals** served since inception.



Support groups for over **170 girls**.



100 **widows** supported in a revolving loan program.



64 women attending **literacy** classes.

50 women receiving support and skills to run **businesses**.



10,000 **trees** planted since 2009.



Determined to Develop works on projects within four cornerstones:

Youth
Sponsorship
and Education

Health &
Nutrition

Women's
Empowerment

Environment



Each cornerstone supports our work mainstreaming the cross-cutting issues of orphan care, gender equality and social justice. Together these cornerstones provide a holistic approach to tackling poverty, and represent the requests for assistance that have been identified by the community. Our grassroots model for working towards development utilizes local knowledge and ensures that we work in collaboration with traditional leaders and community-based networks, respecting cultural values and traditions.

Youth Sponsorship & Education

Education & Youth Support remains our largest program,
in line with the needs identified by the community.

In 2015:

- D2D sponsored **368** high school students of which **134** are girls to help reduce the financial burden of going to school in Malawi.
- D2D sponsored **7** students at the tertiary (college & university) level. We also celebrated the graduation of **2** students from the University of Livingstonia who have been with D2D since 2010.
- D2D organized **2 girls groups for 170** primary and secondary school aged girls in our community. These groups work to address pertinent gender issues through a series of hands-on lessons such as weaving and pot making. This year both groups were also taught how to sew reusable sanitary pads, as disposable sanitary pads and tampons are often unavailable or unaffordable for girls in the local area
- D2D supported **4 local nursery schools** with over **370** children attending each day, through infrastructure, teaching, and administration support.
- D2D started a Deaf Club in June 2015 to support the deaf community living in northern Malawi. The club meets every Tuesday and Thursday and focuses on teaching sign language, and supporting both the social interaction and communication development of deaf adults, children and their families.

Health & Nutrition

D2D feeds 1572 primary school children and 372 nursery children each day
and has served over 489,000 meals this year.

In 2015,

- D2D served a nutritious meal to its residential youth and teens from the village each day. This means in 2015, D2D served around **489,000 meals** using more than 56.9 tons of maize and almost 4 tons of sugar, as well as nutrient rich soya, moringa, meats, vegetables and fish.

WOMEN'S EMPOWERMENT

D2D works with women's groups and individuals to improve financial stability and empower them socially. In 2015,

- D2D started the Women's Revolving Goat Club, a microfinance project where each woman is given two goats to rear. We now have increased our participants to **40** beneficiaries meaning **100 women are supported through the initiative**, a number that will grow exponentially by approximately **20 women every 6 months**.
- D2D also started **4 different Support for Chilumba's Women Groups** to help empower women socially and improve their financial security. The project supports an Income Generating Activity (IGA) for each group, poultry farming, traditional breads and baking, fresh produce, and local crafts and sewing. Each woman is receiving training on business skills throughout the project to give them the tools they need to make the IGA effective and sustainable. The women are also receiving specialized training on their particular IGA to refine their existing skills, and classes in literacy and numeracy.

