



Pangea

Giving for Global Change



Annual Report 2019/2020

Supporting grassroots organizations globally to improve the well-being of their communities through engaged giving

The Year in Review

Impact in Numbers

Treasurer's Report

2019 Educational Events

East Africa Partners Gather for 4th Annual Leadership Forum

Liaisons

Site Visits

The Year Ahead

2020 Grant Award Summary

Monica's Story of Transformation

Introducing New Partner

Pangea Creates First Endowment

Pangea Giving Annual Report

2019 Board of Directors

Board members terms of service run from April 2019 through March 2020

Walt Adam, Vice President* and Southeast Asia Pod Chair

Chris Doerr, Board Member**

Patricia McInturff, Secretary

Maryann Ness, President

Janet Pearson, East Africa Pod Chair

Paul Silver, Education Chair

Anne Sivley, Board Member

Susan Sola, Latin America Pod Chair

Mary Williamson, Treasurer

* Interim President (January–March 2020)

** April–June 2019

Staff and Interns

Nick Dreher, Communications & Operations Coordinator

Andrea Thielen, Intern, Communications (January–June 2019)

Elan Wong, Intern, Climate-Focused Philanthropy (July–December 2019)

www.pangeagiving.org

360-218-4910

info@pangeagiving.org

Prepared March 2020 by Janet Pearson, Nick Dreher and Elan Wong

Supporting grassroots organizations globally to improve the well-being of their communities through engaged giving.

As our 2019/2020 Annual Report goes to print, we are facing an unprecedented global health crisis. Our world is struggling to cope, adapt and change because of the COVID-19 pandemic. Despite the disruptions and restrictions, Pangea's work continues and we remain a strong community of engaged members. We are also reaching out to our partners in Southeast Asia, Latin America and East Africa to support the work they're doing to address the pandemic in their own communities.

As a giving circle, our purpose is to give members and donors direct, thoughtful and effective ways to support grassroots organizations in the Global South. Our grants support the self-defined needs of local communities, and strengthen the capacity of community organizations and local leaders to meet those needs.

We also strongly believe in the importance of our own continuous learning. Through a variety of activities, ranging from workshops and educational events, to book discussions and conversations with our partners, we increase our awareness and strengthen our ability to give effective support to our grant partners.

This is a difficult time in all of our lives. COVID-19 knows no boundaries and is quickly spreading throughout the world. The notion of Pangea—one continent, one whole earth—is especially poignant right now and strengthens our commitment to engaged giving and our connection to our grassroots partners and their communities.

Grants made in:

Southeast Asia

Cambodia

Myanmar

East Africa

Kenya

Uganda

Latin America

Guatemala

Mexico



"Pangea isn't just a typical donor. It's a partner who is willing to listen and to allow the community needs to guide the way and find solutions to its own problems."

Suyheang Kry, Executive Director, Women Peace Makers, Cambodia

Impact in Numbers



*Information drawn from 2018 Impact Report



Treasurer's Report

2019 Income and Expenses

Income	\$154,617
Member Donations	\$144,596
Friends and Other Donations	\$6,212
Miscellaneous	\$740
Corporate Match	\$3,069

Expenses	\$170,991
Grants	\$131,498
Engagement	\$24,911
Administration	\$10,609
Fundraising	\$3,973

2020 Budget

2020 Income	\$145,900
Member Donations	\$130,000
Friends and Other Donations	\$7,000
Miscellaneous	\$650
Corporate Match	\$2,500
Endowment (Restricted)	\$5,750

2020 Expenses	\$156,648
Grants	\$110,000
Payroll and Staff Expenses	\$28,858
Operations	\$11,440
Education, Meetings and Travel	\$6,350

2019 Educational Events

3/17

Climate Change in the Global South

Nearly 50 Pangea members and friends gathered to listen to a panel of experts and consider the impact of climate change on the communities we serve and think about what might help these communities adapt to or even mitigate those effects.

3/28

Site Visit Reflections

Members who traveled on site visits to Guatemala, East Africa, Myanmar and Cambodia in the last year shared their experiences and reflected on the impacts of our site visits on our partners and on ourselves, as both individuals and as an organization.

4/7

Annual Meeting

On the evening of April 7th, the Pangea Giving community gathered to celebrate another successful year of grantmaking.

5/30

Winners Take All Book Chat

On a warm Thursday night in May, a group of Pangea members held a lively book discussion about Anand Giridharadas' *Winners Take All: The Elite Charade of Changing the World*.

8/5

Summer Social

Members gathered for our annual summer gathering on the shores of the Puget Sound in West Seattle. The weather was perfect and the salmon was superb.

