

**Annual Report 2013** 

Dear Friends and Supporters,

It is our 5th Anniversary and 2013 has been a year of significant milestones for the Sega Girls School, with much to celebrate!

The school started in July 2008, with 30 girls who had dropped out of the educational system. We borrowed a classroom at the Mkundi Primary School, while we began fundraising for construction of our own campus. Five years later, we now have our own campus as well as an established culture and rhythm that the first group of students and faculty pioneered.



Before Sega, the 150 girls now attending the school had little hope of a productive future. Thanks to your support, today the girls are confident in their abilities, positive about their self-value, and very hopeful about what lies ahead. In December, we celebrated the graduation of our first class of students with lots of joyful singing, dancing and many thoughtful, inspiring speeches. With a 93% pass rate (compared to 58% nationally) our Sega grads are well-prepared for the next step in their journey, whether they go on to further higher education, start their own businesses or find a job in the community.

Throughout our involvement with Nurturing Minds, one of the things we are most proud of is our commitment to environmental sustainability. At the start of 2013, you helped us build a rainwater catchment system to capitalize on the abundance of water during Tanzania's rainy season. By year's end, through events in MA, CO and PA, your combined efforts and generosity raised enough funds to provide solar power to our new dorms. The Sega Girls School continues to be entirely run on solar energy, giving our students comfort in the way of showers and toilets, but even more importantly, it allows them to study and do their homework in the evening.

We are always amazed at how much happens during one year and how much our campus and our students change and grow. Visitors and volunteers from oversees bring so much to our campus. Individuals and groups visit and volunteer each year – photographers, artists, teachers, gardeners, computer specialists, and others. All of this is what makes Nurturing Minds and the Sega Girls School so special and we hope you will consider visiting us soon.

We are all part of a global village working together toward a common goal of helping to provide each of our girls with the education and business skills they need for a brighter future. These educated young women will lead the charge in decreasing poverty and increasing standards of living in their homes and communities.

Thank you for investing in girls' education!

Polly Dolan, Co-Founder and Director and Laura DeDominicis, Board Chair





# WHO WE ARE NURTURING MINDS & SEGA - A PARTNERSHIP TO EDUCATE AND EMPOWER

Polly Dolan is convinced that the education of women has a significant impact on global development. This strong belief is what led her, in 2007, to purchase 23 acres of land in Morogoro, Tanzania, in order to build a school for poor, marginalized and at-risk girls. To move her vision forward, Polly partnered with colleagues and friends to develop a Tanzanian non-profit called SEGA, which would be responsible for construction and oversight of the school while ensuring cultural relevance and maximum impact in their region. In the meantime, she and her sister, Tracey Dolan, formed Nurturing Minds in the US and partnered with colleagues, friends and educators to provide expertise in education, construction, and fundraising on a global scale.

#### **NURTURING MINDS**

Nurturing Minds, a non-profit organization based in the United States, is working to change the world through the education and empowerment of vulnerable girls in Tanzania by giving them a high school education combined with business skills. The organization raises funds and provides technical expertise for the construction and development of the Sega Girls School.

#### **SEGA**

The organization Secondary Education for Girls Advancement (SEGA) is based in Tanzania and oversees construction and operations of the Sega Girls School. The Sega Girls School is a residential secondary school for Tanzanian girls who otherwise are unable to attend school due to extreme poverty. The school aims to empower its students to effect change for themselves, their families and ultimately, their communities. This is being accomplished by providing a high-quality education that fosters the development of strong values, healthy self-esteem and independent thinking skills. The school is also focused on becoming financially self-sustaining within the next 10 years.



#### **BOARD OF DIRECTORS**

#### **Nurturing Minds Board of Directors**

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Blastus K. Mwizarubi Astridah Chisanga Katalyeba Demetrius Mathius Malopola

#### WHAT IS OUR IMPACT

#### PREPARING GIRLS FOR A LIFE BEYOND POVERTY

In just five years, Nurturing Minds and SEGA have achieved amazing successes and are well positioned to continue to prepare girls in Tanzania for a life beyond poverty by providing high-quality education, life skills development and entrepreneurial experience.

