



2022-2023

ANNUAL REPORT

Letter from the Board Chair

Dear Friends and Benefactors:

Eight years ago, I sat in a classroom with a group of college student interns listening to SEGA co-founder, Tracey Dolan, describe the establishment and impact of Nurturing Minds and SEGA. The college students were there to learn about philanthropy and the nonprofit world. They could not have gotten a greater lesson.

The students were enraptured by the SEGA story. We were awestruck by the early success and impact of this fledgling secondary school in Morogoro, Tanzania. I wondered, “How on earth could such progress be made in such a short time?” I now know. It is because of you and others like you who have given generously, volunteered your time, provided advice and encouragement, and inspired our SEGA students to dream big and work hard.

This past fall Nurturing Minds and SEGA celebrated the 15th anniversary of their founding. The progress you will read about in this annual report is simply remarkable. More and more of our students are going on to advanced study after SEGA. Our 10th graduating class saw **52 out of 68 students achieve Division I or II** on their national exams, qualifying them for continuing education on the A level to university track. Our Modern Girl program is now reaching **1,800 girls and young women** in communities beyond SEGA. And new initiatives, like our volunteer-driven STEM program, is expanding our students’ imaginations to consider careers in science, engineering, and other fields, traditionally not sought by women.

This past April, I became Chair of the Nurturing Minds Board. I am very excited to take on this role for three reasons—all to do with people. First, we are blessed with extraordinary staff. They are totally passionate about our mission. Second, my fellow board members and advisors are fervently committed to our mission and bring a diverse set of skills and perspectives to the Board. Finally, and most importantly, the generosity we receive from you to fulfill our mission is exceptional. This past year, more than **\$1,700,000** was contributed for operations and programs. Commitments to our endowment campaign now total **\$7.5 million with \$4.3 million already invested** as working capital. On behalf of the SEGA and Nurturing Minds teams, thank you for your significant support.

Please read about all the ways you can get involved with Nurturing Minds and SEGA in this annual report. Let me know of your interest. (My email address is below.) Last October, I was one of 17 volunteers who traveled to SEGA to participate in the English Fluency Program. It was one of the most rewarding experiences of my life. A 12-year-old Pre-Form student in my class had already experienced challenges and hardship in her life. Her father had passed away three months earlier. Her mother was very ill, and her older sister was providing care. Despite these circumstances, this young SEGA student was such a bright light. She was articulate, eager to help her fellow students, thirsty to learn, and dare I say, charismatic. Every girl has her own story and many of them have overcome unimaginable circumstances.

These are the young women you are assisting. Thank you for your kindness and the education you make possible for **280 students at SEGA and thousands more in the Modern Girl and Continuing Education Scholarship programs**. Enjoy our 2022-23 annual report and let me know what you think.

Sincerely,



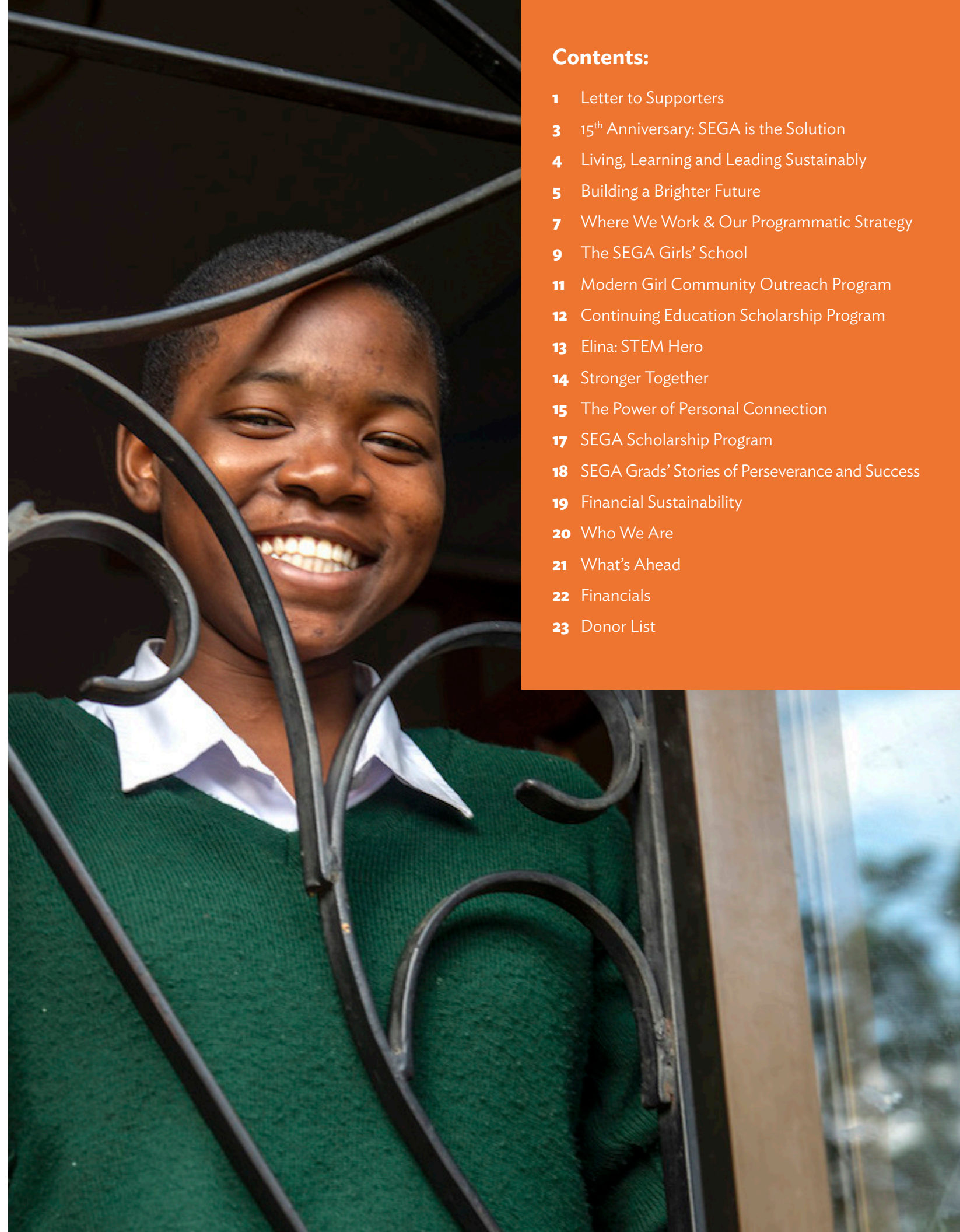
Rodney P. Kirsch

Chair, Nurturing Minds Board of Directors

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The Challenge

In Tanzania, only 33% of girls attend secondary school due to poverty-related challenges. This leads to early marriages and teenage pregnancies, with 31% of girls marrying before 18 and a high rate of 121 births per 1,000 girls aged 15-19. These issues necessitate urgent action to ensure girls' access to education, gender equality, and poverty alleviation.



SEGA is the Solution

SEGA offers a successful solution, achieving high pass and retention rates while empowering young women with knowledge, skills, and opportunities. SEGA breaks the cycle of poverty, benefiting individuals, families, and communities, and fostering sustainable development in Tanzania.

SEGA Director Visit

In September 2022, Laura DeDominicis, Executive Director of Nurturing Minds, and Laina Mwandoloma, Director of SEGA, participated in the annual **Opportunity Collaboration** summit in the Dominican Republic. During this three-day collaborative event, they connected with fellow leaders committed to developing sustainable solutions for poverty and injustice and formed alliances to propel our mission forward.

After returning to the U.S., Laina provided an update on SEGA's progress and engaged with supporters at events in Philadelphia and Boston. She also explored potential partnerships for SEGA through meetings with representatives from **Harvard Law School** and **Babson College**, and held discussions with the **American Council for International Studies**, **Image Dei Foundation**, and **Chiesi**, all aimed at advancing shared objectives.



