



Building Dignity 2014 Annual Report

Education – Leadership – Development

Dear friends,

It's our great pleasure to present the 2014 Annual Report! As we reflect on our progress, we see how Building Dignity has grown steadily as an organization and as a family. This past year, we welcomed more than 100 students into our education programs, which include homework help, tutoring, athletics, and the arts. Eighteen students participated in a new tutoring program focused on math and reading, and 89% passed their grade. Fifty-four young people actively participated in our Voices of Youth leadership program, and survey research indicates improvements in self-esteem, teamwork, leadership, and goal-setting.

We also welcomed more local and international volunteers. In 2014, we had an all-time high of 93 volunteers working in Peru and elsewhere. We are also very proud to see more young people from Voices of Youth join the ranks of volunteers. In 2014, six Voices of Youth leaders served as volunteers, contributing a total of 28 hours of service each week.

Finally, we would like to acknowledge our growing family of donors. During the past year, 20 donors committed to recurring donations, 122 new donors joined the Building Dignity family, and the average donation was \$170. We are very thankful for all of your generosity, which increased Building Dignity's budget by 38%!

As our once-small family gets bigger, we would like to thank all who contributed to Building Dignity in 2014. Our thanks go out to our donors, volunteers, board members, staff, and partner organizations.

Sincerely,
Emily Hedin and Paul Dosh
Directors of Building Dignity

Programming

Voices of Youth

During the past year, 54 young people participated in one of three Voices of Youth leadership groups in the communities of La Encantada and Oasis.

Voices of Youth explores leadership through five modules: community service, social entrepreneurship, environment, health, and arts and culture. Each module enables our participants to develop leadership skills such as goal-setting, communication, public speaking, conflict resolution, and budgeting. Participants then put these skills into practice by identifying a need in their community, proposing a solution, and implementing their idea. Some examples of their projects from 2014 include:

Community Service: Voices of Youth partnered with *Los Martincitos*, a local organization that serves elderly people living in poverty. Young leaders conducted several days of service with *Los Martincitos* where they prepared lunch, played games, performed plays, and sang songs.



Environment: Young leaders planted gardens in both La Encantada and Oasis, organized a beach cleanup, decorated and installed trash bins throughout the community, and built solar ovens.



Vocation and College Readiness: Building Dignity is pleased to announce a new initiative within Voices of Youth. We now offer a Vocation and College Readiness component for students age 15 and older. Launched in April, the new component helps youth set goals for their future, identify areas of interest for future study and work, learn about post-secondary educational opportunities, and prepare for the admissions process.

Voices of Youth Highlights

Health: Older participants (15+ years) completed a first-aid training course where they learned to respond to emergencies in their community. The group then led a first-aid workshop for younger participants, ensuring that all our young leaders are prepared to react to an emergency.

In April 2014, we hosted our first Vocation Retreat for 19 young people ages 15 years and older. Participants examined their interests, explored options for post-secondary education, and set goals for study and work.



Arts and Culture: After identifying bullying as a major problem in their schools, group members wrote a play about the negative impacts of bullying and performed it at a district arts festival. They also painted a mural with an anti-bullying message.

In May 2014, we hosted our second annual Youth Leadership Retreat with 41 participants.

In their words:

“I liked the retreat because it allowed me to escape the ordinary, see a new perspective, and learn how to be a leader. We learned how to encourage others and help them see their potential. We learned that a leader is someone who helps others be leaders, too.” – Natalia, age 14

In August 2014, we organized a delegation of Voices of Youth ambassadors to represent Building Dignity in an international conference of nonprofits, organized by the Omprakash Foundation. Throughout the week, Brenda (20), Bryan (19), Christian (19), Claudia (19), and Karla (17) sharpened their public speaking skills, learned how to network with other organizations, and discussed the best methods for youth development.



During the first year of this program, 18 elementary students participated. We provided each student with 144 hours of tutoring from March to December. At the end of the year, 89% of these students passed their current grade.