9/5

Unpacking the Belt and Road Initiative with Spencer Cohen, PhD

Pangea continued our mission of learning about important global issues with an exploration of China's foreign investment strategy, particularly their Belt and Road Initiative (BRI). Members and a large contingent from our friends at the Washington State China Relations Council, gathered to learn from Spencer Cohen, PhD, an economic geographer with considerable expertise in Chinese economic and political issues.

10/17

An Evening in Uganda

Our East Africa Pod hosted an informal presentation and discussion to learn about Uganda, our newest funding country. Friends of Pangea Carol Bogezi and Joel Masselink, along with their colleague Obed Kabanda, discussed life in Uganda, the cultural and social context, and the role of grassroots organizations.

11/7

SEAPAX-Pangea Happy Hour

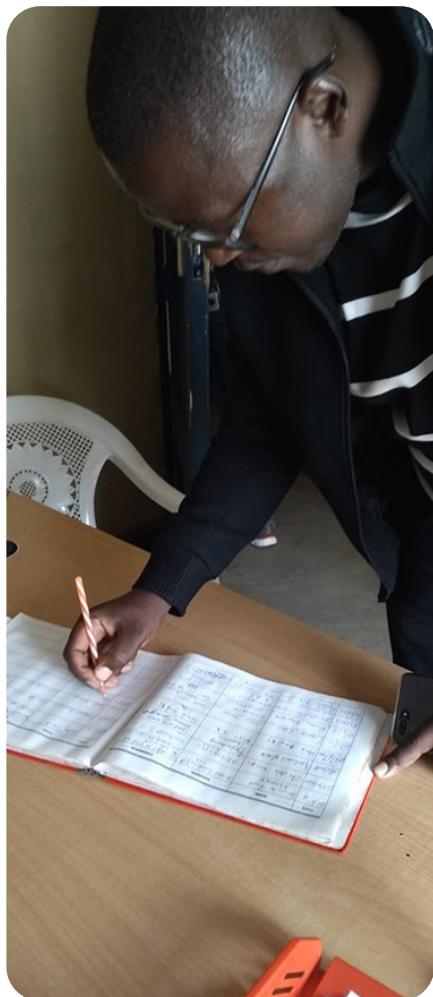
The Pangea community joined members of SEAPAX, Seattle's Returned Peace Corps Volunteers group for a community happy hour.

12/12

Funding Climate Action Workshop

What kinds of grassroots climate projects are most effective? And how can small funders best target their funds to address climate action? These are the questions we discussed at this event that included a presentation from Pangea Giving intern Elan Wong and a roundtable discussion on how small funders can best support climate action.

East Africa Partners Gather for 4th Annual Leadership Forum



Since 2016, Pangea's partners in East Africa have met annually to share experiences and expertise, as well as to support one another. In 2019, the group of current and former partners gathered in Nakuru, Kenya. The event was hosted by CIFORD and led by Margaret Ikiara, CIFORD's Executive Director.

Presentations, group sharing, and field visits to see CIFORD's projects were made during the 2-day forum. The agenda, which was developed by the attendees, focused on 3 main pillars needed to successfully run an organization. Represented by different parts of a tree, the pillars included 1) the roots with specific focus on strategic leadership at its base; 2) the trunk that includes effective strategies and programs; and 3) the fruits that include new organizations, transformation and evidence-based impact.

Raphael Okuma, former Executive Director of TEARS, spoke of agility as a key element for transformation and the importance for organizations to have the ability to change and adapt to changing trends, while still rooted in their vision and mission. Participating for the first time at the forum, Robert Kalulu, Executive Director of Child Empowerment Program, noted that one of the most valuable aspects of the forum was the opportunity for bigger organizations to mentor the upcoming ones.

Pangea has financially supported the event each year by providing funds to cover some of the travel and meeting costs.



2019 Liaisons

Liaisons play an important role for Pangea by serving as the primary contact with our grant partners. They represent our values and interests to the partners while providing support and guidance throughout the application process, during monitoring and evaluation, and for ongoing communication. In addition, liaisons share their insights and experiences with other Pangea members and enrich our understanding of grantees and the impact of our support.

