



**Friends 
Of Liberia**



2024 Annual Report

Helping Liberia in its quest to be a peaceful and just country in which every Liberian has opportunities for quality education and employment, and access to adequate health care.



[HTTPS://FOL.ORG/](https://fol.org/)



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Introduction

The year 2024 was another successful, productive year for the Friends of Liberia organization. Our Annual Report provides details on our accomplishments, and here are a few highlights.

Our Education and Health programs continued their recent records of success by making excellent use of the funds available to them and capitalizing on years of experience to ensure continuity with well-established programs. On the Education side, the Family Literacy Initiative and HIPPI Home Visitors programs both saw excellent results and continued growth, though some funding challenges loom ahead with the loss of one significant donor. Our Health team again offered Professional Development Workshops that were very well-attended, and which provided a dynamic learning environment for over 40 faculty and staff from health care institutions across Liberia. In addition, the Small Grants program grew in 2024, with a total of 74 applications - of which more than 60 were first time applicants - and which funded a number of education and health initiatives with an average grant of over \$2,500.

Each of these programs are driven by a cast of dedicated volunteers and staff who, every year, find ways to navigate the many challenges presented them in their work and who continue to produce programs with lasting value for the people of Liberia.

On the organizational side, membership is steady, and we remain financially sound and secure. More than 270 individual donors collectively contributed over \$120,000 in 2024 to support our various programs. Our Communications and Membership committees were actively engaged in initiatives to keep members informed, and to reach out and engage prospective new members in the returned volunteer community.

Of course, none of these accomplishments would be possible without the unwavering support and contributions of our generous membership and partners. The FOL Board of Directors wishes to thank everyone who contributed their time, energy, and ideas, as well as financially to our organization. Collectively, it is what makes Friends of Liberia such a vibrant organization and respected voice in the community of international development organizations.

Education Committee

The Family Literacy Initiative (FLI)

This year was the 9th 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. Now, the ALP has also served a number of adults who are not an FLI caregiver. Miriam Westheimer of HIPPIY International continues to provide 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 2024, year 8 FLI came to a close and the closing ceremonies for the HIPPIY Home Visitors program and ALP were held in December.

Education Committee

The HIPPY Home Visitors Program

HIPPY 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. HIPPY 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 learning at home successfully. The Friends of Liberia Education Committee's dedicated monitoring and evaluation team has been working on expanding our previous report tracking the graduates from the HIPPY program.

For year 9 of the HIPPY 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 Nyemah Town. In 2022, Nyemah Town was slightly delayed compared to the other communities. This year, they were on track with the other communities.

Comic Relief continued to fund the FLI this year but delivered some unfortunate news. Comic Relief lost a major funder and, as a result, has had to cut the value of their grants by about 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.

Education Committee

Early Childhood Development (ECD) Centers

WE-CARE's solution for lack of space in Nyemah Town developed by converting unused classroom space into an ECD center in one community while the community built a space in another. Both of those spaces were finished in 2023 and began their operation as ECD Centers. In 2024, both Centers completed their first school year. This has particularly benefited the ALP classes, and FOL provided some additional funding for the purchase of a lighting system so the spaces can be used after dark.

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 learner's involvement with the Presidential election held in Liberia this year. Despite these challenges, the ALP was successful this year with 76 level 1 learners and 33 level two learners completing the program. The graduation programs for ALP were held in each community in early December.

Education Committee

Tracking Study

WE-CARE and the Education Committee's Monitoring and Evaluation group have been working on expanding the cohorts tracked in the 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 2025.

The Education Committee also submitted a proposal, which was accepted, to write an article for the COABE Adult Literacy Journal. This article was published in 2024.

Education Committee

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. In 2024, the committee and WE-CARE found a solution with training teachers at the Garden School in Gbanga. The Garden School has been completing ongoing training with the Peter Town teachers in Gbanga.

Health Committee

In 2014, the Friends of Liberia Board requested a group of FOL members to explore establishing a FOL Health Project. Late in 2015 a health project concept was identified which led to the creation of a Friends of Liberia Health Team consisting of a FOL Liberia Health Team (LHT) and a FOL US Health Team (USHT). A FOL Board Member position was established to serve as the liaison between the Health Team and the FOL Board.

The goal of the initial project was to identify specific areas where faculty members from the schools of nursing and midwifery needed to improve their teaching competencies. Improving teaching competencies will enhance the clinical competencies of graduates of these programs which will subsequently 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.

