

2023

ANNUAL REPORT



Prepared By :

FOL Board Members

www.FOL.org

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INTRODUCTION

The Board of Directors of Friends of Liberia (FOL) would like to express its gratefulness to those who helped support and therefore share in the success of FOL activities summarized in this report for 2023.

In 2023, Friends of Liberia was selected as the recipient of the prestigious National Peace Corps Association (NPCA) Loret Miller Ruppe Award for Outstanding Community Service by an affiliate group, recognizing the publication of the FOL anthology *Never the Same Again: Life, Service and Friendship in Liberia* (available through our website), edited and promoted by a group of FOL members led by Susan Greisen. It includes 63 true short stories and poems from 50 authors who love Liberia— PCVs, Liberians, and those valued partners who lived in Liberia as medical providers, academics, missionaries, diplomats, and children of the above, as well as individuals who worked in businesses and other development efforts. During 2023 (and 2022) many anthology discussions were held in libraries, bookstores, and book clubs around the country, educating new audiences about Liberia. As background, the anthology was developed as part of 2022 celebrations of the 60th anniversary of the first Peace Corps Volunteer (PCV) group's entrance into Liberia. The activities helped stimulate even more enthusiasm for continuing Friends of Liberia programs. Returned PCVs from that first 1962 group were interviewed in a video guided by FOL former leader Pat Reilly and was shown in Monrovia with now-President of Liberia Joseph Boakai and the current Peace Corps Country Director, Vernice Guthrie, in attendance. That event was a dinner, which the U.S. Ambassador also attended, hosted by FOL as part of a trip back to Liberia by about 20 FOL members. Projects - past, present, and proposed - were visited and outreach was continued through work on other projects begun by former Peace Corps Volunteers.

We encourage you to read through this annual report in order to learn more about the positive impact donations to FOL made in 2023, as well as review management summaries from FOL's volunteer Board of Directors. FOL is a careful steward of funds and at the end of 2023 the FOL Board felt comfortable voting to set up two Endowment Funds that will help insure the sustainability of FOL and its ability to respond again to crises and emergencies that occur. Examples include FOL's past response to the Ebola and COVID outbreaks, and recently to the explosion of a petrol tank that resulted in 52 deaths and about 90 critically injured persons in Totota in December 2023 (Ministry of Health figures reported by BBC).



You will find brief summaries below and more extensive information within about FOL's three ongoing program areas: Family Literacy, Health, and Small Grants.

The FOL Education Committee continued its partnership with WE-CARE International, a Liberian-based (and operated) NGO based in the greater Monrovia area. Of the many projects WE-CARE runs, the FOL Education Committee provides guidance and capacity building for the Family Literacy Initiative (FLI) including a literacy home visitors program and an adult literacy program. In Chapter 4 of this report, please read details about the philosophy, pedagogy, and amazing results of the impactful education programs funded and supported by FOL.


In 2023, FOL Health Team worked with the Liberian Health Team (LHT) to conduct the fourth annual Continuing Professional Development (CPD) workshops for nursing/midwifery faculty and clinicians to maintain and increase competencies. The workshops were held during five days at the Phebe Paramedical Training School in Gbarnga, Bong County. The LHT also accepted the FOL funding and oversight of an award to Phebe Hospital to assist with extraordinary expenses related to the care of the Totota gas tanker explosion victims. Please see Chapter 5 for details about all of FOL's Health Program work in Liberia in 2023.

The FOL's Small Grants Committee reviewed more than 46 proposals in 2023 and selected four applicants to receive small grants. These grants supported programs in teacher training, empowered and enhanced braille literacy among visually impaired persons in rural Liberia, and helped to renovate and expand the clinic and triage area at a maternal and childcare facility. Chapter 6 provides a full accounting of the FOL Small Grants Program work in 2023.

In December 2023, the FOL Board met in person in Zionsville, IN (thank you, Sally!) for its annual program review, budget development, brainstorming, and relationship-building. We have already completed our 2024 in-person board meeting and planning session in Washington, DC at the National Peace Corps headquarters on Saturday, September 21, 2024. Interested FOL associates are always invited to attend and observe, ask questions, and make suggestions at our quarterly or annual Board of Directors meetings.

With respect to FOL membership, we understand that the gap of 20 years without Peace Corps during the civil war, and recent evacuations due to Ebola and COVID, will catch up with FOL as the early PCV group members pass on. We have plans to re-energize our membership committee and to analyze and plan how to maintain and expand our critical membership base.

And finally, please let us know what you think of this 2023 Annual Report. Your ideas are very welcome. Please send to v-p@fol.org.



VISION & MISSION



Vision

Our vision is that Friends of Liberia be an effective organization for supporting Liberia in its quest to be a country in which every Liberian has opportunities for quality education and employment, and access to quality health care.



Mission

FOL is a non-governmental, non-profit organization that is driven by Liberian initiatives, programs, and innovations that seek to positively affect Liberia and Liberians through education, social, cultural, economic, and humanitarian programs, and through advocacy efforts.

03

COMMUNICATIONS

FOL Communications Committee Annual Report - 2023

A new Communications Chair assumed their position in June 2023. Craig’s work focused on learning past efforts regarding FOL communications and getting up to speed with the communication vehicles that FOL currently uses (i.e. email blasts via MailChimp, Facebook, and Instagram).

Upon receiving word from NPCA that FOL was a finalist for NPCA 2023 Loret Miller Ruppe Award for Outstanding Community Service for our Anthology project, “Never the Same Again: Life, Service, and Friendship in Liberia”, email blasts were issued to membership encouraging members to attend the NPCA Annual General Meeting and to vote, as instructed by NPCA, for an award finalist. In October, NPCA informed FOL that we had won the award and Communications via email blasts were issued regarding this major milestone. The FOL website was updated to the tab menu so information regarding our Anthology project and how to buy our book is clearly presented.