In their words:

“The conference presentations and workshop topics were very interesting and offered us many suggestions for improving our own work. Each conversation was enriching for us and exposed us to a new way of thinking and working.”

Community Education

During 2014, Building Dignity served 108 students in its community education programs, which include:

1. Homework Help
2. Academic Enrichment (math and reading tutoring)
3. Sports
4. Music
5. Summer school

We continued Homework Help, one of the first programs established by Building Dignity. Fifty-one students participated in this program, which provided seven hours of homework help each week.

In 2014, we launched our new Academic Enrichment program, which provides tutoring in math and reading to students at risk of falling behind. Building Dignity staff meet with parents and teachers to identify each student’s needs, set goals for the academic year, and design curriculum suited to the student’s learning style. Students meet with their tutor four hours a week to increase proficiency in math and reading, practice skills necessary for the student to pass her/his grade, and complete homework assignments.



In their words:

“Academic Enrichment is something good. My daughters have learned a lot, and you can see it in their grades. Yasuri has improved a lot. Now she reads a lot, and she likes it. And this makes me happy as her father.” –Marco Antonio

Discover Leadership

In our adult leadership program, we worked closely with five local leaders to overcome barriers to meaningful participation in community development.

In March, we were thrilled to host our first Adult Leadership Retreat. During this event, the participants focused on topics such as goal-setting, program design, sustainability, and impact evaluation.

Adult leaders undertook a number of community development projects with Building Dignity's support. In 2014, we completed the initial stage of paving roads, improved the neighborhood's soccer field, invested in community sports events, created a community kitchen, and continued our efforts to build a library.



Building Dignity by the numbers

Homework Help:

Number of students served: 51
 Hours of Tutoring per week: 7
 Total Hours of Tutoring in 2014: 266

Academic Enrichment:

Number of students served: 18
 Hours of Tutoring per week: 4
 Total Hours of Tutoring in 2014: 144

Percent of:

Parents reporting who observed improvement in mathematics and reading: 100%
 Teachers reporting who observed improvement in mathematics: 90%
 Teachers reporting who observed improvement in reading: 73%
 Teachers reporting who observed improvement in grades: 90%

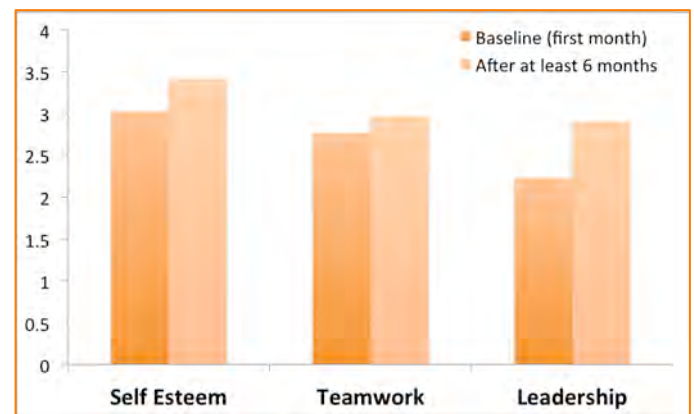
Number of:

Students in Academic Enrichment who passed their grade: 16

Voices of Youth:

Number of youths served: 54
 Hours of Leadership Training per week: 6
 Hours of Leadership Training per year: 300

Building Dignity tracks participants on a number of indicators, including self-esteem, teamwork, and leadership. Survey research conducted every six months demonstrates an increase in indicators over time. This graph shows the results of surveys conducted in May and December 2014. After six months in Voices of Youth, participants demonstrate an improvement in all three categories!



Volunteer Service:

Local Volunteers: 31
 Volunteers from Voices of Youth: 6
 International Volunteers: 62
 Total hours of service: 8,000

Staff

In 2014, Building Dignity said goodbye to Hannah Lewis, Program Director (2013-14). We thank Hannah for all her hard work! Hannah was instrumental in the design of our new Academic Enrichment tutoring program in math and reading. She also served as a wonderful mentor to the La Encantada Voices of Youth group. We wish Hannah luck in her new position as Associate Consultant with TDC, a Boston-based non-profit consulting and research firm.