15th Anniversary Celebration in Philadelphia

In April 2023, Nurturing Minds launched its 15th-anniversary celebrations with a gala held in Philadelphia. The event brought together supporters and volunteers to commemorate the role of Nurturing Minds and SEGA in breaking the cycle of poverty, fostering prosperity, and addressing climate change. The gala included the recognition of Nurturing Minds supporter **Jane McNeil** and Nurturing Minds Board Member and SEGA volunteer **Susan Schneider**. We also had the privilege of hosting **Tsehaitu "Tubi" Retta** as our keynote speaker. Tubi holds the position of **Director of International Programs at the Girls' Opportunity Alliance within the Obama Foundation**. Thank you to everyone who attended and celebrated 15 years of SEGA's positive impact on the lives of thousands of Tanzanian girls.



Living, Learning and Leading Sustainably

The Problem

Research shows that women and girls bear the largest burden of climate change. 80% of people displaced by climate change are women (United Nations) and in times of extreme weather conditions, such as drought, girls are in danger of being temporarily or permanently pulled from school to help their families make ends meet. However, keeping girls in school is proven to decrease the effects and causes of climate change, and **educating girls is ranked as a more effective climate change solution than electric cars and various types of alternative energy** (Resilience.org).

SEGA is the Solution

SEGA offers a **high-impact, three-pillared approach to educating climate leaders and helping to reduce the devastating effects of climate change**. SEGA places a priority on a holistic approach to education that includes changes beyond the individual, reaching her family, her community, and the environment.

Educating Girls is #6 on the top 100 activities that would contribute most to an annual decline or "drawdown" of greenhouse gasses.

(Project Drawdown)

Living Sustainably

Students integrate sustainable practices into daily life on campus and take these skills back with them to their communities.

SEGA's Environmentally Sustainable Campus

- › Runs on solar energy.
- › 42% of SEGA's produce is grown in on-campus organic gardens.
- › Water catchment systems meet 30% of SEGA's potable water needs.
- › Campus-wide recycling and composting program.
- › Conservation focused clubs like the "Anti-Elephant Ivory Club."
- › Carbon offset program managed by Carbon Tanzania.

Learning Sustainably

The world's population will grow from 7.3 billion today to 9.7 billion by 2050, with growth primarily in sub-Saharan Africa (United Nations). If we keep girls in school, that number may total 2 billion fewer people by 2050.

SEGA is Educating Climate Champions

- › SEGA's Life Skills Program empowers students to take charge of their own family planning decisions, which is fundamental to their health, well-being, dignity, and is a key factor in mitigating climate change.
- › The organic gardening program teaches students food security and the importance of taking care of natural resources.
- › The campus-wide recycling program includes an entrepreneurship component that teaches students to craft items using recycled materials.
- › SEGA's curriculum includes science, technology, engineering, and mathematics courses.

Leading Sustainably

Building leadership and STEM skills is key to helping SEGA students solve local and global challenges brought on by climate change. SEGA's Leadership Program emphasizes self-value, confidence and assertiveness to help girls become future leaders who can advocate for climate justice. Components include: Community outreach through volunteering, Public speaking, and Mentorship opportunities. SEGA's wide-ranging STEM enrichment opportunities include:

STEM enrichment opportunities include

- › The STEM Adventures at SEGA Program, which provides an immersive week-long program filled with activities and experiments that educate students on solutions to relevant real-life issues and motivate them to pursue STEM careers.

At The SEGA Girls' School

Serving over
280
students from
Forms 1-4

85%
of students receive full or
partial scholarships, and would
otherwise be unable to access a
quality secondary education due
to economic hardship

99%
of graduates are
pursuing higher
education or skills-
based training after
leaving SEGA

Designated as an
ASHOKA CHANGEMAKER SCHOOL
which recognizes the quality of its programs and positive outcomes for students

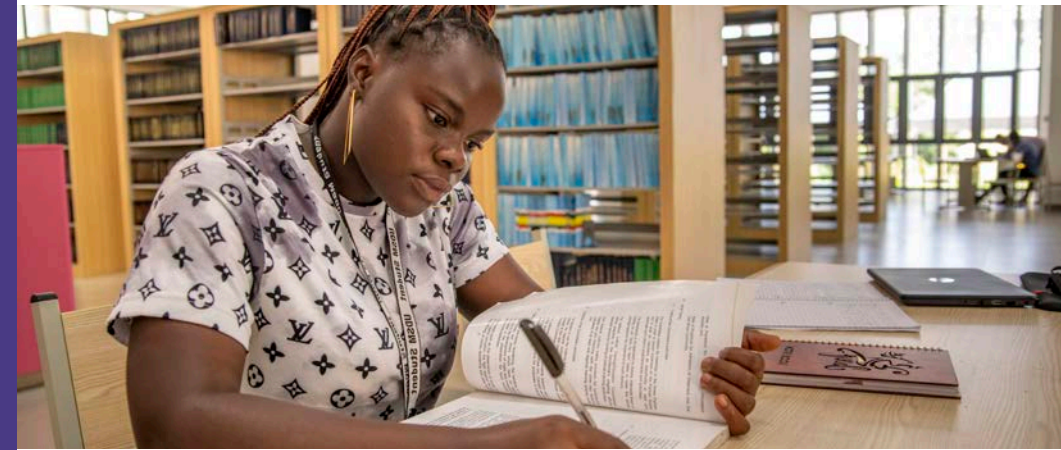
42%
of the produce
consumed at SEGA is
grown in on-campus
organic gardens

Water catchment
systems provide
30%
of the school's potable
water needs

SEGA's campus is run on solar energy to provide a clean, renewable energy source. Special thanks to our partners USAID, RP Construction Services, Deka Batteries and EnerSys



Building A Brighter Future



Continuing Education Scholarship Program

Supporting over **180 SEGA graduates** pursuing higher education, the Continuing Education Scholarship Program provides all qualifying graduates with full scholarships.

Modern Girl Community Outreach Program

- › Reaches over **1,800 girls** and young women, ages 10-25, across 29 communities, providing them with life and leadership skills, sexual reproductive health and rights education, entrepreneurship training, and renewable energy education.
- › Over **1,500** participants received solar lamps and training through an expanded solar program, allowing them to access needed electricity that they do not have in their homes. Modern Girl mentors received combination solar lamps and phone chargers. Modern Girl staff participated in a solar workshop.
- › **49 mentors** (SEGA and Modern Girl graduates) deliver the program curriculum to girls in their home communities.



Empowered Girls' Network

The Modern Girl program includes an Empowered Girls' Network, which provides ongoing support, education, and networking opportunities for Modern Girl program graduates. This past year, the Network reached over **900 young women**.

Where We Work



Our Programmatic Strategy

We believe in providing a sustainable, holistic education grounded in quality academics.

SEGA currently operates three programs

The SEGA Girls' School

A private secondary girls' boarding school, which follows the Tanzanian curriculum and adds practical, relevant skills training through its Entrepreneurship, Education for Life, Career Development and Environmental Stewardship programs.

Modern Girl Community Outreach Program

In 2016, SEGA started the Modern Girl Program, in which recent SEGA and Modern Girl graduates teach life skills, sexual reproductive health and rights, entrepreneurship, and financial literacy to girls ages 10-25 in their home communities.

Continuing Education Scholarship Program

Scholarships and career development services are provided to all graduates who qualify, and enable them to pursue A-levels (Advanced High School degrees), university, certificates and diplomas, vocational training, and internships.



SEGA Girls' School

The SEGA Girls' School is a private girls' boarding school educating bright, motivated adolescent girls from Forms 1-4. SEGA follows the Tanzanian curriculum and also teaches practical, relevant skills through its Entrepreneurship, Education for Life, Career Development, and Environmental Stewardship programs.

Increasing Inclusivity on Campus

This year, for the very first time, SEGA enrolled three students who are living with physical disabilities in the Form 1 class. In Tanzania, like many places across the globe, children with disabilities are often stigmatized, discouraged from attending school, and sometimes hidden away by their families. Even when they have opportunities to attend, teachers and staff lack training and resources to meet their needs, and school buildings lack modifications to accommodate them. With a desire to help these three girls get on the path to success, Nurturing Minds, SEGA, and nonprofit **Save the Rain** worked tirelessly to ensure that campus infrastructure modifications, medical equipment, special transportation, and support staff were put in place. The girls are doing well at SEGA, and the rest of the students have also benefited from learning alongside these three brave girls.

