



Building Dignity 2012 Annual Report

Education – Leadership – Development

Dear friends,

It is always a pleasure to share the work of Building Dignity with the very people who make our efforts possible. We are thrilled to present our 2012 Annual Report, which summarizes what has been—without doubt—our best year yet.

This past year we experienced incredible growth that enabled us to enhance educational opportunities, train local leaders and support neighborhood-led development. Thanks to the dedication of our volunteers, we created a tutorial program that gives individualized academic support to 50 students each week. In collaboration with partner non-profits and new donors, we expanded and improved our youth leadership program. And in partnership with community members, we launched Discover Leadership, a new program that equips aspiring leaders with the skills they need to implement life-changing development projects in their neighborhoods.

One theme unites these accomplishments: partnership. Thanks to the commitment of volunteers, the generosity of donors, and the talents of community members, we look back on 2012 with pride. Dr. Paul Farmer wrote: “the poverty of the poor is not a call to generous relief action, but a demand that we go and build a different social order.” Through partnership, we not only respond to immediate needs but also reshape our society for a brighter future. Thank you for joining us on this journey.

Sincerely,
Emily Hedin and Paul Dosh
Directors of Building Dignity

Programming

The Leadership Academy

The Building Dignity Leadership Academy grew by leaps and bounds in 2012. Some highlights:

- Participation in the Leadership Academy tripled in 2012.
- 127 young people in Lima, Peru and San José, Costa Rica completed the *Voices of Youth* leadership program.
- 24 adults completed our *Discover Leadership* program with a new curriculum designed this year.

Voices of Youth

The goal of *Voices of Youth* is to catalyze community development and social change through targeted support for young leaders. *Voices of Youth* began in 2010 and has grown into Building Dignity’s most robust initiative, thanks to promising new partnerships we formed this year.

First, generous support from People’s Congregational Church (Bayport, MN) enabled us to substantially expand this program. Throughout the year, groups of 15-20 youth gathered at the Center for Development with Dignity for workshops that foster self-esteem, teamwork, and goal-setting. Participants learned skills such as project

development, scheduling, and budgeting. Groups then designed and implemented service projects that respond to unmet community needs. Said one 16-year-old leader, Claudia Pezo:

“I participate in leadership workshops at the Center for Development with Dignity, and there I feel strong and capable because [the Center] is connected to my community. Before, the neighbors were not so organized or concerned. Now, through meetings with young people and neighbors, the Center has made it possible for us to develop the will and desire to move forward as a community and as individuals. I believe that I have found a very special place for me and my community.”



Voices of Youth

Second, we reached out to other non-profit organizations to expand the program's impact. We collaborated with Boy with a Ball Foundation in San José, Costa Rica to conduct the *Voices of Youth* leadership training with 45 young women in the neighborhood of Triangulo de la Solidaridad (San José). This partnership not only allowed us to reach more young leaders, but also improved the curriculum through feedback and fresh perspectives.



Teamwork workshop

Finally, *Voices of Youth* opened opportunities for visionary kids, thanks to our new partnership with the municipal government of Villa El Salvador. Two young leaders, identified by Building Dignity, now represent the youth of Lomo de Corvina in the district's "participatory budgeting" process, which enables citizens to shape the allocation of government funds. Giomar Meza Echeverría (age 12) and Nayely Cueva Gonzalez (age 10) are leading a project to invest a portion of these funds in the renovation of a community center in the neighborhood of San Ignacio.

Says Giomar: "I am happy with the project we have designed because the kids who can't come to [the Center for Development with Dignity] now can go to the space in San Ignacio. I have learned about the process of participatory budgeting, and I am going to apply it to *Voices of Youth* to become a better leader."

Together with donors, fellow non-profits and local government, we're opening doors for young trailblazers that don't want to abandon their community—they want to improve it.

Discover Leadership

Our adult leadership program also saw important improvements in 2012, thanks to support from Wayzata Community Church (WCC). With a WCC grant, Building Dignity worked with neighborhood leaders to launch the

new *Discover Leadership* curriculum. Each workshop is co-facilitated by a Building Dignity staff member and a neighborhood leader. Topics include character development, conflict resolution, communication and organizing strategies, project planning, and financing. We supplement the expertise of neighborhood leaders with guest speakers from a local university who work with participants on issues such project development and working within government bureaucracy.