The Communications Committee (myself and Alicia Falsetto) met, developed, and issued a strategic communications plan for 2024. The plan presents goals for FOL for communications across a board range of audiences and specifies message content, delivery methods, frequency of communications, project name and other details. For more information about the plan please contact Craig Cooper at ccooper@fol.org

In early February 2024, Communications issued an Email blast to membership providing a recap of FOL accomplishments in 2023.

Key communications goals in 2024:

- Follow the Communications Strategic Plan for 2024
- Complete and issue a survey to all members to obtain member input on FOL direction and what matters to them most regarding FOL work.
- Develop and implement guidelines for FOL communications on social media (e.g. Facebook, Instagram).

Craig Cooper
Communications Committee Chair
ccooper@fol.org



The Family Literacy Initiative (FLI)

This year was the 8th year of the Family Literacy Initiative (FLI). WE-CARE, FOL, and HIPPIY International launched the FLI in November 2015 after a survey by FOL members indicated that the most significant unmet educational need in Liberia was early childhood education. More specifically, the preparation of preschoolers in literacy and other basic skills needed to thrive in school.

The FLI is a partnership between FOL, the WE-CARE Foundation, and HIPPIY International. The FLI has two components: the HIPPIY Home Visitors program and the Adult Literacy Program (ALP). The HIPPIY Home Visitors program uses the HIPPIY curriculum to provide parents with training, educational activity packets, and other resources to help improve their child's literacy and readiness for school. The training and resources are delivered through home visitors, which WE-CARE employs.

The ALP is a series of literacy classes using a curriculum designed to supplement the HIPPIY curriculum for those parents and other adults who want to improve their literacy as they help their children improve their readiness for school. In recent years, the ALP has also served a number of adults who are not an FLI caregiver. Miriam Westheimer of HIPPIY International also provides resources and technical support as needed.

WE-CARE serves as the on-the-ground implementer and facilitator, adapting the HIPPIY curriculum to a Liberian context, training and coordinating the home visitors, and overseeing the program. In December 2022, year 7 of the HIPPIY Home Visitors program ended with 254 children and came to a close. WE-CARE ended last year with the ALP program with 106 level one learners and 42 level two learners.

Details on FLI and reports on the program's impact are available online at <https://fol.org/programs/literacy-initiative/>.

The HIPPIY Home Visitors Program

HIPPIY is an international early childhood development program grounded in the belief that learning begins at home and parents can play a critical role as educational partners with schools. It is widely known that children are more successful when parents are engaged in their learning. HIPPIY is designed to help parents prepare their preschool children for success in school and life and to equip parents with the tools, skills, and confidence they need to support their children's learning at home successfully. The Education Committee's dedicated monitoring and evaluation team has been working on expanding our previous report tracking of the graduates from the HIPPIY program.

For year 8 of the HIPPIY Home Visitors Program, 274 families started the program, and 259 families completed the program. As a whole, the FLI continues to have a very high student retention rate. This year, 53 children graduated from year 3, and the graduation proceedings were held in early December. WE-CARE continued the program in West Point, Cadwell, Duazon, Neezoe, and Myamah Town. In 2022, Myamah Town was slightly delayed compared to the other communities. This year, they were on track with the other communities.





Comic Relief-US, a US-based non-profit focused on ending poverty, continued to fund the FLI this year but delivered some unfortunate news. Comic Relief-US lost a major funder and, as a result, had to cut the value of their grants by 50% across the board for 2024.

This means that the FLI will have to operate at a reduced capacity unless additional funding is found. In better news WE-CARE worked with a filmmaker this year to create a short 15-minute documentary on the HIPPY Home Visitors program to spotlight it.

Early Childhood Development Centers (ECD)

In 2022, the FLI program added a new community, Myamah Town. This town is actually a collection of about five smaller communities in rural Montserrado County with Myamah Town being the largest and most central community. These communities were added using extra funding provided by the COMIC Relief grant, which WE-CARE won in 2022. Early on, when working in Myamah Town, WE-CARE realized that there was a lack of meeting space for the HIPPY home visitors group meeting and for the ALP classes. WE-CARE quickly developed a plan to solve this problem: converting unused classroom space into an ECD center in one community and the community building space in another. Both of those spaces were finished this year, and their operation began.

Adult Literacy Program (ALP)

The ALP is a series of group meetings designed to help HIPPY parents improve their English literacy and numeracy skills. The ALP curriculum is designed to work with the HIPPY curriculum, but the classes are not exclusive to HIPPY parents, though HIPPY parents are given priority in the program.

There are two levels of the ALP. Level One is for parents who have very little literacy skills, while Level Two is designed as a continuation of Level One and is designed for parents who already have some basic literacy skills. The curriculum writer and the ALP coordinator, James Cooper, are still actively developing the Level Two curriculum.

One of the major challenges this year was attendance. Attendance, particularly with the ALP classes, was lower than desired due to the ALP learners involvement with the Presidential election held in Liberia this year.

Even with the challenges the ALP was successful this year with 76 level 1 learners and 33 level two learner completing the program. The graduation programs for ALP were held in each community in early December.





Tracking Study

WE-CARE and the Education Committee's Monitoring and Evaluation group has been working on tracking study. Cohort 1 students graduated from FLI/HIPPY in December 2018. Data was collected on these students' academic performance during the 2022/2023 academic year. A total of twenty-five different teachers and twenty-eight schools were involved in the study. A total of 47 students were in this cohort and 62% (29 of 47) of them were enrolled in schools and were tracked. Preliminary results show that students attended school regularly, and that 20.6% were absent for just one or two days the entire year. By the end of the year, most students were promoted to the next grade, 83% (24 of 29) and 17% (5 of 29) being retained.

This year, the FLI tracking study continued. The goal of this study is to gather data about how the students who have graduated from the HIPPY program are doing in school and compare them with peers in the same classes. These results will be included in a final report, which will provide a detailed analysis of the academic progress and behavior of Cohort 1 students.

Publications

In 2022, the Education committee submitted a proposal to write a chapter for a UNESCO publication that will focus on early childhood literacy programs worldwide. The proposal was accepted, and this year, the finalized chapter was given to UNESCO for publication in 2024.

