



Annual Report

2020/2021



Pangea

Giving for Global Change

2020 Board of Directors

Board member terms of service run from April 2020 through March 2021

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Mary Williamson, Treasurer

2020 Staff & Interns

Nick Dreher, Communications & Operations Manager

Kelly Ventura, Intern, Latin America Grant Giving

Elan Wong, Intern, Communications & Climate-Focused Philanthropy



2020/2021 Annual Report prepared in April 2021
by Nick Dreher and Janet Pearson

Contributors: Betsy Hale, Cheryl Houser, Allan Paulson,
Lorraine Toly and Mary Williamson

Photography courtesy of our grant partners:
Cambodia Indigenous Youth Association (CIYA), Dandelion Africa,
Playmakers Theatre, UNOSJO and Women Peace Makers

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

2020 – A challenging year that we will long remember

As we look back over this past year, we acknowledge the isolation, pain and devastating losses due to the pandemic. In addition, tragic incidents in the US, rooted in racism, have sparked outrage by people of color and their white allies who seek social justice. We are moved to take action. What can we learn from this past year, and how can it help shape Pangea?

While we are still listening, learning and working to find new approaches, we have already taken some steps, including:

- providing flexibility in use of grant funds so partners can respond to the needs of their communities during the pandemic
- moving toward more general operating grants that demonstrate our trust in our partners and confidence that they know how to best expend funds to further their program goals
- using online video technology to hold live discussions with our partners in all three funding regions
- creating an adviser program to learn from alumni partners and trusted local experts

This year, in the midst of such major challenges, we have reasons to celebrate:

- the generosity of our members and friends that made it possible to maintain our financial support for 15 grassroots organizations
- the courage, resilience and resourcefulness of our partners who nimbly pivoted their planned activities and services in order to respond to their communities' needs during the pandemic
- the strengthening of our relationships with grant partners through online conversations and educational events

Looking ahead to the coming year, we look forward to the diminishing impact of COVID-19. As vaccinations become more available worldwide, we anticipate opportunities to meet in person for Pangea events. This past year has moved us to be reflective about our own ways of operating and encouraged us to respond in new and creative ways.

Our Grantmaking Pillars

Our pillars represent areas of our grantmaking expertise from nearly two decades of working with and learning from our grant partners. These pillars are the foundation of our work over the years and today.

Climate and Environmental Justice

Taa'Pi't works with indigenous families in the Lake Atitlán region of Guatemala to reintroduce agricultural practices, traditional foods and cooking techniques to repair an ecosystem harmed by a history of environmentally damaging agriculture practices.

Educating Future Generations

AC Esperanza offers students in the underserved community of Chimaltenango, Guatemala, a curriculum that emphasizes leadership development, entrepreneurial opportunity, humanities and a world with alternatives to gangs, drugs and violence.

Gender Equity

Through their Girl Advocacy Leadership Series, Women in Sustainable Enterprise (WISE) empowers young women in the Kisumu region of Kenya to develop environmentally sustainable businesses and strengthen their communities.

Indigenous Rights

UNOSJO has defended indigenous rights in the villages of Mexico's Sierra Juarez mountains for nearly 30 years, doing everything from educating youth on violence against women, to advocating to protect indigenous corn varieties, to maintaining the mountain roads with their own fleet of construction vehicles.

Responding to the pandemic: Partners adapt

The global impact of the pandemic can be seen through the eyes of our partners in East Africa, Southeast Asia and Latin America. They adapted their projects and responded to emerging community needs in creative and effective ways. Examples of their strategies include the following:

Child Empowerment Programme in Uganda pivoted to a new goal: “our community will be resilient in the struggle against COVID- 19.” As a result, they reached over 20,000 people with messages that sought to mitigate the spread of the disease. Hand washing stations were provided to 44 trading centers, 24 health centers and other community spaces. And masks were distributed to over 4,900 members of the community, including students and staff at YANA high school.

UNOSJO in Mexico addressed an increase in the number of incidents of family violence by implementing strategies to educate communities about the coronavirus, gender equity and domestic violence. These efforts included radio programs, a “You Are Not Alone” infographics campaign, as well as informational posters. One of their most important achievements was to work with authorities to develop a new emergency domestic violence protocol to support women and children in the justice system.

Responding to the isolation and limited access to information on gender-based violence, **Women Peace Makers** in Cambodia developed and distributed educational materials to public places. The posters provided information about what to do if domestic violence occurs, including self- help advice and local phone numbers for hotline support. With the support from Pangea and other partners, WPM also provided supplies such as masks, soaps, hand sanitizers, and other hygiene materials to local communities.