An initial needs assessment by the FOL LHT identified specific areas of need. It was determined that there was a strong need for continuing professional development workshops to improve the teaching skills of the faculty at the schools of nursing and midwifery. The FOL LHT is duly recognized by the Liberian Board for Nursing and Midwifery (LBNM) and the Liberian Nurses Association (LNA) to conduct continuing professional development workshops for teaching faculty of accredited nursing and midwifery training institutions and practicing nurses from accredited hospitals.

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.

Health Committee

The first 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.

Following the successful faculty workshop in 2020, the LHT decided to add a second week for practicing nurses and midwives to enhance the clinical competencies of practicing nurses and midwives.

Feedback from the participants of the 2021 workshops and results of the assessment of the needs, the decision was made by the LHT to plan a single weeklong 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.

As a result of the 2022 annual workshop, an in-person follow-up assessment at the institutions that provided participants to collect evaluation data on the impact of the workshops and conduct an on-site needs assessment for future workshops.

Health Committee

2024 Activities

January 2025: Fifth Annual Faculty and Clinical Professional Development Workshops

The FOL Board approved the budgets for the workshop and provided a grant to partially cover the costs. A very successful fundraising campaign with Global Giving was conducted. In addition, FOL members made donations directly to FOL for the Health Project. The LHT conducted an online needs assessment among all accredited Liberian nursing/midwifery schools across the country.

They also conducted a parallel online needs assessment among nurses/midwives working in public and private hospitals/health centers across Liberia. When the participants consented and responded to the surveys, they were compensated with a dollar Orange/LoneStar card. The results and analyses from the faculty needs assessment indicated challenges faced by faculty in the areas of Setting Well Formatted Objectives for Students' Learning outcome, Evaluating Educational Programs, Familiarity with International Nursing/Midwifery Organizations, and the use of Technology in Nursing/Midwifery Education

The findings from the results and data analyses of the online needs assessment served as the basis for the workshop agenda for the respective cadres of healthcare professionals.

The 2025 workshop was formatted as follows:

- Faculty CPD: January 6 & 7, 2025
- Joint Session: January 8, 2025

Health Committee

2024 Activities

Practicing nurses/midwives CPD: January 9 & 10, 2024

In addition to presenting common themes, participants, facilitators and key nursing/midwifery stakeholders discussed how faculty and clinicians can collaborate effectively to improve the classroom and clinical experiences of the students.

The Fifth Annual Faculty and Clinical Professional Development workshop was successfully held at Phebe School of Nursing, Bong County. Twenty-one faculty from Liberian Board for Nursing/Midwifery accredited schools and 21 nurses/midwives from 21 major/regional hospitals attended the workshop. Also in attendance were the President of the Liberian Nurses Association and representatives from the office of the Chief Nursing/Midwifery Officer of Liberia.

The facilitators conducted interactive presentations with participation encouraged, through motivation, to be fully engaged in the discussions. Upon completion of each workshop, participants were encouraged to share the knowledge gained with their peers at a workshop at their respective institutions.

For the first time, the LHT:

- Conducted online evaluations of the workshops
- Provided a certificate of achievement to each participant
- Pre-post tested participants online

They noted the need to improve on submission of workshop reports in a timely manner.

Participants' feedback was solicited with the following noted:

- Participants agreed/strongly agreed that the various sessions' objectives were met
- Participants also agreed that the venue was ideal and appropriate
- They also agreed/strongly agreed that the food was enough and of good quality.

Health Committee

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, 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, Gary Leinen, Jim Gray, Dorothy Hares, Levi Zangai, Teresa Hines

Cori Maund, Immediate past chair, Janet Gross, Chair and voting member

How You Can Help

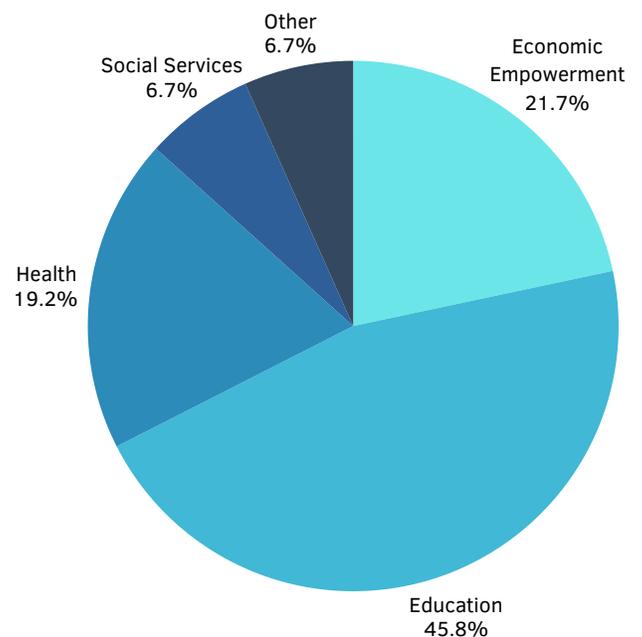
You can support the FOL Health Project by designating your donation to FOL for the "Health Program" at fol.org. Any amount helps.