The Education Committee released the 2022 Landscape Paper in January of 2023. This year, the landscape paper features organizations working in Liberia that focus on education. The 2023 paper will be published over the summer of 2024.

Peter Town

Unfortunately, in 2022, the ongoing work in Peter Town came to a standstill due to unforeseen issues with WE-CARE continuing to work in the town. This was beyond WE-CARE's and the committee's control. Since then, the committee has been looking for a way to restart the work in Peter Town, even if that means the Peter Town teachers traveling somewhere for training.

Eddie Socker
Education Committee Co-Chair
esocker@fol.org



Health Committee Annual Report 2023
Introduction

The Friends of Liberia Board (FOL) requested in 2014 that a small group of FOL members explore establishing a FOL Health Project. Late in 2015 a health project concept was identified. In 2016 Friends of Liberia Health Team was created with an FOL Liberia Health Team (LHT) and a FOL US Health Team (USHT). An FOL Board Member position was established to serve as the liaison between the Health Team and the FOL Board.

Goal

The goal of this project is to identify specific areas where faculty members from the schools of nursing and midwifery need to improve their teaching competencies. This will help them do a better job of preparing nurses and midwives to work in Liberia, and in turn improve the level of health care in Liberia. As nurses and midwives provide the bulk of the health care in Liberia, it is extremely important that these health care workers in Liberia receive the best quality of education while obtaining their initial instruction and throughout their nursing and midwifery careers.

Initially, the FOL LHT conducted a needs assessment survey in order to identify the specific areas of need. The review of the data demonstrated that there was a strong need for continuing professional development workshops to increase and improve the teaching skills of the faculty at the schools of nursing and midwifery.

Each year, the FOL LHT conducts needs assessments with both faculty and clinical members from accredited Liberian nursing and midwifery schools to determine that year's workshop curriculum. This keeps the curriculum relevant to the participants each year.

Project One: Continuing Medical Education 2020

Pilot Faculty Workshop: The pilot weeklong Faculty Continuing Professional Development Workshop was very successfully held in January 2020 at the Phebe School of Nursing, Bong County with twenty faculty members from twenty Liberian Board for Nursing/Midwifery accredited schools. The goal of this workshop was to increase the knowledge base and proficiency of nursing and midwifery teaching faculty in the areas of Evidence-based Research, Evaluation and Testing and Leadership and Management.

2021

Second annual Faculty Workshop and Pilot Clinical Workshop:

Following the successful pilot of the faculty workshop, the LHT decided to add a second week for practicing nurses and midwives after receiving some feedback in the needs assessment. ,



In January 2021, the LHT conducted a weeklong Faculty Continuing Professional Development Workshop at the Phebe School of Nursing in Bong County for twenty faculty members from twenty schools of nursing and midwifery in Liberia and a member of the Liberian Board of Nursing and Midwifery. The focuses were curriculum design and development, writing research proposals, test items analysis/banking, evaluating educational programs and writing objectives using the backward design. This was followed by a second weeklong Clinical Professional Development Workshop to enhance the clinical competencies of practicing nurses and midwives. They had 18 nurses/midwives in attendance, as well as several hospital Directors of Nursing and Midwifery and a representative from the Liberian Nurses Association was also in attendance. The main focuses were documentation, nursing processes (especially for critical patients), evidence-based clinical practice guidelines, customer service and performing emergency procedures.

2022

Third Annual Continuing Education Workshop:

For the third annual workshop, the decision was may the LHT to plan a single week long workshop. Faculty attended a two-day workshop, followed by a single day joint session with practicing nurses/midwives, followed by a two day workshop for the practicing nurses/midwives. The workshop was held at the Phebe School of Nursing. Twenty nursing/midwifery faculty plus staff from the Liberian Board for Nursing and Midwifery (LBNM) attended a three-day workshop and twenty nursing/midwifery practicing nurses/midwives including the President of the Liberian Nurses Association (LNA) attended a three-day workshop. The main focuses of this workshop included testing and evaluation, education through distance learning, program evaluation and accreditation, linking theory with clinical experience, quality improvement in the clinical setting, decision-making and problem solving, and transitioning graduate nurses/midwives to practice. This year, the team added an in-person

follow-up assessment at institutions that allowed participants to collect data on the impact of the workshops, and conduct an on-site needs assessment for future workshops.

2023

Fourth Annual Continuing Education Workshop:

After feedback from the participants of the 2022 workshops and needs assessments, the decision was made to continue with the current format of the workshop with a two day workshop for faculty, a single day joint session with practicing nurses/midwives, followed by a two day workshop for the practicing nurses/midwives. In addition, through on-site assessments after the 2022 workshop, it was determined that up to 90% of participants of the previous workshops had shared workshop resources in their respective institutions either through uploading of workshop resources onto personal or institutional computers or more formally through organized workshops.

The 2023 workshops had twenty-two faculty from twenty-one schools and twenty-six clinicians from twenty-six hospitals in attendance. The focus of this year's workshop included teaching-learning strategies, test construction and analysis, linking classroom and clinical practice, neonatal resuscitation, workplace ethics and effective communication.

Funding for the 2023 workshops was obtained from a grant from the FOL Board, donations to FOL designated for the FOL Health Project, and donations made through a GlobalGiving campaign.

Planning for 2024 workshops

Due to the success of the joint workshop, the decision was made to continue on with this format. The LHT spent the second half of 2023 preparing budgets and curriculum based on feedback from previous groups.



Funding For January 2024 Faculty and Clinical Professional Development Workshops:

Funding for the 2024 workshops was obtained from a grant from the FOL Board, donations to FOL designated for the FOL Health Project, donations made through a GlobalGiving campaign, as well as a \$5,000 grant from Global Health Ministries.



