

# Annual Report 2021/2022



**Pangea**  
Giving for Global Change



## 2021 Board of Directors

Board member terms of service run from April 2021 through March 2022

**Walt Adam**, Southeast Asia Pod Chair  
**Betsy Hale**, Board Member  
**Emily Ho**, Board Member  
**Patricia McInturff**, Secretary  
**Janet Pearson**, President  
**Robin Rice**, East Africa Pod Chair

**Paul Silver**, Board Member  
**Anne Sivley**, Board Member  
**Susan Solá**, Latin America Pod Chair  
**Lorraine Toly**, Vice President  
**Mary Williamson**, Treasurer

## 2021 Staff

**Nick Dreher**, Communications & Operations Manager (2020 - August 2021)  
**Kelly Ventura**, Communications & Operations Coordinator (August 2021 - present)



2021/2022 Annual Report prepared in May 2022  
by Kelly Ventura and Janet Pearson

Contributors: Walt Adam, Betsy Hale, Allan Paulson,  
and Mary Williamson

Photography courtesy:  
Cambodia Indigenous Youth Association (CIYA), Women Peace Makers, Dandelion Africa,  
Solidarity Eden Foundation, Taa' Pi't, Village Volunteers, United Nations

# “Pangea is a special community: open to learning, growing and changing ....”

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Greetings Pangea members, partners and friends,

Our annual report is both a look back to last year’s accomplishments and activities, as well as a snapshot of what’s happening in 2022. Last year, despite the pandemic’s continued disruption of in-person meetings and travel, we made over \$116,000 in grants to 14 partners including two new partners in East Africa. And while we were unable to conduct in-person site visits, we kept connected to partners through on-line conference calls and more frequent discussions with them.

Now in 2022, as we begin to emerge from the social isolation due to the pandemic, we are starting to hold in-person meetings and plan educational events. There is also excitement brewing for in-person site visits to partners when travel restrictions are lifted.

As a community, we continue to educate ourselves on global issues, work to improve our grant making process, and listen to our advisors and partners. Our grants are a direct expression of our values: to support the self-defined needs of local communities, and strengthen the capacity of community organizations and local leaders to meet those needs.

As we near our 20th anniversary of grant making, I want to thank our founders, as well as the many members and friends who have contributed so generously to our giving circle over the years. Pangea is a special community: open to learning, growing and changing to address global issues at the local level in communities around the globe.

In partnership,



Janet Pearson, President  
Pangea Giving Board of Directors



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

# 2021 Connections



March  
4th

## **A Conversation on Myanmar with Therese Caouette**

More than 40 Pangea members and friends met online to discuss the socio-political crisis and the people's movement in Myanmar in response to the military coup.

March  
28th

## **Dandelion Africa Live Online Celebration**

The Africa Pod honored the success of Dandelion Africa staff in the Girls for Leaders/Boys for Change, and Youth Peer Provider (YPP) programs, funded by Pangea for seven years.

March  
30th

## **Guatemala Site Visits**

The Latin America Pod held online site visits with partners AC Esperanza and Taa' Pi't.

April  
12th

## **A Conversation on Myanmar: Follow up with Patty Curran, Partners Asia**

Pangea members and friends gathered online to learn the latest updates from Myanmar, as well as strategies to support our partners in the country.

April  
25th

## **Member Online Gathering**

A group of Pangea members gathered at an informal event to exchange ideas, thoughts, and reminisce about dynamics during the early days of Pangea.

July  
20th

## **Online Exchange with LA Pod advisor.**

LA Pod members met with Elvia Raquec to learn more about how to improve our grantmaking process. This meeting continued with a series of follow up sessions.

Aug  
5th

## **Online Exchange with East Africa Pod advisors.**

Africa Pod members met with Wendo Aszed and Joshua Machinga, to learn about potential partners in East Africa. This meeting continued with a series of follow up sessions.

Aug  
8th

## **Summer Social**

20 Pangea members and friends gathered in-person to reconnect as a community.

Sept  
28th

## **Updates from Myanmar with Partners Asia**

In this online event, Pangea members caught up on the latest developments in Myanmar, in conversation with Therese Caouette and Patty Current from Partners Asia.

Oct  
4th

## **An online conversation with Shanta and Muditar**

Asia Pod members met with Dan Osnato from Shanta, and Dr. Nge Nge from Muditar, to learn about their perspectives on the sociopolitical context in Myanmar.

Nov  
10th

## **Conversation on "New Masculinities"**

LA Pod members gathered online to listen to Elvia Raquec from WJI, and Ofelia Aguilar from MUSOR, as they shared their experiences working on topics related to "New Masculinities".