Small Grants Committee

We received 74 applications for funding in 2024. Of these, 13 had applied for a Friends of Liberia (FOL) small grant before, and 5 had been previous recipients of funding. 61 applications were from new applicants, indicating knowledge of FOL’s small grants opportunity is becoming more widespread across Liberia. This also allows us to build a larger network of local Liberian organizations.

The average project cost was \$2,766, with an average of 476 expected beneficiaries per project. Project proposals spanned topics such as construction projects for health centers to tree planting campaigns. Many training programs, including women and girl's empowerment, vocational trainings and entrepreneurship were proposed.

Projects Proposed by Sector
(some projects span multiple sectors)



What we funded

In quarter 1 we funded a project proposed by Educate West Point (EWP) called Early Childhood Development and Afterschool Extended Learning. The specific programmatic objective is to strengthen and grow the Early Childhood Development Center and After School Extended Learning program to provide education and updated materials for a greater number of children of West Point. This will be achieved by the refurbishment of the ECD center and Afterschool Program classrooms to secure adequate space for a healthy, hygienic learning environment. As EWP continues to keep pace, as well as set tone, for the advancement of modern learning in a challenging slum- like setting such as West Point, digital learning remains in the forefront of EWP’s focus in the coming years. As such, visual learning will be integrated via the use of educational digital media, projected on screen, with materials recommended through the MoE and other internationally recognized daycare-aged children’s education materials, i.e. “Jolly Phonics”.

Small Grant Committee

What we funded

In quarter 3 FOL funded a project proposed by Kpo'ma Women called Women's Rice Mill Project. Kpo'ma Women requested a \$3,000 grant from FOL to support the installation of a mechanized rice mill, construction of a small storage facility, and basic training in business development to benefit a women's farming cooperative and their families in a very remote village within the Salala District in Bong County.

Kpo'ma Women was founded in 2020 by Constance Mulbah, who was born in Liberia and relocated to the United States during the civil war. Constance holds a bachelor's degree in public health and became a Peace Corps Volunteer working on development in Senegal (RPVC Senegal 2015). After completing her MBA in Sustainable Business Development, she partnered with Chelsea Johnson, who has strong ties to rural communities in Bong County from her work completing her nursing education. Since 2020, Kpo'ma Women has focused on empowering rural women in Bong County through grassroots initiatives. Over the past four years, Kpo'ma Women's all-volunteer organization has focused on supporting rural women and has helped implement grassroots initiatives by collaborating with local communities and other nonprofit organizations.

Kpo'ma Women's purpose is to provide rural women in Bong County with the tools they need to overcome barriers to economic participation. They believe that promoting women's economic empowerment is a key to eradicating poverty. They work on the grassroots level to engage with local women and help them to implement projects that they believe will have the most impact on their communities. It is crucial that Kpo'ma Women are not imposing their ideas, but working collaboratively and listening carefully to the voices of women in the communities they serve. In this way, they have been able to develop successful projects.

Small Grant Committee

What we funded

In quarter 4 we funded a project proposed by Help a Mother and Newborn Initiative (HMNI) called Empowerher Journey. HMNI works to support pregnant women and young mothers in Margibi County. Through their programs, they provide healthcare education, maternity support, and financial skills training. The "EmpowerHer Journey" project focuses on helping 100 first-time young mothers by giving them the skills and resources (through skill training and Seed-Funding for business) to support themselves and their babies. This project also encourages these young women to continue their education and become more self-reliant, breaking the cycle of poverty and improving their future. The total cost of the project is \$11,000, and MHNI requested \$3,000 from FOL to cover the cost of training materials.

The training will be fully conducted by ForlifeZoe. While the HMNI team has extensive expertise in health-related programs, including running support clubs for pregnant women and mothers over the past three years, its focus has been on providing birth kits and prenatal and postnatal education. However, through HMNI's interactions and feedback from these mothers, they realized the critical need to incorporate an empowerment aspect such as vocational training, to equip mothers with income-generating skills. For this new cohort (which is a pilot program), HMNI is working with the ForlifeZoe team due to their experience in delivering vocational training for the empowerment aspect. Based on their regular training, ForlifeZoe estimated the cost of training materials to be approximately \$50 per participant. The rest of the funding is expected to come from local donations, community fundraising events, and in-kind contributions. To ensure the project's sustainability, HMNI plans to involve community leaders and ensure that these women are actively involved, and they use the money for the right purpose.