Southeast Asia Pod

Joyanne Bloom, Kampuchea Women's Welfare Action (KWWA)

Susan Mackey, Chin Women's Empowerment Group (CWEG)

Emily Ho, Muditar

Paul Silver, Pa-O Youth Organization

Cathy Roth, Women Peace Makers (WPM)

Jimmy Wu, Meikswe Myanmar

Latin America Pod

Betsy Hale, FNE and UNOSJO

Diane Logan, Taa' Pi't

Susan Sola, ASOGEN, GESMujer and MUSOR

Linda Mason, Women's Justice Initiative (WJI)

Audrey Shiffman, AC Esperanza

East Africa Pod

Merrill Black and Mary Ayres, Ufanisi Women's Group

Cheryl Houser, Dandelion Africa

Maryann Ness, Bio Gardening Innovations (BIOGI)

Allan Paulson, Playmakers Theatre and East Africa Leadership Forum

Janet Pearson, Child Empowerment Programme (CEP) and Women in Sustainable Enterprise (WISE)



Site Visits: Cambodia, Myanmar and Mexico

A lot can be lost or misunderstood in grant applications or in digital communication, especially across languages and very different cultures. Site visit conversations can illuminate the complexity of grantees work that gets lost across distance and in translation.

Cambodia



Site Visit Team: Cathy Roth and Mary Williamson
Partners Visited: Women Peace Makers (WPM),
Kampuchea Women's Welfare Action (KWWA)

The site visit team also met with the Cambodian Youth Association (CIYA) as a potential future partner and three other organizations to build connections and gain additional information about Cambodia, including WaterAid Australia, Wetlands Work! and staff from the Harpswell Foundation.

"Returning to Cambodia is a fascinating experience because the country is growing and changing so quickly. Our grantees work in communities that are under environmental, economic and cultural stress because of these rapid shifts. Both WPM and KWWA provide important know-how and support to women and youth who are working to build more peaceful and resilient futures."

-Mary Williamson



Site Visit Team: Chris Doerr, Jerry Doerr, Emily Ho, Christina Marra, Bob Ness, Maryann Ness and Paul Silver

Partners Visited: Chin Women's Empowerment Group (CWEG), Meikswwe Myanmar, Pa-O Youth Organization (PYO), Muditar

The site visit team also met with representatives from Landesa and Earth Rights International in order to gain insight into the challenges Myanmar faces with respect to land rights, human rights, the environment and economic development.

"The site visit team had a wonderful and exciting trip to Myanmar. While the country faces many challenges, we feel Pangea's support of our grant partners is contributing to improving the lives of Burmese people. It was especially fulfilling to receive such knowledge on a personal basis based on our trip experiences."

- Emily Ho



Myanmar





Site Visit Team: David Bangs, Nick Dreher, Betsy Hale and Susan Sola

Partners Visited: GESMujer, MUSOR, UNOSJO

The site visit team also met with other organizations for context and networking, including EDUCA, Oaxaca Lending Library and the Oaxaca Rotary.

“We immersed ourselves for a week with staff and students from three organizations, observed how they address the alarming problem of violence towards women. We learned about community strength and the threats that impinge on progress. We listened, setting aside our own lens for what is needed, and we asked to learn more.”

-Betsy Hale

“We learned about the programming of two new partners in a way that was simply not possible by reading their grant applications. We did this by seeing programs in person and by building relationships on long car rides, over delicious meals and through asking difficult questions. We are there to learn, to evaluate our partners. But we are also there to put in time and to show that a funding relationship with Pangea is about much more than an exchange of currency.”

-Nick Dreher



Mexico



Pangea Giving 2020

Partner	Country	Partner Since	2020 Award
Kampuchea Women's Welfare Action (KWWA) Agriculture and Environment	Cambodia	2018	\$5,000
Cambodia Indigenous Youth Association (CIYA) Children's Rights & Education	Cambodia	2019	\$5,000
Muditar Children's Rights & Education	Myanmar	2019	\$9,500
Pa-O Youth Organization (PYO) Human Rights	Myanmar	2017	\$9,500
Women Peace Makers (WPM) Women's Rights & Empowerment	Cambodia	2014	\$9,666
Asoc. Comunidad La Esperanza Children's Rights & Education	Guatemala	2016	\$ 8,000
Asoc. por una Inclusión Social de las Mujeres en su Entorno A.C. (MUSOR) Women's Rights & Empowerment	Mexico	2019	\$8,000
Comunidad Intercultural Educativo Taa'Pi't (Taa' Pi't) Children's Rights & Education	Guatemala	2019	\$7,667
Grupo de Estudios Sobre La Mujer Rosario Castellanos A.C. (GESMujer) Women's Rights & Empowerment	Mexico	2015	\$6,000
Unión de Organizaciones de la Sierra Juárez, A.C. (UNOSJO) Women's Rights & Empowerment	Mexico	2019	\$7,000
Child Empowerment Programme (CEP) Children's Rights & Education	Uganda	2018	\$8,989
Dandelion Africa Children's Rights & Education	Kenya	2014	\$7,000
Playmakers Theatre Women's Rights & Empowerment	Kenya	2019	\$5,588
Ufanisi Women's Group (UWG) Women's Rights & Empowerment	Kenya	2018	\$8,000
Women in Sustainable Enterprises (WISE) Women's Rights & Empowerment	Kenya	2019	\$5,500
East Africa Leadership Forum Leadership Development	Kenya	2016	\$3,000