Project 2 (completed)

COVID Committee:

While FOL was actively involved in COVID-19 response in Liberia in 2020, this was primarily done under the small grants committee. When there was a rise in COVID cases in Liberia over the summer of 2021, the board formed a sub-committee which fell under the Health Team. The Committee formed a partnership with Global Health Ministries (GHM) who had received PPE donations, including masks, face shields, gloves, gowns, sanitizers, and soap. Together, the Committee and GHM were able to send a 40 ft shipping container carrying hundreds of thousands of supplies that arrived in Liberia in February 2022. Due to a pleasant surprise of excess PPE, a second container was shipped and arrived in March 2022. Materials have started to be distributed to 23 schools of nursing and midwifery and 21 clinics and hospitals across Liberia. LHT members have played an instrumental role in facilitating the distribution of materials in coordination with staff at Phebe Hospital where the shipments are being stored.



LHT Missing Harriet Mondaye

Health Project Team

The Health Committee is composed of a team in Liberia and a team in the US. Liberia Health Team (LHT): Edwin Beyan, Harriette Mondaye, G. Clinton Zeantoe, Humphrey Loweal and Peter Wainpa, and Augustine Samorlu. Edwin Beyan is the Chair of the LHT. US Health Team (USHT): Karen Hein, Roger Kropf, Sarah Morrison, Pat McGeorge, Jim McGeorge, Laura Ridge, Gary Leinen, Cori Maund, Jim Gray, Alexander Sleweon, Bruce Amundson, David Cassell, Dorothy Hares, Jacob Madehdou, Larlee Nyonton, Levi Zangai, Linda Kurtz, Luana Kiandoli, Teresa Hines and Kyle Tweedy. Cori Maund is the voting member/chair of the USHT. Janet Gross is the co-chair of the USHT.

How You Can Help

You can support the FOL Health Project by designating your donation to FOL for the "Health Program" at fol.org. Any amount helps. You can also support by donating to the FOL Health Project on Global Giving.

FOL US LHT Janet Gross, Co-Chair

jgross@fol.org


During 2023, the Small Grants Committee has improved the Small Grant Application to increase accessibility as well as the application evaluation process to be more streamlined and transparent. Applications are evaluated on Need, Reach, Organization's Track Record, Budget, Sustainability and Impact. A rubric has been designed to accurately, consistently and transparently evaluate applications for small grants. The committee is working on developing monitoring and evaluation requirements and documentation to better support grantees and capture the impact of these projects. The committee continues to receive and review many applications (~15 applications per quarter). Descriptions of the projects funded by the Small Grants Committee during 2023 can be found below:

1. Refuge Place International was granted \$3,000 in the fourth quarter of 2023 for Integrating Community Health Workers and Basic Hygiene Promotion to Improve Hygiene in Schools and Communities. The program is a healthcare model for Liberia's rural poor and urban slums with the objective of lowering the country's maternal, neonatal, and child death rates, thereby promoting reproductive health and making high quality healthcare available to all.
2. Dignity Liberia was awarded a \$3,000 grant in the third quarter of 2023 that was used to help with the building of a maternity waiting home in Todee Junction, Montserrado. With the availability of this home they hope to reduce the incidence of obstetric fistula. The committee hopes that this partnership will lead to more positive partnerships in the future.
- 3.. African Youth Development Action Project, Inc. (AYDAP) was awarded a \$3,000 grant to conduct teacher training in Sand Beach Junction, River Cess where none of the educators had training in education. Because of its rural location and hard to reach, it was difficult for them to find trained teachers.

The training was recently completed and an additional application was submitted for continued training and C certification for the participating teachers.

4. Imani House, Inc. received a \$3,000 grant from FOL earlier in 2023 that was used to renovate and expand the clinic and triage area in Jahtondo Town, Brewerville, Montserrado. This addition has allowed more patients to be served and reduced the wait time, thus ensuring timely treatments.

Outcomes met:

1. All temporary walls were replaced with concrete walls
 2. Contractors replaced four termite damaged doors
 3. The roof was repaired to prevent leaks
 4. One commode and one sink were purchased and installed
 5. Four new permanent windows were installed in the walls to replace the temporary windows
 6. Workers painted the exterior and interior of the renovated building
 7. We can now provide services promptly to patients who need emergency treatment.
- 

**IMANI HOUSE INC
FRIENDS OF LIBERIA SMALL GRANTS APPLICATION REPORT**

Report Date: January 10, 2024

AMOUNT RECEIVED FROM FOL: \$2,975.00

DATE FOL FUNDS RECEIVED: September 4, 2023

AMOUNT SUPPLEMENTED BY IMANI HOUSE INC \$ 2,025.60`

TOTAL PROJECT BUDGET AMOUNT SUBMITTED: \$4,400.00

ACTUAL PROJECT EXPENSE: \$5009.60

DATE OF PROJECT COMPLETION: January 2, 2024

Project Title: Renovation of Imani House Clinic Triage Space & Intake Area

Location of Clinic: Jah Tondo Town (Brewerville), Brewerville Estate Road

Describe the target audience, what needs to be addressed, and the number of beneficiaries from this project: This project included general repairs and minor expansion to the Triage facility at the IMANI HOUSE Family and Children Clinic. We hope that it will help the clinic to serve a total of 12-16,000 women and children(and men) who reside in District 17 (primary Brewerville) and its surrounding areas, which include parts of lower Careysburg, Cheesemanburg, Royce Ville, and part of Bomi County that borders the Po River.

We expect the number of patients to increase after we renovate/expand our short-term bed capacity from two to four beds by renovating our triage space. A four-room triage space was erected previously with bamboo and tarpaulin as a temporary structure during Ebola. This space needed to be modified/renovated into a permanent space to provide safe accommodations and offer two beds for a short stay.

Given population trends and expectations for increasing patients accessing our services, adding two additional bed spaces would increase our short-stay capacity from two to four beds while stabilizing our screening room and waiting space in the triage area. The renovation will increase our capacity to address emergency treatment. The main goal of this project is to provide a safer, more hygienic environment to triage more patients than we currently can while keeping patients and staff safe.