In 2025 HMNI aims to fund at least 4 projects and deploy their first comprehensive monitoring and evaluation package to each grantee, providing support and guidance utilizing the materials to leverage evidence-based decision making and document lessons learned for future projects while also bolstering the committee's data collection and impact measuring

Small Grant Committee

Completed Projects

Educate West Point

The Educate West Point project, funded by a \$3,000 grant from FOL, aimed to enhance the learning environment for children enrolled in the Early Childhood Development Center (ECD) and the Afterschool Program (ASP) in West Point, Liberia. The project focused on renovating classroom spaces, upgrading furniture, and incorporating modern educational technology to improve learning quality. The primary beneficiaries included 60 students in the ECD program, 20 students in the ASP, and over 80 parents who engage monthly through Parent-Teacher Association (PTA) meetings. Teachers and staff also benefited from improved teaching tools and a more conducive learning environment.

The grant facilitated significant renovations and upgrades, including the refurbishment of classroom furniture, installation of new whiteboards, armed chairs, fans, a projector screen, a TV, and roofing materials. The introduction of visual learning tools, such as a TV and projector, made lessons more engaging, while teachers were equipped with modern teaching aids that enhanced instructional quality and supported diverse learning styles. These improvements transformed the center into a more inclusive and interactive educational space.

Impact

Feedback from the community highlighted the project's positive impact. Teachers reported increased student engagement and improved teaching effectiveness, administrators observed greater parent satisfaction and interest in the school, and parents noted significant improvements in their children's social skills and creativity.

Small Grant Committee

Key Quotes

“The new classrooms are brighter and more spacious, which has completely transformed our teaching experience. The children are now more engaged and excited to learn. With the upgraded facilities, we have been able to introduce more interactive teaching methods, benefiting the children's development significantly.”

- Head Teacher, William K. Godfrey

“This renovation represents a commitment to our community's future. Improved facilities not only enhance learning but also attract more families to enroll in our programs. We have seen an increase in parent satisfaction since the renovations were completed. It's clear that a well-maintained environment fosters better outcomes for our children.”

-Administrator, Mr. Andy K. Ponpon

“The renovation of the classroom as well as the exterior part of the building has been a gamechanger. It encourages smooth learning activities and social interaction among the kids, which is essential for their growth. With modernized resources and teaching tools we can implement a curriculum that truly meets the developmental needs of each child.”

-Facilitator, Kate J. Sackor

Conclusion

To enhance future projects, recommendations include designing multi-purpose spaces for greater flexibility in classroom and play areas, involving parents, educators, and community members in the planning process, and implementing impact measurement metrics to assess learning outcomes and project success. The support from Friends of Liberia has significantly improved the educational environment at Educate West Point, but ongoing efforts are needed to address space constraints, enhance technological resources, and provide additional learning opportunities.

Membership Committee

The Membership committee took on new leadership late in 2024 with committee chair Mike Alden, who worked quickly to immerse himself in the work. Enrolling new members using Bloomerang, the new administrative software, provided insight into ways to streamline and improve the application process, and ease communication between different committees within FOL. With membership holding steady, future plans include exploring ways to actively engage with volunteers currently serving in Liberia and with current and former NGO staff and others with an attachment to Liberia using social media and other online platforms to drive membership growth.

Communications Committee

Communications Committee Chair: Craig Cooper

Member: Alicia Falsetto

The Communications Committee work in 2024 focused on accomplishing objectives identified in our FOL Communications Strategic Plan for 2023-24. The plan, developed by the Communication Committee in late 2022, presents goals for FOL communications across a board range of audiences and specifies message content, delivery methods, frequency of communications, and other details. The plan was developed in coordination with the Development Committee and can be found at: [FOL Communication Plan 2023_24.docx](#)

In 2024, our Communications work focused on issuing FOL email blasts and newsletters, conducting a major membership survey, holding an online members Town Hall Meeting, updating our website and monitoring our Facebook page.