Discover Leadership

Leadership Grants

The Leadership Grants program helps neighborhood leaders design and implement citizen-led development projects. This past year, Building Dignity

- Tripled the size of leadership grants from \$500 to \$1,500, thanks to the support of Wayzata Community Church
- Awarded three leadership grants to young leaders from *Voices of Youth*
- Supported *Discover Leadership* participant Betty Lozano as she completed a project to replace the collapsed roof of a neighborhood pre-school

The young leaders of *Voices of Youth* earned their stripes this year with the implementation of three creative service projects. Our first *Voices* group identified a lack of extra-curricular opportunities for young people in Lomo de Corvina, especially in the arts. In response, they planned a series of screen-printing classes, free to teens throughout the community. They used their grant to purchase materials and hire an artist who taught them how to print t-shirts with an image of their own design. The group then taught their peers the same techniques during a screen-printing class that saw the Center for Development with Dignity filled to the brim.

In San José, young women were concerned about drug and alcohol in their community. They wanted to send a clear message but were tired of banal awareness campaigns. Instead, they organized a Haunted House and invited the community to come join the fun. The day of the Haunted House arrived and hundreds of neighbors turned out for the event. Visitors got a good fright from the ghouls and

witches, but the big scare came from the second part of the House, which dramatized the horrors of drug and alcohol addiction.

Back in Lima, yet another group of young leaders finished the year with plans to conduct a service project at a nearby orphanage. They used their grant to prepare a theatrical show for the delighted youngsters and share an afternoon of storytelling and games with them.

With each project, young people developed self-confidence, a sense of stewardship and a vision of positive change for their lives and their community.



Service project at orphanage

Meanwhile, adult leaders also made good use of the Leadership Grants program. In 2011 Betty Lozano, a neighborhood leader from the 9th Sector of Lomo de Corvina, came to Building Dignity with a problem: the roof of the preschool had collapsed, but the \$6,000 replacement cost exceeded what the affected families could afford.



Preschool roof project

Recognizing Betty’s potential, Building Dignity provided a \$1,500 leadership grant. This modest investment, coupled

with mentorship, gave Betty the leverage she needed to assemble a coalition of business leaders, a former mayor, and over 25 families to secure the remaining funds. Construction on the new roof was completed in October 2012, and 60 children returned to school shortly thereafter. Crucially, Betty is now better trained to creatively tackle other pressing concerns in her community.

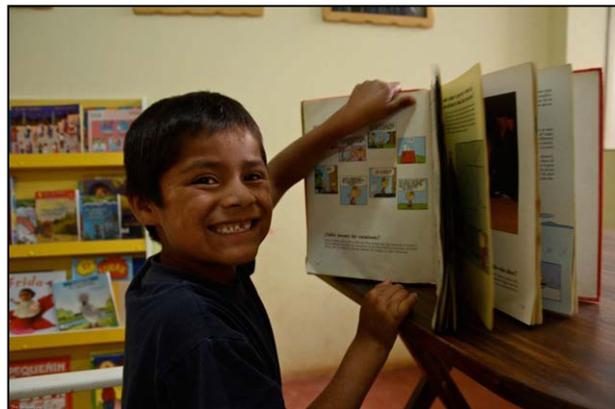
Community Education

In 2012, the Building Dignity team consolidated and improved our Community Education programs. Some highlights:

- Participation in Community Education programs nearly doubled from 250 to 496.
- Approximately 50 students benefit each week from our new tutoring program.
- Our collection of laptops grew from 2 to 7.



2012 marked our second year of weekly math class for students who need extra help, as well as our second year of English-language instruction at our partner school Colegio Buena Esperanza. There, 100 students receive English classes from Building Dignity’s volunteer teachers. As a new initiative, we now welcome students to receive individualized help on their homework during open hours at the community center; approximately 50 students benefit from this tutorial program each week. In addition to academic support, 60 students participated in on our art and culture programs, including percussion and guitar lessons, mural painting, cooking, and theatre.



Community Education- tutoring © Soulside Out, 2011

We also saw an increase in adult participation, thanks to new cooking and computer classes. We were excited to welcome more women to the Center for Development with Dignity through a program called “Mujer Emprende” (Enterprising Women). This program, which is a collaborative effort between Building Dignity and the municipal government of Lima, helps women generate income through the production and sale of artisanal crafts. Women meet at the Center for Development with Dignity to learn the arts of sewing, weaving, knitting and more. The results—impeccably crafted jewelry, dolls and decorations—are then sold at artisan fairs throughout the city, allowing these women to support themselves and their families. Weekly workshops interweave art with discussions on self-esteem, domestic violence, women’s rights, gender equality, preventative health, and leadership.