ENVIRONMENT

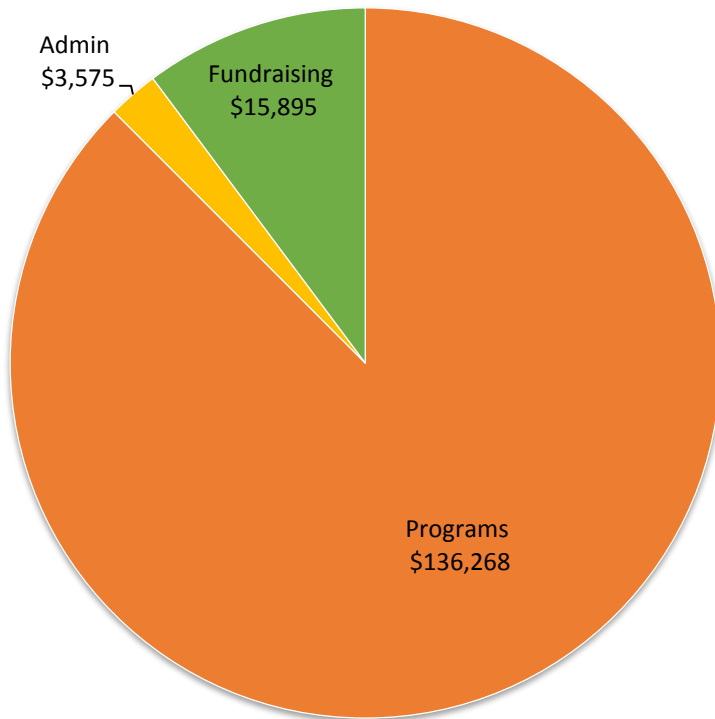
In 2015,

- D2D has planted over **10,000 trees in conjunction with the local community since 2009**.
- In February, D2D **distributed 615 mature tree seedlings** to Sangilo Primary School. This location was chosen for the opportunity of educating children about reforestation and how to plant and care for trees, and give them an active role in making changes in their community.

D2D established a tree nursery at our base at Maji Zuwa and **planted 4836 seeds**, lemons, acacia, custard apple, guavas and moringa. These will be distributed in early 2016 (during the rainy season) to women in the community.



2015 Expenses



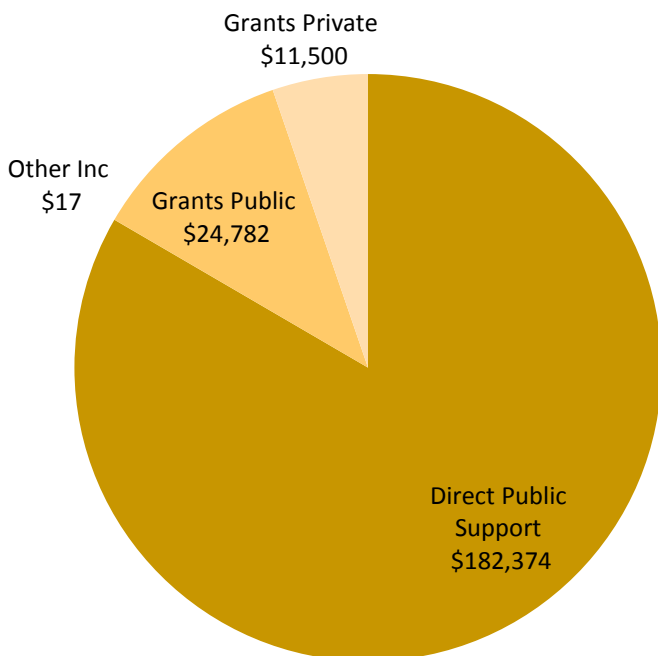
OUR FINANCIAL MODEL

In 2015, D2D maintained a **2.3%** overhead cost. We strive to keep our overhead costs low, so our donations are used efficiently to make a difference in our community.

