

Friends of Lesotho

Friends Of Lesotho

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Kensington, MD 20895

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Bill Dunn

Vice President

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Treasurer/Membership

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Martha Munson

Richard Rowan

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President's Letter

FOL has undergone many changes since the last President's letter. There are several new members of the Board of Directors, officer's positions have been filled, and we are easing our way into a much more structured style of doing business. Our (your) donations to projects in Lesotho have continued at a steady pace and we look forward to planning a social event and Annual Meeting this fall.

Let me start by welcoming those who have recently joined the Board. Richard Rowan has written newsletter articles for the past several years and has recently organized an RPCV/Lesotho social event in Minnesota. Ian Duncan rejoins the Board after serving previously in the early 1990s. Ella Kwisnek worked with the Board to help organize activities for the NPCA 40th Anniversary. Martha Munson brings legal experience and the knowledge of a recently returned volunteer. And finally, Kevin Freer comes to us with extensive knowledge in managing non-profit organizations. Thank you all for volunteering!

With this additional participation, we have been able to fill the vacant officer's positions. Ella offered to become Secretary, Kevin became Vice President, and while not new to the Board, I volunteered to become President. We also now have sufficient numbers to divide our work into committee structures. Standing committees have been established for Board Development, Membership Development, and Donation Distribution. Short term committees have been

(Continued on page 2)

Membership Committee

The recently formed Membership Committee has been hard at work gathering information about past practices and setting goals for the future. The first task of the Committee was to learn what policies and procedures were already in place to avoid redundancies when setting goals. With the help of John Hollister, the Committee gained insight into the current methods of member solicitation and maintenance of the member database. Initiatives being explored include an annual membership mailing, creating new membership recruitment materials, reestablishing contacts with Peace Corps Lesotho to ensure that current and COSing volunteers receive information about FOL, and expanding membership beyond RPCVs.

If you would like to join the Membership Committee or if you just have ideas on how we might expand our membership, please email Kevin Freer (kfreer@lucent.com) or Ella Kwisnek (kwisnek@duq.edu). Membership is FOL's primary means of generating funds for scholarships and other initiatives; accordingly, the more members we have the more good work we can do. Consider recommending membership to fellow RPCVs, family, and friends. A membership form is available online at:

<http://www.friendsoflesotho.org/form.html>.

Pres Letter (cont)

(Continued from page 1)

established for By-Law revision and planning the Annual Meeting. However, few of the committees have more than a chairperson and one other member. If you have an interest in one of these areas, please get in touch - your input is needed! There are only around 300 of us in Friends of Lesotho, so every person matters.

The By-Laws Committee has nearly finished its work (see article on page 9). Redefining the relationship of the Board to the Membership and rejuvenating the Board are critical to the life of the organization. The revised By-Laws will be distributed for Membership approval later this summer. We plan to begin having annual elections again for the Board of Directors, so please start thinking about nominations now, and whether you yourself might consider a position (see article on page 9).

The Board has recently entered into an agreement with the Morija Museum under which FOL will assist with the transfer of funds to Lesotho. The Museum will conduct its own fund raising activities, and FOL will forward the donations to Morija. The Museum benefits because of our 501(c)3 non-profit status, which frees them from having to make a similar registration, yet still allows contributors to make tax deductible donations to FOL earmarked for the Museum. The agreement specifies that the

Museum is to report to FOL on the use of the funds to ensure that the requirements of our own non-profit status are maintained.

Donations to FOL may now be made to any of the specific programs we support. For example, if the Tuition Assistance Program has a special place in your heart, just mark the note field on your check for TAP. The same goes for the HIV/AIDS or any of the other programs. Over the past year we have seen an increasing number of donations from non-members: friends and family of PCVs and RPCVs. And the size of individual donations has continued to grow. I would like to thank the following individuals who have contributed \$500 or more in the past year:

Jen & Christopher Onken
Williams Lane Fund
Ron Kaine (Kaine Mgt. Co. Inc)
James F. and Sarah Coakley
Michael Lynch

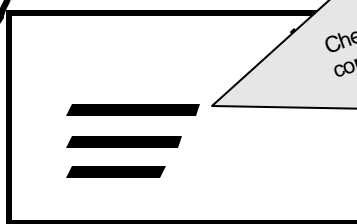
Sandy Puckett & Taipei American School

These, and all donations, are sincerely appreciated.