#### The Sega Girls School 2013 Accomplishments

- 27 girls graduated as part of Sega's first graduating class
- 93% of first graduating class passed national Form IV exam
- Two new dormitories, housing 48 girls each, a new entrance and housing for non-teaching staff
- 300,000 liter (75,000 gallon) rainwater tank completed
- Poultry farm produces and sells over 1,000 eggs daily

#### **ACADEMICS**

#### **First Graduating Class**

On December 7, 2013, the inaugural class of 27 students graduated and celebrated their success with a formal, joy-filled ceremony. Through their hard work and perseverance these girls are amazing success stories, as well as examples of what the dedication of hundreds of teachers, volunteers and donors have achieved.

- 80% of the first 30 students selected in 2008 were retained at Sega through all five years.
- 93% of the first graduating class passed their national Form IV exam (compared to 58% nationally).

Graduation attendees included students and their families, teachers, volunteers, local government officials, and 15 visitors from the US. The special guest speaker was USAID/Tanzania Mission Director Sharon L. Cromer.

"Your daughters walked into this school as some of the most vulnerable girls in the country and today they will walk out as some of the most empowered. They now have knowledge and skills to succeed. They can speak and read Kiswahili and English and they know how to run businesses which will help them to go far in life," excerpt from remarks by Sharon Cromer, mission director for USAID Tanzania.



#### **New Students**

At the end of 2013, 26 new students from the Njombe and Morogoro regions were selected for the non-formal program. All are very vulnerable girls between the ages of 12 - 15 who were deemed a high risk for dropping out of school.

#### **LEADERSHIP DEVELOPMENT & ENTREPRENEURSHIP**

#### **Savings Program**

Girls met weekly to participate in a new savings club on campus. The students were trained on how to record transactions as they saved in passbooks and ledgers.

#### **Career Program Development**

To prepare graduating students for next steps in their education or careers, students conducted field visits to local businesses and met with visiting professionals who trained them in resume preparation, interviewing and other necessary skills. Sega hired a career counselor who, along with volunteer Peggy Folkes, conducted extensive research on education programs for students after graduating from Sega.



#### **Community Outreach Visits**

Several Community Outreach activities were carried out this year to the Amani Centre that serves physically and mentally disabled children, a prison, a home for elderly, and a local orphanage. Sega students helped with chores such as cooking, cutting grass and cleaning as well as playing with children and offering companionship to older people. The students assisted with the planning of these visits, from initiating ideas to identifying modest gifts to take as goodwill gestures.



#### **Anti-Ivory Club**

The Sega Girls School was asked by Juliette Speaks to be the pilot school in Africa for Global Youth against the Ivory Trade campaign. Forty-six girls formed the new Anti-Ivory Club to raise awareness in the school and community about the importance of preventing the destruction of elephants for their tusks.

#### **CONSTRUCTION**

#### Completion of a 300,000 liter (75,000 gallon) rainwater tank

The school now has a renewable water supply that includes a well and rainwater capture system. This rainwater system will supply fresh water during the year, which means tremendous savings for the school in purchasing water.

# Completion of two new dormitories, entrance and housing for non-teaching staff

The two new dormitories now house 48 girls each, and a new entrance to the campus provides an open space for school assemblies and gatherings and visitor parking. This is a significant improvement over the corrugated tin storage shacks that used to greet visitors! In addition, a house for the cooks and Maasai guards was completed in 2013.

#### **Construction started on final phase**

The final phase of campus construction has begun, which is part of a \$1 million USAID matching construction grant. This consists of building one staff house; an infirmary and nurses quarters; a multipurpose building housing laboratories, a library, computer suite and meeting hall; a laundry facility, fencing and walkways.



#### **SUSTAINABILITY**

#### **Organic Gardens**

The students have learned significant skills in organic farming through the cultivation of organic gardens on campus and the maintenance of them throughout the dry season. The students are extremely proud of their gardens and the program has contributed significantly to the students' learning and has become a cornerstone of the school atmosphere, in addition to providing nutritious meals.

#### **School-Run Businesses**

#### A Duka Opens for Business

Students launched a new business enterprise in 2013. They opened a duka, or small shop, to sell such items as toiletries and freshly baked goods that they make themselves. Through this venture, the students are learning entrepreneurial and business skills in marketing, inventory management, planning and financial management; and also having a lot of fun and success!

#### Hospitality

The school has hosted workshops for partner organizations Fundacion Paraguaya, the University of Minnesota, and teachers from local schools interested in learning about Sega's efforts to run a financially self-sustaining school. In addition to providing income to the school, the workshops have provided students with valuable opportunities to plan and carry out events. They organized themselves into different "departments," each with a leader, to develop budgets, organize events and undertake tasks such as cleaning and preparation, managing the catering, room decoration and workshop management.