Dec  
15th

## **LA Pod Happy Hour**

LA Pod members gathered in-person to bid farewell to 2021 and brainstorm ideas for the upcoming year.





# 2021 Liaisons

Our liaisons work as a bridge to foster direct collaboration, trust, and open communication between Pangea members and our partners.

Liaisons are an essential source of information for our members and pods. Their experiences and lessons cross-pollinate across all our work. They keep us aware of our grantees' situation and enrich our understanding of the context of the global south.

A shout-out to our liaisons for their enthusiasm, passion, and commitment to strengthening our global community.

## Latin America Pod

**Audrey Shiffman** –Asociación Comunidad La Esperanza

**Susan Solá** –Asociación por una Inclusión Social de las Mujeres en su Entorno, A.C. (MUSOR)

**Diane Logan** –Comunidad Intercultural educativa Taa' Pi't

**Betsy Hale** –Unión de Organizaciones de la Sierra Juarez, A.C. (UNOSJO)

## Southeast Asia Pod

**Mary Williamson** –Cambodia Indigenous Youth Association (CIYA)

**Cathy Roth** –Women Peace Makers (WPM)

**Emily Ho** –Partner in Myanmar

**Paul Silver** –Partner in Myanmar

## East Africa Pod

**Maryann Ness** –Child Empowerment Program (CEP)

**Allan Paulson** –Playmakers Theatre

**Mary Ayres & Merrill Black** –Ufanisi Women's Group (UWG)

**Janet Pearson** –Women in Sustainable Enterprise (WISE)

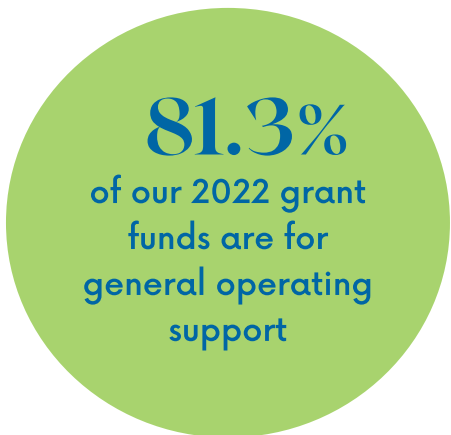
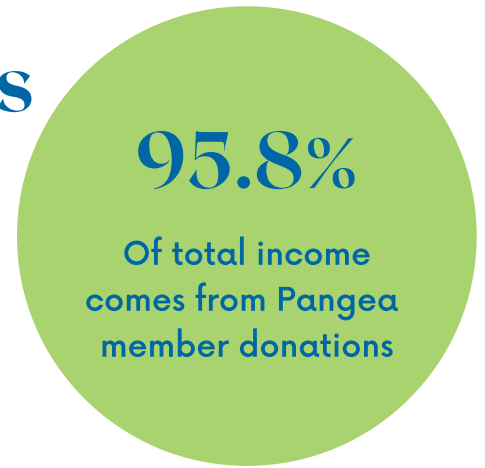
“Pangea offers me the opportunity not only to donate to a cause that is important to me, in a region where I feel a strong connection, but the privilege to work in solidarity with the Guatemalan non-profit Taa' Pi't for which I am the liaison. The opportunity to meet the staff in-person, to learn about the challenges they face, and to celebrate their successes has been a richly meaningful experience.”

Diane Logan

# 2021 Income & Expenses

<b>Income*</b>	<b>\$140,657.61</b>
Member Donations	134,690.80
Friends and Other	3,892.75
Miscellaneous	10.93
Corporate Match	2,063.13
Endowment (Released amount from restricted endowment)	6,000

<b>Expenses</b>	<b>\$156,606</b>
Grants	116,947
Payroll and Staff Expenses	31,346
Operations	7,443
Education, Meetings and Travel	870



## 2022 Budget

<b>Income*</b>	<b>\$140,115</b>
Member Donations	135,000
Friends and Other	3,000
Miscellaneous	115
Corporate Match	2,000
Endowment (Released amount from restricted endowment)	6,000

<b>Expenses</b>	<b>\$158,386</b>
Grants	114,000
Payroll and Staff Expenses	27,580
Operations	10,346
Education, Meetings and Travel	6,460



\*excluding amount budgeted for release from restricted endowment



A portrait of Ms. Sum Sakon, a woman with dark hair, wearing a dark blue top with red and white stripes on the shoulders. She is looking slightly to the right of the camera with a neutral expression.