Outcomes

- 1. All temporary walls were replaced with concrete walls**
- 2. Contractors replaced Four termite damaged doors**
- 3. The roof was repaired to prevent leaks**
- 4. One commode and one sink were purchased and installed**
- 5. Four new permanent windows were installed on the walls to replace the temporary windows**
- 6. Workers painted The exterior and interior of the renovated building**
- 7. We can now provide services promptly to patients who need emergency treatment.**

Imani House Small Grant Report cont'd

Timetable:

Our timeline for completion was three months. We received grant funds in September and completed the project by December 31, well within three months.

Project Evaluation.

- Patients list speedy treatment as a significant referral of our facility to others. They cite having to wait several hours for treatment at other facilities.

- Agreed-upon deliverables were completed according to the project work plan

Sustainability: Describe how the project will be sustained beyond the funding period

- As this is a renovation/expansion project, coupled with Imani House Inc.'s 33+ years of providing programs in Liberia, sustainability has no issue.

- The project will be preserved by regular maintenance and repairs through income from our clinic fees and ongoing partner support.

The Contractor completed at this stage three-fourth of the project

DEMOLITION AND WALLS ERECTION PROCESS; WINDOWS INSTALLED ON WALLS THAT DID NOT HAVE WINDOWS; REPLACEMENT OF PLUMBING FIXTURES

PICTORIAL BEFORE PICTURE



Replaced old seat less on commode with a new one; installed windows



Renovation Completed and Ready to Serve the Community



TRIAGE IN USE



Submitted by Small Grants Committee members: FOL Board member Kyle Tweedy, and Madison Collins, and Thomas Cummings.

IN HONOR 2023

Rex & Karen Berney In honor of: Marion Suban
Barbara Burke In honor of: Susan Greisen, Susan Corbett, Karen E. Lange
Paul Eagle In honor of: Dave Kontoh
Shannon Hager In honor of: Bernice Savanno
Alison Hard In honor of: Claire Hard
Bruce Hermann In honor of: Ganta Methodist Hospital
Virginia C. Hesel In honor of: Pat & Jim McGeorge
Pamela Leap In honor of: Sally & Mark Zelonis
Kathleen Parkhouse In honor of: James T. Cannon
Nancy T. Post In honor of: Jim and Vivian Bowman

IN MEMORY 2023

Jean K. Barnum In memory of: Lorraine Bouffard
Karol Bowman In memory of: Dr. Paul Mertens
Judy Burtner In memory of: Dr. Paul Mertens
Ann Butcher In memory of: Katherine & Burt Combes
Susan Corcoran & Joshua R. Sanes In memory of: Joseph P. Barchue
Paul Eagle In memory of: Mami Lorpu
Foote Mountain Family Foundation In memory of: Matthew Kardor
Susan Elizabeth Greisen In memory of: Ruth Jacobson, my surrogate mom and mentor
Steven A. Grotenhuis In memory of: Allan Beiswenger Liberia 23
Diana Hawks In memory of: Joseph Zezay
Virginia C. Hesel In memory of: Ella Holder, one of my dearest Liberian friends as a PCV & RPCV
Constance Morris Hope In memory of: Maude A. Morris, Harry L. and William L. Morris
Timothy Jordan In memory of: Bobbi Jordan
Joseph Kanagy In memory of: My son, Zachary J Kanagy
Hilary Kouhana In memory of: Danielle Anna Kalish
Alex Kutsick In memory of: Mary Hoagland
Frederick Lange In memory of: Cynthia Vasu
Frederick Lange In memory of: Juliet Jakse
Andrew Marion In memory of: Daniel Goe, PC Liberia staff
Jim & Pat McGeorge In memory of: Dr. Paul Mertens
Jim & Pat McGeorge In memory of: Peggy Holt Sammons
Jim & Pat McGeorge In memory of: Dr. Paul Mertens
Sarah Morrison In memory of: Faustine S. Craddock
Jerome T. & Frances Hull Nimick In memory of: Kay Ralbovsky Grahl
Noel Plummer In memory of: Dr. Paul Mertens
Dennis Ramsier In memory of: James T. Collins
Pat Reilly In memory of: Verlon Stone

If you notice any errors or omissions, please contact Sally Zelonis, FOL development chair at szelonis@fol.org

IN MEMORY 2023 cont'd

Emily Rojas In memory of: Dr. Paul Mertens

Rev. Gregory Sammons In memory of: The Rev. Margaret (Peggy) Holt Sammons

Nancy Simmers-Wolpow In memory of: Dr. Paul Mertens

Khaliya Suaray In memory of: Comfort Ogunti Gibson

Masnoh Wilson In memory of: Williametta Rostron

Sally & Mark Zelonis In memory of: Phil Salisbury, Group 1 and Peggy Holt Sammons, Group 28

Adult Literacy Program 2023

David J Anderson
Virginia C. Hesel
Kathleen M. Mobilia
Barb Piskor Rex
David Rosen
Thomas Michael Wallis
Joe & Arlene Wold

Anthology 2023

Anonymous (4)
Angela & Jim Hauck
Marilyn Martin
Donna Monday
Michael & Tracy Sechrest
Sidekick Press
Ralph & Jan Stacy
Amy Stehr
Linda Theobald
Bill and Sue Zelonis
Sally & Mark Zelonis

Family Literacy 2023

Jana S & Richard Bertkau
Grace Neuman Bernstein
Louise M. Brown
Annie Castelnovo & William McMullen
George & Carol Chaffey
Craig Cooper
Joyce Cunningham
Anne & Lon Dickerson
Judith and Peter Dillion
Richard Eckner
Constance L. Ford
Mary and John Gemignani

Family Literacy 2023 cont'd

Sara Gripman
Mary E. Haubenreiser
Diana Hawks
Janet Heller
Gerald Hillenbrand
Sia Barbara Ferguson Kamara
Joan Keenan
Joan Jackson Kelly
James C. Kiehle
Veronica Lake
Jo-Anne Manswell Butty
Nancy Lee McLure
Ronald Mertz
Mary H. Moran
Jerome T. & Frances Hull Nimick
Christine Pallier & David Bledsoe
Kathleen Parkhouse
Louise R. Potter
Barb Piskor Rex
Rolander Family Foundation
Abby Schwartz
Robert J. Schwarz
Michael & Tracy Sechrest
Marilyn Silberfein
Margaret Ann Singer
Peter Stevens
Sharon Mosher Tangney
Susan Thurin
Juley Dwyer Welch
Lonna D. Whipple
Thomas J. White
Jack & Angene Wilson
Margaret Woods
Sally & Mark Zelonis