ប្រកាសគួរធ្វើ និងមិនគួរធ្វើ ក្នុងការឆ្លើយតបទៅនឹង អំពើហិង្សាទាក់ទងនឹងយេនឌ័រ

ប្រកាសគួរធ្វើ

- ត្រូវសិក្សាការសម្ងាត់ គិតគូរអំពីសុវត្ថិភាពស្ត្រីជាចម្បង និងសេចក្តីថ្លៃថ្នូររបស់ស្ត្រីជាចម្បង
- ផ្តល់ការគាំទ្រផ្លូវចិត្តក្នុងរយៈពេលវែង មានជំនឿទៅលើនាង ផ្តល់ភាពកកក្តៅ និងកសាងកម្លាំងចិត្តដល់នាង
- យកចិត្តទុកដាក់ស្តាប់នូវអ្វីដែលនាងនិយាយ ភាពភ័យខ្លាច ឬអ្វីដែលនាងចង់ប្រាប់ និងស្វែងរកការពិតនៃស្ថានភាពព្រមទាំងធ្វើការប៉ាន់ប្រមាណនៃហានិភ័យដែលអាចកើតឡើងចំពោះនាង
- គាំទ្រដល់ការបញ្ជូនជាបន្ទាន់ទៅកាន់នគរបាល អាជ្ញាធរមូលដ្ឋាន ពាក់ព័ន្ធជិតបំផុត ប្រសិនបើនាងស្ថិតក្នុងស្ថានភាពគ្រោះថ្នាក់។
- គាំទ្រដល់ការធ្វើសេចក្តីសម្រេចចិត្តដោយខ្លួនឯងរបស់ស្ត្រីបន្តរក្សាការសម្ងាត់ និងផ្តល់ព័ត៌មានសម្រាប់ការបញ្ជូនប្រកបដោយសុវត្ថិភាព។

ប្រកាសមិនគួរធ្វើ

- មិនត្រូវស្តីបន្ទោសដល់ជនរងគ្រោះ ឬមិនយកចិត្តទុកដាក់ខ្ពស់ចំពោះការសុំអន្តរាគមន៍របស់ជនរងគ្រោះ ឬកិស្សករជនខាង
- មិនត្រូវវិនិច្ឆ័យ ផ្តល់យោបល់ឬជំនួយ យល់ស្របឬមិនយល់ស្របនឹងអ្វីដែលនាងកំពុងនិយាយ និងមិនត្រូវសំដែងការខកចិត្តឬខឹងសំបា ចំពោះស្ត្រីស្មោះស្ម័គ្រច្រើនពេក ឬទុច្ចរិតនាងនៅស្ម័គ្រស្មាត់
- មិនត្រូវរើសអើងជនរងគ្រោះដោយហេតុផលណាមួយដូចជាអាយុ ពិការភាព សាសនា ជនជាតិភាគតិច ភាសា ពណ៌ និងនិទ្ទាភាព
- មិនត្រូវមិនអើពើនឹងកុមារ និងមិនយកចិត្តទុកដាក់ស្តាប់នៅពេលពួកគេបង្ហាញប្រាប់ពីបទគំរាមកំហែងទូលំទូលាយដល់អំពើហិង្សា
- កុំធ្វើឱ្យជនរងគ្រោះមានការញាក់ទឹកចិត្ត ឬកាន់តែភ័យខ្លាចចំពោះការយកការណែនាំរបស់ពួកគេ ដោយកង្វះការប្រកាន់ខ្ជាប់នូវតាមលំដាប់ដែលត្រូវតាមនឹងយេនឌ័រ។

UNOSJO UN Women Cambodia

ស្តីទៅដោយ: USAID, The Asia Foundation, Pangea, HEINRICH BÖLL STIFTUNG

Justicia Comunitaria y de género

¿Qué es?

Las fiestas patronales o colectivas son espacios de convivencia comunitaria y se viven con celebraciones, deportivas, música, comida y religión, donde se involucran mujeres y hombres, adultos, jóvenes, niños y niñas. Es una forma de transmitir la cultura y tradiciones de cada comunidad.

En las fiestas las mujeres están participando a través de un servicio, dar la comida, sin embargo, su derecho a divertirse está limitado porque antes de divertirse, tienen que cumplir con una obligación.