Communications Committee

FOL Informational Email Blasts and Newsletters

The Communication Committee issued 8 email blasts in 2024 as follows:

Date of Email Blast*	Topic
February 8	FOL program highlights and accomplishments in 2023
May 16	Membership challenge activity and announcement of upcoming events and summary of results from our 2022 membership survey
Jun 26	Request to participate in FOL's 2024 membership surveys
July 7 and July 25	Invitation to the FOL Town Hall Meeting held on July 28.
Aug 13	Availability of links to recordings of our Town Hall meeting and our workshop on legacy giving
Oct 16	Availability to the FOL's 2023 Annual Report and the findings from our FOL Membership survey
Nov 19	FOL Fall 2024 Newsletter covering the following topics: FOL's Family Literacy Program, FOL's new Membership Committee Chairperson, Liberia One: the FOL video about the first Peace Corps group in Liberia, and Information about how to boost your donation to Friends of Liberia on December 3rd.

* Email blast was issued by the Communications Committee and do not include email blasts issued by the Development Committee.

Communications Committee

FOL 2024 Membership Survey

On June 26, 2024, FOL issued a Membership Survey via email. The Survey was located on a Google Forms platform and contained a total of 33 questions. FOL issued email reminders for members to take the Survey in July and closed access to the survey on August 1. FOL created and conducted this Survey to allow the FOL Board of Directors to better comprehend the opinions and suggestions of FOL membership regarding FOL mission, current priorities, and the future direction of the organization. The results of this Survey will help drive the direction of FOLs work and the scope of the projects we fund in Liberia. As with any survey, the results must be considered in the context of survey parameters and survey response rate. Out of the approximately 1,000 valid email recipients for this Survey, FOL received 112 responses to the Survey, indicating an 11% survey response rate. The survey report was posted to the FOL website and can be found at [FOL Membership Survey Findings 2024](#).

FOL Townhall Meeting

On July 28, about 50 FOL members joined in on Zoom for our first ever “Town Hall” style meeting. The meeting mixed trivial pursuit games about Liberia’s Independence Day with updates about FOL’s operations and on-going projects in Liberia. The meeting Power Point Presentation can be found [HERE](#). A video recording of the entire meeting (about 1 hour and 40 minutes) can be found [HERE](#).

Communications Committee

FOL Website

The Communications Committee conducted several important updates to the FOL website. Friends of Liberia - Friends of Liberia. The Communications committee developed the website updates, and our webmaster, Sunny Chan of JS Morlu, LLC CPAs, implemented the technical changes to the website in coordination with the Communications Committee.

Website updates in 2024 included:

- Homepage: Added a summary overview of the website content
- AboutTab: Updated Board Members names and photos. Added a Reports section and populated this section with several important FOL reports.
- Programs Tab: Added entirely new content for the FOL Health program page
- Blog Tab: Reorganized and added content to the Upcoming Events, Past Events and Member News sections
- Reformatted and added content to the website footer.

FOL Facebook Page

The Communications committee regularly checks the FOL Facebook page to oversee posts and encourage information sharing about Liberia, Liberians, and Peace Corps work in Liberia. Approximately 1 or 2 posts, on average, are made each week. Inappropriate posts are removed as soon as possible.

Key Communications Projects for 2025

- Follow the Communications Strategic Plan and make changes as deemed appropriate
- Issue Quarterly Newsletters as email blasts to FOL membership
- Continue maintenance of the FOL website and the FOL Facebook page
- Organize and conduct FOL social events during the NPCA Peace Corps Connect Conference

Development Committee

2024 was a successful fundraising year in many ways. We had 274 donors who made 482 transactions totaling \$105,541.02. We then raised an additional \$18,556.75 from our Global Giving donors, bringing the total in 2024 to \$124,097.77. This includes a \$20,000 estate gift from Gloria Saltzman, a Group IV Peace Corps Volunteer in Sanniquellie 1964-66.

The breakdown of funds includes

- Adult Learning Program \$250
- Family Literacy Initiative \$20,338.26
- General Fund \$61,524.13
- Health \$14,207.54
- Small Grants \$9,084.78
- Anthology \$136.31

Total of \$105,541.02

GlobalGiving raised \$18,566.75, which included \$11,555.08 for FLI and \$7,001.67 for the Health Program.

Since 2020, FOL has been participating with GlobalGiving and has raised just over \$53,000 for our Family Literacy and Health Programs. Gifts made through GlobalGiving make up 15% of the funds raised in 2024. In just five years, this program has become a major giving arm for FOL, with 98 GlobalGiving donors in 2024, and the match monies that come from GlobalGiving have become a great incentive to our regular donors.

In addition, we want to again recognize the Rolander Family Foundation for their ongoing support of the Family Literacy Program. Their financial contributions have greatly aided FOL and the WE-CARE Foundation.