# “My disability doesn’t define my future.”

Ms. Sum Sakon, WWLC Participant

Ms. Sum Sakon was struck by polio as a child, and grew up with mobility difficulties. She overcame her disability and completed high school and now has a family.

At Weaving Women’s Leadership for Change (WWLC), a Women Peace Makers’ program, Ms. Sum Sakon joined other women in a safe space to learn, inspire, celebrate, support, and share stories about themselves and their leadership challenges.

Before joining the WWLC program, Ms. Sum Sakon was skeptical and concerned about traveling alone for safety reasons. This concern was heightened by her limited mobility. She also worried about her limited educational background. Nevertheless, her experience in the program changed her mind. Her confidence grew, and she felt motivated to travel independently.

“Personally, this program is very transformational. Everyone was given a safe space to talk and express their concerns and needs. I felt so relieved and close with others. I can see that everyone is very open-minded, open to sharing, and very respectful to each other.”

The lessons learned on “gender and feminism” made a significant impact on Ms. Sum Sakon’s perception of societies’ expectations of women.

“I started to value myself and love myself more. I used to be the kind of woman who likes to please others and care about others only. Now, I’ve changed my perspective that men and women are equal. There is no limitation on what we as women can accomplish.

I know how to help and pause myself through self-care like meditation and yoga . . . Gradually, I have noticed myself to be an open-minded person who understands other people’s feelings and builds good relationships with others. I have gained new knowledge and experience, and through WWLC, I want to become a mentor and advisor to support other women and my community. I want to show the world that my disability doesn’t define my future.”

Women Peace Makers, a Pangea partner since 2014, addresses issues of gender and peacebuilding with women and youth in Cambodia. Their holistic approach includes training women to prevent gender-based violence, engaging young people in dialogue on the roles of gender and ethnicity in Cambodian society, and producing creative, thought-provoking art projects to expose those issues in the country.

# Lessons from 2021

## Pod Advisors program

The Pod Advisors Program was spurred by our interest in adding new voices to our community, as well as our commitment to improving our grantmaking practices. We thank **Elvia Raquec**, of Women's Justice Initiative, **Wendo Aszed** of Dandelion Africa, and **Joshua Machinga** of Common Ground, for enriching our conversations and perspectives. Here are some lessons learned.

- **Written reports** In past years we considered removing our requirement for written progress reports and relying more on oral discussions. We assumed that our partners would be relieved of an onerous task. But, contrary to our expectations, our advisors noted that written reports were valuable for grassroots organizations, encouraging them to set clear goals and ways to measure their progress, and preparing them for future grant applications with larger funders.
- **Building trust remotely** The Covid-19 Pandemic has forced us to forego in-person site visits and find new ways to nurture our partnerships. Our advisors encouraged us to schedule informal "get to know you" Zoom calls to build a familiar and trusting relationship with new partners. One advisor went further, suggesting that we should hold an online orientation session at the beginning of our partnership to explain Pangea's expectations, in particular around reporting goals and measurable progress.
- **Networking** An important aspect of the relationship with our grant partners is to connect them with other funding and technical resources. Following our advisor suggestions, the Latin America pod has begun holding online meetings with grant partners to provide technical assistance on reports, hear stories, and build trust. Another form of horizontal resource sharing is the East African Leadership Forum (EALF), which our Africa pod advisors are resuming in June 2022.





# Lessons from 2021

## Challenges to maintaining partnerships in Myanmar

The military coup and on-going junta rule in Myanmar presented new challenges to the Southeast Asia Pod. Our members did an outstanding job learning to navigate an environment that was both dangerous and rapidly changing for our partners. In this process, they accumulated valuable experiences for future partnerships in countries undergoing political conflicts. These are some of the main lessons shared by our members.

To support our partners, the Pod (and Pangea as a whole) had to redefine what it meant to be flexible. Partner staff and their families were under daily threats of violence. As a result, the community work that Pangea had been funding came to a halt. Overnight, we had to rethink how we communicated with partners, how grant funds were transferred to Myanmar, how our partners used those funds, and how we addressed accountability.



We needed to trust our partners' best judgment on how to spend our grant funds. We knew that our partners had to survive the immediate crisis, so that one day they could return to doing longer term community development work. Therefore, we allowed our partners to use some or all of our funds to meet the humanitarian needs of their staff and communities.

To do this, the Pod collaborated with US based NGOs: Earth Rights International, Shanta Foundation and Partners Asia. These organizations had safe and reliable contacts in Myanmar, which enabled them to give us valuable information about our partners and keep us informed about what was happening in-country. They were also able to assist us in getting Pangea funds to our partners when the junta shut down the banking system.