Thank you for taking the time to read through the newsletter, and hope to hear from you about working with one of the Board committees.

Bill Dunn
President

Are your Dues Due?



Check the upper right hand corner of your mailing label!

Looking For.....



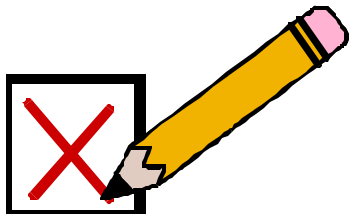
Hapiloe Byaruhanga was a student at Mabathoana High School, Maseru, in the late 1970's. He is now trying to locate his former Peace Corps math teacher, but can't remember his name. Dale Butler has offered information that Bob Williams is the teacher, based on the school and years, but doesn't know where to find Bob. If you know where Bob is, please have him contact Hapiloe at hbyaruhanga@mtsinai.on.ca

Dick Lowe is looking for an APCD in the early 1970's named Don Jones. If you know where to find Don, please contact Dick at richardllowe@aol.com

By-Laws Committee Report

Who cares about the By-Laws? For one, I didn't, at least not until several of us started talking about them. What started as a simple update to add language legitimizing electronic voting in FOL elections turned into a total rewrite.

The By-Laws have not been updated since their original drafting in 1986. At that time there was no email, and the Board of Directors wanted to include email as an option for voting. It hadn't mattered since we haven't had elections for 16 years.



But with hopes of doing so this year, a committee of Board members was formed and a new draft prepared. In addition to adding electronic voting, language was added to promote turnover on the Board and provide more organizational structure so that participants, both on the Board and in the general membership, would have a better concept of the tasks and responsibilities in need of attention. The following points have been addressed:

- Expectations of what a Board member should do, or be, have been itemized. The intention in so doing is not to turn people away, but rather to let prospective candidates know what they're getting into. In the past, some people have been scared away from participating because the job seemed both intimidating and vague. Listing the expectations should help people interested become more comfortable with the idea.
- As before, the general membership will elect the members of the Board, and the Board itself will elect particular officers. However, Board officers will be limited to serving a maximum of four consecutive 2 year terms, and not more than 2 consecutive terms in the same office. No term limits have been adopted for Board membership itself, but terms have been defined as 2 years. Although staggering the election of Board members is not included in the By-Laws, it is to be promoted in a variety of ways so that the Board does not experience a large turnover all at one time.
- Board members will be voted on by the general membership individually, not as a slate. The

Board may still appoint members to fill vacancies (a method we have relied upon for 16 years), but those appointees must be subject a general membership vote at the next regular election.

- Standing committees have been formed for Nominating & Board Development, and an Executive Committee. The Executive Committee is a formalization of the de facto methods we have used in the past for Board replenishment. Its function is limited to extraordinary circumstances when the full Board can not meet and specifically excludes decision making on financial matters. A Membership Committee and Donation Distribution Committee have also been formed as standing committees, although these are not explicit in the By-Laws and merely covered by saying that other committees may be formed as deemed necessary by the Board. And a committee to plan the Annual Meeting has also been formed, although a decision has not yet been made whether this is to be a standing committee or an ad hoc Task Force.

Are you excited yet? Well, maybe not, but it has been interesting going through this, and other more minute details, with a number of people having divergent viewpoints.

The committee hopes that by instituting the new By-Laws we will facilitate greater participation about decisions regarding what projects are undertaken by FOL, how we should allocate our donations; and gain greater input in determining what methods we use to best help the people of Lesotho.

