



Building Dignity

2011 Annual Report

Dear friends,

As we begin 2012, we reflect on the accomplishments we achieved, the transformations we underwent, and the challenges we confronted during the previous year. During 2011, we renewed our mission to *provide educational opportunities, train local leaders, and support neighborhood-led development in marginalized communities*. We developed and improved our three core programs: the Leadership Academy, Leadership Grants, and Community Education. We also welcomed new staff members to the Building Dignity team and strengthened our relationship with the neighborhood of Lomo de Corvina in Lima, Peru. We are excited to share the 2011 Annual Report with you, and we thank you for your support of Building Dignity.

Sincerely,
Emily Hedin and Paul Dosh
Directors of Building Dignity

Programming

Leadership Academy

In 2011, we focused on establishing a Leadership Academy that enables individuals to become the leaders their communities need. We envision a Leadership Academy composed of three “leadership circles”: Youth Leaders, Emerging Leaders, and Leadership Mentors. In each circle, an original curriculum leads participants through workshops that allow them to identify pressing needs in their communities, propose solutions, and develop the skills to implement their ideas.



Young women brainstorm solutions to teenage pregnancy

The past year saw the creation of the Young Women’s Leadership Circle, which evolved from the pilot project *Voces de la Juventud* (Voices of the Youth). In this circle, young women work through a three-part curriculum, which focuses on human rights, women’s rights, and leadership.

In 2011, 15 young women completed Levels II and III of the curriculum, and a new group began Level I.

To complement the Young Women’s Leadership Circle, Building Dignity collaborated with the Italian non-profit CESVI to create a co-ed Youth Leadership Circle. Each week, young people gathered at the Center for Development with Dignity to cultivate leadership skills and organize community events.



Volunteers accompany local leaders as they implement community development projects

Adult leaders, both new and veteran, came together each week during leadership “coffee hours” to discuss timely concerns in the community, brainstorm local development initiatives, and offer feedback on one another’s projects. As a result of these coffee hours, local leaders formed a committee to design the Building Dignity Leadership Grants Program and helped each other develop project proposals. Participants also organized a cooking class,

which proved popular with both youth and adults, and helped organize Building Dignity's annual "Chocolatada" holiday parties.



Music lessons at the Center for Development with Dignity

Leadership Grants

Our Leadership Grants program offers neighbors the opportunity to apply for project grants that range from \$100 to \$600. These grants allow citizens to implement development and poverty alleviation projects that improve the quality of neighborhood life. Building Dignity also helps the leader secure additional funds from local government and the private sector. We prioritize project proposals that address education, employment, security, and basic services. These priorities are established by the Building Dignity Community Needs Survey, which Leadership Academy participants help conduct.

We launched the Leadership Grants program in April 2011, and the results thus far are inspiring. The first Leadership Grant was awarded to participants of the Young Women's Leadership Circle, who used the funds to launch a campaign to reduce teenage pregnancy. These young women organized the screening of an educational film, prepared and distributed informational pamphlets, engaged their peers in games to boost knowledge of sexual health, and mobilized young people to protect themselves against early pregnancy. By reaching out to their peers, these young leaders built the foundations for healthier futures.

In August, Betty Lozano, a local leader from the 9th sector of Lomo de Corvina, won a \$600 project grant to construct a permanent roof for her neighborhood's preschool building. The renovated building will improve educational services for its 60 students. Betty has also lobbied the local government for funds to install water and plumbing services in the school.

Our work shows that a small investment in local leaders results in major gains for communities. While workshops help individuals develop valuable project management, budgeting, and evaluation skills, the project grants improve quality of life and access to basic services throughout Lomo de Corvina.

Community Education

In 2011, Building Dignity helped students achieve academic success through extra-curricular programs and in-school support. At the Center for Development with Dignity, we offered classes and tutorials in subjects such as English and math to 150 students. One volunteer described her experience teaching summer school classes: *'The first day ushered 40 new students through the Building Dignity door! The interest was potent, energetic and focused. Kids filed in with notebooks and eager faces.'* We furthermore provided a local school with volunteer English teachers. Diana Talavera, principal of "Buena Esperanza" School, wrote:

Our relationship with [Building Dignity] has been significant for the school, especially for the girls and boys...Now, the students will greet one another in English as part of their daily routine. One characteristic of the volunteers that has been especially wonderful for us is their charisma and their ability to build close relationships with the children. This has facilitated academic achievement among my students.