#### Poultry

The business was expanded in 2013 with 1,970 birds by the end of the year. The school sold 1,020 eggs per day to buyers in the local community.

"The first thing I learned is about confidence in business. I had to meet different people, and learn how to behave with them. At the Morogoro International School Fair (a fundraising event held Dec. 1), we sold 21 trays of eggs, so this was very good." Nuru Ahmed, Student



#### **VOLUNTEERS & VISITORS**

The school saw a stream of unique visitors in 2013, all of whom were left with indelible impressions.

"When I came to Sega, I thought we'd be teaching the girls some English and Self Defense, but actually, they've taught me so much more than I was able to give them." – Agnes Irwin School student from Rosemont, PA.

"The color here is so intense. No matter what we create with our paint, our surroundings trump us." — Meg Saligman, muralist from Philadelphia, PA.

#### **Muralist Meg Saligman**

Award-winning muralist Meg Saligman, from Philadelphia, PA, collaborated with Sega to paint a mural on the newly completed water tower. The mural centers on the vital role of water in the students' lives. Sega girls drew pictures to depict how water is such an integral part of their daily lives. Meg's art students then incorporated their interpretations of the drawings back in the US. For three weeks in August, Meg and a team of students came to Sega with paint brushes in hand. The result – a mural entitled "Water Tower, Water Tale" – has become the iconic landmark on the Sega campus.

#### **Agnes Irwin School**

In June, 18 students from the Agnes Irwin School in Philadelphia arrived at the Sega Girls School to spend a week teaching English and self-defense training. Sega and Agnes Irwin School girls spent time interacting, sharing perspectives and experiences, and just hanging out and getting to know one another. Each morning, Agnes Irwin students joined in daily chores of collecting eggs from the chicken pens (one morning even vaccinating the chicks!) and watering the newly planted organic gardens. Agnes Irwin girls took the lead in ESL games and activities while Sega girls showed them the ropes about African music and food.

#### **Mount Kilimanjaro Climbers**

Seven intrepid climbers en route to scale Mt. Kilimanjaro as a fundraiser for Sega made a special visit to the school. Four climbers from Colorado and three from the East Coast prepared for over a year for the climb that raised more than \$50,000. The Kilimanjaro Climbers were Dana Anderson, Anne Cotellessa, Cathy Faughnan, Sherri Floros, Elizabeth & Mark Foster, and Penny Tompkins.

"Climbing to the top of Kilimanjaro was a great accomplishment, but the true value of the trip was meeting the girls at Sega and seeing firsthand the immense impact of the school on their lives." – Penny Tompkins, Mt. Kilimanjaro Climber



#### **HOW WE DO IT**

#### **GENEROUS SUPPORT AND DEDICATED VOLUNTEERS**

The success of Sega Girls School and its amazing achievements are the result of the continued support of generous donors and dedicated volunteers.

The funds for the development of the school come from grants, student sponsorships, fundraising events and activities, and online giving. In 2013, more than \$830,000 was raised. Part of these funds went to match the challenge grant from USAID's American Schools and Hospitals Abroad (ASHA) program awarded in 2012.

#### Grants

Several foundations awarded Nurturing Minds grants to support school operations or specific projects:

Friends of Children, Meals for students
Arthur B. Schultz, Entrepreneurial & leadership development
Unite, Microfinance for graduates starting businesses
Bethesda Friends Meeting, Student sponsorship & construction
Kennett Friends Meeting, Career development supplies
Bryn Mawr Presbyterian Church, Science equipment
The West Foundation, Career development & monitoring program

#### **Student Sponsorships**

The Student Sponsorship Program gives supporters the opportunity to contribute to the education of Sega students. In 2013, more than \$112,000 was raised through individuals or groups who then connected one-on-one with the individual students. Both the sponsors and the students enjoy an exchange of letters and the opportunity for cultural exchanges.

#### Youth Initiatives

The Sega students weren't the only ones learning leadership and entrepreneurial and life skills through the Sega partnership with Nurturing Minds. Youths for Nurturing Minds and students at various schools across the US, have been learning these valuable lessons as they initiate, plan and implement various fundraisers. An added benefit is the friends they've made communicating with the girls at Sega. All of the students are learning about each other's cultures.