Mujer Emprende - Mercedes Flores Segura

“I joined this program because I wanted to learn new things. I have participated in the workshops for five months, and I feel very happy because I have learned so much and because the Center welcomes us with such kindness. The Center for Development with Dignity offers us a space to develop ourselves through ‘Mujer Emprende’ and the opportunity to participate in other workshops and programs.” – Mercedes Flores Segura

Volunteers



Our volunteer program grew substantially, thanks to partnerships with the **Institute for Study Abroad at Butler College** (IFSA Butler), the **Omprakash Foundation, Pacifica University** (Lima), and the **Autonoma University** (Lima). Here is what some of our volunteers had to say:

“The basis of the organization, with a center as a sustainable and long-term project of development with dignity, spearheaded by local leadership, captured my enthusiasm, and I feel proud to have supported that goal from behind the scenes.” –Naomi Sussman (Minnesota-based Community Outreach Coordinator)

“My experience volunteering with Building Dignity was a life-defining and eye-opening one.” –Rachel Brodie (Volunteer from Australia)

“During my junior semester abroad in Lima, Peru, I had the great fortune of volunteering with Building Dignity in Villa El Salvador several times a week. After a very helpful orientation and tour by Building Dignity staff, I began volunteering, teaching computer class at [the Center], helping with English classes at a local elementary school, and helping with homework and school projects during open hours. The staff was always eager to help out and make us feel productive and satisfied with our volunteer experience.” –Amelia Conrad (Volunteer from IFSA Butler Peru Program).

Staff Changes

In January 2012, Building Dignity welcomed **Ana María Mejía Huisa** to the team as Program Coordinator. Over the past year, Ana María has coordinated *Mujer Emprende*, an economic empowerment program for women; *Cuenta conmigo*, a mental health initiative that provides community members with free consultations with psychologists; and the tutorial program for students.

From January to May 2012, Building Dignity was pleased to work with our first Minnesota-based intern, **Naomi Sussman**. A student at Macalester College, Naomi spearheaded our Community Outreach efforts in the Twin Cities, where she networked with other non-profits, presented Building Dignity to philanthropic groups, and organized a successful fundraiser poetry slam.

In July 2012, **Julia Smith** arrived in Lima as our new Program Director. Julia comes to Building Dignity through Princeton in Latin America, an organization that matches young professionals with year-long fellowships with Latin American non-profits. Julia has expanded *Voices of Youth*, improved Community Education at the Center for Development with Dignity, and built new partnership with non-profits and volunteer groups.

Following Julia’s arrival, **Andrew Mueller** finished his year of service as Building Dignity’s Program Director in October. We are deeply grateful for Andrew’s contribution!

Among the most important advances under Andrew’s leadership were design of the new *Discover Leadership* curriculum, the expansion of the leadership grants program, and the consolidation of music education at the Center for Development with Dignity.

Finally, we would like to welcome two new members of the Building Dignity team: **Karina Hernani Sevillanos** has joined the program staff as our computer class instructor.

Claudia Pezo, a recent *Voices of Youth* graduate, now works as assistant facilitator for this program. Both Karina and Claudia live in Lomo de Corvina.

Continuing Staff: Jesús Valencia Silva, Director of the Center for Development with Dignity; Martha Huamán, Director of Logistics; Henrik Mitsch, Web Designer; Emily Hedin, Director of Building Dignity; Paul Dosh, Director of Building Dignity; Rocío Hernani Sevillanos, Math teacher.

Partners

We’d like to thank the following organizations for their support and collaboration:

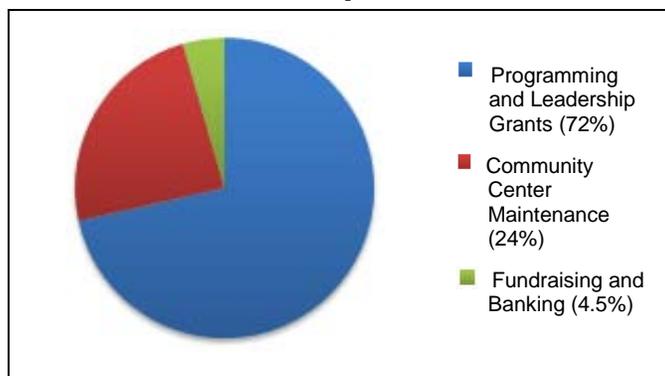
- Cesvi Peru (Lima)
- Colegio La Buena Esperanza (Lima)
- Global Studies Student Association, University of Minnesota (Minneapolis, MN)
- Institute for Study Abroad at Butler College, Peru Program (Lima)
- Macalester College (St. Paul, MN)
- The Moyano Institute of Technology (Lima)
- Municipal Government of Lima
- Municipal Government of Villa El Salvador
- Omprakash Foundation
- People’s Congregational Church (Bayport, MN)
- Princeton in Latin America (Princeton, NJ)
- Universidad Autónoma (Lima)
- Universidad Pacífica (Lima)
- Wayzata Community Church (Wayzata, MN)