Development Committee

In mid 2024, the FOL Board decided to invest \$107,000 in program funds allocated but not currently being used for projects in Peter Town. in two short-term CDs to earn interest until plans were made to utilize these funds. The money was used to purchase two CDs with Wells Fargo at the end of 2024 and will allow FOL to access the money in 2025. FOL has two Endowment Funds with the Greater Washington Community Foundation, which continue to grow. The FOL Legacy Circle Fund had a balance at the end of December 2024 of \$50,413.75, which includes the \$20,000 legacy contribution from the Gloria Saltzman estate. The FOL Emergency Fund received two donations and had a at year's end of \$28,849.95

In mid 2024, FOL upgraded our Kindful software to Bloomerang for a reduced fee. Bloomerang bought out Kindful right after FOL had converted three years ago and in 2024 decided that they would no longer provide support for Kindful . The decision to convert to Bloomerang allowed FOL to save money and to upgrade our email software. At the same time, former FOL Board Member Kyle Tweedy, helped to convert our meetings software to Microsoft Teams and SharePoint, which allowed FOL to cancel our Dropbox and Zoom subscriptions.

Financial Report

FOL Financial Report January – December 2024

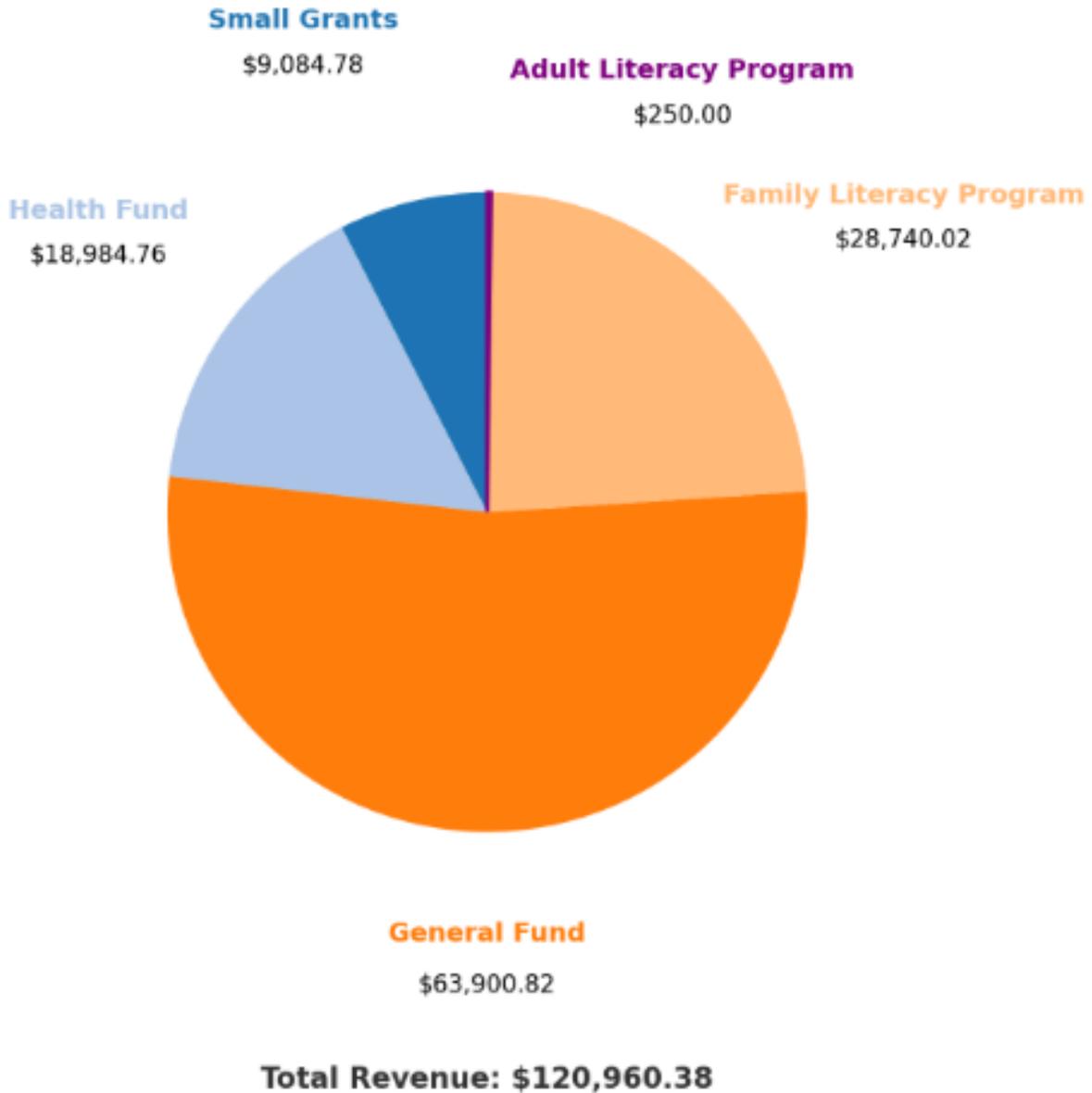
In addition to meeting our annual obligation to submit financial information to the IRS (Form 990, which is published on our website), our financial statements provide FOL members and donors a better understanding of how the organization is doing from a financial perspective. They also help our board 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 as of December 31, 2024, shows total liabilities and equity of \$440, 104.37 consisting mostly of cash in the bank of \$260,840.40 and a CD investment of \$100,000. Additionally, FOL has Endowment Fund Investments held by the Greater Washington Community Foundation and includes the FOL Legacy Circle Fund: \$50,413.75 and FOL Emergency Fund: \$25,849.95. The cash balances as of December 31, 2024, are allocated/earmarked for FOL’s programs and operations as follows:

Fund Balances January - December 2024

Program	Beginning, Jan 1, 2024	Transfers In	Act. Revenue	Total Available	Transfers Out	Interest Earned	Act. Cost	Balance, Dec 31, 2024
Education Fund								
FOL ALP	26,826.52	10,000.00	250.00	37,076.52	-	-	5.73	37,070.79
FOL FLI	20,024.89	10,000.00	28,740.02	58,764.91	-	-	14,523.00	44,241.91
Total Education Fund	46,851.41	20,000.00	28,990.02	95,841.43	-	-	14,528.73	81,312.70
General Fund								
Administration	143,915.08	-	63,900.82	207,815.90	40,000.00	(127.91)	10,156.06	157,787.75
Endowment	(25,000.00)	-	-	(25,000.00)	-	-	20,000.00	(45,000.00)
Total General Fund	118,915.08	-	63,900.82	182,815.90	40,000.00	(127.91)	30,156.06	112,787.75
Health Fund								
General Health	49,290.66	10,000.00	18,984.76	78,275.42	-	-	22,423.69	55,851.73
Endowment	(25,000.00)	-	-	(25,000.00)	-	-	-	(25,000.00)
Total Health Fund	24,290.66	10,000.00	18,984.76	53,275.42	-	-	22,423.69	30,851.73
Small Grants	19,258.02	10,000.00	9,084.78	38,342.80	-	-	10,127.98	28,214.82
Patricia CD Investment	107,673.40	-	-	107,673.40	-	-	-	107,673.40
	-	-	-	-	-	-	100,000.00	(100,000.00)
TOTAL	316,988.57	40,000.00	120,960.38	477,948.95	40,000.00	-127.91	177,236.46	260,840.40