Communication also came to a halt. For months the Pod could not safely communicate with our partners. We had to find alternative and safe ways to stay in contact with them.

Developing organizational flexibility, trust and collaboration was crucial for the Pod to navigate the on-going crisis in Myanmar. Increasingly, community service organizations around the world are working in hostile environments. Thanks to the lessons from Myanmar, Pangea Giving is poised to respond to those threats.

“Pangea members have the opportunity to learn and grow with our grantees who courageously strive to improve life where resources and opportunities are so scarce. My two highlights are: site visits—which I miss!, and being a liaison. My involvement and growing relationship with our grantee is a continuing source of enrichment!”

Audrey Shiffman





# Welcome new partners!

We are excited to introduce our newest partners, two in East Africa, and two in Southeast Asia. As a whole, these new collaborations strengthen our work on all four of our grantmaking pillars: Climate and Environmental Justice, Educating Future Generations, Gender Equity, and Indigenous Rights.

## **Ewang'an Olosho Le Suswa (Kenya)**

Pangea is supporting Ewang'an, in the Maasai village of Le Suswa, with their project to mentor boys to complete school, develop healthy life skills, and transition to meaningful employment.

## **Solidarity Eden Foundation–SEF (Uganda)**

SEF provides education, community building, and integration activities to support refugee youth to strengthen the skills they need to overcome the obstacles of displacement and become self-reliant and potential leaders in their community.

## **Cambodian Indigenous Women Association–CIWA (Cambodia)**

Our partnership will begin with a project grant for a series of workshops designed to promote indigenous women's leadership in the context of traditional agriculture and the preservation of natural resources and cultural identity.

## **Green Community Volunteers–GCV (Laos)**

Pangea Giving will support the Community Food Forest Project which seeks to preserve biodiversity while increasing food security, both of which have been at risk in recent years due to hydropower constructions.

Read the complete profile of these organizations at <https://pangeagiving.org/blog/>



# 2022/23 Grant Summary

PARTNER	COUNTRY	PARTNER SINCE	2022 GRANT
Child Empowerment Programme (CEP)	Uganda	2018	\$9,980
Ewang'an Olosho Le Suswa*	Kenya	2021	\$2,000
Playmakers Theatre	Kenya	2019	\$8,696
Solidarity Eden Foundation (SEF)*	Uganda	2021	\$2,000
Ufanisi Women's Group	Kenya	2018	\$7,600
Women in Sustainable Enterprise (WISE)	Kenya	2019	\$8,424
East Africa Leadership Forum		2016	\$3,300
Asoc. Comunidad La Esperanza	Guatemala	2016	\$8,000
Asoc. por una Inclusion Social de las Mujeres en sur Entorno A.C. (MUSOR)	Mexico	2019	\$10,000
Comunidad Intercultural Educativo Taa' Pi't (Taa' Pi't)	Guatemala	2019	\$10,000
Union de Organizaciones de la Sierra Juarez, A.C. (UNOSJO)	Mexico	2019	\$10,000
Cambodia Indigenous Youth Association (CIYA)	Cambodia	2020	\$10,000
Women Peace Makers	Cambodia	2014	\$10,000
Cambodia Indigenous Women Association (CIWA)	Cambodia	2022	\$5,000
Green Community Volunteers	Laos	2022	\$5,000
Partner in Myanmar**	Myanmar	2022	\$8,000

\*Grants made in December 2021

\*\*We continue to support one partner in Myanmar. We are not identifying this organization in an effort to protect them during a time of conflict and violence under the military coup.

Your contributions  
made a huge  
impact in 2021.  
Thank you!



## 2021 Members

Walt Adam  
Mary Ayers  
Michelle Bates-Benetua  
Kim Bernier  
Raphael Bernier  
Merrill Black  
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 Solá  
Lorraine Toly  
Dennis Wackerbarth  
Isa Werny  
Greg Wessel  
Mary Williamson  
Oliver Wu

## 2021 Supporters

Geoffrey Bellman & Sheila Kelly  
Chris & Jerry Doerr  
Janet Dowd  
Timothy Dowd  
Barb Hinshaw  
Camelia Ho

Beverly Howald  
Ravi & Asha Khanna  
Howard Langeveld  
Dan Menser  
Bill & Christy Rakow  
Marlene Roth

Bob & Debbie Schor  
Peter Scontrino  
Sar Van  
Kim Villeneuve  
Rhoi Wangila  
Elaine White