Education for Life

All students learn life and leadership skills while at SEGA. They receive individual counseling from SEGA's two experienced counselors, which helps them become self-aware, confident, and establish their personal and professional goals. The majority of SEGA's students come from high-poverty communities where girls are responsible for the majority of household chores and are subject to sexual exploitation, teen pregnancy, and early marriage. Individual counseling is essential for their well-being and success.

CONTINUED ON NEXT PAGE →

Regularly scheduled training sessions in sexual reproductive health, delivered by the nonprofit **UMATI**, teach students to make their own family planning decisions and how to protect themselves from sexually transmitted diseases. In Tanzania, where 360,000 adolescent girls ages 15 to 19 give birth each year, and 390,000 (57%) of girls in this same age group either cannot access or do not use modern contraception (Guttmacher Institute), these training sessions are highly valuable.

Students also gain leadership and communication skills through community outreach activities to orphanages, homes for senior citizens and people with disabilities, and women's and youth prisons. Through these activities, SEGA students develop empathy, serve those in need, and view themselves as role models.

Through SEGA's mentorship program, Form 3 students (big sisters) mentor Form 1 students (little sisters) on campus. The big sisters support and encourage their little sisters and help develop their confidence, preparing them to serve as mentors to the next group of students.

Thirty SEGA students graduated from the on-campus **Sauti ya Dada Club** this year. This club was developed by **Creative Action Institute**, and aims to promote personal growth among girls from disadvantaged backgrounds, amplifying their voices and empowering them with life and leadership skills.



Sports and Wellness

Sports are an integral part of the SEGA curriculum, promoting physical and mental well-being and fostering teamwork and cooperation. Students play netball, volleyball, and soccer. They engage in sports competitions with faculty and staff, and with girls from other schools who are invited to campus. SEGA graduates also participate in sports events during alumni meetings held on campus.



Career Development

Form 3 and Form 4 students at SEGA receive career counseling, which prepares them to transition from SEGA to higher education or vocational training. Many SEGA students are the first in their families to attend college and university.

Students take career trips to numerous higher education institutions and explore the different course options that are offered there. Institutions that students visited over the past year included the College of Engineering in Dar es Salaam, Muhimbili University of Health and Allied Sciences, the Institute of Social Work, the Institute of Finance Management, and Sokoine University of Agriculture. Three SEGA graduates recently applied to the competitive Ashesi University in Ghana.

SEGA's experienced counselors support students through the entire application, enrollment, and scholarship process. They continue to maintain relationships with students after they graduate from SEGA, through visits to the students' new schools to check on their progress and well-being, and through alumni events hosted on SEGA's campus.

This year, 100 SEGA graduates attended an on-campus alumni meeting, along with 6 SEGA staff members, 2 UMATI staff members, and 3 inspirational speakers.

Through community outreach activities to orphanages, homes for senior citizens and people with disabilities, and women's and youth prisons, SEGA students develop empathy, serve those in need, and view themselves as role models.



Entrepreneurship Program

Jobs are scarce in Tanzania's formal economy, so many Tanzanians rely on entrepreneurial activities to supplement their income.

SEGA's Form 3 students learn business planning and management skills by running an on-campus shop and canteen, where they collect money, keep business records, and cook and sell homemade snacks and other refreshments. Students also learn about tourism and hospitality, poultry rearing, and how to sew clothing and other practical home items.

In addition to ongoing entrepreneurship activities, students take part in a week-long entrepreneurship training program on campus. The products they create are displayed at the Nane Nane Exhibition each August.

This year, Form 3 students also participated in an 8-week, virtual entrepreneurship skills program with **Babson College**. A student from Babson College, Levi Lowney, spent three weeks at SEGA, supporting staff and students with researching, documenting, and innovating various entrepreneurial activities.

Angela McManus, Nurturing Minds' Board Member, also spent time on campus. She observed the annual entrepreneurship training, and has supported the program over the past year by sharing ideas about products and quality control.



Environmental Stewardship

SEGA maintains its own organic vegetable gardens, and students harvest crops and send them to the kitchen for cooking. This is useful not only to students who formally pursue agriculture as a career, but to all students, as they develop home gardens and impart their knowledge to their families and communities. Several of SEGA's graduates have attended the prestigious Sokoine University of Agriculture, and have stated they felt prepared for their university studies due to SEGA's program. **42% of the school's produce** needs are currently met through the gardening program. SEGA also has mango trees, supplying the students with fresh fruit.

SEGA's **campus is run on solar power** and has a **rainwater catchment system** that provides the school with water for part of the year. SEGA operates a composting system, recycles, and aims to reduce the use of single-use plastic. SEGA students participate in the Tembo Club and learn about the effects of wildlife poaching and how to combat it. In the STEM Adventures at SEGA Program, students learn about climate change and action.



Modern Girl Program

Nationally, 31% of Tanzanian girls marry before the age of 18; in some regions, the rate of girl child marriage is as high as 59% (Girls Not Brides). Early marriage and teen pregnancy prevent girls and young women from achieving an education and gainful employment in Tanzanian society.

Comprehensive sexual health education is rarely taught in Tanzanian schools. Many girls do not have even a rudimentary understanding of their sexual reproductive health.

To combat these issues, SEGA Girls' School graduates and Modern Girl graduates, empowered with knowledge about their bodies and their rights, operate community centers where they teach lessons in sexual reproductive health, human rights, assertive communication, entrepreneurial skills, and financial literacy to Tanzania's most at-risk girls and young women. The Modern Girl program seeks to improve awareness of girls' reproductive health and rights, build mentorship skills, and ultimately help reduce teen pregnancy and early marriage. Entrepreneurship and financial literacy training provided through the program is deeply connected with these goals. When girls are knowledgeable about money and generate their own income, they do not have to rely on men for support.

Modern Girl reaches over 1,800 girls and young women, ages 10-25, in 29 communities. The program also includes an **Empowered Girls' Network** for Modern Girl graduates, which is now reaching over 900 young women with ongoing education, events, and networking opportunities.

When girls and young women are knowledgeable about money and generate their own income, they do not have to rely on men for support.

SEGA's **Girls' Business Development Program**, housed within the Modern Girl program, reached 34 participants this year, providing in-depth entrepreneurship training and small loans to SEGA and Modern Girl graduates as they grew their businesses. Participants sell clothing, soap, agricultural products, breads and cakes, and poultry, among other items, and also operate hair salons, cafes, and other stores.

Nurturing Minds and SEGA partnered with **Little Sun**, a German solar organization, to bring solar lamps, phone chargers, and renewable energy education to girls in SEGA's Modern Girl Program. Following a pilot phase, over **1,500 solar lamps were distributed to Modern Girl participants** and combination solar lamps/phone chargers were distributed to mentors providing them with sustainable lighting and knowledge about renewable energy. Modern Girl program staff participated in a solar workshop that covered topics including climate change, deforestation, and clean cooking. Staff shared their knowledge with program participants during solar equipment distributions and through weekly Modern Girl sessions.

Continuing Education Scholarship Program

Scholarships, which cover the full cost of tuition and housing, are provided for all qualifying SEGA graduates to continue their education beyond Form 4. In SEGA's Class of 2022, **58 graduates** were selected for A-level schools, while **3 graduates** were selected for colleges that offer certificate programs. An additional **5 graduates** are pursuing vocational training.

Listed below are all of the different continuing education options that are covered by the Continuing Education Scholarship Program.



Post Form 4 Continuing Education Options

- › **A-levels (Forms 5 and 6)** These are advanced level high schools, for which the majority of SEGA graduates qualify due to excellent academic performance. A-levels put students on a direct track to university.
- › **Certificate and Diploma programs** These programs, housed within colleges, generally take 1-3 years to complete. SEGA graduates pursue study in fields such as teaching, nursing, accounting, and business.
- › **University degree programs (3-5 years to complete)** These are most often completed after A-levels. Diploma graduates also have the option to pursue university degrees.
- › **Vocational education and training programs** These programs train students in high-demand fields such as carpentry, electrical installation, and eco-tourism.
- › **Internships** SEGA helps place graduates in short-term internships to gain practical job experience. Although SEGA used to focus on recent SEGA graduates (Post Form 4), research revealed that the best time to support graduates with internship placement is during college (Certificates and Diploma programs), along with Post A-level and recently graduated university students. We are seeking to build new partnerships with businesses, healthcare providers, and nonprofits to help place SEGA's graduates in internships and jobs.