General Fund 2023

James Akerson
Michael S. Anderson
Anonymous (2)
Barbara Bedingfield
Nancy Dawson Ashkar Bell
Serena Benson
John M Berestecky
William J Booth
Gary A. Borg
Karol Bowman
Barbara Burke
George Burke
Betty Burkes
Amanda Buxbaum
Elizabeth Casavant
Dave Caszatt
George & Carol Chaffey
Mr. Kit Cone
Allen & Molly Forsee Cooke
Greg & Kathy Cookerly
Susan Corcoran & Joshua R. Sanes
Dr. Ron Cox
Marjorie Curtis
Fred Davidson
Pat & Donna Dickriede
Judith and Peter Dillion
Kenneth J. Doucet
Douglas Dykhouse
General Fund 2023 cont'd
Martha L. Ellett
Paul Erickson
Larry Filz
Foote Mountain Family Foundation
Edwin Freeman
Dorothy Wrase Hares
Robert & Carolyn Hargrove

Friends Of Liberia

General Fund 2023 cont'd

Brother Laurence Arthur Harms, O.H.C.
Mary E. Haubenreiser
Margaret K. Heard
Mary & Tom Herrmann
Nancy Isaacson
Edna Johnson
Victor C Johnson
Timothy Jordan
Joan Keenan
Barbara Lamphere
Frederick Lange
Austin Lavoie Jr.
Pamela Leap
Michael & Deborah Lee
Peter S Levitov
Myra M Lewis
Dennis & Pam Lucey
James J Maras
Andrew Marion
Katie Mastin
Cori Maund & Isaac Doss
Wayne McFall
Curtis Mekemson
Conzolo Miglioizzi
Thomas D. Modena
Mary H. Moran
Sarah Morrison
Chuck Needlman
Ms. Vinnie C. Nix
Vincent P. O'Hern
Kathy & Joel Olah
Charlotte Shoup Olsen
Sheila & Ken Otteson
Christine Pallier & David Bledsoe
Ellen M. Paquette
James G Patrick
Daniel Pearlman
John M. Perkins
John F. Peterson
Pledgeling Foundation
Dennis Ramsier
Nancy T. Post
Gilbert P. Ritt
Tom & Susan Samuel
Susan M. M Sanders
Ken & Yvonne Schilling
Abigail & Bobby Sebastian

General Fund 2023 cont'd

J. Thomas Showler
Vincent Sly
Ralph & Jan Stacy
Peter Stevens
Jo M Sullivan
Sean Sullivan
Paul Sully
Barry A. Swan
Dr. William Sweigart
Sharon Mosher Tangney
Elizabeth Thomas
Harold Thornhill, Jr.
Robert Urann
Connie Valk
Liz Henry & Dale Veeneman
John & Carol Vispo
Bruce Warren
Leon & Nancy Weintraub
Philip Weisberg
Kathleen & James Welch
Charles R. Wernecke
Jack Werner
Robert Wescom
Gary and Nancy Wetzell
Richard White
Richard Wolfe
Cynthia A. Yurth

Health 2023

Dr. Bruce Amundson
David A Baur
James A. Christopherson
Elizabeth W. Frost
Margaret Gile
Global Health Ministries
Susan Elizabeth Greisen
Janet Gross
Shannon Hager
Charles W. Hartwig
Karen Hein
Bruce Hermann
Virginia C. Hesel
Laurie Hortie
Rhea Hurwitz

Health 2023 cont'd

Kathleen M. Leeson
Jim & Pat McGeorge
Nancy Lee McLure
Susan Adele Moritz
Deborah Jean Pino-Saballett
Pat Reilly
Janet L. Riddle
Lisa M. Roche
David Stanton & Deborah Armbruster
Jo M Sullivan
Sharon Mosher Tangney

Small Grants 2023

George & Clarissa Bergeman
Mary Brenner
Susan Christophersen
Larry R Eaton
Terri Enright
Charles W. Hartwig
Virginia C. Hesel
Hilary (Kristt) Kouhana
Catherine La Tour
Kelley & Anne McCready
Jim & Pat McGeorge
Curtis Mekemson
Robert & Sandra Raub Morrison
Ken & Yvonne Schilling
Roy Shrobe
Karen Unger
Masnoh Wilson
David Zuber

If you notice any errors or omissions, please contact Sally Zelonis, FOL development chair at szelonis@fol.org

Friends Of Liberia

Paramount Chiefs Council

\$2,501 to \$10,000

Global Health Ministries
Jim & Pat McGeorge
Sarah Morrison
Rolander Family Foundation

Paramount Chief

\$1,000 to \$2,500

John & Carol Vispo
Sally & Mark Zelonis

Clan Chief

\$500 to \$999

Serena Benson
Mr. Kit Cone
Douglas Dykhouse
Paul Erickson
Robert & Carolyn Hargrove
Charles W. Hartwig
Mary E. Haubenreiser
Margaret K. Heard
Susan Corcoran & Joshua R. Sanes
Katie Mastin
Cori Maund & Isaac Doss
Mary H. Moran
Abby Schwartz
Margaret Ann Singer
Sharon Mosher Tangney
Jack & Angene Wilson

Town Chief

\$100 to \$499

James Akerson
Dr. Bruce Amundson
Anonymous Anonymous (4)
David A Baur
George & Clarissa Bergeman
Jana S & Richard Bertkau
Mary Brenner
George Burke
Barbara Burke
Amanda Buxbaum
Annie Castelnovo & William McMullen
George & Carol Chaffey
James A. Christopherson