Our Community Education program also included a wide range of athletic and cultural activities. Throughout the year, over 200 children and young adults participated in soccer, volleyball, hip-hop dance, guitar and violin lessons, mural-painting, gardening, and puppet-making.

This year also saw many adults participating in our Community Education programming. Building Dignity collaborated with the Maria Elena Moyano Institute of Technology (ISMEM) to offer a computer class, in which 15 people participated. One participant wrote about the experience in his first email:

"I would like to thank you for the opportunity that you offer to the leaders of the community to be able to learn a little bit more of this important tool that is the computer."

Currently, classes are held in ISMEM's facilities, but we plan to start offering computer classes at the Center for Development with Dignity soon.



Computers classes at ISMEM

Staff

In 2011, Building Dignity welcomed **Andrew Mueller** and **Ana María Mejía** to our staff as Program Coordinators. Their energy, motivation, and dedication have contributed significantly to the growth of Building Dignity. In the coming year, Andrew will focus on directing the Leadership Academy and Leadership Grants program, while Ana María coordinates Community Education. Be sure to check out Andrew's blog at www.buildingdignity.org!

We would also like to formally introduce **Henrik Mitsch**, Building Dignity's Web Designer. Henrik began collaborating with Building Dignity in 2009, when he created our website. During 2011, Henrik worked to improve and update our website and coordinate our broader web presence.



Cooking classes

Finally, we are thrilled to announce the creation of a Minnesota-based Advisory Board, which will provide feedback on program design, support fundraising efforts, and evaluate staff performance. We welcome **Adrienne Christiansen**, **Bryan Frantz**, and **Amy Hill** to the Advisory Board and thank them for their commitment to Building Dignity.

Plans for 2012

In the coming year, we will continue to improve the Leadership Academy through the development of an original curriculum for Emerging Leaders and Leadership Mentors. We plan to award four leadership grants to help finance local development initiatives. We are also excited to announce the creation of a Young Women's Leadership Circle in San José, Costa Rica where Building Dignity is collaborating with the "Boy with a Ball" Foundation to implement the youth leadership curriculum in the neighborhood of Triangulo de la Solidaridad.



Computer classes at the Center

We will work to expand Community Education, offering academic, athletic, and cultural activities to both young people and adults throughout the year. We will continue to support "Buena Esperanza" School with volunteer English teachers and collaborate with ISMEM to bring computer classes to the community.

We look forward the coming year with enthusiasm and refreshed motivation. We hope that you will continue to support us as we build on the achievements of 2011.



Adult Leadership Circle

Financial Summary

In 2011, our operating budget was \$10,425—a 35% increase from \$7,715 in 2010. At the same time, our banking, fundraising, and administrative overhead decreased from \$650 (8.4% of operating budget) to \$470 (4.5% of operating budget). In 2012, we anticipate reducing

our overhead to less than 3%. As our program objectives continue to develop, our operating budget will more than double in 2012, allowing us to increase our grant-making and educational offerings and to sustain our expanded staff in Peru.

	2009	2010	2011	2012 (est)
Income				
Donations	\$33,795*	\$8,315	\$13,525	\$20,000
Expenses				
Community center construction/maintenance	29,430	2,900	1,800	1,500
Community center utilities	300	400	700	800
Programming	700	2,100	2,700	5,000
Leadership Grants	-	-	700	2,000
Salaries of staff in Peru	-	1,550	4,000	12,700**
Fundraising	650	250	320	500
International money transfer fees	700	400	150	0***
Miscellaneous	215	115	55	0
Total expenditures	31,995	7,715	10,425	22,000
Cash on hand at end of year				
	1,800	2,400	5,500	3,000

*Note: 2009 donations far exceed those of subsequent years due to the capital campaign conducted to build the Center for Development with Dignity.

**Building Dignity directors Emily Hedin and Paul Dosh receive no compensation and pay for their travel expenses with personal funds. The 2012 increase in salaries supports the expansion of our staff in Peru.

***In 2011, we established free international electronic funds transfer, eliminating this expense.

Staff

Paul Dosh, Director of Building Dignity

Emily Hedin, Director of Building Dignity

Henrik Mitsch, Web Designer

Ana María Mejía, Program Coordinator

Andrew Mueller, Program Coordinator

Martha Huamán, Director of the Center for Development with Dignity

Jesús Valencia Silva, Director of the Center for Development with Dignity

Volunteers

In 2011, we welcomed 19 local volunteers and 42 international volunteers to the Center for Development with Dignity. Volunteers made significant contributions to our work through organizing and teaching workshops, conducting community outreach, and improving the infrastructure of the center. We estimate that our volunteers contributed a combined 500 hours of their time to our work.