Logos: USAID, Pangea

Partner Perspectives: Online Event Series

Despite the many difficulties we faced in the last year, we did find a silver lining in our work in Pangea. The shift to a virtual work environment allowed us to connect with our partners in a way like never before. For the first time ever, Pangea hosted events where we connected directly with our partners from their home countries.

Our Partners Perspectives series gave us the chance to hear directly from partners in Myanmar, Kenya and Mexico about how they were adapting their work to the pandemic.



EVENT TITLE AND PARTNER	DATE
From Vulnerability to Empowerment in Myanmar with Dr. Nge Nge (Muditar)	August 27, 2020
Navigating the Challenges of COVID-19 in Kenya's Rift Valley with Wendo Aszed (Dandelion Africa) and Michael Kamunya (Playmakers Theatre)	October 6, 2020
Educating for Gender Equity in Oaxaca, Mexico, with MUSOR Staff	November 12, 2020

2021/22 Grant Summary

PARTNER	COUNTRY	PARTNER SINCE	2021 GRANT
Child Empowerment Programme (CEP) Liaison: Robin Rice	Uganda	2018	\$9,920
Playmakers Theatre Liaison: Allan Paulson	Kenya	2019	\$9,350
Ufanisi Women's Group (UWG) Liaisons: Mary Ayres & Merrill Black	Kenya	2018	\$7,000
Women in Sustainable Enterprise (WISE) Liaison: Janet Pearson	Kenya	2019	\$9,350
East Africa Leadership Forum Liaison: Allan Paulson		2016	\$3,046
Asoc. Comunidad La Esperanza Liaison: Audrey Shiffman	Guatemala	2016	\$10,000
Asoc. por una Inclusion Social de las Mujeres en sur Entorno A.C. (MUSOR) Liaison: Susan Sola	Mexico	2019	\$10,000
Comunidad Intercultural Educativo Taa' Pi't (Taa' Pi't) Liaison: Diane Logan	Guatemala	2019	\$9,667
Union de Organizaciones de la Sierra Juarez, A.C. (UNOSJO) Liaison: Betsy Hale	Mexico	2019	\$9,000
Cambodia Indigenous Youth Association (CIYA) Liaison: Mary Williamson	Cambodia	2020	\$9,666
Women Peace Makers (WPM) Liaison: Cathy Roth	Cambodia	2014	\$9,555
Partners in Myanmar* Liaisons: Emily Ho & Paul Silver	Myanmar		\$19,500

*We continue to support partners in Myanmar. We are not identifying these organizations in an effort to protect them during a time of conflict and violence due to the recent military coup.

The Blossoming of a Successful Partnership in Kenya

In 2014, Pangea Giving committed to support girls in Kenya achieve a better future by keeping them safe, healthy and in school. This is when Pangea became Dandelion Africa's first funding partner for a new program, Girls for Leaders.

The seeds of our partnership were cultivated at an East Africa pod meeting in 2013 when a member vocalized, "We need to do more to help girls succeed in Kenya." Not long after, Pangea member and co-founder Allan Paulson was off to Kenya to assist a partner at a retreat, so he made it a dual mission to explore how Pangea could support girls' educational success. Allan met Wendo Azsed, founder and executive director of Dandelion Africa, and they spent a day together touring schools, a student study center and women's empowerment projects.

Wendo shared her vision of working with girls in middle school, toward excelling in the national exam and moving to secondary level. All this would be done in small groups, collaborating with parents, teachers and village elders to ensure the girls got total support. Allan shared these visions with Pangea members back in Seattle and we approved our first grant to Dandelion a few months later.



" I believe that we should tell our stories of triumph and not focus on the miseries of life... we have been to those dark places and we have seen those light places, and where we are going is so much more than where we have been."

Wendo Azsed

Our site visit team in 2015 met with the first two classes of Girls for Leaders, a total of 26 girls. We were so impressed and inspired by what they shared that day. But never in our wildest dreams did we imagine this program would blossom over the next five years to serve 5000 girls and engage 3000 boys, addressing impediments to girls' education in 55 schools.

Building on the success of the Girls for Leaders program, Dandelion launched Boys for Change, a program that sought to bring their innovative approach to addressing sexual reproductive health rights to boys as well. As both programs proved successful, they caught the eye of the Ministry of Education and many more schools making it challenging for Dandelion to meet the demand.