Town Chief cont'd

\$100 to \$499 cont'd

Marjorie Curtis
Fred Davidson
Anne & Lon Dickerson
Pat & Donna Dickriede
Judith and Peter Dillion
Larry R Eaton
Richard Eckner
Larry Filz
Foote Mountain Family Foundation
Constance L. Ford
Elizabeth W. Frost
Mary and John Gemignani
Margaret Gile
Sara Gripman
Janet Gross
Shannon Hager
Karen Hein
Bruce Hermann
Mary & Tom Herrmann
Virginia C. Hesel
Gerald Hillenbrand
Nancy Isaacson
Edna Johnson
Victor C Johnson
Sia Barbara Ferguson Kamara
Joan Keenan
Joan Jackson Kelly
Austin Lavoie Jr.
Peter S Levitov
Dennis & Pam Lucey
Jo-Anne Manswell Butty
Marilyn Martin
Kelley & Anne McCready
Nancy Lee McLure
Curtis Mekemson
Ronald Mertz
Thomas D. Modena
Robert & Sandra Raub Morrison
Vincent P. O'Hern
Sheila & Ken Otteson
Ellen M. Paquette
John M. Perkins
John F. Peterson
Deborah Jean Pino-Saballett

Town Chief cont'd

\$100 to \$499 cont'd

Pledgeling Foundation
Louise R. Potter
Pat Reilly
Lisa M. Roche
David Rosen
Tom & Susan Samuel
Susan M. M Sanders
Ken & Yvonne Schilling
Robert J. Schwarz
Abigail & Bobby Sebastian
Charlotte Shoup Olsen
Sidekick Press
Ralph & Jan Stacy
David Stanton & Deborah Armbruster
Sean Sullivan
Jo M Sullivan
Paul Sully
Barry A. Swan
Dr. William Sweigart
Harold Thornhill, Jr.
Susan Thurin
Robert Urann
Connie Valk
Liz Henry and Dale Veeneman
Leon & Nancy Weintraub
Philip Weisberg
Juley Dwyer Welch
Kathleen & James Welch
Charles R. Wernecke
Jack Werner
Robert Wescom
Richard White
Thomas J. White
Joe & Arlene Wold
Dorothy Wrase Hares
Cynthia A. Yurth

Elder

Up to \$99

Michael S. Anderson
David J Anderson
Anonymous Anonymous (2)
Barbara Bedingfield
Nancy Dawson Ashkar Bell
John M Berestecky

Elder

Up to \$99 cont'd

Grace Neuman Bernstein
Louise M. Brown
Greg & Kathy Cookerly
Dr. Ron Cox
Terri Enright
Susan Elizabeth Greisen
Brother Laurence Arthur Harms, O.H.C.
Angela & Jim Hauck
Janet Heller
Laurie Hortie
Rhea Hurwitz
Timothy Jordan
James C. Kiehle
Hilary (Kristt) Kouhana
Barbara Lamphere
Frederick Lange
Elder
Up to \$99 cont'd
Kathleen M. Leeson
Myra M Lewis
James J Maras
Conzolo Migliozi
Kathleen M. Mobilia
Donna Monday
Susan Adele Moritz
Chuck Needlman
Ms. Vinnie C. Nix
Kathy & Joel Olah
Kathleen Parkhouse
James G Patrick
Nancy T. Post
Dennis Ramsier
Barb Piskor Rex
Janet L. Riddle
Gilbert P. Ritt
J. Thomas Showler
Roy Shrobe
Marilyn Silberfein
Vincent Sly
Amy Stehr
Peter Stevens
Linda Theobald
Elizabeth Thomas
Karen Unger
Thomas Michael Wallis
Bruce Warren

Elder

Up to \$99 cont'd

Gary and Nancy Wetzel
Lonna D. Whipple
Masnoh Wilson
Richard Wolfe
Bill and Sue Zelonis
David Zuber

If you notice any errors or omissions, please contact Sally Zelonis, FOL development chair at development@fol.org

Annual Development Report 2023

With the wonderful gift received from Sally Gosline Humphrey, RPCV Group III, in September 2022, efforts were finalized to establish an endowment fund. Three board members interviewed staff with the Greater Washington Community Foundation. After careful consideration at the June 2023 board meeting, the FOL Board voted to establish two endowment funds with The Greater Washington Community Foundation.

These two funds have different purposes. The first fund has restricted access, meaning that FOL will only be able to use the interest that is earned off the principal that is carried in the fund, up to five percent per year after being in the account for three years. The second fund has more flexibility. Should an emergency situation occur in Liberia, FOL could petition the Greater Washington Community Foundation with a request for a special release of funds for a specific purpose to address an emergency situation. The FOL Board will be working on an internal endowment policy in 2023 to outline the future use of our endowment funds.

The two funds are called 1) The Friends of Liberia Legacy Circle Fund, with the purpose of supporting education, economic, and humanitarian programs in Liberia; and 2) The Friends of Liberia Emergency Fund, with the purpose of supporting programs and efforts in Liberia in times of emergencies such as Ebola, Covid, Civil War, environmental destruction, natural disasters, or other such challenges to daily living in Liberia.

Individuals interested in making a donation directly to either of the endowment funds can do so by going directly to: <https://fol.org/donate/legacy-circle/> and using the appropriate donate button located at the bottom of the page for the specific fund. Donations will go directly to FOL's account at The Greater Washington Community Foundation. Individuals interested in including one or both of the endowment funds in an estate plan should contact Sally Zelonis at szelonis@fol.org or zelonisfamily@att.net or (317)258-2390 so she can assist with the proper wording.

The Rolander Family Foundation again supported our HIPPI Home Visiting Program with a generous \$5,000 grant in 2023. Their long-time support deserves special recognition, with a warm thank you to Stephanie Vickers for her efforts to help secure this donation every year. Records show that Rolander has been giving this support since 2005, and we are so grateful for their dedication to FOL's family literacy work.

A special thank you to Jim and Pat McGeorge for their continued generous support, both financial and otherwise, of our Health Program. And of course, thanks to Cori Maund and her work while 40+ weeks pregnant to finish writing the Global Health Ministries' Grant, and to the Liberian Health Team under Dr. Edwin Beyan's direction - all are such dedicated people, and we are so fortunate to have them on our team.