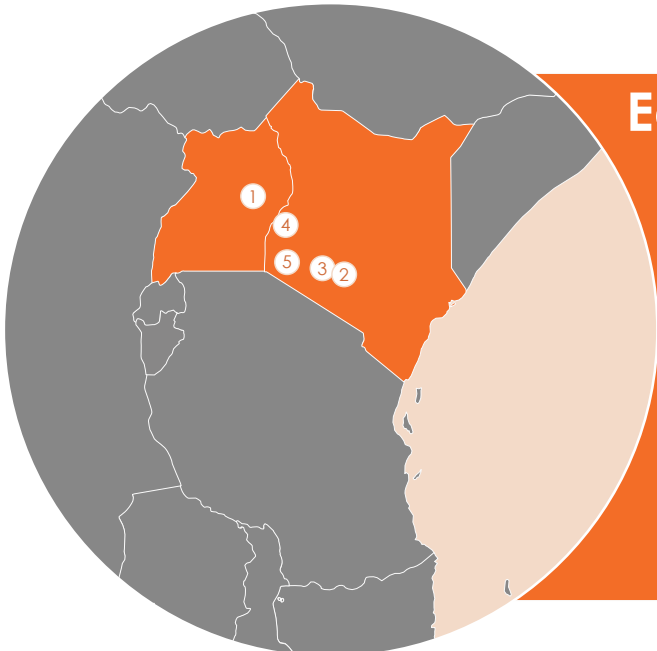


Southeast Asia Pod

1. Cambodia Indigenous Youth Association (CIYA)
2. Kampuchea Women's Welfare Action (KWWA)
3. Muditar
4. Pa-O Youth Organization (PYO)
5. Women Peace Makers (WPM)

Latin America Pod

1. Asoc. Comunidad La Esperanza (AC Esperanza)
2. Asoc. por una Inclusión Social de las Mujeres en su Entorno A.C. (MUSOR)
3. Comunidad Intercultural Educativo Taa'Pi't ONG (Taa' Pi't)
4. Grupo de Estudios Sobre La Mujer Rosario Castellanos A.C. (GESMujer)
5. Unión de Organizaciones de la Sierra Juárez, A.C. (UNOSJO)



East Africa Pod

1. Child Empowerment Programme (CEP)
2. Dandelion Africa
3. Playmakers Theatre
4. Ufanisi Women's Group (UWG)
5. Women in Sustainable Enterprises (WISE)
6. East African Leadership Forum

Mónica Santiago Peña is a 27-year-old Mixtec woman from Oaxaca, Mexico. She is the beneficiary of a variety of services from GESMujer, a Pangea partner since 2015. GESMujer aims to transform society into one that is more equitable and just for women in both Indigenous and urban communities.

Read Monica's story of transforming from a life of depression and self-deprecation to one of an empowered woman, mother, daughter and educator.



Monica's Story of Transformation

Despite having a fruitful education and an apparently stable life, I suffered from gradual depression due to injuries that, for years, cut down my spirit and silenced my voice. Thanks to support from another woman, to whom I am still indebted, I approached the psychological counseling services at Casa de la Mujer Rosario Castellanos (GESMujer). The path was not easy: I abandoned and attacked myself, but finally allowed myself to cry incessantly from the injuries of abuse, unrequited burdens and near losses. I am deeply grateful to Dr. Lina Herrera for her support for nearly two years of treatment.

On the other hand, although I knew of and was sympathetic towards feminist politics through my professional development, it was through healing my emotional state that I recognized my bravery and myself as a survivor and realigned my direction within the feminist movement. My participation in a video about the "Myths of romantic love" by GESMujer is an example of this. Through the support of other women, I have been able to reshape myself with self-love and responsibility for my own emotions. I also discovered that there is no complementarity, where one fulfills a lack in another, but it is rather through shared respect and companionship that we can have a "sex-affective" relationship. And

that even in the name of "love" we should not endure aggressions such as being ignored, hit or feeling that we are less at the expense of our well-being.

My participation in creating educational games for students about the prevention of teenage pregnancy has motivated me to raise my hand and shout that we should continue our fight for a more just life for and with future generations, both from Indigenous communities and urban areas of Oaxaca. Let's allow unbiased information about sexuality to reach our younger populations. They will therefore have full knowledge of their rights, live each stage of their lives responsibly, grow in various areas of their lives and above all share healthy relationships free from judgment.