Elina: STEM Hero

Elina grew up in Morogoro, not far from the SEGA Girls' School. When she was in primary school, her parents got divorced, and her mother struggled to support Elina, her older sister, and her younger brother, who has a serious health condition. Her mom was farming near the SEGA campus and asked one of the Maasai guards what this beautiful school was. When he shared it was for girls from poor backgrounds, she could hardly believe it. She brought Elina to the front gate the next day. Elina formally applied, and was admitted to SEGA! She joined the very first English Fluency Program as a Pre-Form student. She was incredibly shy and scared to speak in front of others. She said, "I just felt inferior and had no confidence." She felt she did not belong anywhere, and although she was strong in math, she struggled with English. However, she was determined to succeed. With lots of effort, the English Fluency Program, many supportive teachers, and reading a lot of books, Elina ultimately won the best English award at her SEGA graduation!

After Elina completed her ordinary level secondary education at SEGA, she became a UNITE Scholar and received a scholarship for her advanced level secondary education in Mtwara, Tanzania. While at A-levels, she was selected to attend a STEM camp in Tanga run by Project Inspire and subsequently was selected as a **Yale Young African Scholar**, which supports bright Africans wishing to pursue university degrees. During this time, she participated in a **Digital Challenge hosted by Apps and Girls** and was part of the winning team, which designed a website called "Green Menses" to promote the use of reusable sanitary pads.

Elina's energy and drive continues to amaze everyone as she takes advantage of every opportunity she can. Just last summer, after completing her A-level degree, she was accepted as a **Yale Young Global Scholar**, took a short course with United World Colleges, did an internship with Project Inspire, and became a Youth Advisor for UNITE. She visited the U.S. in October of 2022 and had the honor of participating in a luncheon with **Michelle Obama through the Girls Opportunity Alliance of the Obama Foundation**. She returned to TZ and began her BS with the University of Dodoma in Cyber Security and Digital Forensics Engineering! In April, she was selected to participate in a STEM program with **WAAW** (Working to Advance African Women in STEM) in South Africa. She volunteered at SEGA for the July 2023 STEM Adventures at SEGA program alongside 7 other SEGA graduates pursuing STEM-related degrees. Elina shared that transitioning to university was challenging, but she is working hard and has lots of support through the university. Her program and field is highly dominated by males with only 20 females out of 140 in the program. It's clear that this young woman will overcome any challenges she faces and is ready to make a huge impact on the world.



Stronger Together

In addition to our many existing partnerships and networks, including Girls Opportunity Alliance of the Obama Foundation, Creative Action Institute, Amplify Girls, Little Sun, SAWA, SIDO and UMATI, this past year NM and SEGA were fortunate to develop several new partnerships.

Babson College

Babson College is the leading U.S. college for Entrepreneurship. Babson brought their Babson Youth Entrepreneurship Program, an **eight-week virtual entrepreneurship program**, to interested SEGA students in February and March of 2023. They hope to send a group of their students to share best practices in business planning and development in person to SEGA in January of 2024.

Lighting the Way Tanzania

Lighting the Way Tanzania is a U.S. nonprofit that helped found the Bishop Chitemo Primary School in Berega, Tanzania in 2011. With limited local options for students to continue their education beyond elementary school, **Lighting the Way began providing scholarships to SEGA for their graduates.** Today the "Berega" girls have become an integral part of SEGA, and Lighting the Way Tanzania has become a trusted partner in our ability to select bright, motivated and economically disadvantaged girls to attend SEGA.

Save the Rain

Save the Rain has been constructing rainwater harvesting systems and sustainable gardens since 2005. Working in the northern part of Tanzania, they began to see many cases of spina bifida and started providing wheelchairs for people coping with this condition. **In 2023, they asked SEGA to accept three bright girls living with spina bifida:** Anna, Faraja and Debora. These young women have now joyfully been incorporated into the SEGA campus community. This helps to diversify the school and provides quality education for three girls who would otherwise be highly marginalized with few options to continue their studies.

Carbon Tanzania

Carbon Tanzania is a leader in carbon offsetting and climate change solutions. **Nurturing Minds and Carbon Tanzania are working to achieve carbon neutrality for all visitors to the SEGA Visitor House.** Carbon Tanzania will work with Nurturing Minds to measure our carbon emissions and develop a comprehensive action plan to reduce them. This plan will include strategies such as energy-efficient practices, switching to renewable energy sources, and offsetting remaining emissions through verified carbon credits.

We believe our strength is in our partnerships, which help us expand and deepen our ability to serve our students and graduates every year.

Dodoma Christian Medical Centre

Dodoma Christian Medical Centre is a state of the art hospital in Tanzania's political capital, providing accessible, quality healthcare. **DCMC has partnered with SEGA to accept SEGA graduates as interns,** after they have completed their higher education degrees. In addition, DCMC physical therapists visited SEGA and have worked with SEGA's three students with spina bifida.

Mikumi Veta

Mikumi Veta offers two-year vocational degrees, which are the equivalent of receiving a diploma in Tanzania. Courses include electrical installation, mechanics, carpentry, masonry, secretarial skills, ICT, food production, tour guiding, and eco-tourism, among other degrees. **Mikumi Veta accepted five SEGA graduates last year.**

The Power of Personal Connection

English Fluency Program

The 2022 English Fluency Program welcomed volunteers to the SEGA Girls' School after a two-year break! The program **enhanced English language proficiency** and empowered SEGA's youngest students, equipping them with essential language skills that broaden their educational opportunities and pave the way for a brighter future. The program incorporated interactive teaching methods, engaging activities, and practical exercises to facilitate a dynamic and effective learning process. Enhanced English language skills not only provided them with a competitive edge academically, but also expanded their future prospects, such as pursuing higher education and accessing a wider range of employment opportunities.



STEM Adventures at SEGA Program

The very first STEM Adventures at SEGA volunteers traveled to SEGA in June 2022. The program was a transformative initiative aimed at promoting science, technology, engineering, and mathematics (STEM) education among SEGA's youngest students. Through hands-on experiments, interactive workshops, and practical projects, the program encouraged students to explore scientific concepts and apply their knowledge in real-world scenarios. The program empowered students by fostering their interest in STEM fields and equipping them with essential skills for future success.

Enhanced English language skills not only provide SEGA students with a competitive edge academically, but also expand their future prospects, such as pursuing higher education and accessing a wider range of employment opportunities.

Volunteers in Tanzania

We would like to extend our heartfelt gratitude to three exceptional volunteers, **Beatriz Pleités**, **Maggie Puchner-Hardman**, and **Levi Lowney**, for their invaluable contributions during their time at SEGA Girls' School. Their contributions have enhanced the academic development of SEGA students. Their dedication and commitment to empowering SEGA students have made an impact. Thank you for being shining examples of kindness, compassion, and the true spirit of volunteering!



Study Abroad Program

The Study Abroad Program returned in the fall of 2022 after a two-year hiatus due to COVID travel restrictions. **Elina and Khadija**, two graduates from SEGA, had the chance to visit the United States. They not only served as SEGA ambassadors during a multi-city tour, but also had the opportunity to attend some exciting events, like a luncheon hosted by the Girls' Opportunity Alliance, an initiative of the Obama Foundation. They were also able to visit the **United Nations** in NYC, where they received a guided tour from Kennedy G. Gastorn, the Permanent Representative of the United Republic of Tanzania to the United Nations, and **Yale University** in CT—an exciting opportunity for Elina, who had previously participated in Yale's Young African Scholars Program.



Visitors & SEGA Visitor House

We were thrilled to welcome an array of esteemed visitors to the SEGA Visitor House this past year including: **Together Women Rise**, **Connecting Growth Globally**, **Arthur B. Schultz Foundation**, **Save the Rain**, **Girls Education Collaborative** and **Nomad Tanzania**. Many individual board members, volunteers, donors were also among the honored guests who enriched our community.