#### STRATEGIC PLAN

#### SELF-RELIANCE THROUGH LEADERSHIP DEVELOPMENT, ENTREPRENEURSHIP & SUSTAINABLE TECHNOLOGIES

By 2015, Sega Girls School's goal is to educate 210 girls yearly and be

- a leader in education through experiential learning and use of information technology,
- a model for environmental stewardship using sustainable technologies, and
- in a position to implement a plan to reach financial self-sufficiency, in part through the development of school-run businesses.

Nurturing Minds is undergoing long term strategic planning on the organization's growth and development. This 5-year plan will include additional initiatives to support the school in attaining self-sufficiency, including the possibility of taking on a second class of paying students and endowment development.

#### 2014 Plans and Goals

In addition to continuing the diverse and stimulating programs that have become a regular part of the Sega Girls School – academics, counseling, life skills and human development programs, community outreach, career counseling and entrepreneurship classes and clubs – major initiatives planned for 2014 are as follows:

#### • Completion of Campus Construction

By the end of 2014, construction of all major buildings and infrastructure is scheduled to be completed. The campus will then be able to accommodate 210 students in six dormitories and classrooms with two classes per grade level. The campus will also include a new computer lab with 50 computers, a library and a meeting hall for 120 attendees.

#### • MEBTI Entrepreneurship Program

The school has entered into a partnership with the Magadu Entrepreneurship and Business Training Institute (MEBTI) to work with recent graduates to develop business plans for their own businesses. This is part of comprehensive education in entrepreneurship and business skills necessary to prepare Sega students to support themselves after school.

#### Scholarship Program

For students who qualify for and wish to pursue continuing education, Nurturing Minds will support scholarships for Sega graduates in advanced level academic studies, teacher training, nurses training or other programs.

#### Enhancing English

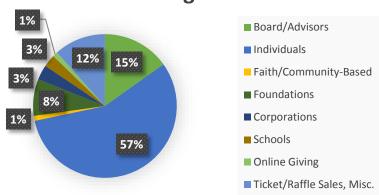
The addition of Conversation English and English as a Foreign Language for students will continue to improve the command of English for the students. This is a critical objective for Sega since English is a requirement for our girls to achieve higher levels of success in the Tanzanian business community.

Total Students by end of 2014	160
Infrastructure at start of 2014	6 dormitories, 6 classrooms, volunteer house, teaching staff
	house, guard's house, kitchen and dining facilities,
	administration offices, infirmary, parking and entrance
Construction to be completed in 2014	1 staff house, infirmary and nurses quarters, multi-purpose
	building (with laboratories, library, computer room, art room,
	staff room, meeting hall) laundry, fencing and paved walkways
Sega School Operations	\$449,798
Sega School Monitoring & Management	\$73,500
Construction Costs	\$1,168,865
Nurturing Minds Fundraising & Management	\$195,537
TOTAL 2014 PROJECTED COST	\$1,887,700



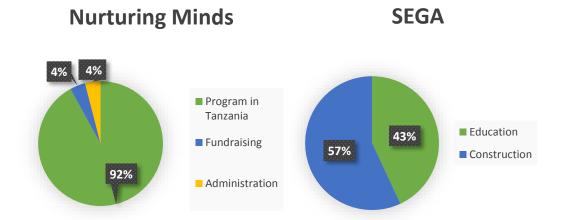
# FINANCIALS SOURCES OF FUNDS (unaudited)

# **Nurturing Minds**



Board/Advisors	\$127,195
Individuals	\$474,253
Faith/Community-Based	\$9,298
Foundations	\$69,270
Corporations	\$28,500
Schools	\$23,188
Online Giving	\$9,753
Ticket Sales, Misc.	\$97,517
TOTAL FUNDRAISING	\$838,974

#### **USE OF FUNDS**



## Financial Statement for Fiscal Year Ending December 31, 2013 (unaudited)

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ASSETS	
Current Assets	
Cash and cash equivalent	\$483,570
Total Current Assets	\$483,570
LIABILITIES	
Equity	
Retained earnings	\$369,918
Net income	\$113,652
Total Equity	\$483,570
INCOME	
Nurturing Minds in Africa	
Unrestricted Donations	\$541,399
Restricted Donations	\$280,222
Non-cash donations	\$17,354
Interest Income	\$136
Gain/(Loss) – Sale of Securities	\$-137
USAID/ASHA Grant	\$395,048
TOTAL INCOME	\$1,234,022
EXPENSES	
Nurturing Minds in Africa	
Administration	\$44,036
Fundraising Expense	\$47,540
Total Expenses - Nurturing Minds in Africa	\$91,576
SEGA	
Education Programs	\$369,788
Mural	\$40,500
Monitoring & Management	\$56,729
Construction & Equipment	\$492,273