Lastly, I would like to thank every GESMujer partner for supporting me, seeing changes reflected in me and growing alongside me. And so I reconciled with my vagina, my womb, my soul, my body, where they killed me (they kill us), and as a survivor, I'm still alive (that's how we love each other), looking to be freer (more options for us). I welcome my (re)positioning as a mother, daughter, sister, friend, cousin, niece, granddaughter, ally, life-long companion.

Introducing New Partner for 2020

Cambodia Indigenous Youth Association (CIYA)

In Cambodia, indigenous youth are often marginalized in society and face challenges in accessing public education. Rapidly increasing development in the country not only results in the loss of forest and natural resources, but the erosion of the indigenous traditional culture.

The Cambodia Indigenous Youth Association was established in 2005 by a group of students who came to Phnom Penh for their higher education. Initially, their goals were to create a place they could live and study together in the crowded but lonely city, help each other in their studies and share ideas about the current situation of the country and its indigenous communities.

CIYA was officially recognized by the Ministry of Interior of Cambodia in 2008. Their mission is to ensure that indigenous peoples are prosperous,

well-educated and have strong solidarity. CIYA works to strengthen indigenous peoples' ability to protect their rights to land, natural resources, culture, tradition, identity, self-autonomy, and to live in dignity and harmony in their ancestral land.

Pangea funding will support CIYA's Youth Empowerment Project. The primary goals and activities of the project are to: raise awareness among youth about indigenous peoples' rights; bring youth and elders together to learn about traditional practices such as art and dance; create local youth groups that can connect to the existing CIYA structure for support and assistance; and conduct forums that emphasize the importance of education and support indigenous youth in preparing to attend higher education.

Pangea Creates First Endowment

In 2019, Pangea established an endowment which will provide a source of long-term financial support for the organization. Like other endowments, the principle is invested and will be kept intact so that it will grow over time. We will use the interest and dividends generated from the investments to support our activities and further our mission.

The endowment actually consists of two funds. The first is the Education and Capacity Building fund. Initiated by a generous gift from the Hale family and matched by members' donations, it will support member engagement and education activities. Funds may also be used to support initiatives designed to recruit new members, raise

funds from other donors and secure funds for our grant pool. Currently, the value of the fund is approximately \$100,000.

The Board of Directors also created a second, general fund which may be used for any purpose consistent with Pangea's mission. While the focus of our recent fund-raising efforts has been to establish the Education and Capacity Building fund, the creation of this general fund is forward looking—providing an additional option for long-term investment in Pangea's activities. Contributions to both funds in the endowment are welcome.



Thank you to our Pangea Giving members and supporters for a great year!

2019 Members

Walt Adam

Mary Ayres

Leigh Bangs

David Bangs

Michelle Bates-Benetua

Kim Rakow Bernier

Merrill Black

Joyanne Bloom

Ros Bond

Ken Bounds

Leslie Decker

Chris Doerr

Jerry Doerr

Julia Donk

Sonya Erickson

Heidi Emam

Sven Freitag

Marisa Gallo

Leslie Grace

Betsy Hale

Caroline Hale-Coldwell

Abby Heyer

Emily Ho

Cheryl Houser

Patti Kilpatrick

Peter Langmaid

Diane Logan

Susan Mackey

Jill Marsden

John Mason

Linda Mason

Patricia McInturff

Fred Mohr

Sydney Munger

Brian Murphy

Bob Ness

Maryann Ness

Allan Paulson

Jane Paulson

Janet Pearson

Gail Ransom

Larry Ransom

Robin Rice

Nathan Rosenbaum

Cathy Roth

JoAnn Schindler

Audrey Shiffman

Paul Silver

Anne Sivley

Gordon Sivley

Susan Sola

Lorraine Toly

Dennis Wackerbarth

Isa Werny

Mary Williamson

Jimmy Wu

Oliver Wu

2019 Donors & Supporters

Anonymous (6)

Olivia Frederick

Roger L Hale

Roger R Hale

Camelia Ho

Beverly Howald

Christine Jayne

Wesen Kifetew

Mari Loria

Leigh Manheim

Joel Masselink and

Carol Bogezi

Kay McCorkell

Dan Menser

Bradley O'Neal

Laure Patrick

Bill and Christy Rakow

Barbara Roth

Charlene Roth

Marlene Roth

Francie Rutherford

Bob and Debbie Schor

Bob and Sandy Seidensticker

Bill and Pat Taylor

Elaine White

John and Kate White