As of this writing, the final draft of the By-Laws still needs to be approved by the Board. Once that is done, it will be distributed and submitted for your vote, likely in conjunction with the vote for members of the Board of Directors.

The evolution of the By-Laws documents may be found at <http://www.friendsoflesotho.org/1.html>



On the next 6 pages are Thank You notes and photos from many of the people in Lesotho who have benefited from the donations of FOL members.

The Tuition Assistance Project (TAP) provides scholarships to primary and secondary school students based on academic performance and financial need. Tuition costs per year averaging \$15 for Primary School, and \$77 for High School, every cent can make a difference to a Masotho. TAP is administered by a committee of Peace Corps Education Volunteers.

In addition to TAP, The Volunteer (VLC) provides grants to current PCVs for small projects which would otherwise be too small to be considered by major donor NGOs. PCVs in country determine how best to use the funding.



Dear Friends of Lesotho

We, the Maputsoe Youth Future Builders Club, received a grant from you through PCS 'M'e Charlene Babcock. We have started a vegetable garden and a fish pond for income generation and to provide fresh food for the large number of AIDS orphans in our community. We used the money to buy materials to help build a fence around the property. We are very grateful for your kindness.

Enclosed are two pictures of the start of the fish pond, the vegetable garden and the receipt of the materials for the fence.

Re Leboha, Maputsoe Youth Future Builders Club



This mural was completed by the Peace Corp Volunteer and all of these students, they located each town, land mark and District.

Thank-you so much!

-Jessica Herbert/PCV (Nthabiseng Hlabanyane)

We Thank You!! Friends of Lesotho Leboha!!



Mohau Nthakoana, Seeiso Nthabiseng, Lomile Class 5 at Itumeleng Primary School, Lomile Thanks you Naholo!!, Hopolang, Masilo Moliehi, Leteane Mabakoena, Khantše Ithabeleng, Mamatobell, Thabang, Pulane, Tšepang, Ntsoaki, Makhotsa, Mamphuy, Kefuoe, Refuoe

Dear FOL Committee Enclosed please find receipts ... for purchase of bread baking ingredients by the parents of Senyokotho Primary School ... On behalf of the entire community of Senyokotho Primary School, thank you once again for your generous donation and encouragement of self reliance projects in Lesotho! Sincerely Lucy Meyer



Dear Friends of Lesotho

I am writing to thank you for the grant that I received at the end of October. The money was used to paint maps in 3 of the classrooms at Magoala Primary School. The pupils thoroughly enjoyed helping with this project and their knowledge of Africa and the world is already expanding. We really appreciate your support.

Thank you!

Mary Ann Feutz

PCV



I am writing to thank you for your monetary assistance. The FOL grant went to a group called "Tsoha Morabali", a local farmer's cooperative. With your help, the group was able to acquire 500 rootstocks which they planted and are now bud grafting. This is expanding an orcharding project which LHDA (Lesotho Highlands Development Authority) is already doing with the group. Learning how to graft and thereby make their own trees will allow them to expand their orchards for a fraction of the cost of buying trees through LHDA. The grafting training has been offered by a Basotho run NGO called Boseele Association and has strengthened the relationship between the two groups.

The cooperative is a group of energetic and thinking individuals, committed to working cooperatively to improve their livelihoods and the environment. Besides learning about and caring for fruit trees, they are beginning a tree nursery and recently had a workshop on the machobane farming system.

Supporting the group's activities was money well spent. They and I thank FOL immensely for the help.

Sincerely,

Nancy Bailey, USPCV

LHDA Nature Reserves, Butha-Butha

Photos show Grafting training for Boseele Association coop members on newly acquired rootstocks in Phelandaba Lesotho



Dear Friends of Lesotho Committee

Thank you very much for funding the Elelloang Basali Weavers' Photography training. The money went to purchasing film and developing some of the photos. As the weavers are working on exporting, they have a great need to document their work in order to promote their work with foreign customers.