So what did they do? In 2017, they came up with a brilliant plan to expand and sustain the programs with the addition of Youth Peer Providers (YPPs)—ten highly trained young adults to work with the boys' and girls' clubs in schools.

This increased their capacity so much that when we visited again in 2018, they were in 40 schools. The students were continuing to do well academically with the YPPs' mentoring. Teachers and administrators were extremely pleased and hopeful that most would excel in their exams and continue to secondary schools. Tabulations since then have shown this to be true.

In 2020, we were ecstatic to hear that 99% of the Girls for Leaders/Boys for Change participants returned to school, a figure previously unheard of for kids from these impoverished rural communities. After seven years of partnership, Pangea's goal of helping girls succeed in Kenya had come to fruition. Helping boys too was a bonus.



90.5%

Of total income comes from Pangea member donations

89%

Of expenses were for grants and programs

\$3,889

Average membership contribution in 2020

\$21,387

Amount raised through 2020 Annual Appeal

\$8,923

Average Pangea Grant in 2021

2020 Income & Expenses

Income*	\$158,937
Member Donations	143,903
Friends and Other	3,321
Miscellaneous	24
Corporate Match	11,689
Endowment (Released amount from restricted endowment)	5,750
Expenses	\$149,715
Grants	111,410
Payroll and Staff Expenses	28,830
Operations	8,341
Education, Meetings and Travel	1,134

2021 Budget

Income*	\$137,050
Member Donations	130,000
Friends and Other	3,000
Miscellaneous	50
Corporate Match	4,000
Endowment (Released amount from restricted endowment)	4,000
Expenses	\$159,072
Grants	116,000
Payroll and Staff Expenses	29,428
Operations	11,344
Education, Meetings and Travel	2,300

*excluding amount budgeted for release from restricted endowment

New Initiatives in 2021

The more contemplative days of the pandemic, the constraints of travel and the urgency of including diverse perspectives in our work have spawned rich discussion and new initiatives at Pangea.

1

Pod Advisers

In order to add greater perspective and depth to our grant making process, we are identifying trusted leaders from our alumni partners and known local experts. These advisers will support our work in a variety of ways, including serving as our eyes on the ground for grantmaking, recommending new grant partners, providing technical assistance to existing grantees or leading educational events for Pangea members.

2

Virtual Site Visits

Without the ability to travel for site visits, we are experimenting with virtual visits in 2021. In designing these visits, pod members are considering how to conduct virtual tours of the organization and which questions to pose that are relevant to the effects of the pandemic. The primary site visit goals, whether virtual or in person, are the same—to enhance our understanding about the work of our grant partners and to build trusting relationships.

3

Grantmaking Refresh

A third focus in 2021 will be to refresh our grant process. This review will be undertaken to ensure that we continue to evolve as a funding organization and adapt to changes in best practices. Points to consider may include issues such as expanding the types of grants we award, increasing the maximum amount of grants, streamlining our reporting system, and determining the optimum number of grant partners to fund each year.



Thank you for supporting us in 2020!

2020 Members

Walt Adam
Mary Ayers
David Bangs
Leigh Bangs
Michelle Bates-Benetua
Kim Bernier
Raphael Bernier
Merrill Black
Joyanne Bloom
Ros Bond
Ken Bounds
Leslie Decker
Julia Donk
Heidi Eman
Sonya Erickson
Sven Freitag
Marisa Gallo
Leslie Grace
Betsy Hale
Caroline Hale Coldwell

Abby Heyer
Emily Ho
Cheryl Houser
Peter Langmaid
Diane Logan
Susan Mackey
Jill Marsden
John Mason
Linda Mason
Patricia McInturff
Fred Mohr
Elizabeth Muktarian
Sydney Munger
Brian Murphy
Bob Ness
Maryann Ness
Allan Paulson
Jane Paulson
Janet Pearson
Gail Ransom

Larry Ransom
Wendy Reilly
Robin Rice
Nathan Rosenbaum
Cathy Roth
JoAnn Schindler
Tim Seifert
Audrey Shiffman
Paul Silver
Anne Sivley
Gordon Sivley
Susan Sola
Lorraine Toly
Dennis Wackerbarth
Isa Werny
Mary Williamson
Oliver Wu

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Scott Perrett
Pfizer Foundation

Linda Robinson
Edward Schindler
Bob & Debbie Schor
Peter Scontrino
Bill & Pat Taylor
Elaine White

"I believe that only local people that understand the local situation and the local needs can lead really successful community development. That's why I am leading in this area."