Total Expenses - SEGA	\$1,011,442
Non-cash outgoing	\$17,354
TOTAL EXPENSES	\$1,120,370

**Other Operating Expenses** 

NET INCOME \$113,652

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

\$52,152

## **2013 DONORS & VOLUNTEERS**

## THANK YOU, THANK YOU, THANK YOU

### **FOUNDATIONS & CORPORATIONS**

\$10,000+

Arthur B. Schultz Foundation Robert Saligman Charitable Foundation

Dalio Family Foundation Southco Inc.

Kendall Family Foundation The 1830 Family Foundation

Lily Foundation The West Foundation

**Peaks Foundation** 

\$5,000+

Addis Intellectual Capital LLC Forster Family Foundation

Aldo DeDominicis Foundation Friends of Children

Anonymous National Philanthropic Trust

E. Newbold & Margaret DuPont Smith Foundation

\$2,500+

Aid for Africa Merida
Land Rover Flatirons U & Art, Inc.

Harris Family Living Trust William & Lorine Vogt Charitable Foundation

Merck Partnership for Giving

\$1,000+

Cohen-Gertz Family Fund of the Foundation for Metro

West SourceSquared Management LLC

Cooking Light Magazine The Alfred Sasso Memorial Charitable Lead Trust

Reams Family Foundation

E. Murdoch Family Foundation

Under \$1,000

Act for Alexandria Colonial Quilts Jolkona Foundation
Alper Foundation Colorado Landmark Realtors Marblehead Cycle Inc.
Amazon Core Connection LLC McIlhenny/Poe Trust

Aquaterra Technologies, Inc.

Daily Good

Melaleuca, The Wellness Company

Davide Consent & Particle Consent

Barnes Dentistry Devlin Concept & Design LLC Merck Partnership for Giving
Brio Enterprise LLC Emanuel & Anna Weinstein Foundation Morrell Printing Solutions

Charles J. Siefert Family Trust EMD Serono, Inc. Schultz Law LLC
Cohesive Strategy LLC, Dan Hudspeth & Freeman/Kelly Family Fund Spanish Oaks Hospice

Trish Hoyt Heartland Financial USA Terf, Inc/Gibb Rocky Mountain

**INDIVIDUALS** 

\$10,000+

Abbott Jr., Mr. & Mrs. Francis Head, Marcia

Blynn, Clarke & Barb Lopiccolo, Gregory & Robertson, Gayle Hammarskjold, Christian & Chris Spence, Lynda & Mittelstadt, Robert

Hammarskjold, Philip & Alicia

\$5,000+

Ballard, Marion & Rick Kane, Chris & Heidi Schaeffer, Anthony Dolan, Tracey L. Matthews, David & Leslie Young, Sherley

Gibson, Edith & Jim Price, Sarah

Goldthwaite, Steven Saligman, Peter & Meg

#### \$2,500+

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Galloway, Sheila Hankin Foundation Hoblitzelle, Elise B. Johns, Alex & Joyce Latimer, Nancy Moran, Montgomery & Kathryn Ozeroff, Christopher Piasecki Family Stiefel, Marie Storey, Jeff K. & Shelly Tenev, Jovi & Nancy Zozaya, Alex & Janine

#### \$1.000+

Alastair, Adam Anderson, Brock & Margy **Anonymous** Beall, Dara Beilby, Paige Benedict, Coleman & Elizabeth Blynn, Henry & Sydney Bourgoin, Tom & Julie Brown, John & Robynne Brynestad, Eric & Kristen Burch, Robert L. Campbell, Laurie Cavenagh, Andrew & Daniella Conway, Bob & Carolyn Cotellessa, Anne & Anderson, Dana Crawford, Betsy & Leavitt, Marc DeDominicis, Laura & Whitehouse, Scott Devery, Ashley & Michael

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Dudley, Richard & Martin, Elizabeth

Ferguson, Ritson & Julie

Gentile, Jim & Denise

Georgis, Steve & Yonan

Flint. Alice & Jon



#### Under \$1,000

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