We also welcomed Michael Angel Vazquez, who serves as our 2014-15 Program Director and Princeton in Latin America fellow. Michael Angel holds a secondary licensure certification from Santa Fe Community College and worked for two years as a middle and high school biology, chemistry, and physical science teacher on the Navajo Nation in New Mexico. Michael Angel has been a tremendous asset to our community education programs!

We are also pleased to introduce Diana Andrade Talavera, who joined the team in early 2015 as our Executive Coordinator. Diana is currently finishing a degree in Education at Peru's Catholic University. She grew up studying theatre and music and in 2013 studied language and dance in England.

Continuing staff: Emily Hedin, Director; Paul Dosh, Director; Ana María Mejía Huisa, Program Coordinator; Henrik Mitsch, Web Designer; Jesús Valencia Silva, Community Liaison; Martha Huamán, Director of Logistics.

Community Partners

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

- Arena y Esteras (Lima)
- Casa Infantil y Juvenil de Arte y Cultura-CIJAC (Lima)
- Casa de Panchita (Lima)
- Colegio Buena Esperanza (Lima)
- EcoRec (Lima)
- Escuela Metropolitana (Lima)
- Institute for Study Abroad at Butler College, Peru Program (Lima)
- Macalester College (St. Paul, MN)
- Municipal Government of Lima
- Municipal Government of Villa El Salvador
- Omprakash Foundation
- Peoples Congregational Church (Bayport, MN)
- Princeton in Latin America (Princeton, NJ)
- Proyecto Especial del Adulto Mayor “Los Martincitos” (Lima)
- Recurso- University of Florida (Gainesville, FL)
- Red Jóven Sur (Lima)
- Steabys (Lima)
- Vichama Teatro (Lima)
- Wayzata Community Church (Wayzata, MN)



Thank you to all our community partners!

(photos courtesy of Bilal Sheikh)

Volunteers

2014 was a record-setting year for volunteers! 93 volunteers supported our work: 62 international volunteers and 31 local volunteers. Each week, volunteers in Lima provided 7 hours of homework help, 6 hours of youth leadership training, 4 hours of math and reading tutoring, and more. In total, we estimate volunteers contributed 8,000 hours of service in 2014.

Ahmad Abuleil
Katherine Adamy
David Adler
Jhader Aguad
Jennifer Allmaras
Collin Barnwell
Brian Beaton
Brenda Benites Palacios
Simon Binns
Alexandra Bobak
Natalia Bolaños Checa
Caitlin Cantor
Amelia Casey
Indira Cervantes Palomino
Genesis Karla Chagua Casco
Alexis Chevez Solis
Nicole Clifford
Hannah Connolly
Celeste Conrad
Jason & Katie Craig
Elsie Craig
Curtis Craig
Nicole Dagata
Niko Drake-McLaughlin
Elvio Elias Carrion
Amado Enco
Alan Farnsworth
Doug & Dianne Frantz
Austin Fruithandler
Julia Gallagher

Joe Giamberdino
Max Goldstein
Roxana Gonzales Condori
Carmen Guerrero
Karla Guerrero Ferro
Kathy Guerrero Ferro
Estanislao Guillen Rios
Ximena Gutierrez
Megan Hadley
Dylan Hanami
Elizabeth Hedin
Marylee Hendricks
Milagros Hermoza Moncayo
Rocio Vanesa Hernani Sevillanos
Monica Hursh
Michelle Kincaid
Alexandra Krus
Bethany Leidl
Koby Levin
Jeremy Levine-Drizin
Julio Cesar Lloella Huarcaya
Enequina Martinez
Andrew Matthews
Jaemy Mazuelos
Amelia Mejía Huisa
Nancy Mejía Huisa
Jesusa Navidad Mitman Romero
Oscar Morales
Roxana Muenster
Charlotte Muscroft