In 2023 FOL had 286 donors, thirty-five of whom were new donors, and eighty-one were donors that had not given in 2022. Sadly, we continue to lose some of our older member donors from our earlier Peace Corps Groups. FOL members can assist in our funding efforts by encouraging members from their own PC group or cohort to join them in donating to FOL's many programs.

Our total donations for 2023 were broken down between General Fund at \$34,275.03; Adult Literacy at \$445.00; Family Literacy at \$16,813.33; Health at \$17,264.11; and Small Grants at \$2,424.97, for a total of \$71,222.44. Through Global Giving, we raised a total of \$6,852.14 broken down between Health at \$4,187.36 and Family Literacy at \$2,664.78. When you consider the hundreds of children and families in the HIPPI Home Visiting Program, the faculty and midwives trained yearly during the Liberian Health team's annual workshops, and the number of individuals served by the small grant awards, every donation to FOL is a true investment in Liberia. This is such magnificent work with such remarkable results, and donors to FOL should be enormously proud of what their contributions have done during 2023. We thank all of them for their support.

We are still in need of more volunteers to help with our committees. Interested individuals should contact an FOL Board member for information. Any, and all of them, would be happy to answer questions or put you in touch with the right person.

Sally Zelonis, Development Chair
szelonis@fol.org



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2023 Annual Report Financial Section

In addition to meeting our annual obligation to submit financial information to the IRS (Form 990, which will be published on our website), our financial statements provide FOL members and donors a better understanding of how the organization is doing from a financial perspective. They also help our board of directors do multi-year planning and budgeting. As good stewards of member and donor contributions, we believe it is essential to be transparent in all financial matters.

Statement of Financial Position

The Statement of Financial Position as of December 31, 2023, shows total assets of \$366,988.57, consisting mostly of cash in the bank of \$316,988.37. Additionally, FOL has an Endowment Fund Investment of \$50,000, representing about 14 percent of its total assets (see the Development section above for more information on this investment).

The cash balances as of December 31, 2023, are allocated/earmarked for FOL’s programs and operations as follows:

Program	Fund Balance Allocation	Total	Percent
Education Fund:			
Adult Literacy	26,826.52		
Family Literacy	20,024.89	46,851.41	14.8%
Health Fund		24,290.66	7.7%
Small Grants		19,258.02	6%
Peter Town		107,673.40	34%
General Fund		118,915.08	37.5%
Total Cash Balance		\$ 316,988.57	100%
Greater Washington Community Fdn. as of 12/31/2023			
FOL Emergency Fund		\$ 26,623.63	
FOL Legacy Circle Fund		\$ 27,388.35	

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Finances cont'd

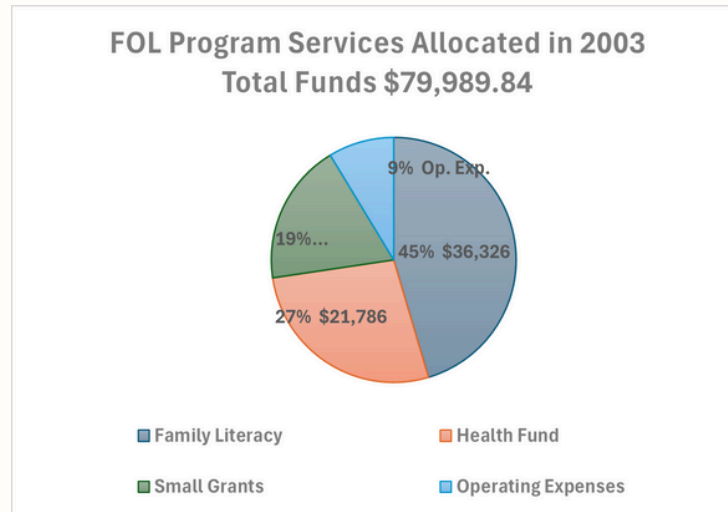
FOL has no outstanding liabilities. Total assets equal its Total Equity/Total Surplus.

Statement of Income and Expenses

The Statement of Income and Expenses for the year ending December 31, 2023, shows a net loss of \$7,754.49, indicating that expenses for the year exceeded income. A summary of income and major expenses for the year follows.

Income

Income from individual and business donations totaled \$79,989.84, most of which was allocated to FOL's Program Services, including 45 percent to Family Literacy, 19 percent to Small Grants and 27 percent to the Health Fund. The net balance after program services amounted to \$6,938 (9%) which was used to pay for other operating expenses.



Expenses

FOL's operating expenses consist of Fundraising Expenses of \$808.30 (5 percent) and Management and General Expenses of \$14,329.44 (95 percent), for a total of \$15,137.74.

Software subscriptions, including Kindful, Drop Box, Mail Chimp, Zoom and others, accounted for 38 percent of the Management and General expense, while printing, mailing and other subscriptions accounted for 32 percent of these expenses. Board insurance (8.4 Percent), bank and investment fees, office expenses, business licenses/subscriptions and other smaller expenses were also paid.

Total Net Loss, or the amount that annual expenses exceeded annual income in 2023, amounted to \$8,196.90. Interest income of \$442.41 offset part of this loss, bringing the total net loss for the year ending December 31, 2023 to \$7,754.49. For additional information, our 2023 IRS form 990 is posted at our website and you can look by clicking [HERE](#)

THANK YOU



Health Team Workshops



Adult Literacy above
FLI Graduation below



Contact Us



317-258-2390



szelonis@fol.org



www.FOL.org



Sally Zelonis

FOL Development

40 S Third St., Zionsville, IN 46077

OR

John Morlu FOL Treasurer

2200 Optiz Blvd., Suite 200

Woodbridge, VA 22191

Acknowledgements

Thank you to Kelley McCreedy for helping proof this annual report and special thanks to all the board committee chairs and members who worked to share all the successes of 2023.

We would also like to thank all our donors, friends, family, and collaborators around the world who continue to show their love and support for Liberia.