SEGA Scholarship Program

Supporting a scholarship for a student at SEGA is a meaningful way to advance our important work and connect with and follow the progress of a SEGA student. It gives you first-hand experience of seeing how your contribution to the school is making a difference, offers a cultural exchange, and helps girls improve their English. Committing to 4 years is a great and stable way for the girls to get to know their overseas friends, and also for you to cheer them on throughout their time at SEGA.

TREE OF KNOWLEDGE LEVEL

- › \$2,500 annually*
- › Sole supporter of a student's scholarship
- › Covers the full cost of educating a girl for one year
- › Your name is added to the "Tree of Knowledge" mural at SEGA

You receive:

- › A personalized connection with a SEGA student, with two letters from the student you support annually
- › Student biography and photo
- › Academic update twice per year
- › Quarterly SEGA Scholarship Program e-newsletter

SCHOLARSHIP LEVEL

- › \$750 annually*
- › Your support contributes significantly to the cost of educating a girl for one year

You receive:

- › A personalized connection with a SEGA student, with two letters from the student you support annually
- › Student biography and photo
- › Academic update twice per year
- › Quarterly SEGA Scholarship Program e-newsletter

*Payments can be made yearly, quarterly or monthly by signing up for a recurring donation at nurturingmindsinafrica.org/donate



Stories of Perseverance and Success From SEGA Grads

Young girls are most heavily impacted by lack of education, poverty, and climate change. A striking body of evidence demonstrates that organizations like Nurturing Minds and SEGA are the solution to break the cycle of poverty, create prosperity and combat climate change. We are excited to share with you three stories from SEGA graduates so you can see the impact that SEGA's holistic approach to education has had on their lives.



Ashura SEGA Class of 2019

After SEGA, Ashura became a UNITE Scholar and continued pursuing her dreams by attending A-Levels at Mtwara Tech Secondary School, where she graduated in 2022. She is now attending the University of Dodoma, where she is in her first year of a Bachelor in Health and Information Sciences program.

"After SEGA, my life changed positively. I kept dreaming big and exercising all that I learned from SEGA. Furthermore, apart from academic studies at university, I engage in other extracurricular activities like participating in health and environmental management clubs. I believe that someday I will achieve my dreams. I will not give up until it's done, to pay back to my community and the world."



Janeth SEGA Class of 2016

After graduating from SEGA, Janeth attended A-levels at Mwika High School, graduating in 2019. She then enrolled in Saint Augustine University where she is currently studying for her Bachelor of Laws (LLB) and will graduate in December 2023.



Edina SEGA Class of 2014

After Edina graduated from SEGA, she went on to pursue a diploma in clinical medicine from Paradigms College of Health and Science, graduating in 2019. The program allowed her to gain the necessary health care skills to land an internship at a dispensary in Dar es Salaam. She now holds steady job as a Clinical Officer at Kisumu Health Center in Morogoro.

Financial Sustainability

Since our founding, Nurturing Minds and SEGA have been focused on becoming financially sustainable over time. This includes having diverse streams of income. We often talk about our model as a “three-legged stool,” with income coming from several different sources:

Endowment Campaign

The largest of these is our Endowment Campaign: Putting the Future in Her Hands, and the resulting Endowment Fund. **With your generous support, we have raised \$7.5 million over the past seven years.** We are nearing our goal of \$10 million. Funds from the endowment are already being put to great use, providing income annually to the ongoing operations of the

SEGA Girls’ School. Once the full \$10 million is raised and operational, it will cover about half of the running costs of the school. This provides bright Tanzanian girls from challenging economic circumstances with full scholarships to SEGA. Through our endowed scholarship fund, supporters can give directly to the endowment and ensure there will be a scholarship in perpetuity for a student. Making Nurturing Minds part of your planned giving through a bequest or other means is another meaningful way to make a lasting impact on girls’ education.

Paying Students

SEGA also accepts a small percentage of paying students to help diversify the campus and to bring in funds for scholarships.



The SEGA Visitor House

Finally, you can contribute to SEGA’s sustainability by staying at the SEGA Visitor House. The **income from the Visitor House provides scholarships for SEGA students** and is a great way for the Form 3 students to learn about the tourism industry, which they can consider for future education and employment.



NM Board of Directors

- Juma Said Ally
- Marion Ballard
- Clarke Blynn
- Pam Buell
- Cathy Connolly
- Betsy Crawford
- Anne de Cossy Forsyth, Chair
- Polly Dolan, Co-Founder, Ex Officio
- Tracey Dolan, Co-Founder, Emeritus Board Member
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- Sherri Floros, Treasurer
- Susan Hannah
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- Rodney Kirsch, Vice Chair
- Rukia Marijani Mchumo
- Angela McManus, Secretary
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- Jane Juma Nyamunga
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- Sherita Paiman
- Clare Reilly
- Susan Schneider
- Jean Suliteanu
- Anna Temu
- Kendall Webb
- Sherley Young

NM Advisors

- Kavita Ahluwalia
- Kirsten Barton
- Kristin Bloom
- Shanna Keown Calcei
- Clare Rand Davenport
- Nancy Ebb
- Stefanie Egan
- Mary Rose Greenough
- Melissa Harris
- Pat King Jackson
- Shira Landskroner-Eiger
- Mackenzie Laudel
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- Carmen Portillo
- Charles F. Richards, Jr. Esq.
- Eben Russell
- Leigh Stewart
- Edward Ryan Walsh
- Diamond Emerald Williams
- Louise Wilson
- Maame Afon Yelbert-Sai

NM Staff

- Jane Celestin, Program Officer and Grant Writer
- Laura DeDominicis, Executive Director
- Myranda James, Cultural Exchange Coordinator
- Annalise McDonnell, Development and Communications Associate
- Matthew Plourde, Operations Director

SEGA Board of Directors

- Jackie Leonard Bomboma
- Polly Dolan
- Mary Lundu
- Demetrius Mathias Malopola
- Oscar Mlowe
- Laina John Mwandoloma, SEGA Director
- Hellen Nkalang’ango, Board Chair

SEGA Leadership Staff

- Magreth Emmanuel, ICT Coordinator
- Logolie Labikie, Entrepreneurship Coordinator
- Rhona Mtega, Communications Coordinator
- Clementina Mwambene, Modern Girl Coordinator
- Laina John Mwandoloma, SEGA Director
- Aliko Mwangomo, Deputy Head of School
- Jane Myombo, Head of Education for Life Program
- Boven Nsemwa, Finance Manager
- Isabella Nshubemuki, Cultural and Hospitality Coordinator
- Pauline Ruisisye, Post Graduate Officer
- Elly Sarakikya, Headmistress



Over half of SEGA graduates now go on to A-levels and university, giving them a huge boost in their opportunity for employment and ability to earn higher levels of income.

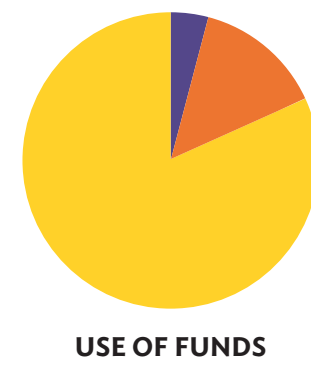
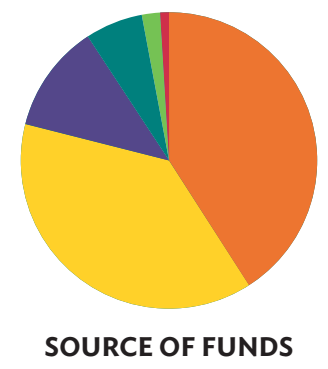
What's Ahead?