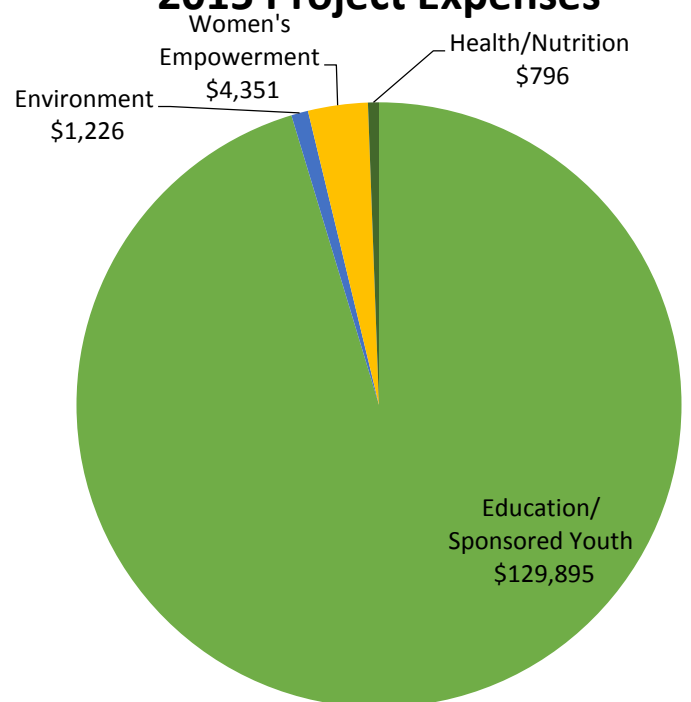
OUR FUNDING

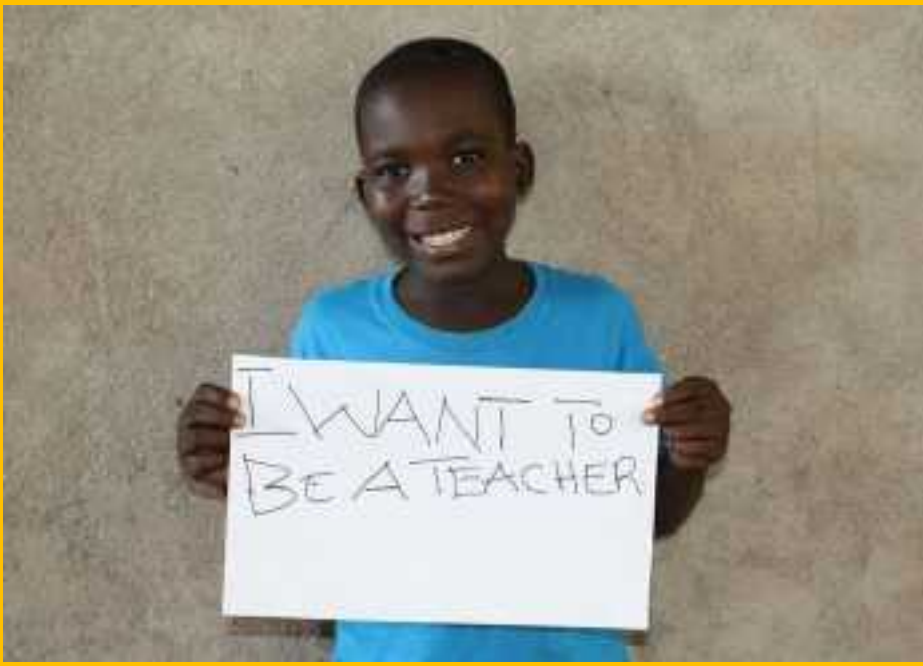
D2D relies heavily upon our friends and supporters who generously keep our organization moving forward.

2015 Income



2015 Project Expenses





OUR SECONDARY SCHOOL VISION

The goal of the high school is to provide quality education for Malawian students, have a national reach, and be accessible to students from rural, impoverished backgrounds. The school will be based on a model of extended learning that will incorporate the components of the Malawi Education Syllabus with International Standards that raise the bar for learning in Malawi, and the school will emphasize academics as well as student life incorporating a program which educates the whole person emphasizing mind, thought, integrity and character.

In addition to promoting a high standard of education and personal achievement, D2D's high school will have a social justice focus and will be accessible to all levels of the population. Scholarships and bursaries will be available to students who are less able to afford the cost of secondary education. As a special note, a percentage of each year's intake will be allocated to the brightest students from within the school's catchment area and these students shall be admitted with no regard to fees.

In 2016, D2D will be working to make significant progress in our plan launching a full boarding high (secondary) school for rural village children. 2016 will focus primarily on the first phase of the D2D high school project focused on the construction of the infrastructure of the school, including classroom blocks, teacher's houses and dormitories.

Why a Secondary School?*

- 57% of education stakeholders said the Northern Region of Malawi does not have enough educational resources.
- Only around 18% of young people in the Northern Region of Malawi who finished their 8th grade year of school (the completion of primary/elementary school) were selected to continue with secondary school even though a full 75% passed the 8th grade national graduation exams qualifying them to continue.
- Almost all education stakeholders described boarding schools as more successful than local community day secondary schools (CDSS) and 100% of respondents said they would send their child to boarding school over a CDSS.