Your assistance helped them to feel comfortable with their camera, as they were able to take numerous photos and practice different techniques. They have improved greatly and are so thankful for your assistance. Six women have been trained.

To see some of our photos, please look at our website: www.africancraft.com/artist/elelloang

Thank you!

The Elelloang Basali Weavers



Ron Neighbor and the Makoa Primary School Teachers used funds from FOL to replace and fix windows in Makoa Primary School in Qacha's Nek.

Dear Friends of Lesotho,
 Khotso!
 Pula!
 Nala!
 Thank You!!!
 Your gift will help keep the children warm in the WINTER.

The students and staff of Makoa Primary School wish to

KHOTSO
 PULA
 NALA

Peace
 Rain
 Prosperity

To the Friends of Lesotho

Nominations Committee Update

The Nominations Committee has the charge to recruit a slate of candidates for elections to be held in accordance to the by-laws by the Annual Meeting in October 2004. Committee Members include: Kevin Freer, Chair; Richard Rowland, Board Member; and Faye Farmer, FOL Member.

The Committee has analyzed the Board's needs and the by-laws requirements. We are now working on strategies to recruit new members. Directors are elected based on their ability and willingness to contribute to the achievement of the organization's goals and objectives. Specific duties include:

- 1) be a FOL member in good standing
- 2) understand the goals, policies, and programs of FOL
- 3) attend Board meetings and participate in the

policy-making decisions of the Board

4) participate actively on one or more of the Board's committees and/or task forces suited to a member's interests and skills

5) foster the organization's purpose in other spheres of influence.

We meet quarterly via conference calls and complete our committee assignments between meetings. See the Board Minutes page under the Contacts section of our website: www.friendsoflesotho.org for an update of our goals and programs. Contact Kevin (kfreer@lucent.com) with any questions you may have about Board service. FOL depends on you as an individual member to help sustain the organization and continue to provide support to Lesotho through our members.

Become a Board Member

Board meeting minutes are posted on the web site about a week after every meeting.

See the Contacts page of <http://www.friendsoflesotho.org>

The Board has a need for members who have specific skills and for members whose backgrounds or roles are more general in nature. In addition to standard Board Officers (President, Vice President, Treasurer, Secretary) the Board needs members with legal expertise, newsletter/communications skills, financial and fundraising skills and computer skills. The Board also needs people whose skills and willingness to work are outside of these specific areas.

A nomination for a position on the Board of Directors can be submitted by the individual who wants to be considered or by someone else on

behalf of the individual being nominated. If someone other than the nominee is submitting the form, please make sure the nominee is willing and able to serve.

The Board has established committees to help carry out its work. These committees include Donations, Membership and Board Nominations. It also establishes temporary committees and task forces. You do not have to be a board member to serve on a committee or task force. If you are interested in being a committee member but do not wish to serve on the board at this time, please contact one of the board members listed on the contacts page on the website.

Friends of Lesotho
Board of Directors Nomination Form: 2004

Use this form to submit the names of individuals who would like to be considered for membership on the Board. Please see page 9 for a description of the requirements and duties of a board member and how to submit the form. If being submitted by someone other than the candidate, please make sure the candidate is willing to serve. Use an additional page if more space is needed.

Candidate's Name:

Address:

City/State/Zip:

Country:

Home Ph:

Work Ph:

Email:

Please describe the nominee's interest and involvement with Lesotho.

If RPCV, list PC job/location/dates of service.

Some board positions require specific skills such as legal, fiscal, computer or communications skills. Other members fill less specific roles. Please describe any skills, strengths, or experiences the nominee has that would help the Board carry out its work.

Provide a brief biography that can be included in election materials submitted to the FOL membership. Include relevant background, skills and why the nominee would like to serve.