1. Create a new **Higher Education Fund** to support SEGA's growing need for tertiary education scholarships beyond the SEGA Girls' School. Over half of SEGA graduates now go on to A-levels and university, giving them a huge boost in their opportunity for employment and ability to earn higher levels of income.
2. Create **partnerships** with businesses, healthcare institutions, and nonprofits who can provide internships to SEGA graduates. Getting relevant on-the-job experience is a key step for SEGA graduates to get their first job.
3. Expand and improve the SEGA Girls' School campus by adding **a biology lab, a new dormitory, and a security wall**, among other vital infrastructure needs.
4. Complete a **long-term evaluation of the Modern Girl Program**. Gaining an understanding of the many impacts of our community outreach program will provide guidance on where to focus additional attention and funding, and how best to further grow over time.
5. Complete our **\$10 million endowment campaign**: Putting the Future in Her Hands by raising an additional \$2.5 million in gifts and pledges to ensure that there will always be a safe place where bright Tanzanian girls from poor economic backgrounds can get a quality, holistic education.

Financial Report

Source of Funds: Nurturing Minds

Foundations	\$707,913	41%
Appeals (Non-Event)	\$650,042	38%
Board Giving	\$198,244	12%
Events and Gatherings	\$98,233	6%
Advisor Giving	\$41,668	2%
Corporations	\$17,525	1%
Institutions	\$5,366	0%
Subtotal	\$1,718,991	100%
In-Kind Gifts	\$1,419	
Endowment Gifts	\$136,906	
Offset for Fundraising events	(\$20,910)	
Interest Income	\$286,348	
Total Sources of Funds	\$2,122,753	



Use of Funds: Nurturing Minds

Administration	\$259,207	14%
Fundraising	\$71,037	4%
SEGA - Program in Tanzania	\$1,534,173	82%
Total Use of Funds	\$1,864,417	100%

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.

Audited Financial Statements for the Fiscal Year ending June 30, 2023 can be found on GuideStar or by emailing info@nurturingmindsinafrica.org

Nurturing Minds Financial Statement for Fiscal Year Ending June 30, 2023 (Unaudited)

Balance Sheet

Current Assets	
Cash and Investments	\$1,056,542
Endowment, at fair value	\$4,357,958
Endowment Pledge Receivables	\$1,320,583
In-Kind Gifts	\$1,419
Prepaid Expenses	\$12,503
Total Current Assets	\$6,749,005

Liabilities and Equity

Current Liabilities	\$135,699
Equity	\$6,613,306
Total Liabilities and Equity	\$6,749,005

Statement of Activities

Revenue	
Donations - Cash	\$1,718,991
Donations - In-Kind	\$1,419
Donations - Endowment	\$136,906
Offset for Fundraising Events	(\$20,910)
Investment Income	\$286,348
Total Revenue	\$2,122,753
Expenses	
Administration	\$259,207
Fundraising	\$71,037
SEGA - Program in Tanzania	\$1,534,173
Total Expenses	\$1,864,417
Net Income	\$258,336

Donors

Foundations & Corporations (\$10,000+)

Alfred Street Baptist Church
An Anonymous Foundation
Anonymous
Arthur B. Schultz Foundation
C. G. Charitable Fund
Chiesi
Corio Foundation
Forster Family Foundation
Ginnie & Peter Haas Jr. Fund.
Head Family Foundation
Kendall Family Foundation
Naseem Manji Education Trust for Tanzanian Girls
Powell Family Foundation
Quest for the Best
Rapidan Foundation
Roy A. Hunt Foundation
The 1830 Family Foundation
The Lacewing Foundation
The West Foundation
Woka Foundation

Foundations & Corporations (Under \$10,000)

Aldo DeDominicis Foundation, Inc.
Alpert Foundation
Amazon
Bank of America
Barber Family Foundation
Bryn Mawr Presbyterian Church
Charlotte and Harry Turner Family Fund
Compass Group
Extraordinary Journeys
Give Lively Foundation
Google
Gulph Creek Hotels
Harris Family Living Trust
Horizon Investments
Ian's Pizza By The Slice
Lieber Family Fund
McIlhenny/Poe Trust
Medtronic
News Corp
Our Change Foundation
Ovanova, Inc.
Philantropi Charitable
Robert Saligman Charitable Foundation
SK2 Foundation
Someone Else's Child
Terf, Inc./Gibb Rocky Mountain
Thornedge Foundation
Twitter
Vanguard

Individuals (\$10,000+)

Albright, Anne
Ballard, Marion
Blynn, Barb and Clarke
Buell, Pamela
Dolan, Tracey L.
Ebb, Nancy and Gary Ford
Granger, Mary
Halloran, Laurie and Gary Bagnall
McManus, Angela
Rickert, John H.
Schneider, Susan
Stubbs, Veronica
Suliteanu, Jean and David
Walters, Mavis
Williams, Faith

Individuals (\$5,000+)

Anonymous
Berl, Ennalls
Burr, Charry
Campbell, Laurie
Dangremond, Mary
Egan, Stefanie
Granetz, Marc D.
Hall, Kate and Gary Lynch
Kirsch, Rodney and Michele
McBrearty, Douglas and Cheryl
Morris, Jodi
Opinsky, Amanda
Pilot, Michael
Price, Sarah
Reilly, Clare and Mark Reynolds
Richards, Jr. Esq., Charles F.
Schaeffer, Tony and Katie
Tindall, Towanna

Individuals (\$2,500+)

Abbott, Jr., Mr. and Mrs. Francis
Anonymous
Baker, Elizabeth and Robert Abbe
Bakes, Daniela
Bergman, Mark and Susan Gibson
Carter, Elizabeth A.
Coleman, Kelly
Crawford, Betsy and Marc Leavitt
DeDominicis, Laura and Scott Whitehouse
Degenhart, Joyce S.
DeLia, Phyllis
Devereux, Antelo and Meg
Dolan, Pauline
Flint, Catherine
Forsyth, Annie and Mark
Gall, Blake and Linda
Galloway, Sheila
Gibson, Dina and Jim
Hannah, Susan
Haugen, Carmen
Herring, Jennifer
Jackson, Patricia King
Johns, Joyce
Johnson, Craig
Kelly, Barbara
LaPointe, Kimberly
MacPherson, Sara and Robert Bhisitkul

Mehra, Arun
Nyamunga, Jane and Herman
O'Donnell, Katherine
Place, Katherine and Carmen
Rhodes, Jason and Erinn
Saligman, Meg and Peter
Schulzen, Stephen
Szymd, Lucian and Diane
Tarpo, Cynthia
Triche, Thelma
Wallace, Marsha
Warden IV, William and Abbie Lee

Individuals (\$1,000+)

Argosh, Mark and Paula
Auger, Ben
Beekman, Nancy
Berl, Charles
Bledsoe, Thomas and

Alexandria Turner
Blynn, Janet and Reid
Blynn, Sydney
Bruce, Susan
Carson, Ken and Sally Foster
DeHaven, Michael
Dorsey, Sheila W.
Doyle, John
Drummond, Jamie
Einaudi, Paula
Fascione, Daniel R.
Flint, Alice and Jon
Flint, Denise and Peter
Gast, Vivian and Bill
Gilbert, Tracee
Hamilton, Matthew and Anne
Harris, Nancy
Hausmann, Alice and Peter
Kirby, Koren
Legnini, Robert and Elizabeth
Loughlin, Virginia
Martin, Elizabeth
Mchumo, Rukia M.
McNabb, Mark and Diana
McNeil, Jane and Rory
Meyers, Tom and Ellen Gayda
Murray, Roya

Nyblade, Laura
Perkins, Mary Bryan
Perrone, Christina M.
Pfeffer, Frederick and Melouise
Ranck, Brooke and Richard
Sproule, Michael and Doreen
Temu, Anna and Vincent
Mwangi
Wales, Tom and Hyon
Warren, Kenneth and Nancy
Washburn, Barbara
Webb, Ann
Webb, Kendall
Wieder, James and Margery
Wilson, Jean M.
Wood, Leigh and Jeff Welsh
Young, Sherley

Individuals (Under \$1,000)

Abbott, Jennifer and Todd
Abruzzese, Emily
Achoki, Dorine
Ackerman, Barbara
Ackerson, Julie
Adams, Cameron and John
Soroko
Adams, Constance
Aikens, Elizabeth
Albrecht, Julia
Ali, Maku
Ally, Juma Said
Anonymous
April, Tina
Archer Hannah
Aresco, Sebastian C.
Arman, Sally
Armstrong, Cynthia
Ayotte, Mary
Azevedo, Marilyn
Babbin, Kirsten and Harol
Kennedy
Baglini, Sidne and Norman
Barczak, Cheryl
Baroni, Allyson
Baroni, Sonja
Bartolini, Bruce