**All figures are generated from the 2013 D2D Education Needs Assessment*

THE DRIVERS OF D2D

OUR STAFF - AS D2D CONTINUES TO GROW, SO DOES OUR TEAM! IN 2015, D2D HIRED THREE FULL TIME AND TWO PART TIME STAFF MEMBERS TO HELP WITH THE DAY-TO-DAY OPERATIONS OF THE ORGANIZATION.

D2D FULL TIME PROJECT STAFF

CLEMMIE NEWTON – PROGRAM OFFICER
PONELO KALONGA – PROJECT FIELD OFFICER
GEOFF MZEMBE – PROJECT FIELD OFFICER

D2D PART TIME STAFF

(THESE STAFF VOLUNTEER THEIR TIME AND SERVICES TO D2D.)
KEN MWAKALENGA – PROJECT FIELD OFFICER
VINCENT MWAMATOPE – ACCOUNTANT

"WORKING FOR D2D WAS ONE OF THE MOST REWARDING AND CHALLENGING EXPERIENCES OF MY LIFE. TO BE ABLE TO WORK DIRECTLY IN THE COMMUNITY, TO SEE EACH DAY THE IMPACT OF THE ORGANIZATION YOU ARE WORKING FOR, AND TO KNOW THE PEOPLE WHOSE LIVES D2D IS AFFECTING, IS A TRUE PRIVILEGE."

--CLEMMIE NEWTON

OUR BOARD

Executive Director – Matt Maroon, M.A.
Board Chair – Roy Burgoon
Vice Board Chair – Jason Pierce, Ph.D.
Treasurer – Chad Hahlen, M.B.A.
Eddy Rojas, Ph.D., M.A., P.E.
Abbie Morneault
Lynn Maroon
Tom Phillips
Frank Kukla
Allison Varricchio, M.I.D.
Kevin Keller, M.B.A., C.P.A.