This form is available for downloading at www.friendsoflesotho.org/nominating/index.html

To submit a nomination, please email the completed form to kfreer@lucent.com or send it by postal mail to:

Kevin Freer
1372 Dutch Elm Drive,
Altamonte Springs, FL 32714
USA

Friends of Lesotho

4110 Denfeld Ave.
Kensington, MD 20895
Tel (301) 942-2751

http://friendsoflesotho.org



MEMBERSHIP FORM

Name: _____

Annual membership in Friends of Lesotho (\$10 per person) \$ _____

Additional contribution to Friends of Lesotho \$ _____

Total to FOL \$ _____

(All dues/contributions are tax deductible to the extent allowed by law.)

FOR RETURNED PEACE CORPS VOLUNTEERS ONLY:

Annual membership in the National Peace Corps Association - \$35 individual \$ _____
or \$42.50 for family - see note 1 below

PLEASE PROVIDE ANY NEW OR CHANGED INFORMATION FOR THE FOL DIRECTORY

Check if no changes

Address _____

YEARS IN LESOTHO:

Peace Corps _____ to _____

Other _____ to _____

Home phone (____) _____ Work phone (____) _____

Village _____

email _____

District _____

list email on web site? yes no

Work Program _____

Family Members: _____

Current Occupation/Employer: _____

PLEASE NOTE:

1. Friends of Lesotho (FOL) is affiliated with the National Peace Corps Association (NPCA). If you have included NPCA dues, we will forward them to NPCA. If, however, you choose to send your FOL dues directly to NPCA in response to their membership solicitation, you must specify FOL as your choice of affiliated group to receive credit for dues. NPCA membership is optional. NPCA multi-year discount available, see www.rpcv.org.
2. Unless you specify otherwise, FOL will provide your name and address to an individual requesting information about an old friend or to a prospective volunteer to Lesotho. If you do not want your name released to organizations, please check the appropriate box below.

- a) Organizations selling merchandise and publications
- b) Professional organizations concerning employment
- c) Other non-profit organizations.

For FOL use only (please DO NOT complete this information):

Check # _____ Amount \$ _____ Member Since _____ New _____ Source _____

Renew Date _____ Expires _____ No. of Members _____ NPCA _____

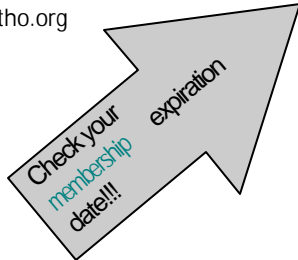
Friends of Lesotho

4110 Denfeld Ave
Kensington, MD 20895

Phone: 301 942-2751

Web Page: www.friendsoflesotho.org

Email: wdunn@friendsoflesotho.org



WE'RE ON THE WEB!

WWW.FRIENDSOFLESOTHO.ORG

2004 NPCA Conference in Chicago

Nearly 2,000 returned Peace Corps volunteers will descend on Chicago for the 2004 NPCA Conference, Aug 5 to 8, 2004. Visit www.rpcv2004.org (or call or 773/472-3370) to register or for more information.

Events include:

Country of Service Events: A highlight of the conference will be the multitude of country of service reunions.

Workshops: Workshops and panel discussions include: Understanding Islam; How to Get Into the Foreign Service; Stress Management; Afghanistan & Iraq; RPCVs Role in Peace; Writing Your Peace Corps Story; and Socially Responsible Investing.

Opening & Closing Ceremonies:

Speakers, African dancers, Latin musicians, Indian performers, Romanian dancers, bagpipers and more.

International Marketplace, Career Fair, Business Symposium, Global Education symposium & more!

Conference participants include: MSNBC Hardball Anchor Chris Matthews (Swaziland 69-71); Afghanistan Vice-President Hedayat Amin-Arsala; Former Thailand Foreign Minister Surin Pitsuwan; Peter Yarrow of Peter, Paul & Mary; Wisconsin Governor Jim Doyle and First Lady Jessica Doyle (both Tunisia 67-69); Ohio Governor Bob Taft (Tanzania 63-65) and more.