Bartolini, Elizabeth
Bartolini, Sara
Bates, Andrew and Diana
Battistoni, Katia
Battistoni, Marisa
Baum, Laura
Behar, Lynn
Benedict, Coleman and
Elizabeth

Bennett, Barbara
Bentley, Thomas
Berl, Christopher and Elizabeth
Berman, Eve
Beyer, Mary S.
Bibbo, Richard
Bissell, Nancy
Blount, Allen and Linda
Blum, Susan
Boecker, Gay and Don
Bonin, Jeanne L.
Booth, Beverly
Borstein, Heather
Boykin, Michael
Bradley, John and Mary
Braman, David
Breen, Daniel and James
Burnett
Bright, James
Britt-Webb, Laurel and Erik
Adams, Constance
Aikens, Elizabeth
Albrecht, Julia
Ali, Maku
Ally, Juma Said
Anonymous
April, Tina
Archer Hannah
Aresco, Sebastian C.
Arman, Sally
Armstrong, Cynthia
Ayotte, Mary
Azevedo, Marilyn
Babbin, Kirsten and Harol
Kennedy
Baglini, Sidne and Norman
Barczak, Cheryl
Baroni, Allyson
Baroni, Sonja
Bartolini, Bruce

Brown, Susan
Browne, Margaret R.
Brownlee, Natasha
Brugger, Elizabeth
Bryan, Christie
Bryant Family
Bryant, John
Bryant, Kingsley
Brynes, Eleanor
Buck Rogers, Caroline
Buck, Elinor and James
Burnett, Alice
Busby, Mary Beth
Butler, Deborah
Cade, Kathy
Cahouet-Connolly, Katherine

Caldwell, Madelene
Callahan, Teresa
Campbell, Diane
Capron, John
Carcano, Teri
Carney, Joseph
Casper, Rita
Cater, Morrow
Chafets, Linda
Chapman, Bonnie W.
Cheyo, Mansour and Maya
Clark, Christopher
Clay, Mary
Cole, Nancy
Connors, Rebecca and David
Connors, Sandra and Michael
Cooper, Tom
Costello, Alex
Cotellessa, Anne and Dana
Anderson
Crawford, Katherine

Eales, Nancy and Richard
Ebb, Elisabeth
Ebb, Peter
Eberhart, Eileen
Edmunds, Gilmer
Edwards, Patricia
Edwards, Polly
Eisenlauer, Barbara
Endres, Peter
Engel, Jeannie
Engers, Claire and David
Silberman
Fallon, Mary Kathryn and Eric
Farley, Deborah
Faude, Julie Abrams
Fay, John M.
Feld, Gillian Carter
Ferguson, Ritson and Julia
Ferriere, Susan N.
Fine, Janet and Larry Hardoon
Fisher, Jeffrey and Ilene

Gerner, Mark and Janet Ernst
Gestel, Yuki
Getao-lee, Joy
Giannetti, Ashley
Gichungwa, Kristine
Gilliam, Gina Blyther
Gilman, Nina
Gindi, Dale
Goff, Norma W.
Goldenberg, Caitlin
Goldsmith, Jack and Leslie
Williams
Goldstein, Beth and Ravi
Sarathy
Goldstein, Marshall and Patty
Schofield
Goldstein, Neil and Elizabeth
Gibson
Goodbody, Chrissy
Gova, Khadija
Graves, William
Greenbaum, Jonathan and
Virginia Kling
Greenough, Mary Rose
Gross, Holly and Dick
Guest, James and Priscilla
Gunn, Phyllis
Gupton, Lisa
Hadinger, Kristina and Alfred
Hall, Amy and Peter
Hall, Judith Allen
Haman, Gregory
Hanley, Hugh J.
Harper, Steve
Harris, Lawrie
Harris, Sharon
Haugen, Sarah
Hawks, Robin
Hearn, Deborah
Hedegaard, Holly
Helsel, Amy
Herzyk-Hrebien, Danuta H
Hewitt, Sarah
Hingston, Nancy
Hirschhorn, Michael and
Jimena Martinez
Hoenecke, Faith and Owen
Langman
Holland, Mason
Hollo, Ann Bevan
House, Barbara
House, Wendy
Hucker, David and Elizabeth
Huffman, Susan and Richard
Hull, Christina
Hunn, Margaret and John
Hunter, Dorie
Hunter, Nancy
Huot, Robert
Hyland, Martha
Ijams Butt, Kit and Lily
Imus, Neil and Abby
Indelicato, Albert and Martha
Isenstein, Claire

Jacobson, Siri
Jaggars, Richard S.
Jaggars, Stephanie
Jenkinson, Richard and Victoria
Johnson, Addie
Johnson, Kristina
Johnson, Mark and Brenda
Dominici Johnson
Johnson, Marta S.
Jones, Joyce
Jones, Melissa
Jones, Tanya
Jones, Yasmin
Juma, Jaha
Juneau, Christine and David
Kaprow, Alyce and Dave
Backer
Karnell, Kathryn
Kassamali, Ali and Teresa
Keener, Joan
Kelley, Deidre and Sean
Kelley, Jennifer
Kendall, Alice
Keown Calcei, Shanna and
Jake Calcei
Kerns, Katherine
Kiluvia, Sheila
Klein, Margaret
Knecht, Wendy Sue
Knutson, Grace E.
Kombe, Eninka
Kraus-Blackney, Barbara
Kvitek, Karen
Lamb, Margaret
Langford, Anita
LaRouche, Nancy
Laudel, David and Linda
Lawrence, Sandra
Lazarus, Joyce
Leary, Carol and Noel
Leavy, Asher
Leisenring, Lindsay and Edward
Lewis, Cecily
Lewis, June G.
Loeb, Samuel
Loughlin, Stephanie and Robert
Kaye
Love, Linda Watson
Lusskin, Phyllis
Lynch, Danny
Lyons, Leah
MacKay, Scott and Elizabeth
Meyer
Mackles, Eugene and Kathy
Rosen
Maher, Kathleen
Mahia, Ivy
Manase, Janice
Maneno, Juliana
Manfred, Fred
Mansfield, Deborah
Martin, Jake
Martin, Joanie
Martin, Lori

Mathu, Njanja
Mation, James and Marion
Matthews, Leslie and David
Maurer, Lane
Mayinja, David and Carolyn
Mazaway, Louis
McAdams, James
McAndrews, Dennis and
Elizabeth
McCabe, Linda
McCall, Charles and Elizabeth
McCarthy, Ann H.
McCormac Johnson, Ann
Rebecca
McCormack, Olivia
McDonald, Kelly
McEachern, Margaret
McFerrin, Tracy
McKoy, Thomas and Ellen
McCarthy
Mehra, Heather and Vivek
Mendelson, Rachel and Peter
Menegay, Graciela
Merlet, Francisco
Metcalfe, Steve
Mhando, Lindah
Michaelis, Caroline
Michaelis, Scott
Michaelsen, Ray and Beth
Michalopoulos, Charles
Milaro, Carrie
Miller, Regis
Milne, Katherine
Mmasi, Conrad
Monaghan, Terry and Susan
Moore, Emily
Moore, Joe and Jane
Moran, Blythe and Phillip
Santangelo
Moran, Dade
Moran, Heather
Morse, Barbara and Ted
Moses, Claire and Richard
Moshia, Aicha
Moshia, Eliaichaloi
Mukuru, Faith
Muludiang, Chris
Munoz, Kristina
Murray, Stephen J
Mwangi, Monica and
Valentine Ngigi
Mwanzia-All, Katuu
Mwisongo, Jollyn
Myers, Emily
Mziray, Elizabeth
Navarre, Jacques and Marie
Ndegwa-Brown, Esther
Nduati, Patricia
Nelson, Kristen
Neuman, Debra
Nittala, Lakshmiashore
Njoku, Emeka
Njoroge, Irene Mumbi
Norlander, Rebecca