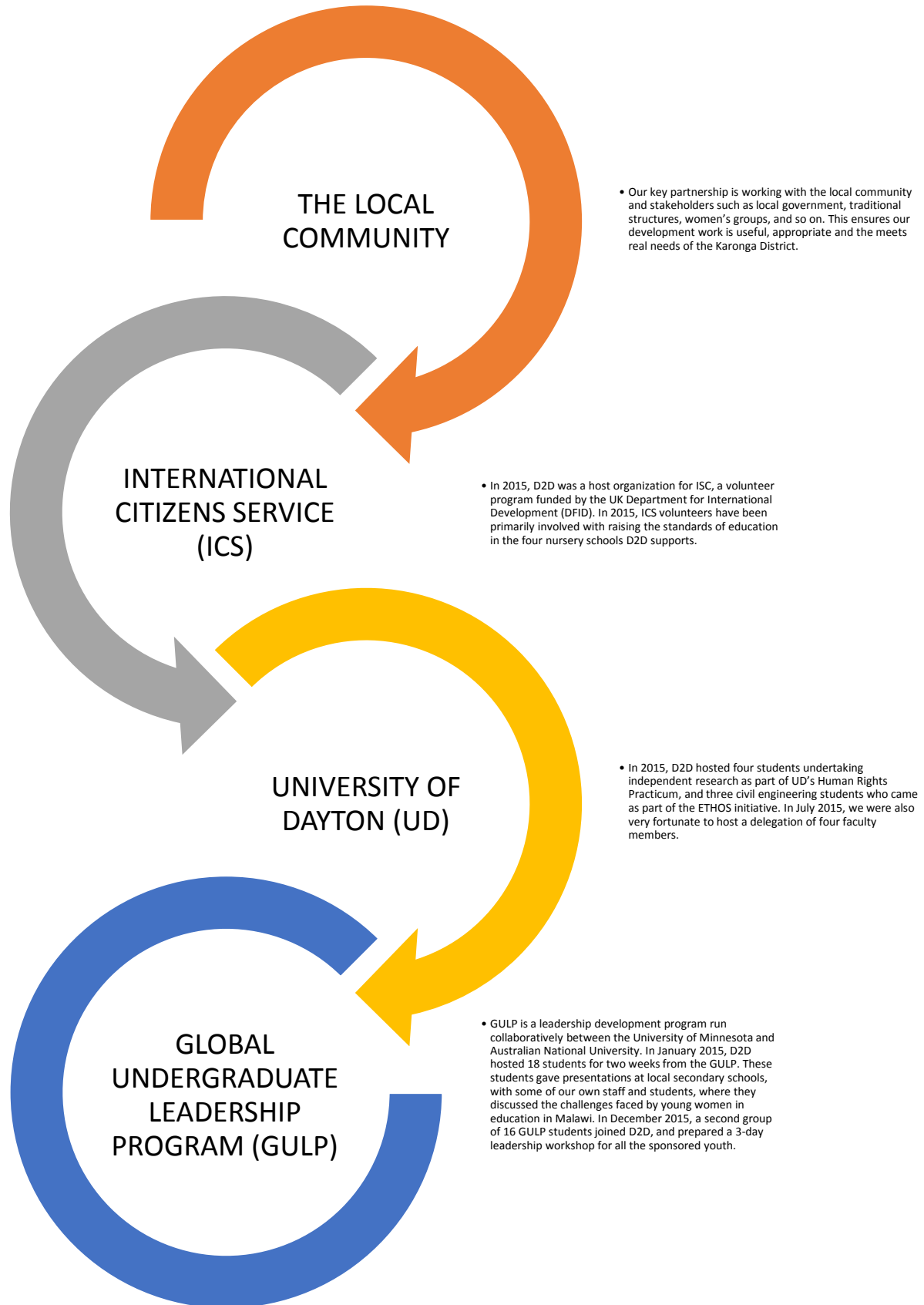
In 2015, D2D welcomed Dr. Eddy Rojas to the Board of Directors. Dr. Rojas is the Dean of the School of Engineering at the University of Dayton.

"I traveled to Malawi last summer as part of a visiting team from the University of Dayton. My visit was transformational as it made me realize the many things we take for granted in the U.S. I was truly impressed by the people of Malawi and their welcoming and cheering attitude in the face of many adversities as well as by their willingness to share the little they have. It is easy to fall in love with this beautiful country and its people. I share D2D's vision of promoting human development through sustainable, community-driven solutions. I was so inspired by D2D that I came to the realization that if we are not part of the solution, we are part of the problem. I see the opportunity to serve D2D as a privilege and I hope my efforts will help make its vision a reality."

-DR, EDDY ROJAS

OUR PARTNERS

D2D is proud to work in partnership with a number of groups to realize projects and work towards our development aims.





2016 Malawian Youth Leadership Workshop

By: Taleka Nyasulu, Determined to Develop Sponsored Youth

On Thursday 31st December 2015, the students from the University of Minnesota and Australian National University arrived at Maji Zuwa. The main purpose of the visit was to conduct the youth leadership workshop with Malawian youth for Determined to Develop. Over 350 D2D sponsored youths ranged from the age of 12 to 20 participated in this workshop. Before we started the workshops, we had introductions which included telling our name, school, and what subjects we study. Then, all of the students were registered by their name, school and classes and we divided into give groups according to education level. This was because the difference in classes meant difference in understanding issues. As such, we had simplified words for the juniors so they could also understand what was being taught.... Some themes of the discussions were centered around the meaning of leadership, its importance and the qualities of a good leader.... It was very nice and has changed the people's ideas on who is a leader and whose voice should be heard. We have all learnt new things. ***I can now see that people are going to use this knowledge to change their communities and our Malawi with the leadership skills they have been equipped with.*** We have hope and not despair.

Determined to Develop would not be able to work with our local community without the support of people like you.

To learn more about D2D and to support our mission to empower the people of Malawi, Africa, please visit www.determinedtodevelop.org