Rosario Ochoa
Sean Pagnon
Tonny Palomino
Cristian Palomino
Alisa Partlan
Matt Petersen
Claudia Pezo Mitman
Natalia Pezo Mitman
Karina Piñan Sevillanos
Megan Raitano
Jessica Riedel
Gabriela Edith Rodriguez Saavedra
Beatriz Rogers
Miguel Rosales
Elizabeth Ruiz
Bilal Sheikh
Lilah Shepard
Ciera Springer
Ben Strauss
Naomi Sussman
Jorge Luis Tinoco Alta
Adam Thomas
Aron Thomas
Albert Trank
George Ugartemendia
Madeline Vaughan
Lirim Veliu
Andy Ventura Sanchez
Emily Wcislo
Carlos Young



Thank you to all our volunteers!

Donors

In 2014, donors and partner organizations generously contributed \$43,593—a 38% increase from 2013. We also received \$2,700 of in-kind donations of desktop computers, a projector, books, and art and school supplies. We are off to a good start, with the first \$15,000 of our 2015 income already secured through recurring donations, a confirmed grant, and early pledges. Thank you to our donors for their vital support!

Christopher Wilson & Milosava Acamovic	Patricia McGovern & David Cossi Ceal & Tim Craig	Robert Goodell Laura Grant
John & Judith Adams	Katie & Jason Craig	Jill Green
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Glenna Anderson	Terry & Millie Dosh	Dave Hancock
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Donn and Darla Atkinson	Daniel Douglas	Adam Thomas & Emily Hedin
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Boushek	Linda Farthing	Don & Chris Howe
Emily Braid	First Presbyterian Church of Hudson	Will Howell
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Blair Buccicone	Cara Gardner	Don & Joyce Ilse
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Carleton College	Dianne & Doug Frantz	Miriam Israel
Thomas Carlson	Bryan & Jennifer Frantz	Andrew Jackola
Brian & Christine Carney	Kevin & Kim Frantz	Naveed Jazayeri
Yoshiko Chino	Clifton Williams & Erica Frantz	Sara Jensen
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Alison Lowther	Lyle Payette	Judith & Richard Spiegel
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Adrian d'Souza & Yolekha Mallier	Jerry & Carla Pederson	Zac Stone
Sean Marrett	People's Congregational Church	Cheryl Strand
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Steven McCandless	Maddie & Tim Petersen	Naomi Sussman
Andrea & Bill McCarren	Russell & Ann Peterson	Joann Sutton
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Doug Meslow	Brian Podany	Kathryn Vonbargen
Franz Meyer	Jim Carlson & Tammy Quady	Mary Vrabel
Patricia Mitchell	Ellen Radar	Wayzata Community Church
Clare Moncrieff	Elizabeth Redcay & Bob Slevc	Roberta & Thomas Wells
Justin & Michelle Morgan	Matt Thomas & Jami Redmon	Alan & Roxanne Wells
John & Patty Mueller	Anderson	Paul Young
Andrew Mueller	Joe Reid	Kathleen Zeleny
Eleanor Berger & Tom Mueller	Tara Ritter	Eddy Zheng
Terry Dussault & Mary Mueller	CH Robinson	Deborah Olkon & Michael Zis
Margaret Myers	Kendra Behling & Evan Rose	Susan Williams & Michael Zwirn
	Betsy Rosol	

Building Dignity Budget & Financial Summary

	2013	2014	2015 (est.)
Income			
Donations	\$28,970	\$33,122	\$43,600
Grants	0	7,406	
Community partners	2,730	3,065	2,400
Total income	31,700	43,593	46,000
Expenses			
Programming			
Classes and workshops	8,067	11,863	14,000
Leadership grants	605	1,707	2,500
Staff in Peru	22,133	24,266	21,650
Miscellaneous programming costs	2,039	1,034	2,000
Community Center			
Community center maintenance	446	1,020	1,100
Community center utilities	1,460	1,400	1,500
Fundraising and Administration			
Fundraising	299	744	1,200
Banking, web and administration	106	11	200
Total operating budget	35,155	42,045	44,150
Cash reserves at end of year	3,764	5,312	7,162