Financial Summary

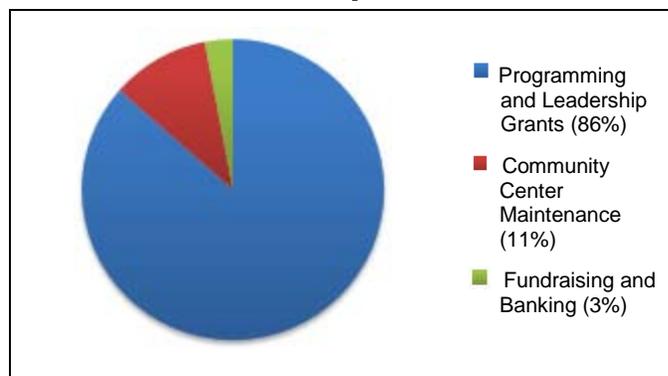
In 2012, our operating budget was \$27,292—a 162% increase from \$10,425 in 2011. At the same time, our already low percentage of the operating budget spent on banking, fundraising, and administrative overhead further decreased from 4.5% (\$470) to just 3.0% (\$825). Our sources of income diversified in 2012, with 67% coming from donations, 27% from grants, and 6% from community partners.

	2011	2012	2013 (est)
Income			
Donations	\$13,525	\$19,482	\$38,000
Grants	0	7,923	
Community partners	0	1,606	3,195
Total income	13,525	29,011	41,195
Expenses			
Programming and Leadership Grants			
Classes and workshops	2,700	7,127	10,000
Leadership grants	700	1,474	4,300
Staff in Peru	4,000	14,120	21,300
Miscellaneous	55	874	0
Community Center Maintenance			
Community center maintenance	1,800	1,707	2,000
Community center utilities	700	1,165	1,200
Fundraising and Banking			
Fundraising	320	825	900
Banking / money transfer fees	150	0	0
Total operating budget	10,425	27,292	39,700
Cash on hand at end of year	5,500	7,219	8,714

2011 Expenses



2012 Expenses



Volunteers

In 2012, we worked with 21 local and 44 international volunteers. We estimate that they contributed a combined 600 hours of their time to Building Dignity.

- | | | |
|-----------------------------|-------------------------------|---------------------------------|
| 1. Fiorella Aldave | 23. Estanislao Guillen | 45. Claudia Pezo Mitman |
| 2. Nikita Avdievich | 24. Megan Hadley | 46. Justin Prichard |
| 3. Simon Binns | 25. Shane Hawley | 47. Joanna Purcell |
| 4. Maddy Blain | 26. James Henry | 48. Andrew Rawlins |
| 5. Charlie Boston | 27. Karina Hernani Sevillanos | 49. Kait Rokowski |
| 6. David Boston | 28. Rocío Hernani Sevillanos | 50. Jeanette Sawyer |
| 7. Timothy Boston | 29. Michael Horsely | 51. Maggie Schwenn |
| 8. Roxana Briceño Bonilla | 30. Plinio Huamán | 52. Lisbeth Soto Herrera |
| 9. Rachel Brodie | 31. Matt Hyde | 53. Noah Steimel |
| 10. Angus Cameron | 32. Angela Julian | 54. Naomi Sussman |
| 11. Aijalon Church | 33. Louis Klee | 55. Sarah Taylor & Zac Drake |
| 12. Diana Cisneros | 34. Hannah Kosgard | 56. Sonia |
| 13. Emma Compton | 35. Cybele Kotonias | 57. Susie Taylor |
| 14. Amelia Conrad | 36. Franco Luyo | 58. Yadira Tipán |
| 15. Katie & Jason Craig | 37. Modesta Martínez | 59. Milagros Quechu Chirinos |
| 16. Luisana Delgado Tineo | 38. Carolina Mattsson | 60. Jean Pierre Valencia Huamán |
| 17. Chelsea Eddy | 39. Niko Martell | 61. Karina Valencia Huamán |
| 18. Emma Ensign-Church | 40. Ava Murphey | 62. Cressida Vaughan |
| 19. Rosario Fajardo | 41. Sonia Paredes Palma | 63. Maddy Vaughan |
| 20. César Flores | 42. Pedro | 64. Andy Ventura |
| 21. Roxana Gonzalez Condori | 43. Neiser Peralta | 65. Victoria Weiss |
| 22. Andrea Galdames | 44. Christine Perry | |