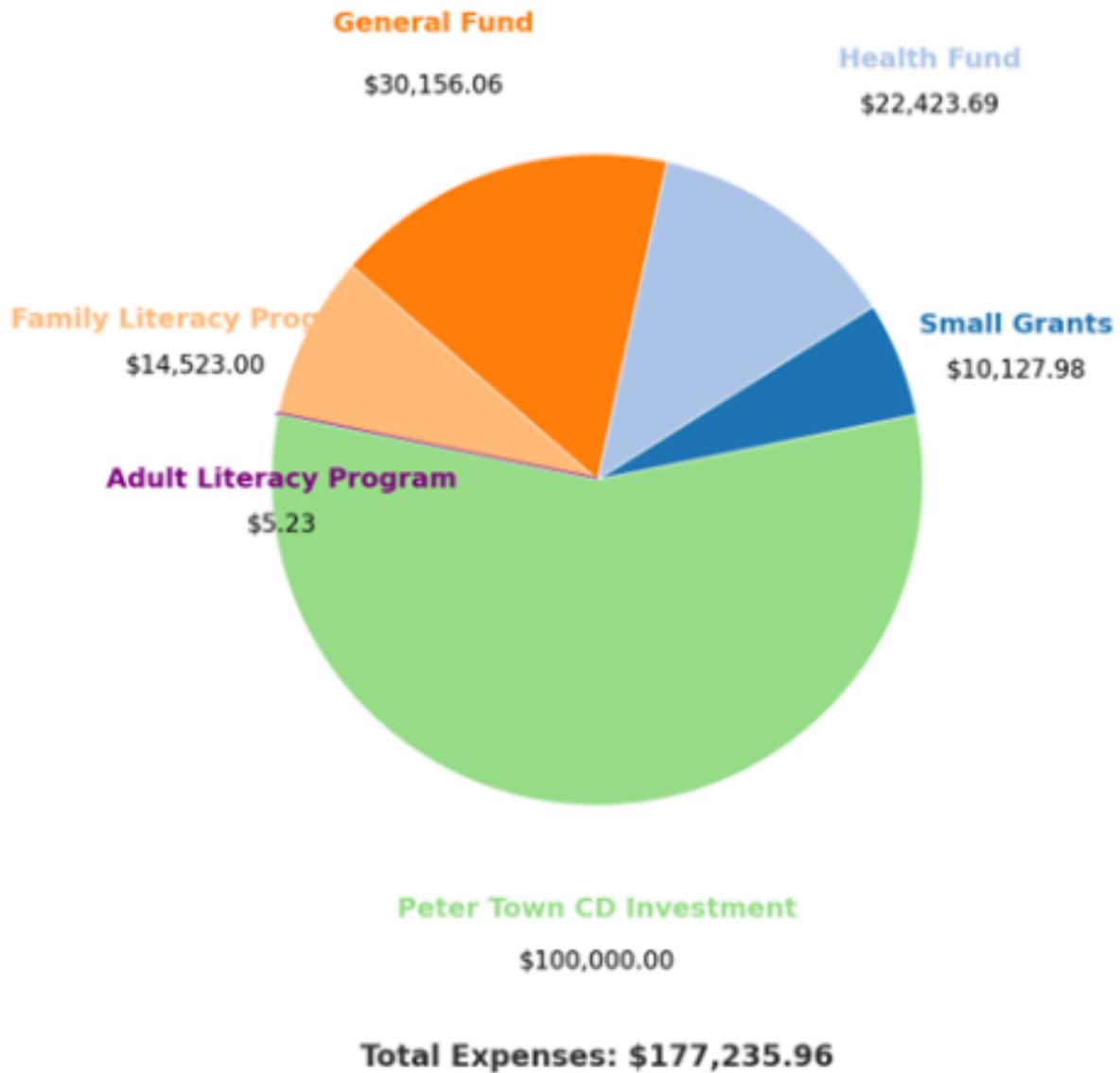
Financial Report

Friends of Liberia, Inc. 2024 Revenue



Financial Report

Friends of Liberia, Inc. 2024 Expenses



Conclusion

As we reflect on 2024, we are filled with gratitude and renewed determination. The progress detailed throughout this report — from strengthening early childhood education and advancing adult literacy, to expanding professional development for health workers and supporting locally led small grants — was made possible by a remarkable community of committed individuals.

We extend our sincere appreciation to the Friends of Liberia Board of Directors and to the members of our Education, Health, Small Grants, Membership, Communications, and Development Committees. These committee member's volunteer hours, technical expertise, thoughtful decision-making, and unwavering dedication ensure that our programs remain impactful, responsive, and grounded in partnership.

To our broader network of Friends of Liberia members, returned Peace Corps Volunteers, Liberian partners, supporters, and friends, thank you for staying engaged, informed, and connected to Liberia. Your advocacy, ideas, and participation strengthen Friends of Liberia and deepens our collective impact.

Most importantly, we thank our generous donors. Every contribution, large and small, represents trust in our mission and belief in Liberia's future. Together, these combined investments made possible the work highlighted in this report and positioned us for even greater impact ahead.

As we look to 2025, the needs remain significant, but so does the strength of this community. With continued collaboration, thoughtful stewardship, and a shared commitment to locally grounded, sustainable development, Friends of Liberia will build on this year's momentum and expand opportunities for education, health, and economic empowerment across Liberia.

FOL Annual Fund Donors 2024 Alpha Listing

Please note that donors who have told FOL they didn't want their name listed, have not been printed here.

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*Your gifts in 2024 made a **huge difference** to our work. We raised over \$18,000 through Global Giving gifts.*

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Friends of Liberia Legacy Circle Fund

Gloria Saltzman*

Friends of Liberia Emergency Fund

Dennis Ramsier
Dave Bryant

Legacy Giving in 2024

Gloria Saltzman estate

Gloria was a member of Group 4 Sanniquellie 1964-66. If anyone remembers Gloria, please contact Sally Zelonis at szelonis@fol.org.

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* = Deceased

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More information can be found at: <https://fol.org/donate/legacy-circle/>

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