Alfa Alfaro Mendoza

Fiorella Amado

Jason Anderson

Nikita Avdievitch

Daria Bobyleva

John Boyce

Athena Bryce-Rogers

Angiela Fiorella

Carranza Valenzuela

Laru Chapman

Serena Chapman

Adrienne Christiansen

Elizabeth Ciner

Katie & Jason Craig

Indy Daz Nuñez

Mary Ellen Dingley

Andrea Durán

Rosario Fajardo

Victoria Fajardo

César Flores

Daniel Franklin

Andrea Galdames

Megan Hadley

Brooke Haubrick
Christian Heller
Elizabeth Henke
Rocío Hernani
Hannah Hewes-Clark
Plinio Huamán
Lizeth Hurtado Velasquez
Matt Hyde
Nicole Johnson
Angela Julian
Emma Kaplan
Hannah Kosgard
Sadie Luetmer

Magaly Luis Solano
Otto Lyon
Modesta Martínez
Naomi Nañez
John Oberly
Erika Odar Mercado
Elizabeth Phillips
Annabelle Potvin
Elva Quispe Huamán
Norah Quispe
Alberto Real
Savannah Roach
Betty Roethlisberger

David Schiaffino
Laura Stockdale
Naomi Sussman
Susie Taylor
Yadira Tipán
Tito
Scott Travis
Karina Valencia Huamán
Andy Ventura
Emma WestRamus
Madeleine Willis
Janella Milagros Yauri Trejo

Donors

In 2011, donors generously contributed \$13,525—a 62% increase from 2010. We also received in-kind donations of laptops, Spanish books, and a full array of cooking implements for our newly finished community kitchen. To support Building Dignity's steady growth, we have set our 2012 fundraising goal at \$20,000. To meet this goal, we will need to broaden our donor base. We are off to a good start, raising \$4,000 in the first month of 2012. Thank you to our donors for their vital support.

Anonymous
Clare Adams
Ed & Sue Adams
John Allison
Alex Barnard
Leticia Basford & Rick Hammond
Ray & Dolores Beach
John Becker
Carol Bidon
Katie Campbell
Carta a La Tierra
Laru Chapman
Adrienne Christiansen
Brenda Christiansen & Tom Barry
Elizabeth Ciner & David Schodt
Ceal & Tim Craig
Katie & Jason Craig
Dolores Davis
Millie & Terry Dosh
Paul Dosh & Andrea Galdames
Suzanne Dosh
Joshua Dow
Bill Drake
Linda Farthing and Ben Kohl
Bryan & Jennifer Frantz
Barbara Frey
Scott Gehlbach
Laura Grant
Marc & Ellen Hadley
Casey Harrington
Brooke Haubrick's 5th Grade
Class at Adams Spanish
Immersion School

Emily Hedin
Katherine Hedin & Bruce Quady
Rebecca Heist
Robert Hemphill
Marylee Hendricks
Amy Hill
Dave Holman & Rommy
Cornejo Díaz
Suzanne Holtz
Will Howell
Ardes Johnson
Blair & Gena Johnson
Michael & Marianne Jurayj
Diana Kapiszewski
Rich & Teena Keiser
Kathleen Kennedy
Doreen Kloehn
Kathy Knobloch
Josephine Lai
David & Marjory Larson
Charlotte Lee
Linacre College
Angelina Lopez
Tam Ma
Macalester College
Julie Matonich & Rob Bras
Michael Medina
Franz Meyer
Patricia Mitchell
Henrik Mitsch & Yadira Tipán
Michelle & Justin Morgan
Peter Mueller
Terry Dussault & Mary Mueller

John & Patty Mueller
Beth Neitzel
Erika Olson & Peter Eckman
Paul Philpott & Marita Bujold
Lee Piegrass
Dan Pinello
CH Robinson
Evan Rose & Kendra Behling
Marjorie Scharf & Don Kligerman
Julia Schleck
Jenni Schubert
Paru Shah & Mac Antigua
Zachary & Ferka Shala Rothschild
Jack & Gretchen Sjöholm
Chelsea Smith
Bruce Soltis
Charlie Spitzack
Beth Stidham
Doug Stone
Zac Stone
Sarah Taylor & Zachary Drake,
in memory of Cathie Taylor
John & Gayle Teget
Adam Thomas
Diego Trelles Paz
Molly Zahn & Peter Grund
Eddy Zheng
Lili Zheng & Nolan Dewdney
Michael Zis & Deborah Olko