Cytrn, Margaret
de Marcellus, Susan
Dearmond, Janet and Clancy
Decaro, James
DeDominicis, Felicia and Gary Flynn
DeDominicis, Nunzia and Don Battistoni
Delvecchio, Richard and Kathleen
Dhingra, Ratna
Diaz, Rosa
Dolce, Jed and Samantha
Dooley, Christine
Dougherty, Lynne
Downer, Laraine
Downey, Ruth
Drayton, Whitney
Durbini, Chris and Portia

Fishman, Ira and Sheryl
Fitzgerald, Gregg and Kristen
Fleder, Gail
Flescher, Sharon
Floros, Sherri
Flynn, Michaela
Ford, Nancy and Joe
Forsythe, Anna
Foster, Michael and Elizabeth
Fox, Jonathan
Francis, Patricia
Frank, Alison
Freed, James Randall
Fromberg, Donna
Gage, Eric
Gallahet, Libby
Galst, Judi
Gathoga, Rhoda
Georgis, Yoana and Steve

Greenough, Mary Rose
Gross, Holly and Dick
Guest, James and Priscilla
Gunn, Phyllis
Gupton, Lisa
Hadinger, Kristina and Alfred
Hall, Amy and Peter
Hall, Judith Allen
Haman, Gregory
Hanley, Hugh J.
Harper, Steve
Harris, Lawrie
Harris, Sharon
Haugen, Sarah
Hawks, Robin
Hearn, Deborah
Hedegaard, Holly
Helsel, Amy
Herzyk-Hrebien, Danuta H
Hewitt, Sarah
Hingston, Nancy
Hirschhorn, Michael and
Jimena Martinez
Hoenecke, Faith and Owen
Langman
Holland, Mason
Hollo, Ann Bevan
House, Barbara
House, Wendy
Hucker, David and Elizabeth
Huffman, Susan and Richard
Hull, Christina
Hunn, Margaret and John
Hunter, Dorie
Hunter, Nancy
Huot, Robert
Hyland, Martha
Ijams Butt, Kit and Lily
Imus, Neil and Abby
Indelicato, Albert and Martha
Isenstein, Claire

Jacobson, Siri
Jaggars, Richard S.
Jaggars, Stephanie
Jenkinson, Richard and Victoria
Johnson, Addie
Johnson, Kristina
Johnson, Mark and Brenda
Dominici Johnson
Johnson, Marta S.
Jones, Joyce
Jones, Melissa
Jones, Tanya
Jones, Yasmin
Juma, Jaha
Juneau, Christine and David
Kaprow, Alyce and Dave
Backer
Karnell, Kathryn
Kassamali, Ali and Teresa
Keener, Joan
Kelley, Deidre and Sean
Kelley, Jennifer
Kendall, Alice
Keown Calcei, Shanna and
Jake Calcei
Kerns, Katherine
Kiluvia, Sheila
Klein, Margaret
Knecht, Wendy Sue
Knutson, Grace E.
Kombe, Eninka
Kraus-Blackney, Barbara
Kvitek, Karen
Lamb, Margaret
Langford, Anita
LaRouche, Nancy
Laudel, David and Linda
Lawrence, Sandra
Lazarus, Joyce
Leary, Carol and Noel
Leavy, Asher
Leisenring, Lindsay and Edward
Lewis, Cecily
Lewis, June G.
Loeb, Samuel
Loughlin, Stephanie and Robert
Kaye
Love, Linda Watson
Lusskin, Phyllis
Lynch, Danny
Lyons, Leah
MacKay, Scott and Elizabeth
Meyer
Mackles, Eugene and Kathy
Rosen
Maher, Kathleen
Mahia, Ivy
Manase, Janice
Maneno, Juliana
Manfred, Fred
Mansfield, Deborah
Martin, Jake
Martin, Joanie
Martin, Lori





Nsemwa, Flavia and Julius Mushi
 Nsemwa, Matthew
 Nsemwa, Oscar
 Nyamumbo, Emmanuel
 Ochola, Christine
 O'Connor, James
 Ogbolu, Angela
 Okite, Catherine
 Okite, Lorraine
 Olsen, Maria
 Ostro, Linde
 Ovington, Sarah
 Page, George
 Pal, Udai
 Palma, Kristen
 Park, Patricia
 Parks, Allegra
 Parrone, Michael
 Pasko, Michael
 Pels, Richard and Laura Morrison
 Perret, Charlotte
 Pettis, Heather
 Pettis, Madeleine
 Phair, D E.
 Phair, Robert
 Phaneuf, Sarah
 Pierce, Kate
 Pinto, Tara
 Pitt, Catherine
 Platt, Pamela and Clayton
 Porter, Judith & Gerald
 Portillo, Carmen
 Powers, Richard and Diane
 Prickett, Gail
 Prieto, Andrea
 Ragsdale, Alexa and Terry
 Ramsey, Robert and John Milonas
 Rand, Sophie
 Rand, Tamara
 Raymond, Lawrence and Nancy
 Reid, Trip
 Reiss, Mary-Ann
 Reno, Victoria J.
 Riese, Susan
 Riffe, Christopher and Susan
 Riordan, Rosaleen
 Robbins, Karen

Robbins, Margaret M.
 Robinson, Cliff
 Rosen, Kathleen and Richard
 Ross, Susan and Jeff
 Rubenstein, Leonard
 Ryan, Lynn and Tim
 Rycyna, Courtney
 Ryterski, Elizabeth and Eric
 Sabbagh, Asa
 Salter, Linda Ruth
 Salwen, Deborah and Carlos Restrepo
 Sanders, Caroline
 Sarkis, Robin
 Sawby, Jennifer
 Scherl, Leslie and Stephen Fabry
 Schneider, Charles
 Schneider, Janet
 Schneider, Kim
 Schneiderman, Martin
 Schubert, Erica
 Schultz, Marilyn
 Schwartz, Erica and Harry Meade
 Segall, Rachel and James Hurley
 Shanley, Vincent P.
 Sherman, Thomas and Lisa
 Sheskey, Angela
 Shiferaw, Anteneh
 Shore, Mara
 Shorr, Sandra
 Siegel, Michael and Gail
 Silberdick, Norman
 Simmons, Katelin
 Sisto, Dan and Joan
 Slingerland, Marcia
 Small, Joyce
 Smith, MaryHelen
 Smith, Patricia
 Snyder, Daniel
 Southworth, Eleanor
 Spence, Lori
 Spence, Trish and Bill
 Spencer, Guil
 Spingarn, Roger and Susan Reuter
 Spivak, Marvin and Jeanne
 Srivastava, Nikita
 Stanger, Ila

Stanton, Margaret
 Steinberg, Julia
 Stephenson, Simone
 Stern, Jeanne
 Stevens, Margaret and Jon Hart
 Stroud, Adrienne
 Stucker, Kelly
 Sturm, Chris and Jim
 Suliteanu, Andrew
 Sullivan, Barbara
 Sullivan, Regina
 Swai, Finya
 Swai, Lilly
 Swift, Joanne
 Swope, Jeanne and Doug
 Syed, Rafay
 Tager, Megan
 Taylor, Allan
 Temu, Jane
 Temu, Sharon
 Tesha, John
 Thistle, Christina
 Thomas, Noble
 Tickner, J Ann
 Tindall, Traci
 Todd, Denise
 Toran, Marybeth
 Tospann, Sylvia M.
 Trudel, Carley
 Tso, Elizabeth
 Tucker, Josephine
 Tucker, Stefan and Marilyn
 Turek, Philip and Pamela
 Turker, Suphi
 Vaher, Silvia
 Van Alen, James and Bonnie
 Van Hoven, Colleen and Jim
 Vaughan, John
 Vice, LaVonna
 Vozeolas, Gwen
 Vozeolas, Katie
 Vozeolas, Sara
 Vu, Linh
 Walsh, Edward Ryan
 Wangia, Arlene
 Ward, Lynisha
 Warden, Richard and Kathy
 Watson, James and Lea
 Weinberg, Sally
 West, Gail
 Westlake, Tracey
 Whitehouse, Cole and Amelia
 Whitehouse, Virginia
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