Donors

In 2012, individual donors generously contributed \$19,482—a 44% increase from 2011. We also received in-kind donations of laptops, Spanish-language books, art and school supplies, and concrete and other building materials. The value of these in-kind donations exceeded \$3,000. To support Building Dignity's continued growth, we have set our 2013 fundraising goal at \$38,000. We are off to a good start, with the first \$10,000 of 2013 donations already secured through recurring annual gifts and other early commitments. Thank you to our donors for their vital support.

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|-------------------------------------|-----------------------------------|---------------------------------|
| Anonymous | Diana Bauer | Benoît and Noélie Carpentier |
| Clare Adams | John Becker | Blenda Chiu |
| Allison Adrian & Spencer Gerberding | Justin Bigelow | Adrienne Christiansen |
| Allison Anastos | Simon Binns | Brenda Christiansen & Tom Barry |
| Tom Anderson | Diane Boushek & Mark Kochendorfer | Elizabeth Ciner & David Schodt |
| Alex Barnard | John & Bridget Cameron | Ceal & Tim Craig |
| | | Katie & Jason Craig |

Carol Dittberner
Millie & Terry Dosh
Martin & Erin Dosh
Paul Dosh & Andrea Galdames
Joshua Dow
Emily & Lance Erickson
Farmer to Farmer
Linda Farthing and Ben Kohl
Margo Faulk
Ethan Forsgren
Bryan & Jennifer Frantz
Dianne & Doug Frantz
Jana & Sebastian Galdames
Scott Gehlbach
Erin Giuliani
Laura Grant
Leigh Hansen
Emily Hedin
Katherine Hedin & Bruce Quady
Amy Hill
Dave Holman & Rommy Cornejo
Díaz
Will Howell
Jeff Hughes
Lisa Ann Jensen & Reynold
Vossen
Ardes Johnson
Diana Kapiszewski
Kathleen Kennedy
Catherine Klugherz
Thalia Kostman
Cybele Kotonias

David & Marjory Larson
Charlotte Lee
James Lerager & Mary Harper
Linacre College
Tam Ma
Macalester College
Julie Matonich & Rob Bras
Michael Medina
Franz Meyer
Patricia Mitchell
Henrik Mitsch & Yadira Tipán
Federico Mordini
Michelle & Justin Morgan
Ben & Michelle Moudry
Andrew Mueller
John & Patty Mueller
Mary Mueller & Terry Dussault
Joe Muldoon
Monica Myers
Mike Ngo
Pat and Margie O'Loughlin
Christopher Olaes
Jerry Olive
Erika Olson & Peter Eckman
Tom & Ruth Olson
Robert Painter
Paul Philpott & Marita Bujold
Lee Piegrass
Ben Pierson
Katie Pierson & Jon Kahle
Paige Pierson Kahle
Dan Pinello

Patty & Frank Pink
Deb & Michael Pleasants
Margaret Price & Eugene Cha
CH Robinson
Evan Rose & Kendra Behling
Caitlyn Ruen
David Samuels
Pat & Larry Schaefer
Margie Schally
Marjorie Scharf & Don Kligerman
Julia Schleck
David & Mary Schultz
Zachary & Ferka Shala Rothschild
Allison & Eric Simpkins
Julia Smith
Susanne & Chris Smith
Amy & Ryan Sportel
Beth Stidham
Naomi Sussman
Sarah Taylor & Zachary Drake
John & Gayle Teget
Adam Thomas
Albert Trank
Scott Travis & Tara Van Lanen
Unity Unitarian Church
Ben Wang
Nick Werth
Maddy Vaughn
Anna Zaros & David Hong
Jaime Zea
Michael Zis & Deborah Olko



From all of us at Building Dignity, thank you for your support!